



Artificial Intelligence: The Future Is Now

News

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In the article, "Artificial Intelligence: The Future Is Now," featured in *SHRM*, Attorney Corey Goerdt discussed what HR professionals need to be aware of with emerging technology. These technologies such as machine learning may unlawfully discriminate a protected category, like race, gender or age.

"Companies like Twitter, Microsoft and Hilton Hotels have started using technology to remove the human bias inherent in subjective hiring decisions," Goerdt said. "For instance, technology developed by HireVue allows companies to make hiring decisions by analyzing speech patterns and physical gestures in standardized video interviews. HireVue also uses its expansive database of video interviews to evaluate hiring decisions based on subsequent performance of hired candidates." But what if the speech patterns and physical gestures of one protected category of individuals differs from others?

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