

# Fairness in automated decision-making: a domain-specific approach

## Organisers:

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## Provisional program

### Day per day program

#### Monday 21/3

10.00 - 10.15 Opening by Lorentz Center

10.15 - 10.30 Opening of workshop, explaining the goals and the program

10:30 - 12:00 Warming up / introduction exercise

All participants introduce themselves, based on 1 slide that they sent in advance. Content:

Name, affiliation

Each participant should briefly answer this question: What is the main thing that different disciplines need to learn from each other, regarding fairness in automated decision-making (ADM)?

12.00 - 13.30 Lunch

13.30 - 14.30 Warming up / introduction exercise, pt 2

14:30 - 15:00 Coffee

15:00 - 16:15 Nadia Benaissa (Bits of Freedom) (t.b.c.)

Presentation on the EU AI Act

16:15 - 17:00 Posters, Each participant has provided (by email) a poster in advance, with a (i) summary of their research/interests, or a (ii) summary of recent project.

17:00 - 17:10 The organisers summarise some main insights.

17:10 - 19:00 Drinks & finger food. Discussions by the posters may continue.

After 19:00: time off. Organisers give restaurant tips.

#### Tuesday 22/3 Application area: recruitment and employment

09:00-10:15 Marvin van Bekkum. (25 min)

David Graus (25 min)

10:15-10:30 Coffee

10:30-11:45 Presentation and Q&A. Raphaelae Xenidis: *legal* view on non-discrimination and fairness in automated decision-making.

11:45-12:00 Plenary: discussion on overarching themes, reflection

12:00-13:30 Lunch

13:15-15:00 'Deconstructing fairness', part 1

managed by (i) Doris Allhutter & (ii) Bettina Berendt (see

<https://www.deconstructingfat.org/>) Break-out into 2 groups:

15:00-15:30 Coffee

- 15:30-16:30 Stakeholder panel discussion with Q&A from audience:  
fairness  
in recruitment and employment  
- Moderator: Mykola  
- Anton Ekker, attorney for Uber drivers who claim they were  
punished by AI  
- Jill Toh (University of Amsterdam)  
- David Graus, Randstad
- 16:30-17:00 Synergy of two groups in the workshop and the panel. E.g.:  
what have people learnt regarding other disciplines?
- 17.00-17.15: Day wrap-up and summary of insights/lessons learnt by day chair  
(one  
of the organisers)
- 17:15-18:00 Social activity. Weather dependent: visiting the city center
- After 18:00: time off. Organisers give restaurant tips.

**Wed. 23/3 Application area: fraud detection in the welfare state**

- 9:00-11:00 'Deconstructing fairness', part 2 (in two groups)
- 11:00-11:15 Coffee
- 11:15-12:00 Presentation and Q&A: The Syri Case in the Netherlands. Tijmen Wisman, chair of the Platform Bescherming Burgerrechten (Civil Rights Protection Platform), an NGO that focuses on the protection of traditional civil rights. The NGO was one of the main litigants in the Dutch court case against SyRI <https://platformburgerrechten.nl>
- 12:00-13:30 Lunch
- 13:30-14:00 Stakeholder presentation: Algorithm Watch, Fabio Chiusio: what are developments in Europe regarding automated welfare fraud detection?
- 14:00-14:30 Presentation: Toon Calders  
Fairness in automated decision-making.
- 14:30-15:00 Q&A with the two speakers
- 15:00-16:15 Deconstructing fairness, part 3
- 16:15- 17:00 Group discussion: reflection & overarching conclusions
- 17:00-18:00 time off.
- 18:00- Group dinner, organised by Lorentz

**Thursday 24/3 Application area intro 3: banking and insurance**

- 09.00 - 10.00 Stakeholder presentation: Jan Veldsink - Compliance department of Rabobank. Importance and challenges of FAT-compliance in Fraud detection / Know Your Customer Inc. Q&A for 30 minutes
- 10:00 - 11:00 Linnet Taylor Tilburg University
- 11.00 - 11.15 Coffee
- 11:15- 12:15 Stakeholder presentation: Jos Scheffers, Dutch Association of Insurers

12.15 - 13.30 Lunch

13.15 - 14.00 3 groups: topic - Also based on stakeholder insights: what do disciplines

need from each other in the field of (i) banking and (ii) insurance?

14.00 - 15.15 Presenting main conclusions from 3 groups, consolidation

15:15 - 15:45 Coffee

15:45 - 17:00 Panel discussion.

Marvin van Bekkum - PhD candidate in AI discrimination and insurance

Hilde Weerts - AI Engineer on Fairness and explainability

Moderator: Frederik Zuiderveen Borgesius

17.00-17.30: Reuben Binns

17.30-17.45: Day wrap up and summary of insights/ lessons learnt by day chair

After 17:45: time off. Organisers give restaurant tips.

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### **Friday 25/3: Conclusions, overarching insights**

09.00-9:45: Presentation and Q&A: Michael Veale

9:45 - 10:30 Presentation of the results of the three 'Deconstructing fairness' sessions.

10:15-10:45 Note-keepers" provide summaries of 4 days together. Each note keeper has made notes during 1 day.

10.45-11.15: Coffee

11.15-12.00: Note-keeper presentations part 2

12:00 - 13:30 Lunch

13:30 - 14:30 3 break-out groups, 1 per application area (recruitment, fraud detection, banking and insurance).

Goal: common vocabulary and research agenda for fairness of automated decision-making *in that area*

14:30-15:15: Group discussion: can overarching conclusions be drawn based on the three application areas? E.g. is explainability important for the three areas? Develop common vocabulary and research agenda for fairness of automated decision-making

15.15 - 15.30: Coffee

15:30 - 16:30 Facilitate planning of follow up activities

End of the workshop

Organisers give restaurant tips.