ePolicyWorks

Collaborative Policymaking in Action

Making AI Hiring Tools More Inclusive
National Online Dialogue
Final Summary Report

February 16, 2024 – March 18, 2024

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Introduction

From February 16 to March 18, 2024, the Partnership on Employment & Accessible Technology (PEAT), an initiative funded by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), hosted *Making AI Hiring Tools More Inclusive,* an [ePolicyWorks](#) national online dialogue. The online event gathered ideas from individual participants on how employers can increase benefits and manage risk in deploying more inclusive artificial intelligence (AI) hiring tools, especially for individuals with disabilities. This report summarizes key themes and takeaways gleaned from the dialogue.

Background

In today's workplaces, employers are increasingly using AI to manage many aspects of the hiring and recruitment process. Such tools play an important role in advertising job listings, attracting candidates, making informed selections and addressing the evolving requirements of the workforce. However, in addition to delivering distinct benefits, AI tools also come with risks—especially when it comes to inclusion and accessibility for certain job seekers, including those with disabilities.

The PEAT team collaborates with partners to pursue a future where new and emerging technologies—including AI—are accessible to the workforce by design. In support of this mission, PEAT hosted the *Making AI Hiring Tools More Inclusive National Online Dialogue*. The event enabled the sharing of input from subject matter experts and stakeholders across the country in key topic areas.

Based on the dialogue contributions, several key themes and takeaways emerged:

1. [Collaborate Before Implementing AI Hiring Tools](#)
2. [Encourage Ongoing Testing and Assessment of AI Hiring Technologies](#)
3. [Enforce Accountability and Legal Standards for Data Collection](#)
4. [Ensure Transparency in the Use of AI Hiring Tools](#)
5. [Leverage AI Hiring Tools for an Equitable Process](#)
6. [Promote States as Model Employers](#)
7. [Require Accessibility Standards for AI Hiring Tools](#)
8. [Take Advantage of AI Workplace Benefits](#)

These key themes and takeaways, along with other research efforts, will help inform the PEAT team as it works with collaborating federal agencies and subject matter experts to build a Profile on Inclusive Hiring that is based on the National Institute of Standards and Technology's AI Risk Management Framework (AI RMF).

Outreach Efforts

To ensure a wide range of expertise and viewpoints, ePolicyWorks, PEAT and ODEP promoted the online dialogue through numerous channels and used different tactics to engage a diverse group of participants. These included targeted e-blasts, social media posts and announcements in newsletters, including from ODEP and the Job Accommodation Network among others. In addition, ePolicyWorks conducted its own outreach via the @ePolicyWorks account on the social platform X and through emails to targeted groups, such as registrants of previous technology-focused ePolicyWorks online dialogues, staffing companies, state and local transportation officials, AI advocacy groups, universities and researchers, technology providers and other key stakeholders, including other members of the disability community.

ePolicyWorks Email and Social Media Outreach

ePolicyWorks conducted 13 distinct email campaigns, distributing more than 23,000 targeted emails to promote conversation over the 29 days the dialogue was open for participation. For more details on email outreach, see Appendix A.

Email Outreach
At A Glance
13 Total Emails Sent

| 23,308 | 5,219 | 849 |
| Delivered | Opened (22%) | Clicked (16%) |

In addition to email distribution, ePolicyWorks posted 22 times to its X account promoting the dialogue and posted eight times to its LinkedIn page. The 22 X posts resulted in 1,400 impressions and 96 engagements (likes, clicks, replies, reposts or quotes). The LinkedIn posts resulted in 588 impressions with 51 engagements.

ePolicyWorks X Engagement

—— At A Glance ——

22	1,400	96
Posts	Impressions	Engagements*

*Likes, clicks, replies, reposts or quotes.

ePolicyWorks LinkedIn Engagement

—— At A Glance ——

8	588	51
Updates Posted	Impressions	Engagements

Online Dialogue Participant Summary

The *Making AI Hiring Tools More Inclusive* national online dialogue opened on February 16, 2024 and closed at the end of the day on March 18, 2024. The conversation was divided into five topic areas that aligned with areas of interest to PEAT and ODEP. The topics and associated prompts are listed below. The More Information section under each topic provided additional details and questions for participants to consider.

1. **Procuring AI Hiring Technology**
   How can employers who want to procure AI hiring technology consider the impact it can have on their Diversity, Equity, Inclusion and Accessibility (DEIA) and legal compliance programs? How can employers and suppliers share information about the technology's potential benefits and risks?

2. **Advertising Employment Opportunities and Recruiting**
   How can employers utilizing AI hiring technologies to advertise employment opportunities and recruit job seekers ensure they are considering the rights and user experiences of job seekers with disabilities and members of other protected classes?

3. **Providing Reasonable Accommodations to Job Seekers**
   How can employers offer job seekers and employees reasonable accommodations when applying for a job, regardless of whether the employer uses AI hiring technology? Are there ways to incentivize AI providers to improve the accessibility of their products?

4. **Selecting Candidates and Making Employment Offers**
   How can employers ensure they are identifying and hiring the best candidates for the job when using AI hiring tools? How can they ensure they are meeting all relevant legal requirements?

5. **Incorporating Human Assistance & Minimizing Risks**
   How can employers be sure they have the appropriate human oversight policies and practices so that humans can supervise/control, intervene or review any automation enabled by AI hiring technologies?

Below is detailed information on the dialogue contributions by topic. The infographics highlight the number of ideas, comments and likes, along with the number of online dialogue views, registrants and participation rates.

Contributions to the Online Dialogue

Total Ideas in the Online Dialogue: 31

Number of Ideas by Topic:

- *Procuring AI Hiring Technology*: 10
- *Advertising Employment Opportunities and Recruiting*: 4
- *Providing Reasonable Accommodations to Job Seekers*: 7
- *Selecting Candidates and Making Employment Offers*: 5

Ideas in the *Incorporating Human Assistance & Minimizing Risks* Topic: 5

Total Comments in the Online Dialogue: 38

Number of Comments by Topic:

- *Procuring AI Hiring Technology*: 10
- *Advertising Employment Opportunities and Recruiting*: 6
- *Providing Reasonable Accommodations to Job Seekers*: 7
- *Selecting Candidates and Making Employment Offers*: 7
- *Incorporating Human Assistance & Minimizing Risks*: 8

Comments

At A Glance

38 Total Comments

10	**6**	**7**	**7**	**8**
Procuring AI Hiring Technology	*Advertising Employment Opportunities & Recruiting*	*Providing Reasonable Accommodations to Job Seekers*	*Selecting Candidates and Making Employment Offers*	*Incorporating Human Assistance & Minimizing Risks*

Total Likes in the Online Dialogue: 107

Number of Likes by Topic:

Procuring AI Hiring Technology: 28

- *Advertising Employment Opportunities and Recruiting*: 13
- *Providing Reasonable Accommodations to Job Seekers*: 24
- *Selecting Candidates and Making Employment Offers*: 24
- *Incorporating Human Assistance & Minimizing Risks*: 18

Likes

At A Glance

107 Total Likes

28	**13**	**24**	**24**	**18**
Procuring AI Hiring Technology	*Advertising Employment Opportunities & Recruiting*	*Providing Reasonable Accommodations to Job Seekers*	*Selecting Candidates and Making Employment Offers*	*Incorporating Human Assistance & Minimizing Risks*

Visitors, Registrants and Participants in the Online Dialogue

From February 16, 2024, until March 18, 2024, the dialogue was open to visitors on the website InclusiveAI.IdeaScale.com. Visitors could access all ideas and comments in the online dialogue, as well as detailed information on AI hiring tools, PEAT's efforts and how ePolicyWorks dialogues work.

While all the dialogue content could be accessed at InclusiveAI.IdeaScale.com, active participation—such as adding an idea, commenting or liking an idea submitted by another—required an individual to register and verify their email address.

For the following dialogue metrics, "visitors" are defined as all individuals who visited the dialogue website. "Registrants" were those who successfully verified their email and created a password. "Participants" included anyone who submitted an idea, commented or liked an idea submitted by another.

- Total number of visits to the online dialogue: 3,998 visits
- Total number of registrants in the dialogue: 81 individuals
- Total number of registrants who participated by contributing an idea or commenting or liking an idea submitted by another: 37 individuals (46% of registrants)
- Total number of registrants who contributed ideas: 18 individuals (22% of registrants)
- Total number of registrants who contributed comments: 15 individuals (19% of registrants)

- Total number of registrants who contributed likes: 30 individuals (37% of registrants)

Visitor Data
At A Glance

3,998	**81**	**37**
Total Number of Visits	Total Number of Registrants	Total Number of Participants*

*People who contributed an idea, comment or like to the dialogue. (46% of registrants)

Review and Analysis of Online Dialogue Contributions

Throughout the online dialogue, participants from across the U.S. shared thought-provoking ideas and insights on ways employers can not only increase benefits but also manage risks when deploying AI hiring tools. Importantly, these contributions will assist PEAT and its collaborators in developing tools to help employers identify, reduce and address barriers that AI hiring tools may present for disabled people, including those who may also be members of other protected classes. Protected classes include, for example, race, color, religion, sex (including pregnancy, sexual orientation or gender identity), national origin, age, disability and genetic information.

The range and depth of the ideas submitted and discussed during the online dialogue demonstrate the immense value of engaging citizens in collaboration efforts. AI advocacy groups; IT companies; staffing and human resource professionals; disability advocacy organizations; state and local governments; individuals with disabilities; and other stakeholders collectively contributed ideas, comments and likes, along with various links, articles and reports. All submitted resource links are listed in Appendix B.

Key Themes and Takeaways

Based on a preliminary analysis of the submitted ideas and associated comments, the following key themes and takeaways emerged. These insights are not recommendations, but rather a summary of dialogue responses.

1. [Collaborate Before Implementing AI Hiring Tools](#)
2. [Encourage Ongoing Testing and Assessment of AI Hiring Technologies](#)
3. [Enforce Accountability and Legal Standards for Data Collection](#)
4. [Ensure Transparency in the Use of AI Hiring Tools](#)
5. [Leverage AI Hiring Tools for an Equitable Process](#)
6. [Promote States as Model Employers](#)
7. [Require Accessibility Standards for AI Hiring Tools](#)
8. [Take Advantage of AI Workplace Benefits](#)

Collaborate Before Implementing AI Hiring Tools

Many of the ideas in the dialogue highlighted the importance of addressing accessibility and inclusion issues before introducing AI hiring tools. Participants expressed that employers and vendors should consider working together to better understand the benefits and challenges associated with AI hiring tools.

- **Learn During Technology Procurement**: Many expressed the need for more detailed information from technology vendors, particularly concerning AI, to help employees understand benefits and risks, which may include the potential exclusion of candidates with disabilities.
- **Integrate Accommodation Specialists**: Some said it would be helpful to involve trained reasonable accommodations personnel in the early stages of implementing AI hiring technologies. Organizations should consider working with accommodation specialists to proactively address accommodation needs to assist candidates that may encounter barriers due to new systems.
- **Test Accessibility in AI Technology Across Platforms**: Participants said that AI-driven job postings and interfaces should be accessible to people with disabilities across various platforms (web, mobile and email). In order to ensure inclusivity, testing for conformance to accessibility standards (e.g., WCAG), should occur prior to implementation.
- **Create Clear Accessibility and Communication Channels**: Some said that during the implementation of AI hiring tools, the process for submitting accommodation requests should be identified and communicated to employees. AI systems, such as chatbots, should be programmed with accurate information about the accommodation process and/or should provide access to human assistance.

Encourage Ongoing Testing and Assessment of AI Hiring Technologies
Participants underscored the necessity for thorough assessment, stakeholder engagement and accountability to identify and address any biases in AI technologies used in hiring processes, ensuring fairness, inclusivity and compliance with regulations.

- **Assess AI's Impact**: Participants noted that, when considering and assessing AI technologies in hiring, it is crucial to focus on key questions about goals, intentions and data usage in these systems. Literacy training in both inclusivity and AI technology can help facilitate more insightful discussions and understanding of organizational goals and AI capabilities.
- **Engage with Bias and Disability Experts**: It was suggested that employers and creators of AI technologies consider engaging with stakeholders, including bias and disability experts, to review their tools and draft oversight policies. This should involve funding continuous oversight so that there is staff to provide redundancy and regularly review algorithms and outcomes for any bias.
- **Review Processes and Accountability**: A combination of disaggregated data review for bias and human reviewers skilled in implicit bias training may assist in maintaining fairness in AI hiring tools. Advertisements created with AI should be reviewed by qualified humans to prevent bias, particularly in terms of disability discrimination.
- **Address Bias in AI**: AI systems may exhibit bias against disabled people in various ways, including overlooking relevant experience, perpetuating stereotypes or being less accessible. To address bias, AI systems should be designed with inclusivity in mind and be trained on diverse datasets representative of people with disabilities.
- **Consider Emotion Detection and Speech Analysis**: Concerns arose regarding the use of AI tools claiming to detect emotions, analyze speech or utilize face recognition during interviews. While these tools may seem beneficial for narrowing down candidates, there may be drawbacks including potentially perpetuating biases and discrimination.

Enforce Accountability and Legal Standards for Data Collection
A number of dialogue ideas underscored the importance of accountability and adherence to legal frameworks in using personal data for recruitment and advertising, especially regarding the practices of large platforms and AI toolmakers.

- **Encourage Data Collection and Platform Practices**: Participants expressed that large platforms amass extensive personal data, including first-party data such as names, emails and social interactions, along with location information from mobile devices. The granularity of data collection may be significant, covering user behavior and content preferences. It was recommended that job seekers be informed of how their data is utilized and protected.
- **Highlight Responsibilities of AI Toolmakers and Businesses**: Companies employing AI tools in hiring processes should abide by legal requirements and consumer protections.

Both AI toolmakers and businesses may be accountable for any unlawful screening or targeting tasks conducted using these tools. Liability should not be shifted through contracts, necessitating transparency and cooperation with independent auditors.

- **Call for New Regulations**: Some said that new regulations may help address the behavior of AI toolmakers and businesses utilizing these tools. It was recommended that regulations consider prioritizing transparency and disclosure and cooperating with auditors to help ensure trustworthiness of AI tools based on ground truth and construct validity.

Ensure Transparency in the Use of AI Hiring Tools

Several of the dialogue ideas focused on transparency, fairness and accountability in AI technology development and deployment to assist in preventing biases and ensuring inclusivity.

- **Encourage Transparency in AI Hiring Technologies**: Some participants mentioned that job seekers and employees should be informed when AI hiring technologies are being used to help them make appropriate requests for accommodations and provide valuable feedback. Lack of transparency may hinder the effectiveness of AI technologies and perpetuate systemic biases.
- **Understand AI Norming**: It is important to understand how AI software is normed and monitored to support fairness and equity. Flawed datasets may lead to biased outcomes, so it was recommended that there be tools available for non-experts to evaluate equity impacts and prevent the perpetuation of systemic issues like ableism and racism.
- **Address Concerns About AI Accuracy and Controls:** The current generation of AI tools including general-purpose systems like ChatGPT—may sometimes exhibit errors, inaccuracies and lack proper controls. Dialogue participants called for greater transparency through open-sourcing the source code to help better understand errors, uncover any potential biases and ensure accountability.

Leverage AI Hiring Tools for an Equitable Process

Several contributors noted that AI hiring tools may be beneficial to people with disabilities if utilized correctly. Introducing accessibility, inclusivity and efficiency throughout the hiring process using AI may be able to benefit job seekers from protected classes, including individuals with disabilities.

- **Translate Real-World Experience Using AI**: Employing AI to translate practical experience into educational equivalents in some instances may help individuals, particularly those with disabilities, compete effectively in the job market where traditional education requirements may present barriers.
- **Create Flexible Approaches with AI**: Some contributors noted that AI could enable flexible approaches in the hiring process, such as allowing multiple takes in video interviews, providing transparency, offering accessibility tools and giving job seekers

advance notice of interview questions to promote equitable opportunity for all candidates.

- **Screen Job Descriptions with AI**: AI may be used to screen job descriptions for outdated or unnecessary requirements, and ensure job postings are inclusive and do not inadvertently screen out qualified candidates, including those with disabilities.

- **Automate Accommodation Inquiries**: Under the ADA, employers generally cannot ask (or use AI to ask) disability-related questions until after an applicant has been given a conditional job offer. Employers are permitted pre-offer to ask limited questions about reasonable accommodation if they reasonably believe that the applicant may need accommodation because of an obvious or voluntarily disclosed disability, or where the applicant has disclosed a need for accommodation. Some mentioned that AI could be used to assist in facilitating conversations about accommodation needs voluntarily disclosed by an applicant by systematically and non-threateningly inquiring about the applicant's need for accommodations. This may alleviate hiring managers' concerns about potentially touching upon a sensitive topic—and promote inclusivity in the recruitment process.

- **Highlight AI-Driven Recruiting Advantages**: AI technologies could be used by recruiters to quickly bridge knowledge gaps, understand complex job requirements and craft tailored interview questions, ultimately leading to a more efficient, informed and bias-reduced recruitment process that better matches candidates with specialized roles.

- **Integrate Accommodations into the Hiring Process**: Asking applicants about their voluntarily disclosed disabilities and accommodation needs during the hiring process while providing information on accommodations could have the potential to create a more equitable hiring system. In addition, AI systems could periodically and proactively check in with applicants regarding their accommodation needs throughout the hiring process.

Promote States as Model Employers

This idea underscored the proactive measures states are taking to ensure that AI adoption aligns with principles of accessibility, cybersecurity and responsible governance, setting a precedent for other employers and organizations. Participants noted that governments have the potential to lead by example as model employers, particularly in the procurement and adoption of AI hiring technology.

- **Prioritize Cybersecurity and Accessibility**: States are prioritizing cybersecurity and accessibility considerations as they integrate AI into their digital services. This emphasis helps to ensure that AI technologies are both secure and accessible to all individuals, including those with disabilities while also setting a standard for businesses within their district.

- **Identify Best Practices**: It was mentioned that states are actively identifying and implementing best practices for procuring and governing AI technology, with Chief Information Officers (CIOs) playing a significant role in driving these efforts.
- **Share State Examples**: State examples, such as Washington, D.C. and Maryland prioritizing accessibility and Indiana focusing on employee training for safe and effective use of AI resources, illustrate the diverse approaches states are taking to ensure responsible adoption of AI technologies.

Require Accessibility Standards for AI Hiring Tools

Many of the ideas emphasized accessibility as a key component to ensure inclusivity in AI hiring tools. Suggestions included advocating for regulatory measures that require proactive efforts from employers and suppliers utilizing AI hiring tools to ensure all hiring tools are accessible.

- **Consider Regulatory Recommendations**: Dialogue participants urged the Equal Employment Opportunity Commission to issue regulations mandating accessibility of websites and software applications, including those utilizing AI. Such measures could level the playing field for blind and low-vision applicants and encourage inclusive AI-driven products.
- **Address Challenges Faced by Disabled People**: Automated systems, including AI-driven pre-employment testing, at times lack accessibility features, which may pose challenges for workers and job candidates with disabilities. It was noted that many individuals, particularly those who are blind and people of color, may not request accommodations out of fear of discrimination.
- **Define Responsibilities of Employers and Suppliers**: Employers and suppliers should consider proactively ensuring that AI hiring tools are fully accessible, particularly for blind and low-vision individuals. Clear accessibility statements and responsive communication channels can help quickly address accessibility barriers.
- **Integrate Accommodations in AI Systems**: Participants emphasized that employers utilizing AI tools in recruitment should adhere to best practices for offering accommodations and ensuring their systems do not discriminate against disabled people. This may include avoiding reliance on certain technologies, such as eye-tracking, which in some cases may disadvantage certain candidates.

Take Advantage of AI Workplace Benefits

A number of ideas discussed the transformative potential of AI in promoting inclusion, empowering individuals with disabilities and fostering a more accessible and equitable work environment. While these ideas were not specifically related to AI hiring tools, they underscored AI's potential to benefit workers with disabilities.

- **Utilize AI for Inclusion**: Small business owners with disabilities can encounter challenges connecting their services with large businesses. By harnessing AI algorithms to match Requests for Proposals (RFPs) or Requests for Quotes (RFQs) to diverse small

businesses, larger businesses may be able to enhance inclusivity and accessibility in their procurement processes.

- **Empower Individuals with Disabilities**: Individuals with dyslexia, dysgraphia and dyscalculia may face unique workplace challenges. AI holds promise in leveling the playing field by aiding in reading, writing, calculations, data analysis, organization and time management tasks, thereby assisting disabled individuals in their job responsibilities.
- **Understand the Benefits of AI Integration**: By integrating AI into daily tasks, companies may find a way to empower employees with disabilities to complete assignments more efficiently and accurately, concentrate on their strengths, gain confidence and independence in their work and ultimately increase their contributions to the company's success and growth.

Appendix A: Outreach and Promotion

ePolicyWorks Email Outreach

ePolicyWorks conducted 13 distinct email campaigns to promote the online dialogue and ask stakeholders to help spread the word. In total, 23,308 emails were delivered with an open rate of more than 22%, which is more than five percentage points higher than the industry average of 17%. In addition, 16% of individuals who opened an outreach email clicked on at least one link in the email. That open rate is six percentage points more than our average of 10%.

- Total emails delivered: 23,308
- Total emails opened: 5,219
- Total number of individuals who clicked on a link in email: 849

The ePolicyWorks direct email campaigns included the following:

- General Dialogue Launch Announcement to disability and employment advocacy groups and nonprofits, human resource professionals, employment and disability law and policy subject matter experts, staffing and recruiting companies, state and local government representatives, AI advocacy groups, AI researchers and university professors. (February 20, 2024)
  - Total emails delivered: 8,332
  - Emails opened: 1,939
  - Clicked: 312

- Targeted Dialogue Announcement to Staffing/Recruiting Companies (February 23, 2024)
  - Total emails delivered: 29
  - Emails opened: 5
  - Clicked: 1

- Targeted Dialogue Announcement to State Technology Representatives (November 29, 2024)
  - Total emails delivered: 73
  - Emails opened: 16
  - Clicked: 4

- Targeted Dialogue Announcement to AI Advocacy Groups and Nonprofit Organizations (February 26, 2024)
  - Total emails delivered: 71
  - Emails opened: 36
  - Clicked: 5

- Targeted Dialogue Announcement to University and College AI Research Programs (February 27, 2024)
  - Total emails delivered: 131
  - Emails opened: 66
  - Clicked: 7

- Targeted Dialogue Announcement to Accessible Technology Professionals (February 27, 2024)
  - Total emails delivered: 131
  - Emails opened: 36
  - Clicked: 8

- Targeted Dialogue Announcement to Autism Community Contacts (February 28, 2024)
  - Total emails delivered: 51
  - Emails opened: 15
  - Clicked: 4

- General "Last Week" Dialogue Reminder to accessibility experts, DEIA advocacy groups, DEIA workforce professionals, DEIA support service organizations, all AI contacts including technology companies, advocacy groups, researchers, consulting, staffing and technology companies, disability employment stakeholders including advocacy organizations, nonprofits, support services and legal and policy experts, employment organizations, past ePolicyWorks dialogue participants as well as ePolicyWorks website signups. (March 5, 2024)

  - Total emails delivered: 9,772
  - Emails opened: 1,972
  - Clicked: 315

- Targeted "Last Chance" Dialogue Reminder to AI Contacts (March 8, 2024)

  - Total emails delivered: 291
  - Emails opened: 106
  - Clicked: 11

- Dialogue Extension Announcement to Dialogue Registrants, AI and Accessible IT Contacts (March 12, 2024)

  - Total emails delivered: 3,839
  - Emails opened: 874
  - Clicked: 161

- Dialogue "Last Day" Reminder to Dialogue Registrants (March 18, 2024)

  - Total emails delivered: 48
  - Emails opened: 13
  - Clicked: 1

- Dialogue "Last Day" Reminder to Everyone who Contacted ePolicyWorks@online-dialogues.com Emails (March 18, 2024)

  - Total emails delivered: 152
  - Emails opened: 34
  - Clicked: 8

- Dialogue "Last Day" Reminder to AI Contacts Emails (March 18, 2024)

  - Total emails delivered: 388
  - Emails opened: 107
  - Clicked: 12

Independent Promotion

ePolicyWorks, PEAT and ODEP actively promoted the dialogue to subject matter experts and stakeholders through listservs, email delivery services, social media platforms and newsletters. Other public and private organizations and news outlets also promoted the online dialogue through Facebook, LinkedIn, X, emails, blogs, newsletters and action alerts. Below is a sampling of the independent organizations that disseminated details about the online dialogue:

- American Association of People with Disabilities (AAPD)
- Employer Assistance and Resource Network on Disability Inclusion (EARN)
- HR Unlimited
- IdeaScale
- Job Accommodation Network (JAN)
- LEAD Center
- MicroAssist
- National Disability Institute
- Pacific ADA Center
- Southeast ADA Center
- State of Minnesota
- U.S. Department of Labor

Appendix B: Resources Submitted to the Dialogue

<u>Articles:</u>

- [Cybersecurity, Accessibility Take Priority as States Add AI to Digital Services, StateScoop, March 12, 2024](#)
- [What the U.S. Government Needs to Know About TikTok and the Connected Advertising Ecosystem, The Drum, March 17, 2023](#)
- [Removing Ableist Language from Job Descriptions with the Department of Labor Office of Disability Employment Policy, Medium, October 6, 2021](#)
- [AI Act and Disability-Centered Policy: How Can We Stop Perpetuating Social Exclusion? Oecd.ai, May 17, 2023](#)
- [For Disabilities and Designated Groups, the Digital Services and Market Acts May Complement AI and Data Policies to Ensure Algorithmic Safety and Accountability, OECD.AI, December 7, 2023](#)
- [Euroviews. Can the EU AI Act Embrace People's Needs While Redefining Algorithms? Euronews.next January 29, 2024](#)
- [Euroviews. Can Emerging AI Strategies Protect People with Disabilities and Other Vulnerable Groups? Euronews.next, November 22, 2023](#)
- [How Sovereign Funds Could Empower the Future of Assistive Technology and Disability AI, World Economic Forum, August 15, 2023](#)
- [Generative AI Holds Great Potential for Those with Disabilities- But Needs Policy to Shape It, World Economic Forum, November 3, 2023](#)
- [How Cognitive Diversity in AI Can Help Close the Disability Inclusion Gap, World Economic Forum, April 17, 2023](#)
- [Disability and Peace-Centered AI Policy is Multipolar, Multiagent and Reflects Historical Complexity, Horasis, July 30, 2023](#)
- [Algorithmic Diversity: Mitigating AI Bias and Disability Exclusion, Forbes, May 9, 2023](#)

<u>Reports/Presentations:</u>

- [Protecting Students' Civil Rights in the Digital Age, Center for Democracy & Technology, September 2023](#)
- [Employers' Practical Guide: Reasonable Accommodation During the Hiring Process, Job Accommodation Network (JAN)](#)
- [Using AI to Support People with Disability in the Labour Market, OECD, November 24, 2023](#)
- [AI Procurement Risk Management Framework, Center for Inclusive Change](#)
- [American Foundation for the Blind's Workplace Technology Study](#)
- [Disability-Centered AI & Algorithms Memo](#)

Websites:

- [Jeremy Andrew Davis LinkedIn Post, July 2023](#)
- [AI Ethics: Disability-Centered Frameworks LinkedIn Course, December 21, 2023](#)