ZenHire | **Last updated 2024**

AI Ethics, Bias, and DEI at ZenHire.ai

ZenHire.ai is committed to building ethical and transparent AI models that promote diversity, equity, and inclusion (DEI) in recruitment. We ensure our models are accurate, fair, and free from bias across race, gender, and other dimensions.

Model Accuracy:

Our CV extraction algorithm achieves 97% accuracy, while AI-human alignment in job matching exceeds 93%. In language analysis, AI scores align with expert evaluations 90-96% of the time, outperforming non-trained human recruiters.

Bias Detection & Mitigation:

ZenHire.ai actively addresses bias in its AI models by excluding visual information (e.g., facial features) in speech processing and ensuring safe ML practices. Our features for fluency and vocabulary assessment are based on objective, measurable criteria, while explainability techniques are used in deep learning models to exclude potential bias related to race, gender, or accent.

Promoting DEI:

Our AI solutions align with DEI goals, promoting fair and inclusive hiring practices.

Commitment to Improvement:

ZenHire.ai is committed to regular audits and continuous improvements in AI-human alignment and bias mitigation to further support DEI and fair hiring practices.