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## ROUNDTABLE INVITATION

On 8 and 14 July, FINDHR and its projects partners are inviting you to two online roundtables. The roundtables will each on their own tackle various aspects on discrimination and AI-assisted hiring processes, including transparency, challenge, solutions and findings of the FINDHR project.

We hope to see you there!

### 8 July: Increasing Transparency as a Strategy towards reducing Discrimination in AI assisted Hiring Processes



Algorithmic tools are becoming established instruments in the European market to assist with hiring processes, most commonly for pre-selection or ranking. At the same time, the implementation of European regulation in ensuring that algorithms will be trustworthy and non-discriminatory is still being developed.

**Despite the huge take up of algorithmic tools in the hiring process, the transparency is lacking to make sound conclusions about the impact of such tools in minimising, reducing, sustaining or increasing discrimination against underrepresented groups in the labour market.** The concept of transparency in this regard serves a multiple interpretation. It is about the information users (can) receive about the tool, but it is also about the data the algorithm can access for training in its development and for processing when used in the market. The Fairness and Intersectional Non-Discrimination in Human Recommendation (FINDHR) research project, such as around AI auditing processes and interpretability, has found that fostering stronger feedback loops between job applicants and the AI tools used in their recruitment can greatly help companies in reducing

discrimination.

FINDHR research among job seekers that face intersected risks to discrimination confirms that job seekers often receive no or very limited information about the processing of their data by AI tools in hiring processes. The AI Act can provide some of the answers through the regulatory framework in addressing challenges around transparency, but a lot will depend on the translation of the Act into enforceable standards and effective governance mechanisms.

Join us for this online roundtable, in which we discuss how increasing transparency between different stakeholders involved, in particular for job seekers, in the use of AI tools in hiring processes can in effect reduce intersectional discrimination.

#### Practical information:

- Date: 8 July 2025
- Time: 15.00 - 16.30 CEST
- Formation: Online on Zoom
- [More details here!](#)
- [Register here!](#)

#### Meet the panellists:

Full biographies of the speakers are available on our website.



**Brando Benifei**, co-Chair of the Working Group on the implementation of the AI Act, European Parliament

**Gemma Galdón-Clavell**, Founder and CEO of Ethicas.ai.

**Antonio Mastropietro**, Postdoctoral Fellow in Computer Science, University of Pisa,



**Eleni Dimopoulou**



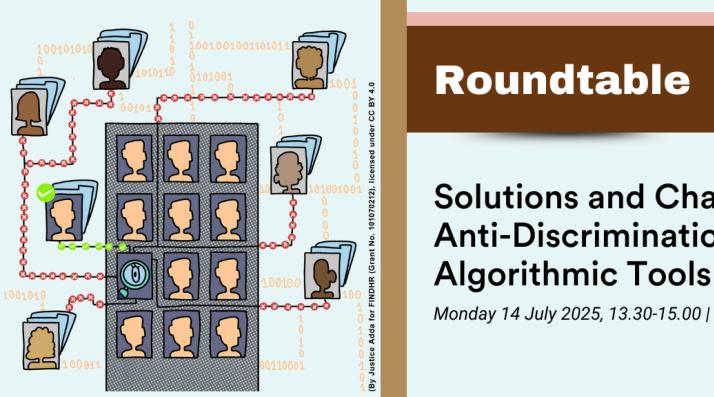
**Eleni Dimopoulou**, Programme Coordinator  
PRAKSIS.

**Gea Meijers**, General Coordinator at WIDE+.

[Learn more about the speakers here.](#)

**Register here**

## 14 July: Challenges and Solutions towards Anti-Discrimination Assessment of Algorithmic Tools in the Hiring Sector



**Roundtable**

**findhr**

**Solutions and Challenges towards Anti-Discrimination Assessment of Algorithmic Tools in the Hiring Sector**

Monday 14 July 2025, 13.30-15.00 | Online on Zoom

 Co-funded by the European Union

Algorithmic (AI) tools are increasingly being used in the European market to make the hiring process more efficient, most often for pre-selection or ranking. However, there is no conclusive evidence that the tools propose the most suitable or the best order of candidates (in terms of excellence). They can in fact reproduce existing discrimination in the labour market. To address this impact, regular monitoring of such tools is necessary. They not only need to be robustly tested in the development phase, but they also need to be monitored and assessed when they are used in actual job selection situations.

The AI Act of the European Union (EU) remains vague on how to ensure AI systems are trustworthy after they are placed on the market and moreover this Act is still in the process of being enforced. On

the other hand, anti-discrimination directives are not designed to deal with algorithmic processes. Currently the General Data Protection Regulation (GDPR) does provide directions on how to collect and deal with the data provided in a hiring pipeline, but there is a grey area for those who want to actively monitor and assess AI tools in the hiring pipeline with the aim of eliminating discriminatory impact.

Join us online on 14 July 2025 for the second roundtable, which aims to share possible **solutions and challenges to effectively address intersectional discrimination in AI-assisted hiring processes**. It will reflect on outcomes from the **Fairness and Intersectional Non-Discrimination in Human Recommendation (FINDHR) research project** that is funded by the EU Horizon programme to come up with innovative solutions for the development and use of AI to prevent, detect, and mitigate intersectional discrimination in Algorithmic hiring. One promising solution researchers connected to FINDHR have found is the use of the computational multi-party technique as a privacy-friendly data collection and processing technique. However important questions remain with regard to legal compliance and implementation in addition to finding other technical solutions.

Find the full announcement [on our website](#).

#### Practical information:

- Date: 14 July 2025
- Time: 13.30 - 15.00 CEST
- Formation: Online on Zoom
- [More details here!](#)
- [Register here!](#)

#### Meet the panellists:

[Full biographies of the speakers are available on our website.](#)



Dr. Nina Baranowska, LLM. is a legal researcher at iHub: Interdisciplinary Research Hub on Digitalization and Society, Radboud University, the Netherlands.

Changyang He is a postdoc researcher at the Max Planck Institute for Security and Privacy (MPI-SP) working with Dr. Asia Biega.

Dr. Ansgar Koene engages with policy developments around the governance and regulation of Artificial Intelligence (AI).



**Aída Ponce Del Castillo**

Aída Ponce Del Castillo is a Senior Researcher at ETUI's Foresight Unit. ETUI stands for European Trade Union Institute, which is the independent research and training centre of the European Trade Union Confederation.

Moderator: Angela Müller is Executive Director of AlgorithmWatch CH in Zurich and Executive Board Member of AlgorithmWatch in Berlin.

[Learn more about the speakers here.](#)

**Register here**

## About FINDHR

The roundtables are organized as part of the **FINDHR project**. This activity is Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily

reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them.

The FINDHR project facilitates the prevention, detection, and management of discrimination in algorithmic hiring and closely related areas involving human recommendation. On completion, the project's publications, software, courseware and datasets will be made freely available to the public under free and open licenses.

Follow FINDHR on [www.findhr.eu](http://www.findhr.eu),  [LinkedIn](#) and  [Join its mailing list](#).

WIDE+ is a project partner of FINDHR and lead organizer of this roundtable. For any questions, kindly reach out to Gea Meijers, [info@wideplus.org](mailto:info@wideplus.org).

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