# AI BLACK BOX

# AI Blackbox

# Human with a Disability
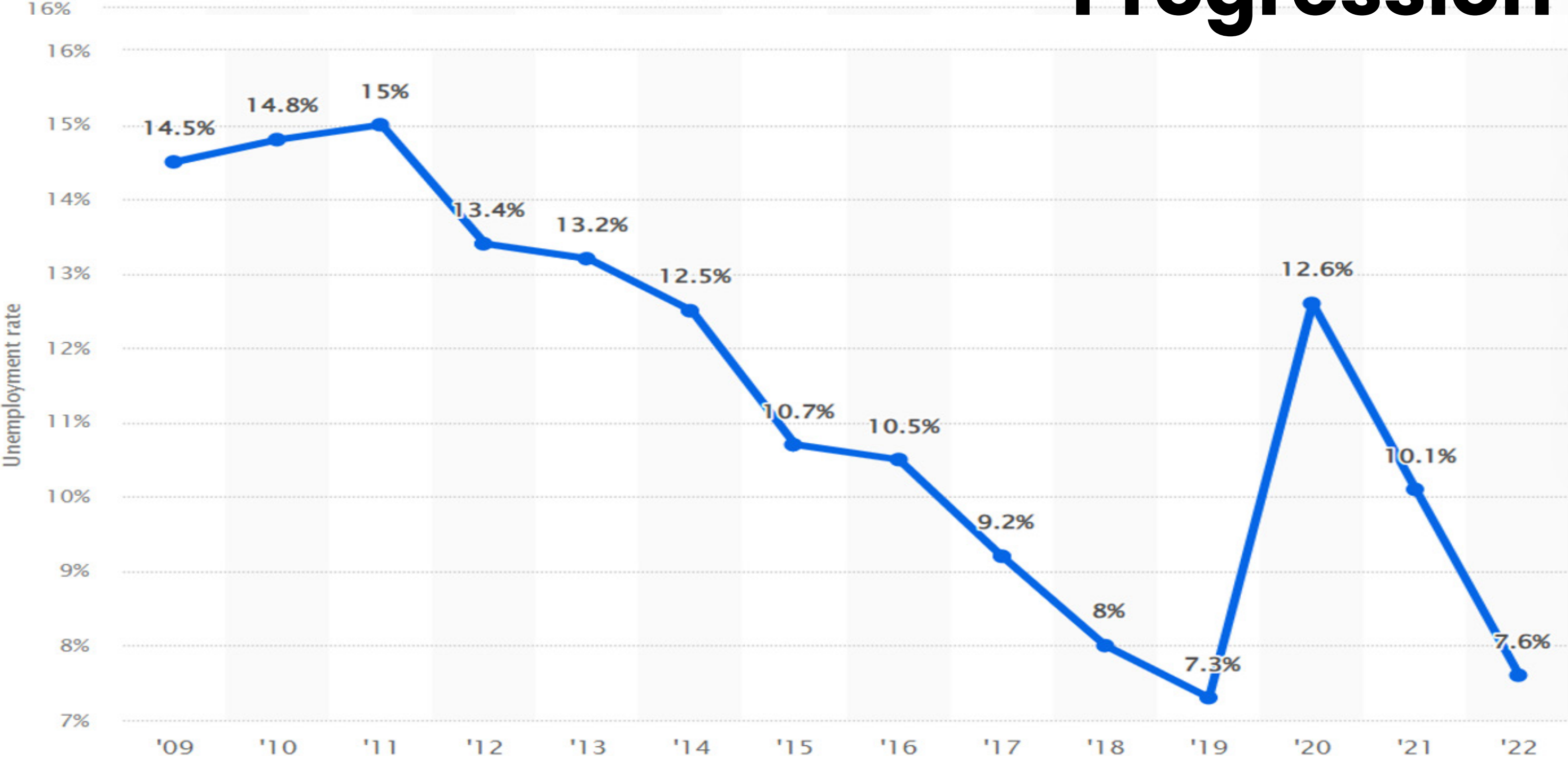
## Julie Sowash

### Executive Director
### Podcast Host

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This moment is bigger than just A.I.

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# Progression



Unemployment rate

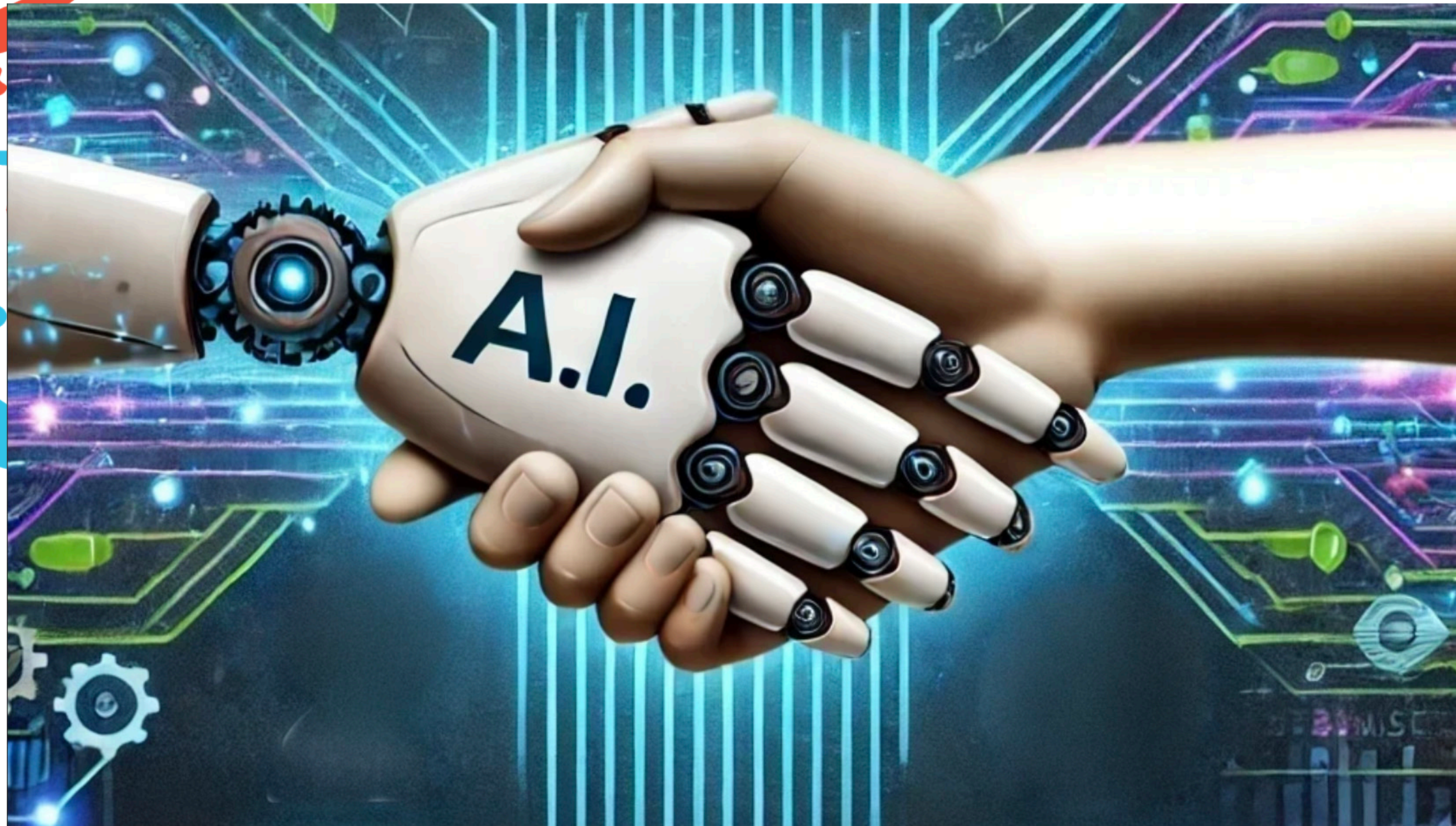| Year | Rate |
|------|------|
| '09 | 14.5% |
| '10 | 14.8% |
| '11 | 15% |
| '12 | 13.4% |
| '13 | 13.2% |
| '14 | 12.5% |
| '15 | 10.7% |
| '16 | 10.5% |
| '17 | 9.2% |
| '18 | 8% |
| '19 | 7.3% |
| '20 | 12.6% |
| '21 | 10.1% |
| '22 | 7.6% |

Progression

Regression

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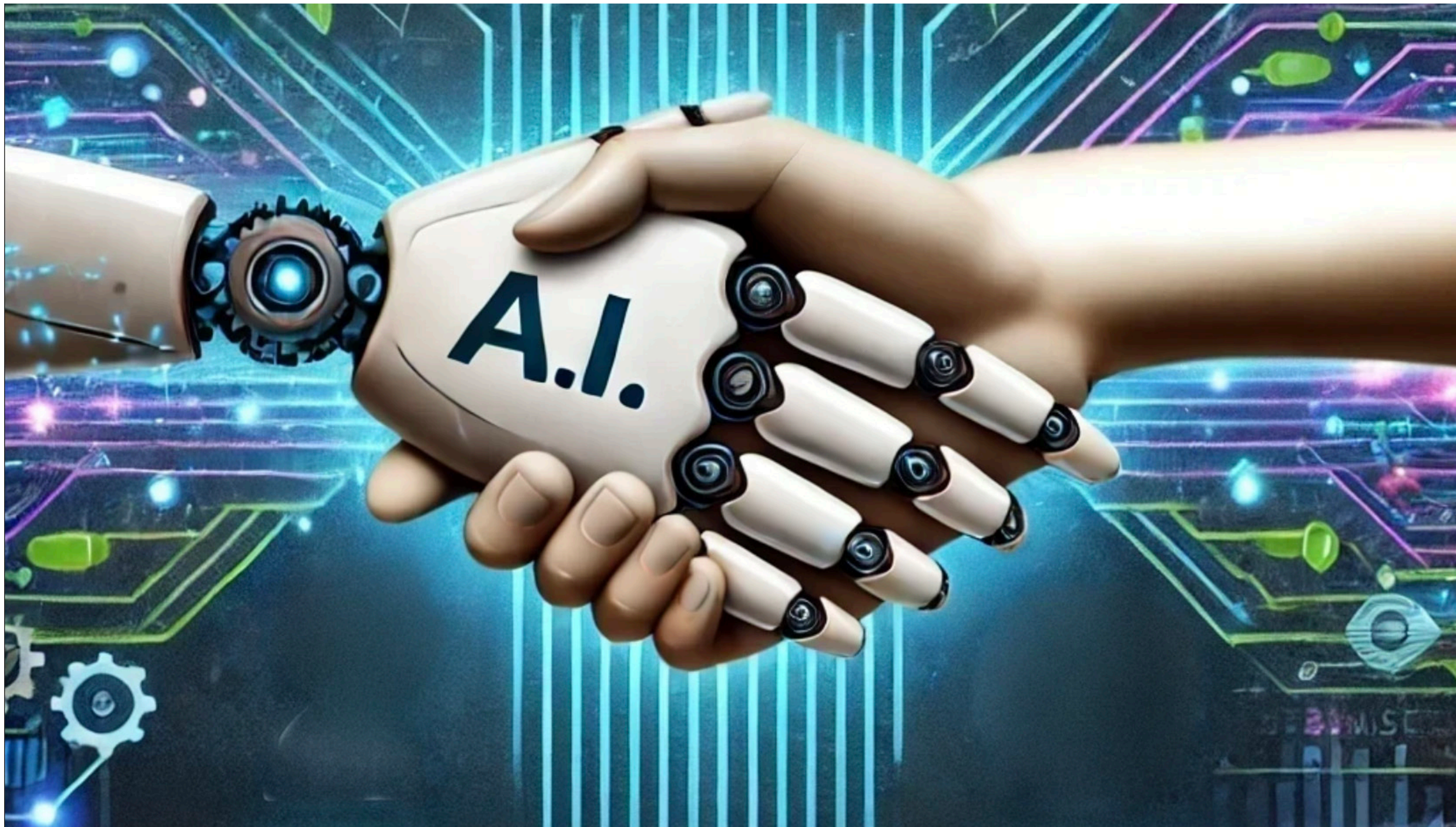
The promise of A.I.
democratization of opportunity

The promise of A.I.
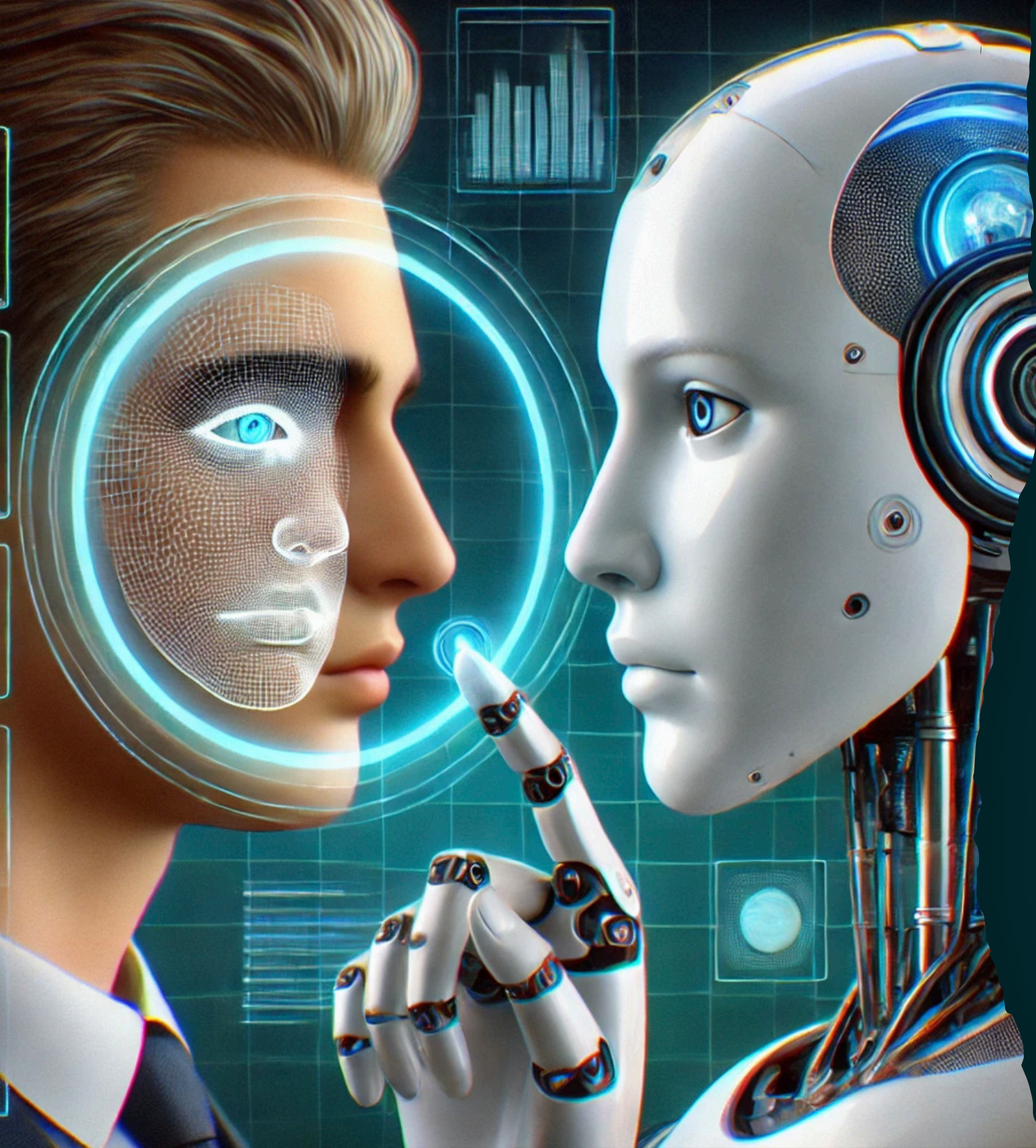Cheaper, faster, smart (unbiased) hiring

The impact of (ungoverned) A.I.

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screeners

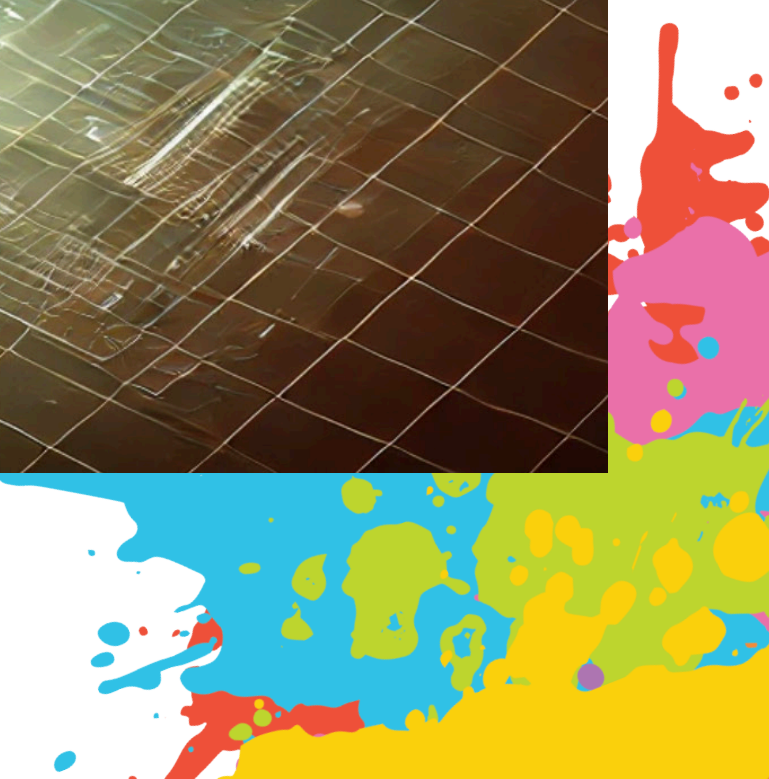**HR GUMBO** | outsolve.com

assessments

interviews

The potential of (governed) A.I.

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# Transcparent

Evolving

# Measurable

The Path Forward

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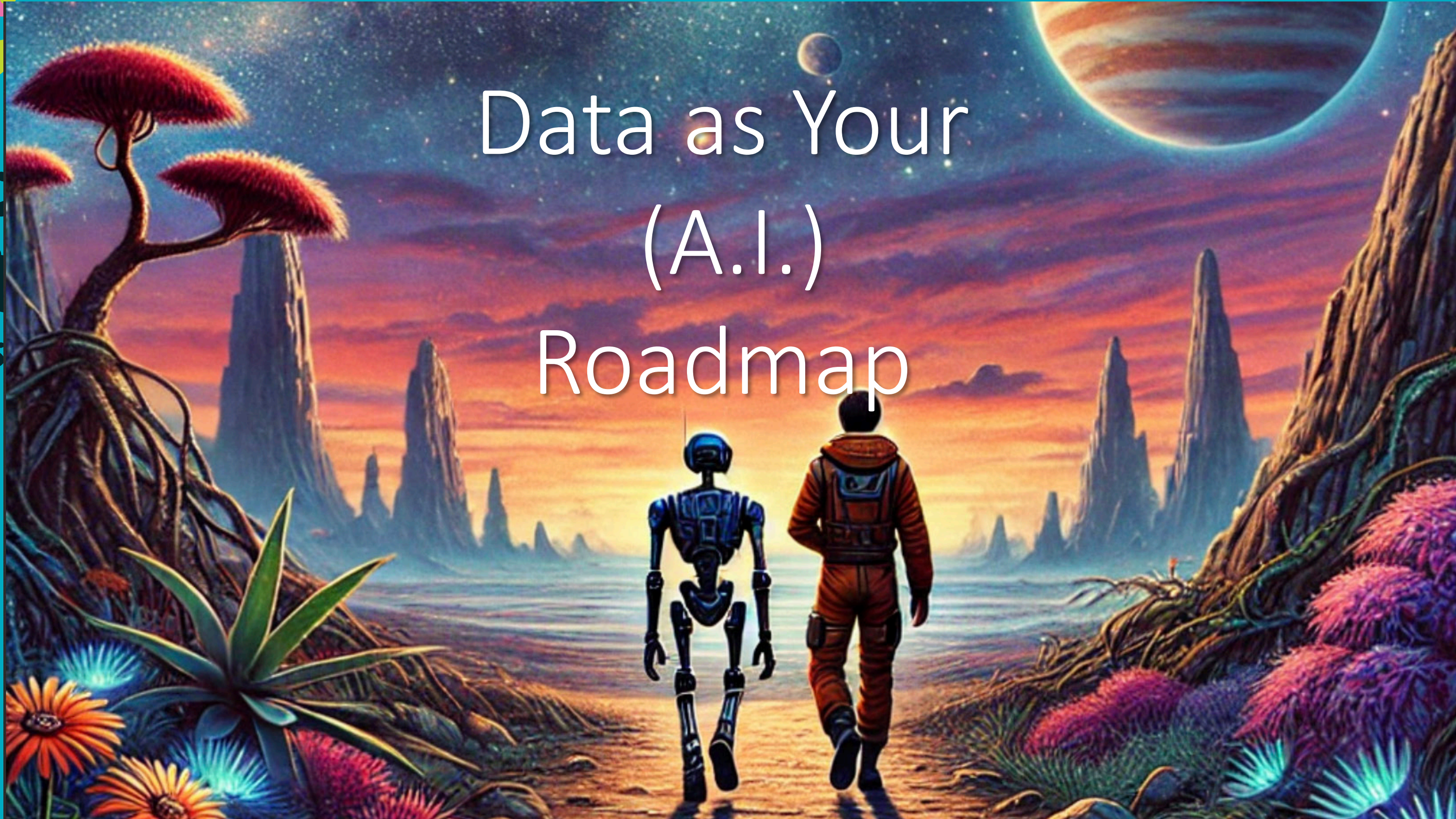
Proactive Inclusive (A.I.) Strategy

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Proactive (A.I.) Governance

Data as Your (A.I.) Roadmap

# Julie Sowash

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