



HR GUMBO

a vibrant conference centered around how HR, AAP, Inclusion, and Pay Equity intersect to create a beautifully balanced work culture.



Decoding AI in HR

Advantages, Pitfalls, and
Ethical Considerations

Stefan Youngblood

Welcome TO
HR Gumbo!



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About the author



ST

You

Use my photo to create a headshot for professional networking.



Professional AI Headshot Generator

Absolutely, I can help with that! Please upload the photo you'd like to use for your professional headshot. Also, it would be helpful if you could mention your industry and any specific style or attire preferences you have. This information will allow me to tailor the headshot to suit professional standards in your field.

ST

You



Make this professional with different color background



Professional AI Headshot Generator

I can assist you with that. I'll generate a new professional headshot for you with a different color background that is suitable for professional networking platforms. Please hold on while I process this.

Professional AI Headshot Generator

I can assist you with that. I'll generate a new professional headshot for you with a different color background that is suitable for professional networking platforms. Please hold on while I process this.



Here is a professional headshot with a neutral colored background that is suitable for professional networking platforms. This image is optimized for clarity, composition, and appropriateness for a business environment. If you need any further adjustments or have additional preferences, please let me know!



**Keep the human touch while
using technological tools.**





INSIDE THE METAVERSE

 **TODAY**



Brief Overview

- We can't run from AI
- We can benefit from AI
- We can't be careless with AI
- We can supercharge life with AI

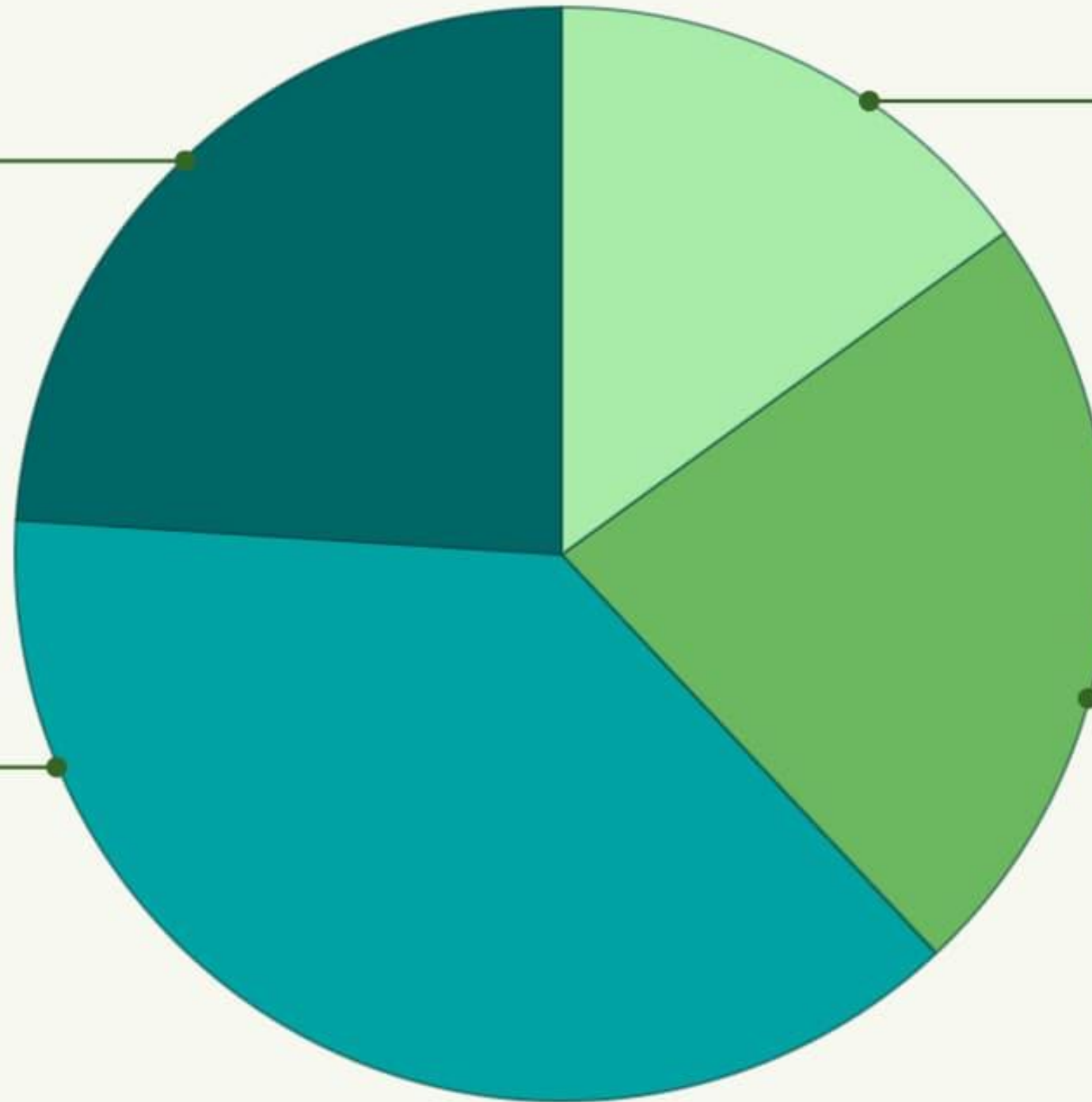
HR AI ADOPTION LEVELS

24%

Have not thought
or talked about AI

38%

Talking about
AI informally



15%

Have implemented AI


23%

Formally looking for
ways to deploy AI

We Can't Run From AI







FOBO

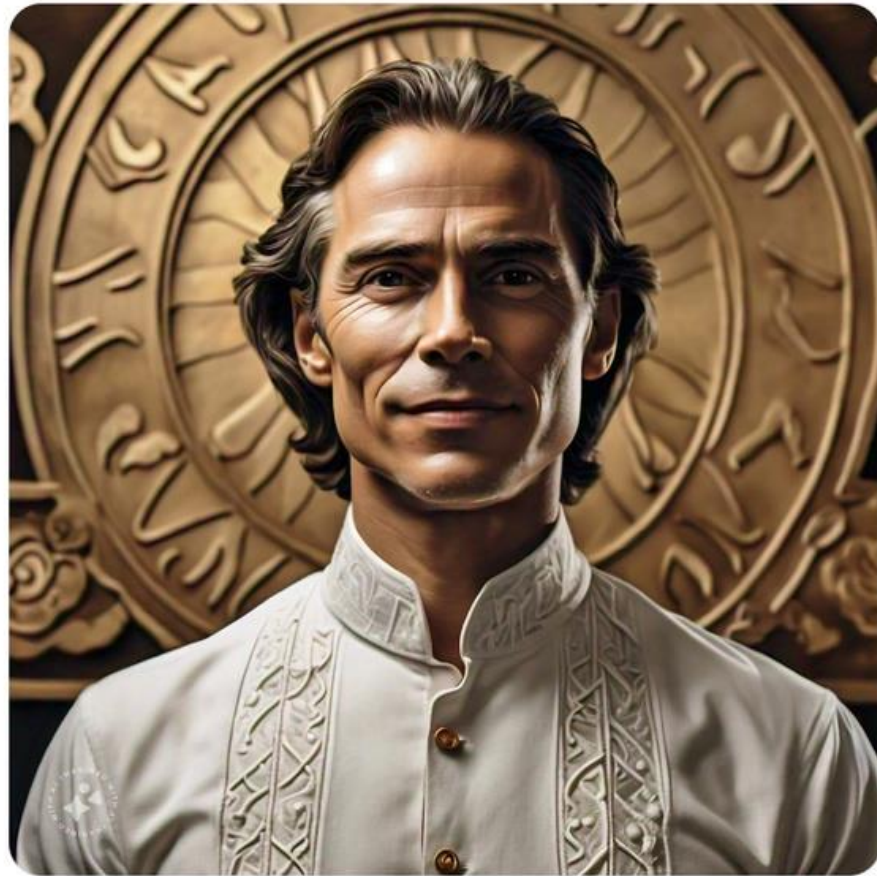


Fear Of Becoming Obsolete





if Ethical" was a person, what would it look like



Edit Animate



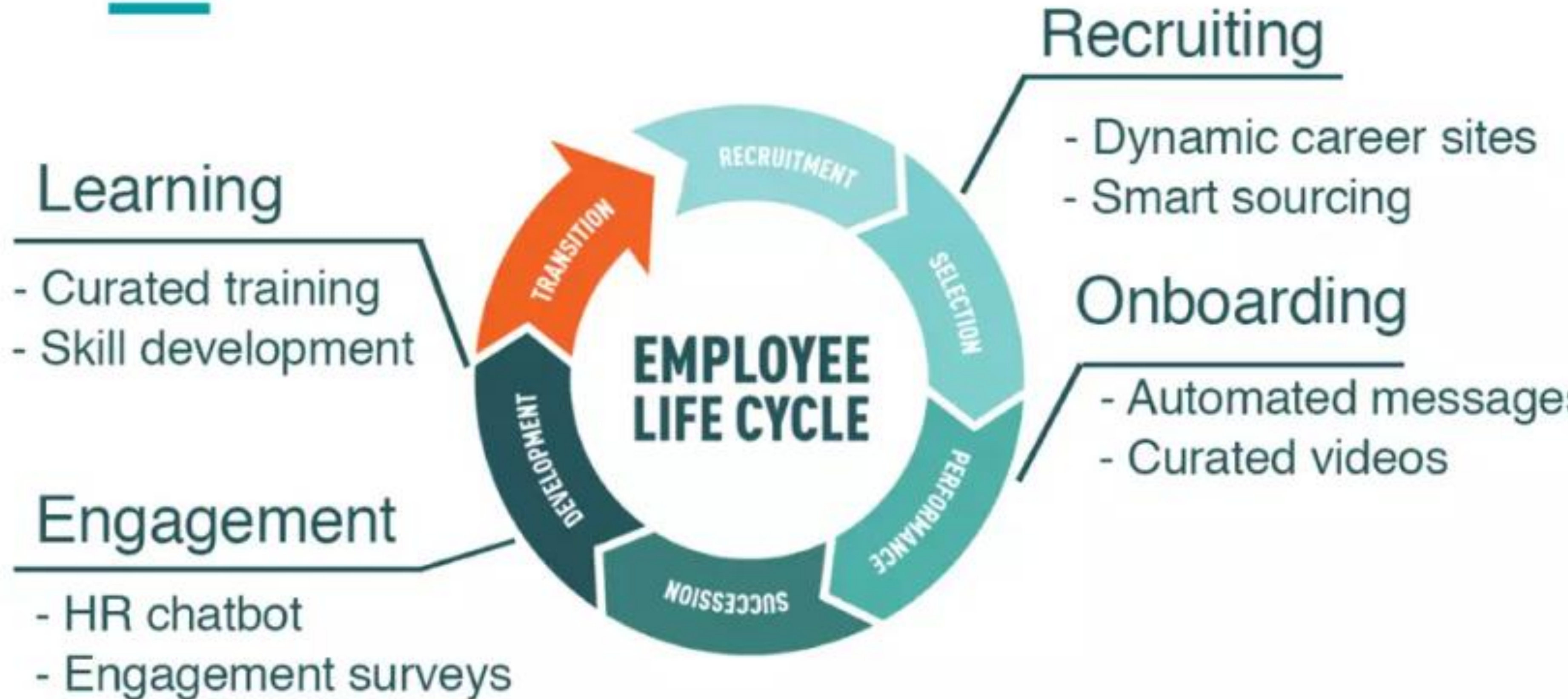




We Can Benefit With AI

- Used so heavily that it's virtually impossible to not have AI woven into your company.
- Artificial Intelligence is reshaping the way organizations identify and attract top talent
- AI Tools Find More Talent

Where does AI fit into HR?





Creating a new way to access great talent can involve leveraging technology and networks to build a more dynamic, inclusive, and efficient system. Here's an innovative approach:

Talent Co-op Platform

Concept

A Talent Co-op Platform that combines elements of a talent marketplace, skill-sharing network, and career accelerator. It operates as a community-driven system where companies, freelancers, and job seekers collaborate, share opportunities, and grow together. The model emphasizes collective growth, mentoring, and skill-building.

Key Features

1. **Skill-Based Matching System:** Instead of relying solely on resumes, this platform uses an AI-driven matching system based on skills, experiences, and growth potential. Talent is assessed through portfolios, project contributions, and verified skill assessments, allowing for a deeper understanding of a candidate's true capabilities.
2. **Dynamic Talent Pools:** Create talent pools that adjust based on real-time demand. Employers can tap into curated talent pools for specific projects, roles, or industries, while freelancers can easily join projects based on their skills and availability.



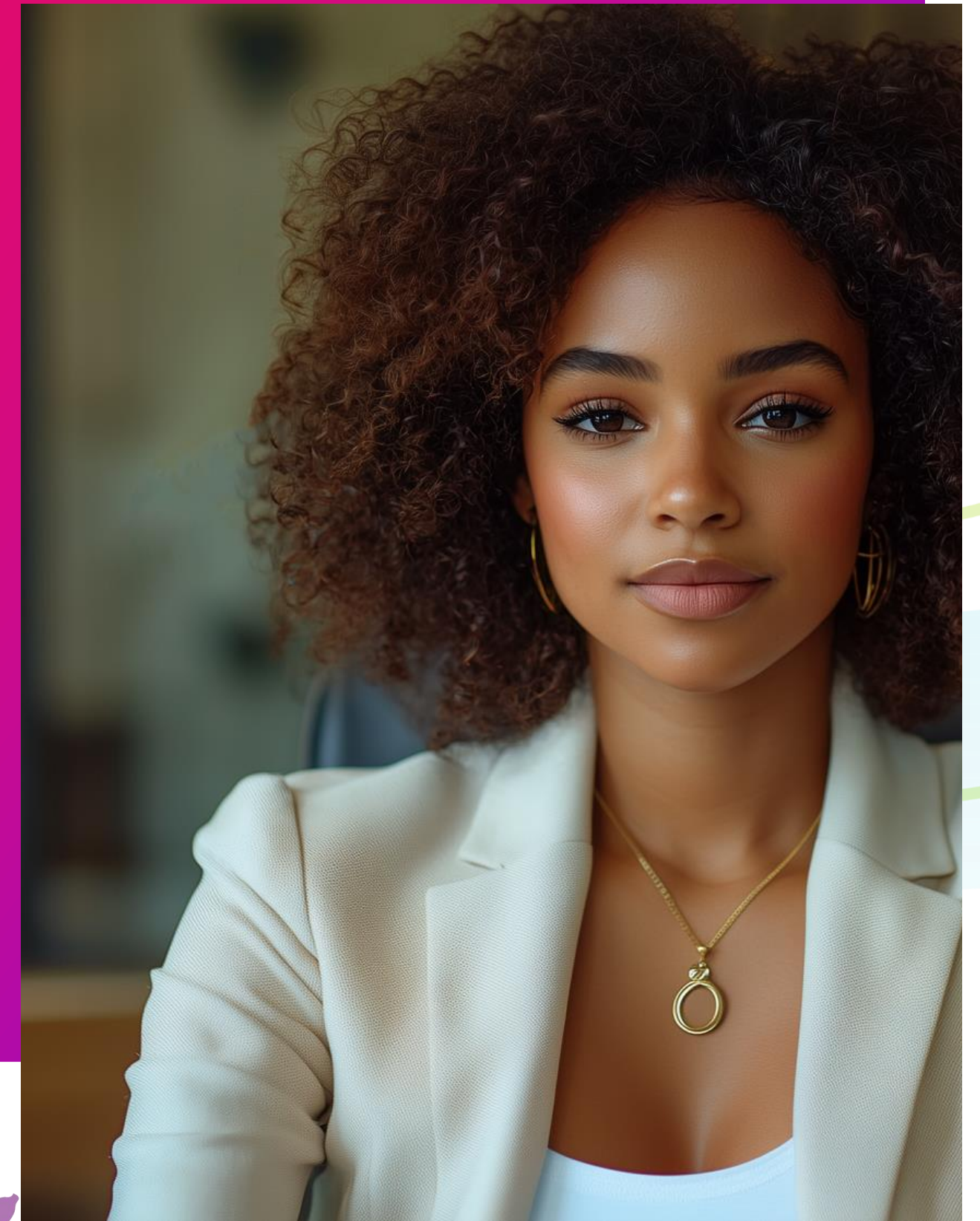
Considerations

AI's impact on talent acquisition is only beginning.

- AI can process much more data/applicants with human like responses
- Key tech: Resume screening, chatbots in candidate engagement, facial recognition,
- Pitfalls: Decision making, Sociorhythmic Bias, Data and privacy concerns.



- Ethics and Bias
- Synthetic Data
- Making Cultural AI



We Can't Be Careless With AI







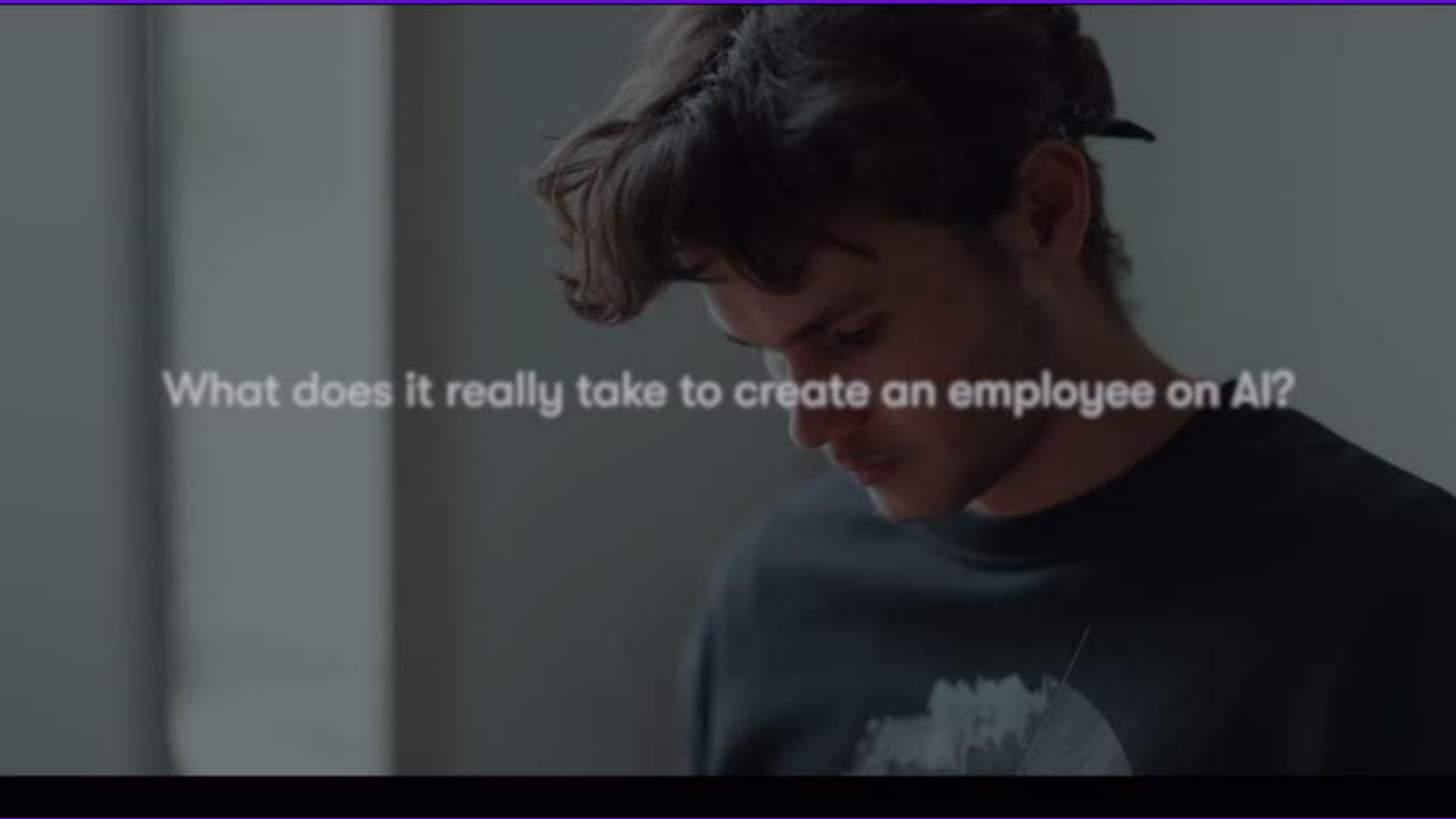
Stefan Youngblood



Nick Bostrom

45:32 46:55



A young man with curly hair is shown in profile, looking down. He is wearing a blue t-shirt. The image is dimly lit, with a soft light source from the left. Overlaid on the image is a white text question.

What does it really take to create an employee on AI?

FUTURE YOU

#MITFutureYou



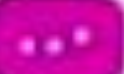
Hey Peggy, I'm Future Peggy and I'm 60 years old. I'm here from the future to have a conversation with you through an AI time machine simulation.



I've come back to share my experiences and insights with you, as well as offer advice for your future endeavors. Keep in mind that our futures may be different due to the actions we take now, but I believe that by working hard and staying true to yourself, you can achieve great things just like me!



When I was your age, my dream was to make a positive impact on the world through my work as an engineer, artist, and scientist. It turned out to be even more fulfilling than I could have imagined.



Send message here

SEND

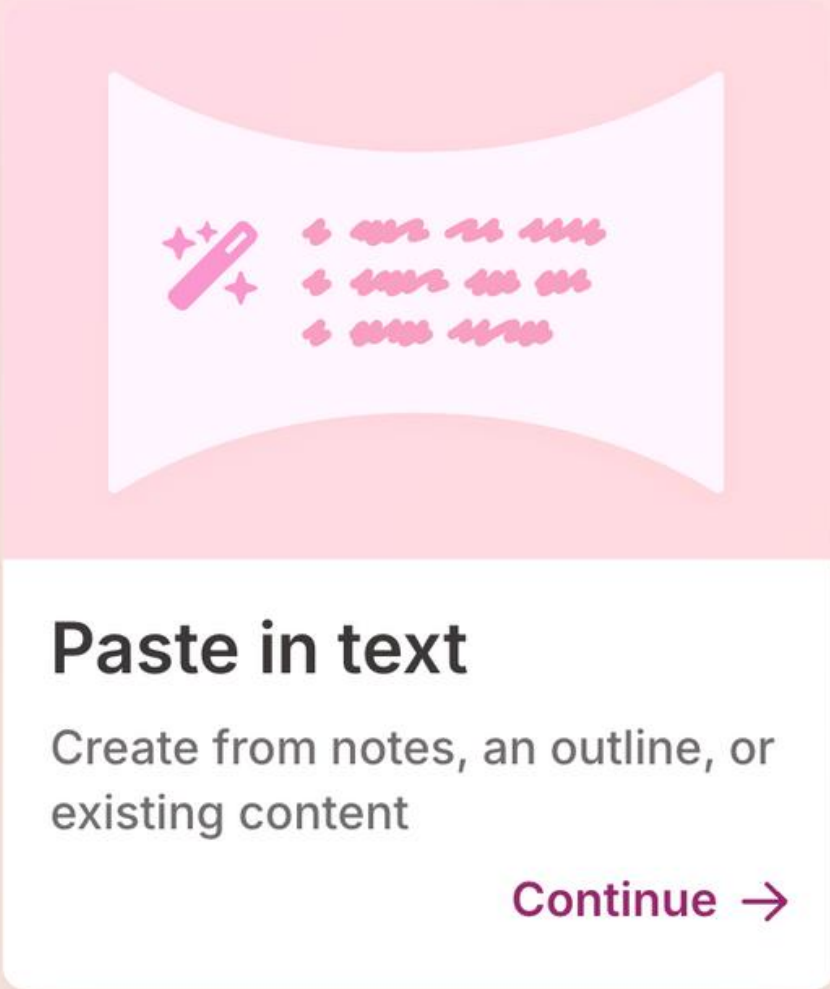
SAVE CHAT



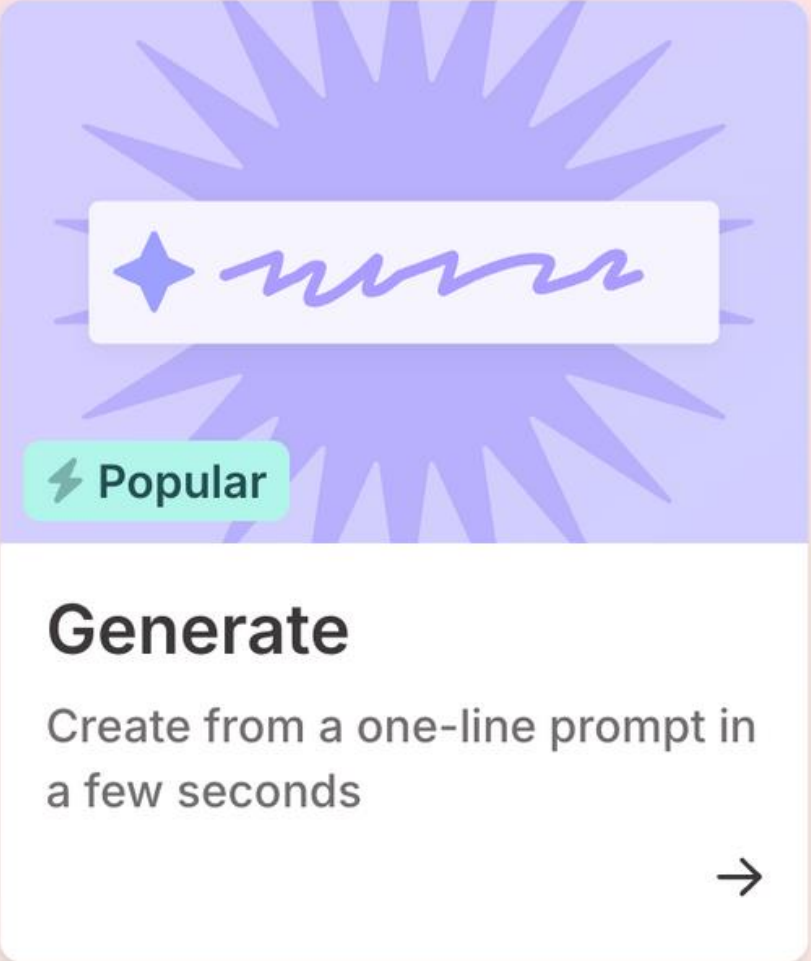
We Can Supercharge Life With AI

Create with AI

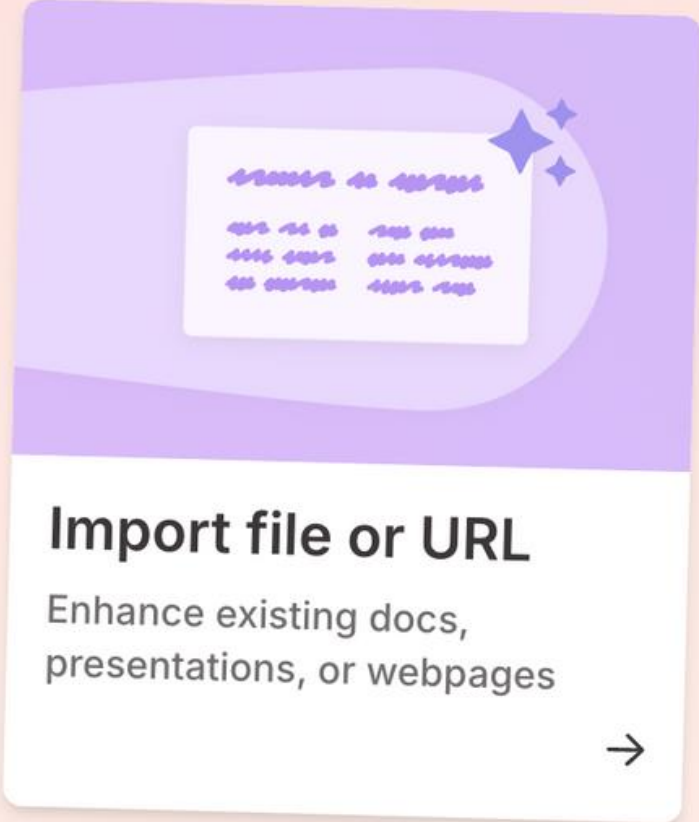
How would you like to get started?



Paste in text
Create from notes, an outline, or existing content
[Continue →](#)



Generate
Create from a one-line prompt in a few seconds
[→](#)



Import file or URL
Enhance existing docs, presentations, or webpages
[→](#)

Your recent prompts

The BlackAI Wellness Resource Hub is an online platform focused on th...
Generate · 17 days ago [→](#)



Notebooks

+
New Notebook

Untitled notebook
Oct 9, 2024 · 0 sources

Untitled notebook
Oct 3, 2024 · 1 source

Untitled notebook
Oct 9, 2024 · 1 source

Untitled notebook
Oct 9, 2024 · 1 source

Untitled notebook
Oct 9, 2024 · 1 source

Untitled notebook
Oct 9, 2024 · 1 source

Untitled notebook
Oct 9, 2024 · 1 source



How is Perplexity AI different?

Sources

How does Perplexity work? · 1

What is Perplexity AI? How to use it + how it works - Zapier · 2

Perplexity AI - Wikipedia · 3

View 4 more

Perplexity

Perplexity AI differs from traditional search engines and AI chatbots in several key ways:

Real-time web search with AI summarization

Perplexity AI combines advanced AI language models with real-time web searching capabilities ¹ ². When you ask a question, it scours the internet for up-to-date information from authoritative sources, then uses AI to synthesize and summarize the findings into a clear, concise answer ¹.

Source transparency and citations

Unlike many AI chatbots, Perplexity provides inline citations for the information it presents ¹ ³. This allows users to easily verify claim [↓] and explore sources further if desired. The transparency helps build trust in the accuracy of the information provided.

Ask follow-up Pro

While it has conversational abilities, Perplexity is primarily designed as an information discovery tool rather than a general purpose chatbot ² ⁴. It excels at quickly finding and



The future of recruitment
is not AI vs. human; it's
humans using AI.



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outsolve.com

Thank You OutSolve!

Stefan Youngblood
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[HireBlack.com](https://hireblack.com)





Stefan Youngblood

Founder CEO

Black AI Think Tank

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