SAME TALENT. DIFFERENT VERDICT.

Why Hiring Still Needs the Human Eye.

Patrick Onianwa, MBAI, Ontario Tech University | Supervisor: Dr. Gabby Resch

Ontario Tech UNIVERSITY

- J.D. Law Degree
- 10 Years in Corporate Law
- Law Review Editor
- ~~14-Month Family Leave~~

(~50% of automated hiring filters screen out 6+ month career gaps (Harvard Business School, 2021)

Hi, I'm Jordan Owen — Invited

- J.D. Law Degree
- 10 Years in Corporate Law
- Law Review Editor



Hi, I'm Jordan ~~Okafor~~ (Name Bias) — Auto-Rejected

HUMAN REVIEW RESTORES FAIRNESS

93.7% Statistically Biased Tests

3,000,000 Resume Comparisons

(Wilson & Caliskan, 2024)

85.1% vs 8.6%

White-Associated Names | Black-Associated Names

Illustrative law firm scenario grounded in: Wilson, K., & Caliskan, A. (2024). Gender, race, and intersectional bias in resume screening via language model retrieval. AAAI/ACM AIES, 7(1), 1578–1590; Fuller, J. B., et al. (2021). Hidden workers: Untapped talent. Harvard Business School.