

### WP3

#### **Algorithmic Bias toolkit for synchronous sessions**

#### **MCQ quizzes**

#### **10 single choice questions with 3 options per CU**

##### **INSTRUCTIONS FOR UPLOAD QUESTIONS TO A SOFTWARE THAT GENERATES ONLINE TESTS**

1. Find a software to generate a single choice quiz.
2. In the form field to enter the question, copy/paste each question.
3. In the form field to enter each option, copy/paste each option.
4. Don't forget to define the solution (correct answer) for each question.
5. For each question add an instruction:
  - a. Suggestion: "Read the question and select the correct answer".
    - Check how the navigation between questions on your software is like, and you can add in the instruction something like "...and click on the SUBMIT button." or "...and click on the NEXT button".
6. Set the minimum success score for this test (we recommend 60% - the user must get at least 6 questions right out of 10).
7. If available in the software, define a limited time to complete the test (we recommend 12 minutes).

Check what other specifications are available in your software. You may be able to define things like the number of attempts the user has to do the test, among other options.

## Competence Unit 5 | Case studies and projects

### QUESTIONS

Question n°		Question & Options Text	Correct answer
1	Question	<b>What impact does algorithmic bias have on AI solutions?</b>	
	Option 1	Algorithmic bias enhances the diversity and inclusivity of AI solutions.	
	Option 2	Algorithmic bias leads to decisions that systematically disadvantage or discriminate against specific groups.	x
	Option 3	The presence of algorithmic bias is considered beneficial for streamlining AI processes.	
2	Question	<b>What characterizes pre-existing bias?</b>	
	Option 1	Biases that only arise after the design process is completed.	
	Option 2	Biases intentionally introduced during the design process.	
	Option 3	Biases that already exist within a system before its creation.	x
3	Question	<b>What is the primary purpose of personas in the development process?</b>	
	Option 1	To reinforce prevalent stereotypes in user profiles.	
	Option 2	To provide detailed user profiles that support empathetic design and focus on customer needs.	x
	Option 3	To capture and document the technological preferences of the development team.	
4	Question	<b>What is the purpose of the Alan Turing positionality matrix?</b>	
	Option 1	It is used to create complex algorithms for AI development.	
	Option 2	It is designed to illuminate the team's personal biases and demonstrate how various backgrounds can influence judgment and decision-making.	x
	Option 3	It functions as a navigational tool for robots in complex environments.	
5	Question	<b>How might AI used in preliminary interview screening potentially impact the recruitment process?</b>	
	Option 1	It completely eliminates the need for human recruiters.	
	Option 2	It can create a potential dehumanization effect, affecting the rapport between employee and employer.	x
	Option 3	It ensures all candidates are comfortable with the use of technology.	
6	Question	<b>What is a correct statement with the use of facial recognition technology in AI-assisted recruitment?</b>	
	Option 1	It presents privacy and bias concerns that need to be carefully managed.	x
	Option 2	It guarantees the privacy and unbiased treatment of all candidates.	
	Option 3	It is universally accepted by all candidates regardless of cultural background.	
7	Question	<b>How does the AI application prototype assist in understanding the candidate screening process?</b>	
	Option 1	The AI prototype allows for unlimited modifications to the job description post-application submission.	
	Option 2	Analysing how the AI prototype evaluates applications helps identify potential biases in the selection process.	x

	Option 3	The AI prototype completely eliminates the need for human recruiters, making the process fully automated.	
8	Question	<b>What role do Keywords and Phrases from CVs play in training the recruitment screening algorithm?</b>	
	Option 1	Specific words or phrases from CVs help the algorithm learn which terms are frequently associated with successful or suitable candidates.	x
	Option 2	Keywords and phrases from CVs are used to rank candidates based on the diversity of their employment history.	
	Option 3	Keywords and phrases are used to determine the candidates' willingness to relocate for the job.	
9	Question	<b>What does "Equalized Odds" aim to achieve in AI-driven recruiting systems?</b>	
	Option 1	It ensures that the same number of candidates is hired from each demographic group.	
	Option 2	It aims to balance both the false positive and false negative rates across all demographic groups.	x
	Option 3	It guarantees that all candidates will receive an interview opportunity regardless of qualifications.	
10	Question	<b>Why is it crucial for applicants to be aware that they are engaging with an AI-driven recruitment system?</b>	
	Option 1	To ensure that the AI system is perceived as infallible and free from errors in judgment.	
	Option 2	To discourage applicants from applying, thus reducing the number of applications to process.	
	Option 3	To foster trust between the applicants and the recruitment system by promoting transparency.	x