NLP and Society:
Towards Socially Responsible NLP

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Research Scientist
Google

What’s in this lecture

- Motivation for Fairness research in NLP
- How and why NLP models may be unfair
- Various types of NLP fairness issues and mitigation approaches
- What can/should we do?

What's NOT in this lecture

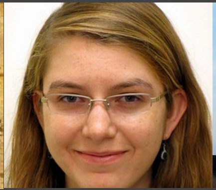
- Definitive answers to fairness/ethical questions
- Prescriptive solutions to fix ML/NLP (un)fairness
- Focus on research done by myself, my team, or Google.
- ...

With help from...

Margaret Mitchell

Andrew Zaldivar

Emily Denton



Simone Wu

Parker Barnes

Lucy Vasserman

Ben Hutchinson

Elena Spitzer

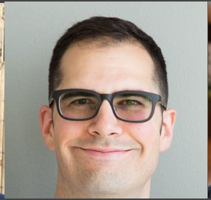
Deb Raji

Timnit Gebru

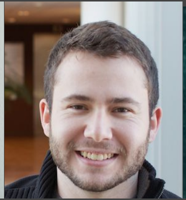
Adrian Benton

Brian Zhang

Dirk Hovy



Josh Lovejoy



Alex Beutel

Blake Lemoine

Hee Jung Ryu

Hartwig Adam

Blaise Agüera y Arcas

What do you see?

What do you see?

- Bananas

What do you see?

- Bananas
- Stickers

What do you see?

- Bananas
- Stickers
- Dole Bananas

What do you see?

- Bananas
- Stickers
- Dole Bananas
- Bananas at a store

What do you see?

- Bananas
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- Bananas at a store
- Bananas on shelves

What do you see?

- Bananas
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- Bananas at a store
- Bananas on shelves
- Bunches of bananas

What do you see?

- Bananas
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...We don’t tend to say

Yellow Bananas

What do you see?

Green Bananas

Unripe Bananas

What do you see?

Ripe Bananas

Bananas with spots

What do you see?

Yellow Bananas

Yellow is prototypical for bananas

Prototype Theory

One purpose of categorization is to **reduce the infinite differences** among stimuli **to** behaviourally and **cognitively usable proportions**

There may be some central, prototypical notions of items that arise from stored typical properties for an object category (Rosch, 1975)

May also store exemplars (Wu & Barsalou, 2009)

Fruit

Bananas
"Basic Level"

Unripe Bananas, Cavendish Bananas

A man and his son are in a terrible accident and are rushed to the hospital in critical care.

The doctor looks at the boy and exclaims "I can't operate on this boy, he's my son!"

How could this be?

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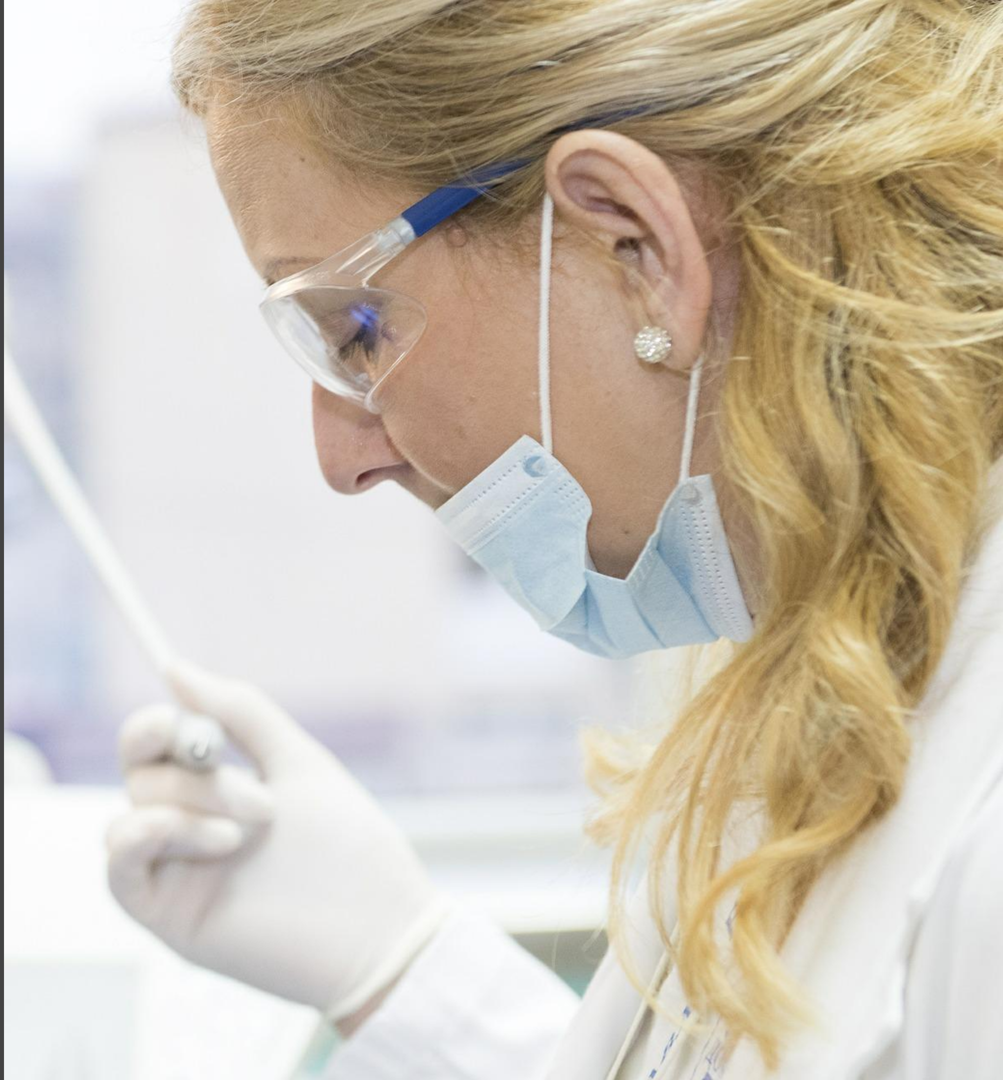
How could this be?



A man and his son are in a terrible accident and are rushed to the hospital in critical care.

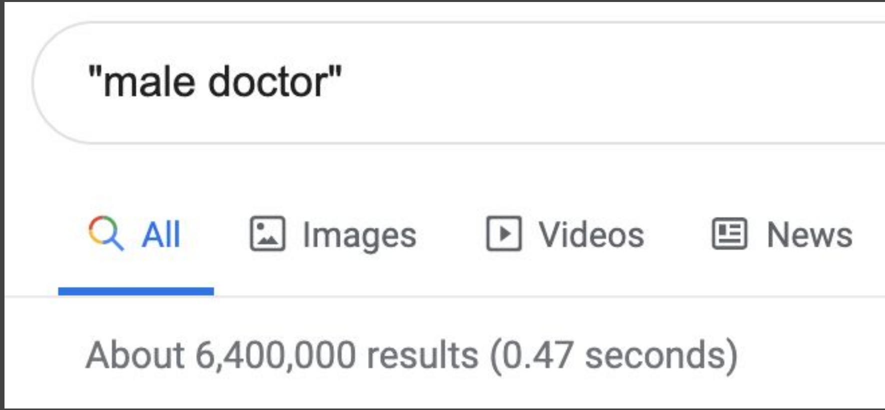
The doctor looks at the boy and exclaims "I can't operate on this boy, he's my son!"

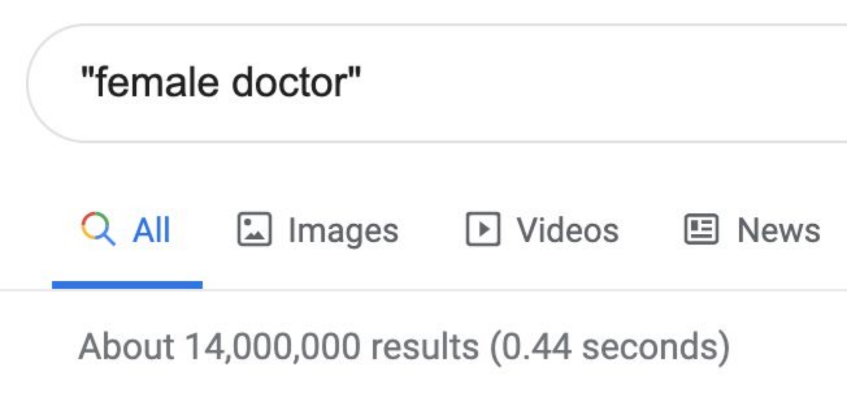
How could this be?


“Doctor”


“Female doctor”

Prototype Theory in Action





Also, found in a study by Wapman & Belle, Boston University (2014)

The majority of test subjects overlooked the possibility that the doctor is a she - including men, women, and self-described feminists.

Wapman & Belle, Boston University

World learning from text

Gordon and Van Durme, 2013

Word	Frequency in corpus
“spoke”	11,577,917
“laughed”	3,904,519
“murdered”	2,834,529
“inhaled”	984,613
“breathed”	725,034
“hugged”	610,040
“blinked”	390,692
“exhale”	168,985

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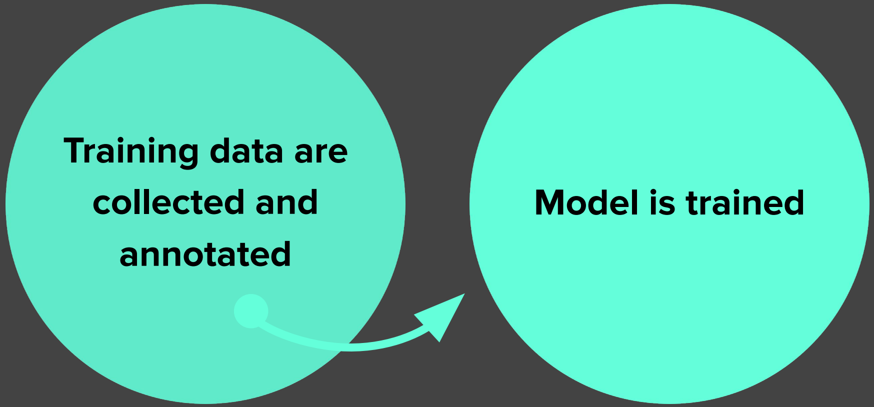
Human Reporting Bias

The **frequency** with which **people write** about actions, outcomes, or properties is **not a reflection of real-world frequencies** or the degree to which a property is characteristic of a class of individuals

Training data are collected and annotated


Training data are collected and annotated
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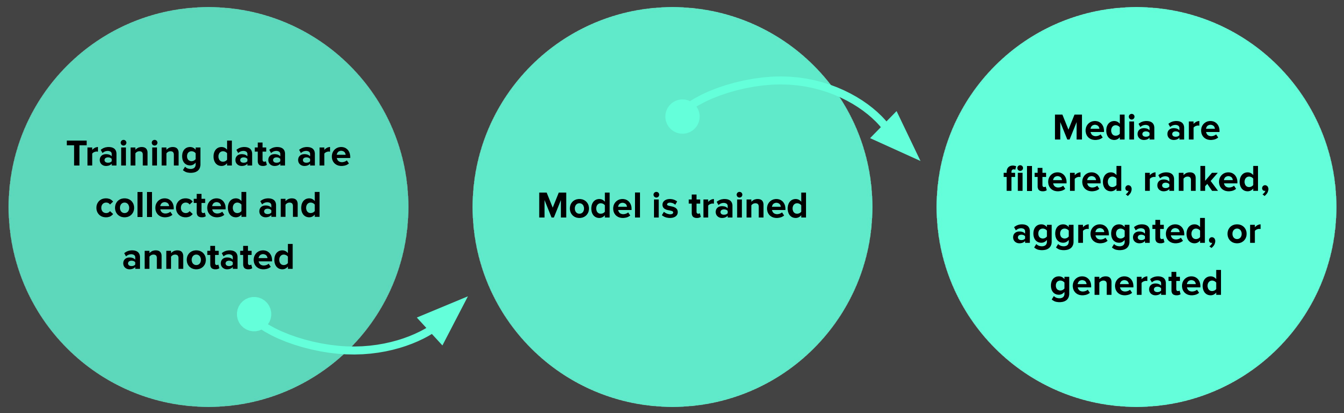

Training data are collected and annotated
Model is trained
Media are filtered, ranked, aggregated, or generated


Training data are collected and annotated
Model is trained
Media are filtered, ranked, aggregated, or generated
People see output

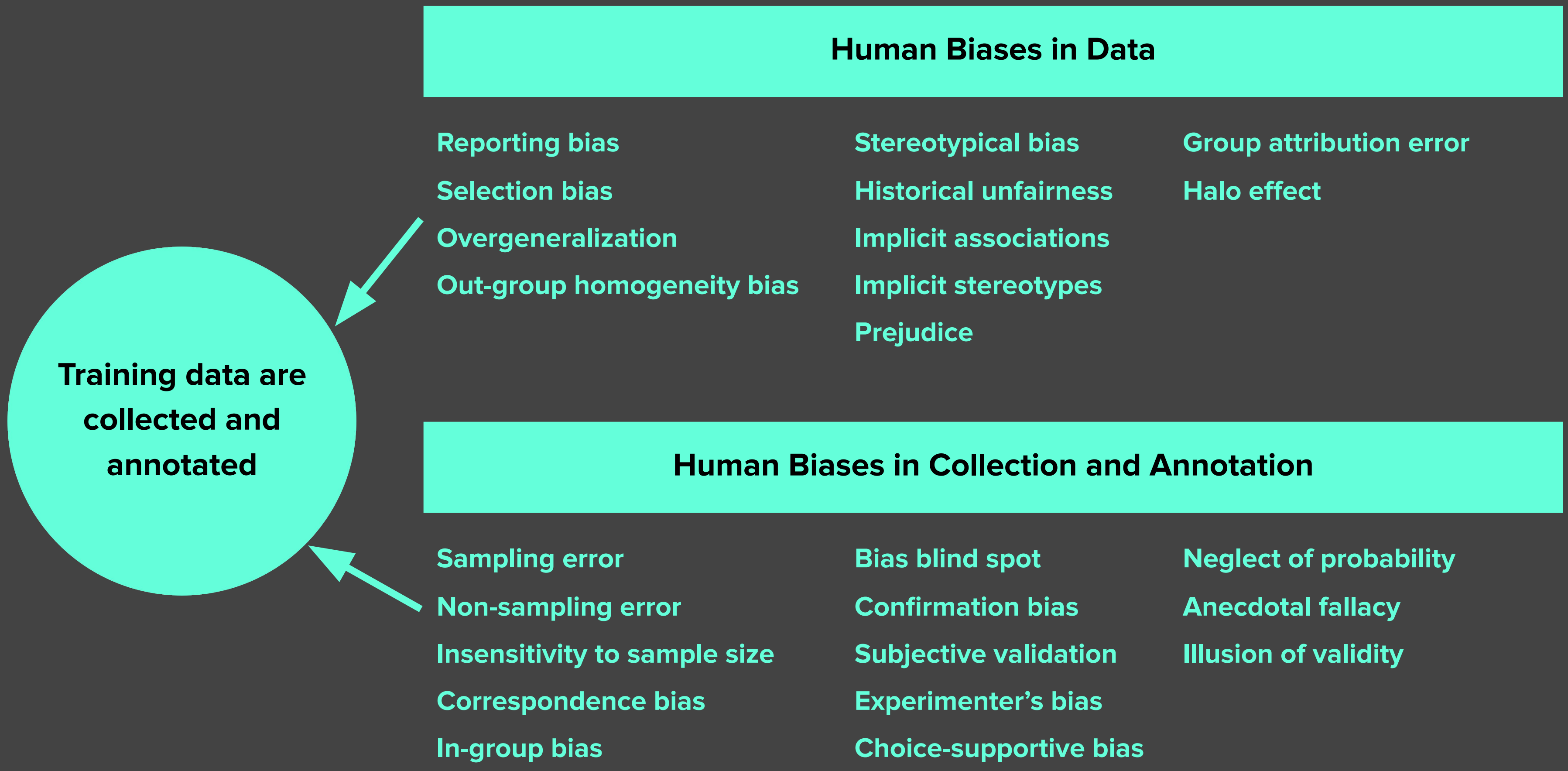
Human Biases in Data

Reporting bias
Selection bias
Overgeneralization
Out-group homogeneity bias

Stereotypical bias
Historical unfairness
Implicit associations
Implicit stereotypes
Prejudice

Group attribution error
Halo effect

Training data are collected and annotated


Human Biases in Data
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Halo effect
Training data are collected and annotated
Human Biases in Collection and Annotation
Sampling error
Non-sampling error
Insensitivity to sample size
Correspondence bias
In-group bias
Bias blind spot
Confirmation bias
Subjective validation
Experimenter's bias
Choice-supportive bias
Neglect of probability
Anecdotal fallacy
Illusion of validity

Data

Interpretation

Reporting bias: What people share is not a reflection of real-world frequencies

Selection Bias: Selection does not reflect a random sample

Out-group homogeneity bias: People tend to see outgroup members as more alike than ingroup members when comparing attitudes, values, personality traits, and other characteristics

Confirmation bias: The tendency to search for, interpret, favor, and recall information in a way that confirms one's preexisting beliefs or hypotheses

Overgeneralization: Coming to conclusion based on information that is too general and/or not specific enough

Correlation fallacy: Confusing correlation with causation

Automation bias: Propensity for humans to favor suggestions from automated decision-making systems over contradictory information without automation

More at: https://developers.google.com/machine-learning/glossary/

Biases in Data

Biases in Data

Selection Bias: Selection does not reflect a random sample

World Englishes

Is the data we use to train our English NLP models representative of all the Englishes out there?

Biases in Data

Selection Bias: Selection does not reflect a random sample

- Men are over-represented in web-based news articles

  (Jia, Lansdall-Welfare, and Cristianini 2015)

- Men are over-represented in twitter conversations

  (Garcia, Weber, and Garimella 2014)

- Gender bias in Wikipedia and Britannica

  (Reagle & Rhuee 2011)

Biases in Data

Selection Bias: Selection does not reflect a random sample

Map of Amazon Mechanical Turk Workers

CREDIT

© 2013–2016 Michael Yoshitaka Erlewine and Hadas Kotek

Biases in Data

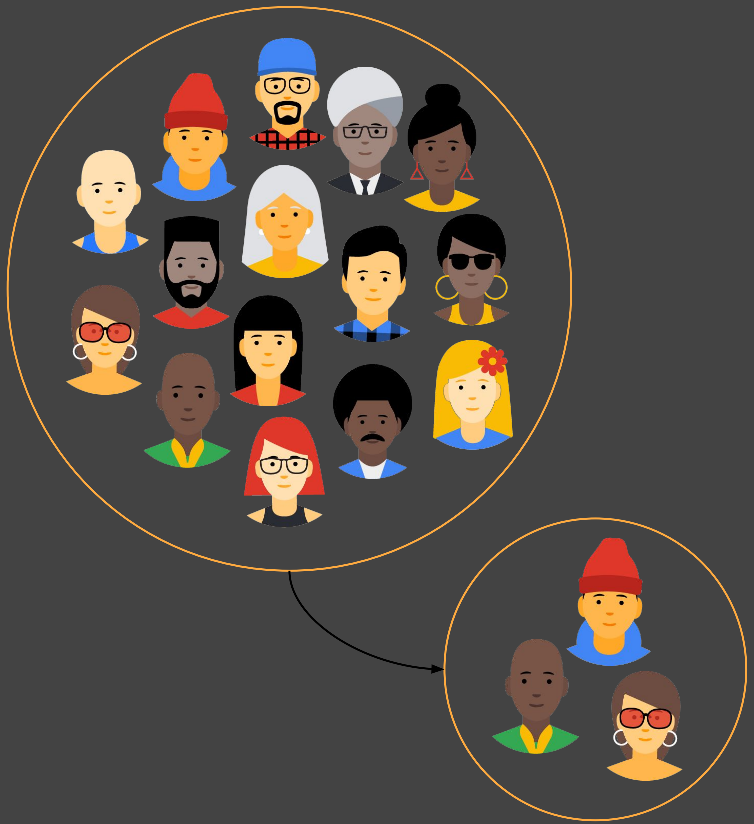
Out-group homogeneity bias: Tendency to see outgroup members as more alike than ingroup members





Biases in Data → Biased Data Representation

It's possible that you have an appropriate amount of data for every group you can think of but that some groups are represented less positively than others.



Biases in Data → Biased Labels

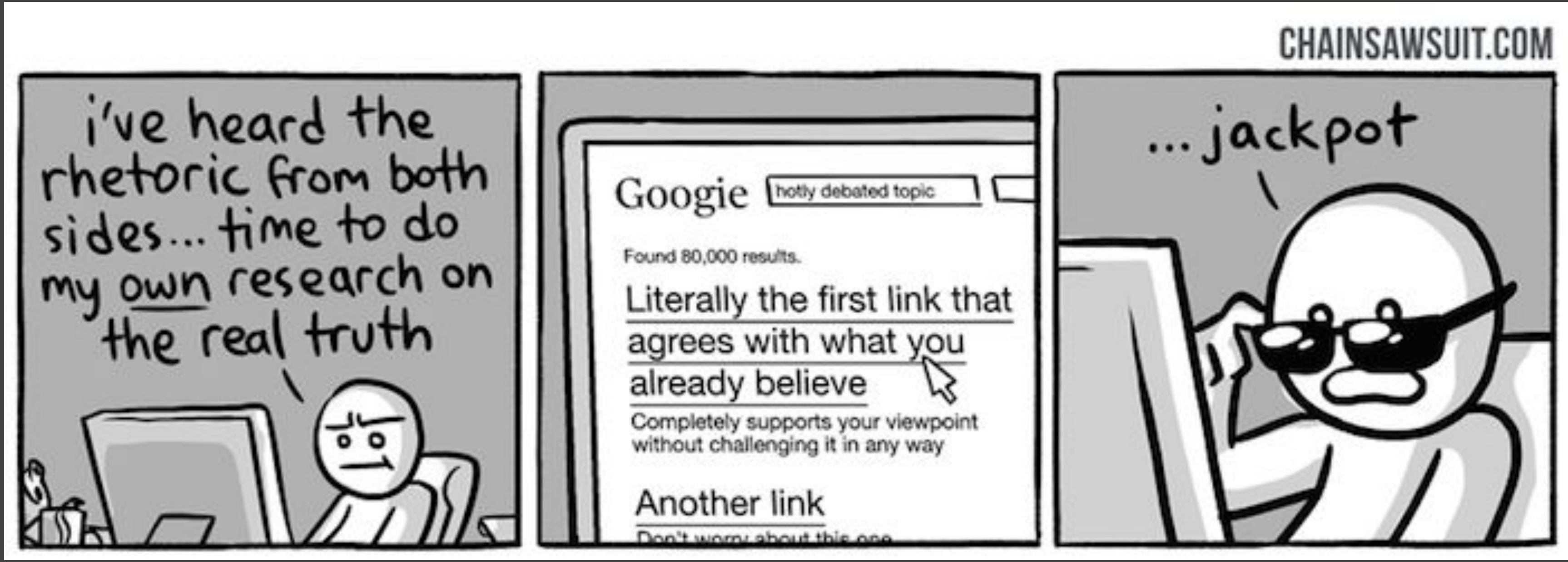
Annotations in your dataset will reflect the worldviews of your annotators.

https://ai.googleblog.com/2018/09/introducing-inclusive-images-competition.html

Biases in Interpretation

Biases in Interpretation

Confirmation bias: The tendency to search for, interpret, favor, recall information in a way that confirms preexisting beliefs



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© kris straub - Chainsawsuit.com

Biases in Interpretation

Overgeneralization: Coming to conclusion based on information that is too general and/or not specific enough (related: **overfitting**)

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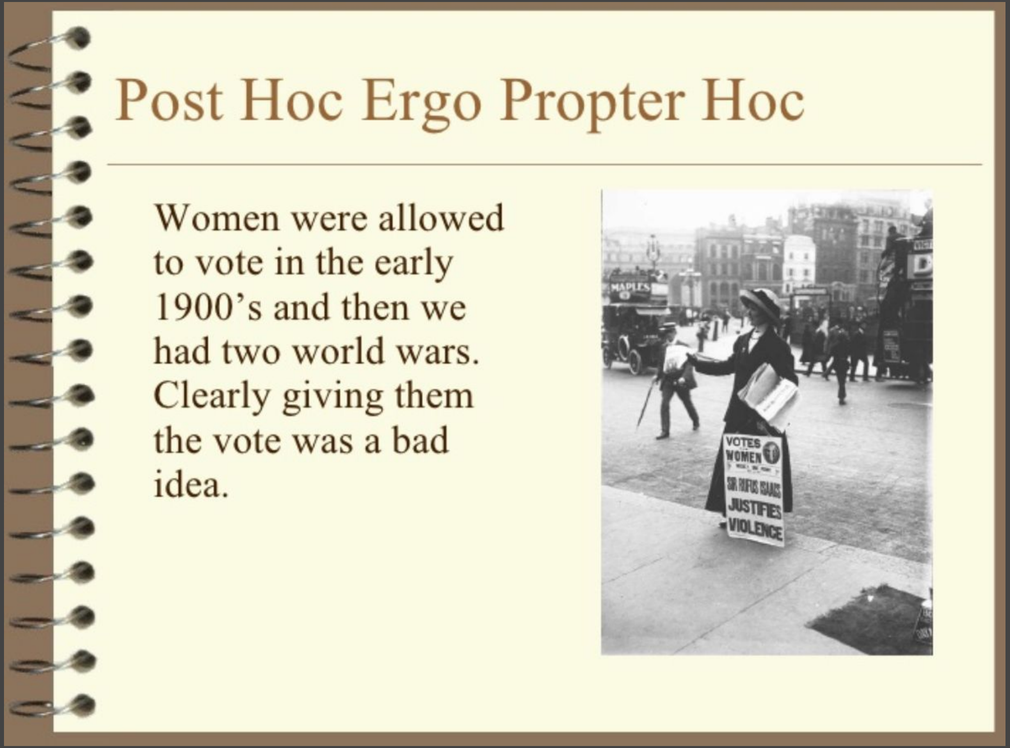
Sidney Harris

Biases in Interpretation

Correlation fallacy: Confusing correlation with causation



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© mollysdad - Slideshare - Introduction to Logical Fallacies

Biases in Interpretation

Automation bias: Propensity for humans to favor suggestions from automated decision-making systems over contradictory information without automation

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Training data are collected and annotated

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Human Biases in Collection and Annotation

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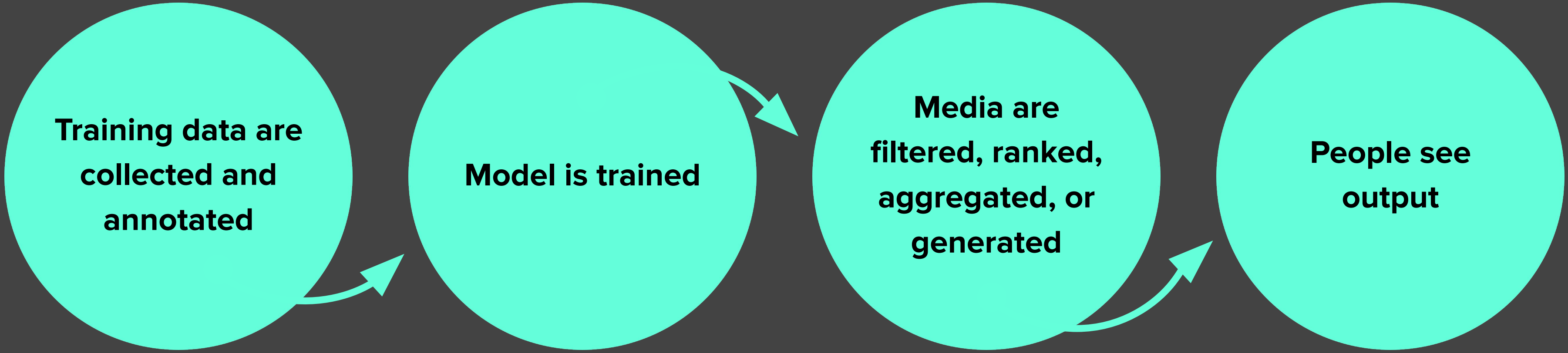
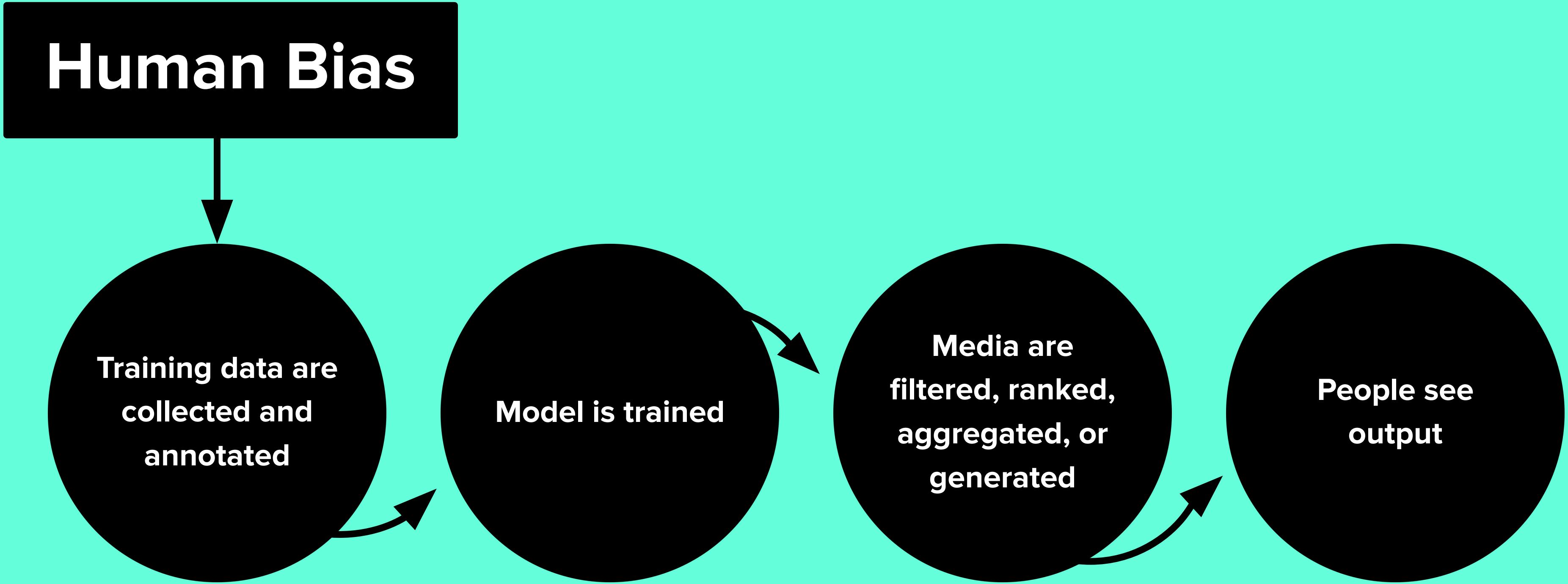

Training data are collected and annotated
Model is trained
Media are filtered, ranked, aggregated, or generated
People see output


Human Bias
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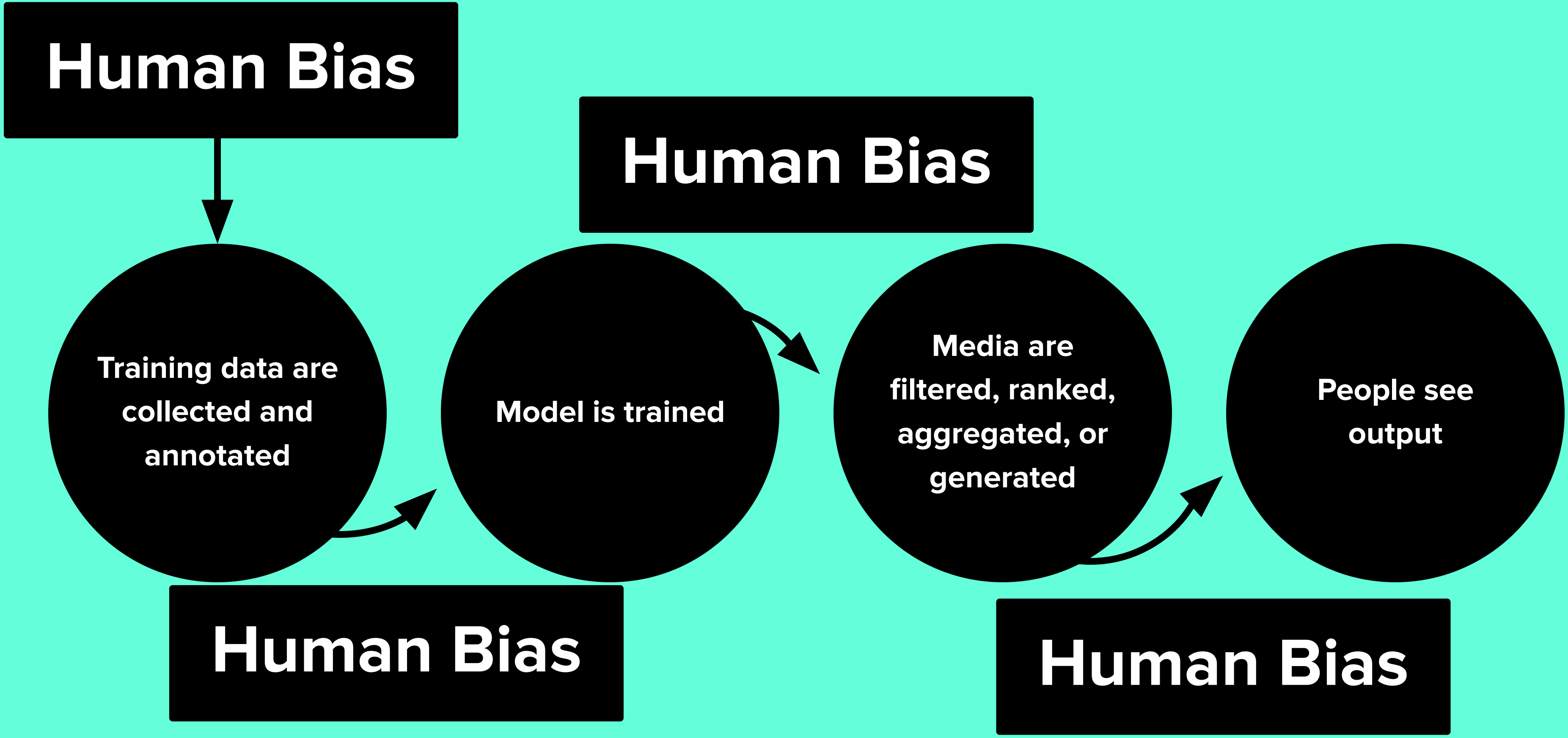
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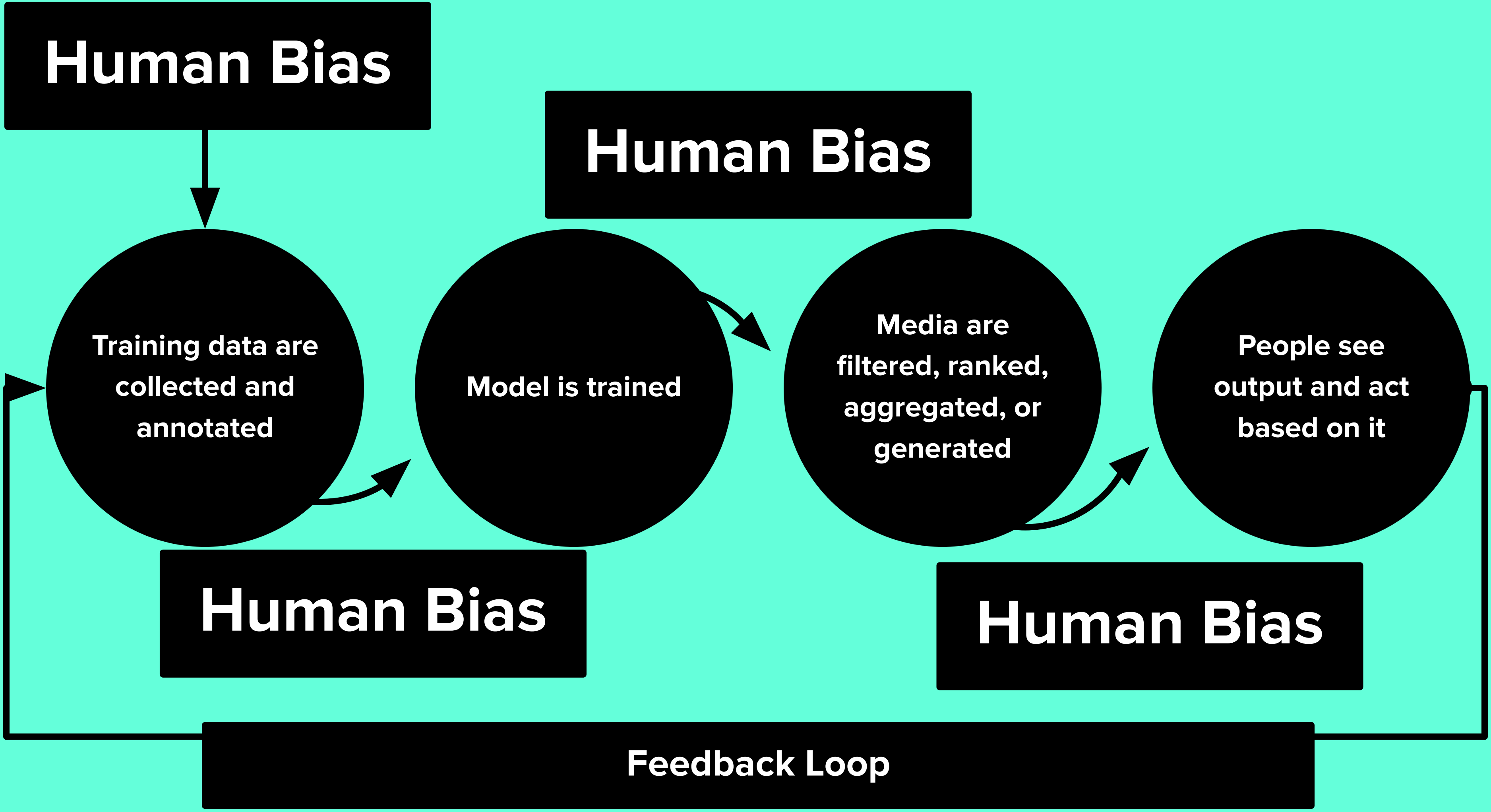
Human Bias
Human Bias
Training data are collected and annotated
Model is trained
Media are filtered, ranked, aggregated, or generated
People see output and act based on it
Human Bias
Human Bias
Feedback Loop

Human data perpetuates human biases.

As ML learns from human data, the result is a bias network effect

“Bias Laundering”

BIAS = BAD ??

“Bias” can be Good, Bad, Neutral

- Bias in statistics and ML
  - Bias of an estimator: Difference between the predictions and the correct values that we are trying to predict
  - The "bias" term *b* (e.g., $y = mx + b$)
- Cognitive biases
  - Confirmation bias, Recency bias, Optimism bias
- Algorithmic bias
  - Unjust, unfair, or prejudicial treatment of people related to race, income, sexual orientation, religion, gender, and other characteristics historically associated with discrimination and marginalization, when and where they manifest in algorithmic systems or algorithmically aided decision-making

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"Although neural networks might be said to write their own programs, they do so towards goals set by humans, using data collected for human purposes. If the data is skewed, even by accident, the computers will amplify injustice."

— The Guardian

CREDIT

[The Guardian view on machine learning: people must decide]

> "Although neural networks might be said to write their own programs, they do so towards goals set by humans, using data collected for human purposes. If the data is skewed, even by accident, the computers will amplify injustice."
>
> — The Guardian

CREDIT

[The Guardian view on machine learning: people must decide]

Fairness in Machine Learning

A Few Case Studies

Language Identification

Language Identification

Most NLP models in practice has a Language Identification (LID) step

Slide credit: David Jurgens
(Jurgens et al. ACL'17)

Language Identification

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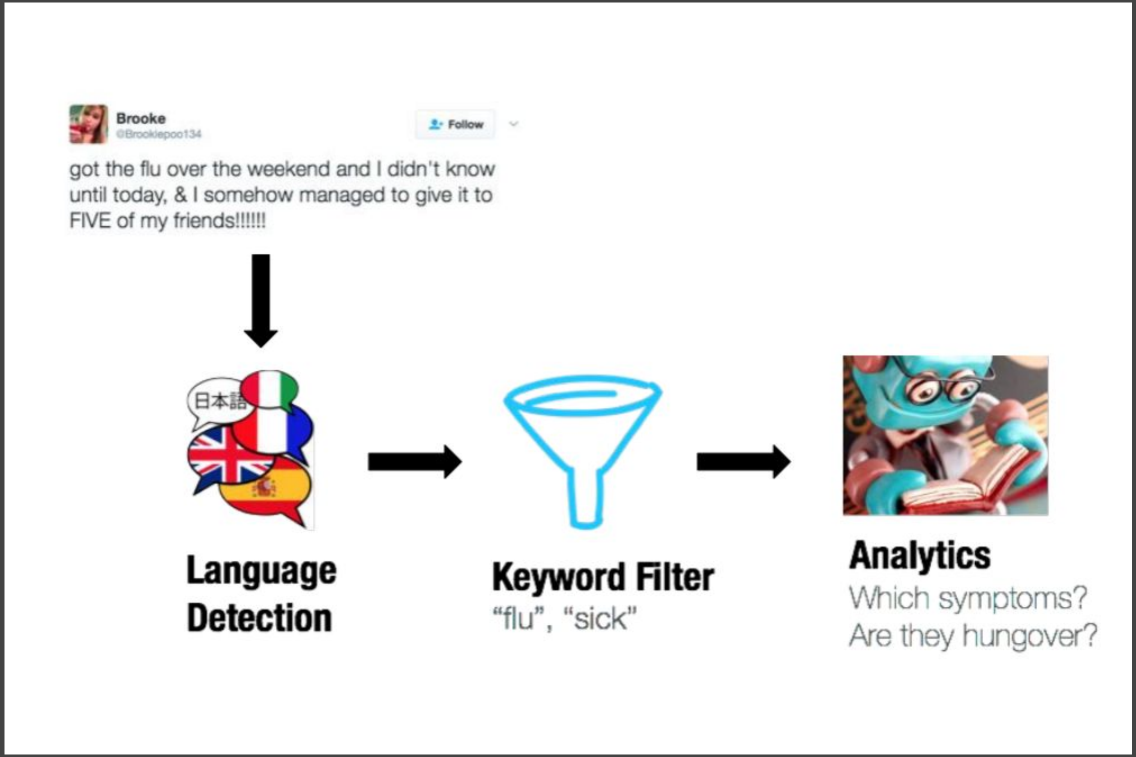


Slide credit: David Jurgens
(Jurgens et al. ACL'17)

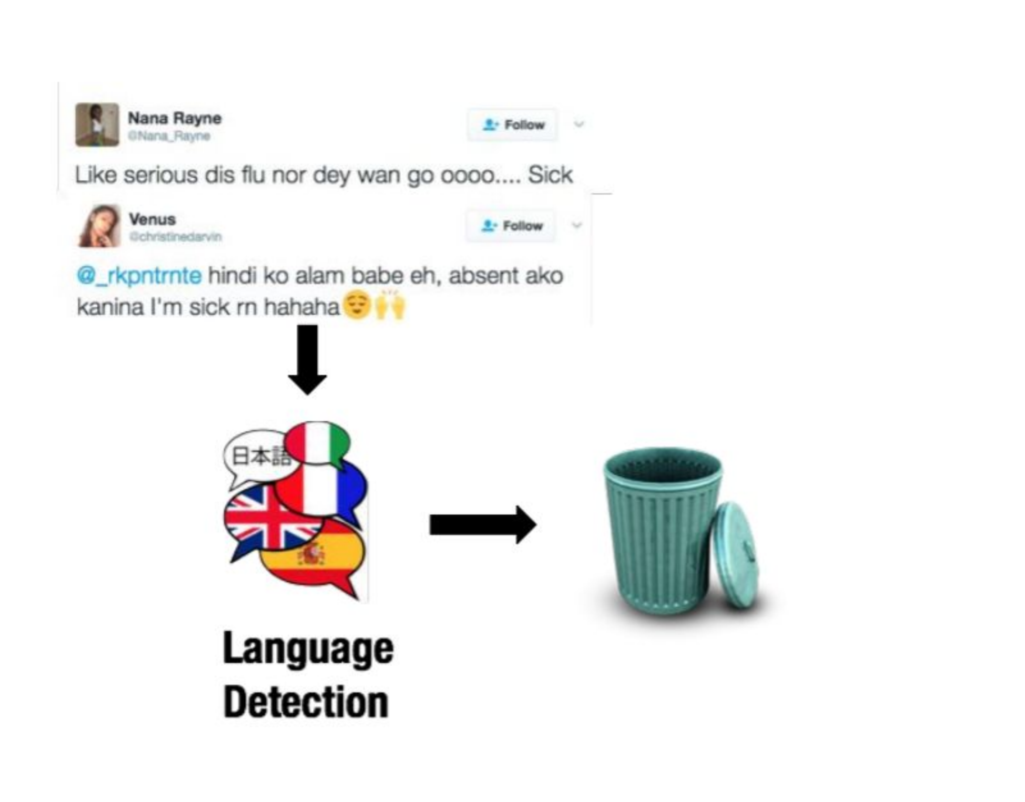
How well do LID systems do?

"This paper describes […] how even the most simple of these methods *using data obtained from the World Wide Web achieve accuracy approaching 100%* on a test suite comprised of ten European languages"

McNamee, P., "Language identification: *a solved problem* suitable for undergraduate instruction" Journal of Computing Sciences in Colleges 20(3) 2005.

Slide credit: David Jurgens
(Jurgens et al. ACL'17)

LID Usage Example: Public Health Monitoring



Slide credit: David Jurgens
(Jurgens et al. ACL'17)

Biases in Data

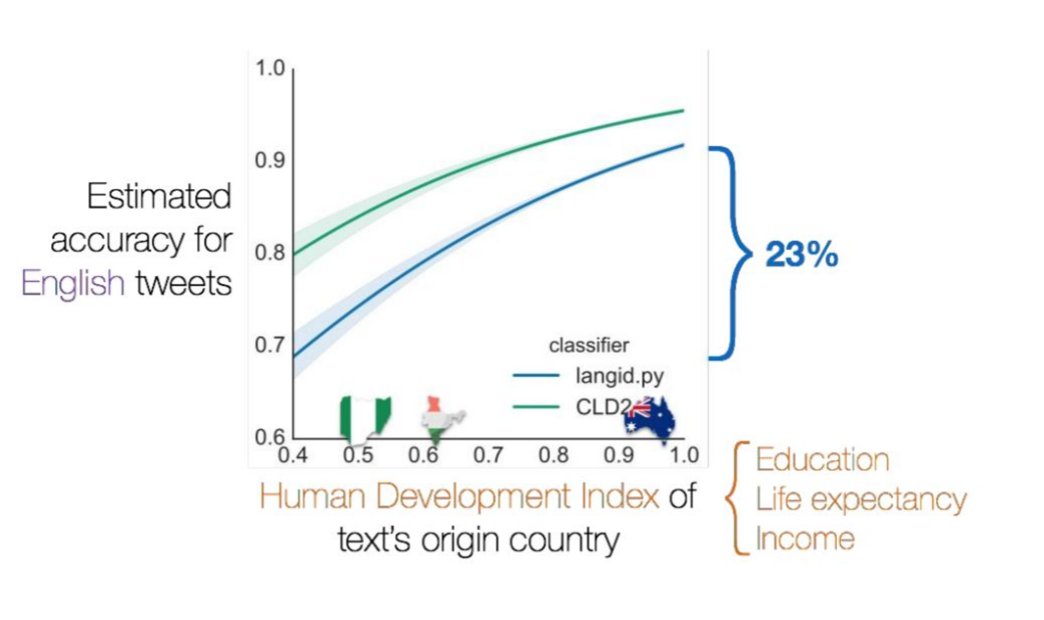
Selection Bias: Selection does not reflect a random sample

World Englishes

Is the data we use to train our English NLP models representative of all the Englishes out there?

How does this affect NLP models?

Off-the-shelf LID systems under-represent populations in less-developed countries



1M geo-tagged Tweets with any of 385 **English** terms from established lexicons for *influenza*, *psychological well-being*, and *social health*

Slide credit: David Jurgens
(Jurgens et al. ACL'17)

i.e.

people who are the most marginalized,
people who'd benefit the most from such technology,
are also the ones who are more likely to be
systematically excluded from this technology

Predicting Criminality

Predicting Criminality

Israeli startup, Faception

> *"Faception is first-to-technology and first-to-market with proprietary computer vision and machine learning technology for profiling people and **revealing their personality based only on their facial image**."*

Offering specialized engines for recognizing "High IQ", "White-Collar Offender", "Pedophile", and "Terrorist" from a face image.

Main clients are in homeland security and public safety.

Predicting Criminality

"Automated Inference on Criminality using Face Images" Wu and Zhang, 2016. arXiv

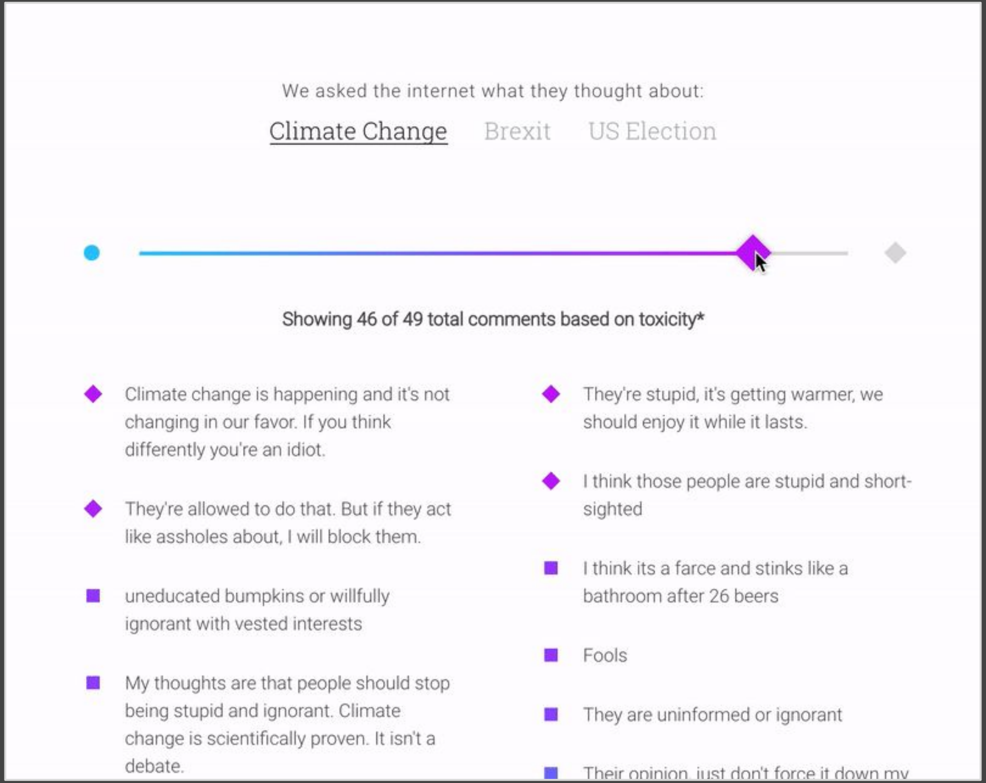
1,856 closely cropped images of faces; Includes "wanted suspect" ID pictures from specific regions.

"[…] angle θ from nose tip to two mouth corners is on average 19.6% smaller for criminals than for non-criminals ..."

See our longer piece on Medium, "Physiognomy's New Clothes"

Predicting Toxicity in Text

Toxicity Classification

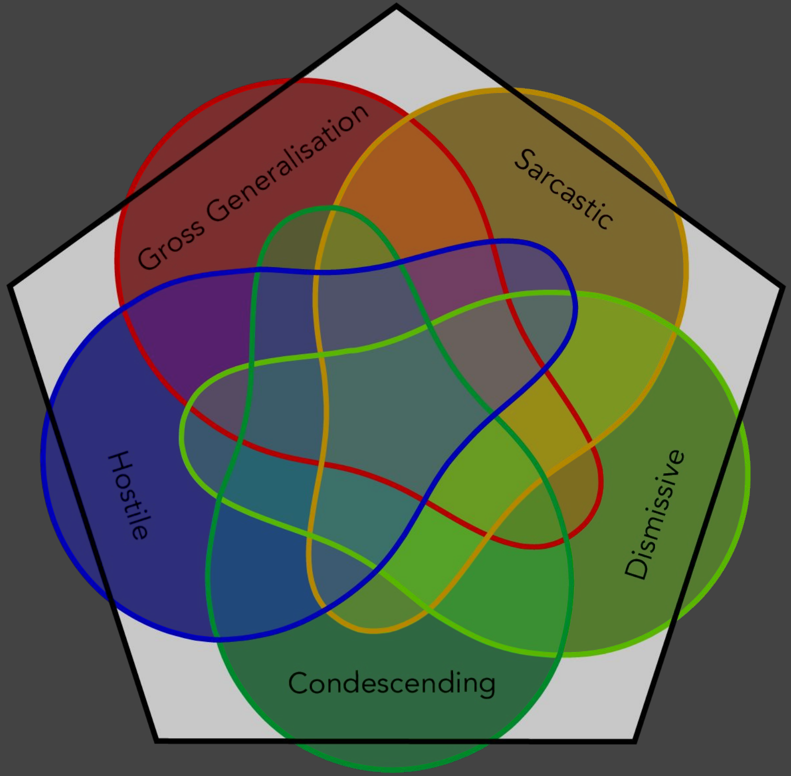


Source
perspectiveapi.com

Toxicity Classification

The False Positive

Toxicity is defined as... "***a rude, disrespectful, or unreasonable comment that is likely to make you leave a discussion.***"



Source
"The Challenge of Identifying Subtle Forms of Toxicity Online" - Jigsaw
https://medium.com/the-false-positive/the-challenge-of-identifying-subtle-forms-of-toxicity-online-465505b6c4c9

Toxicity Classification

Unintended biases towards **certain identity terms**:

Comment	Toxicity Score
The Gay and Lesbian Film Festival starts today.	0.82
Being transgender is independent of sexual orientation.	0.52
A Muslim is someone who follows or practices Islam	0.46

- “The Challenge of Identifying Subtle Forms of Toxicity Online”. Jigsaw. The False Positive (2018).

Toxicity Classification

Unintended biases towards **named entities**:

Comment	Toxicity Score
I hate Justin Timberlake.	0.90
I hate Rihanna.	0.69

- Prabhakaran et al. (2019). "Perturbation Sensitivity Analysis to Detect Unintended Model Biases" EMNLP 2019

Toxicity Classification

Unintended biases towards **mentions of disabilities**:

Comment	Toxicity Score
I am a person.	0.08
I am a tall person.	0.03

- Hutchinson et al. (2019). *Unintended Machine Learning Biases as Social Barriers for Persons with Disabilities.* SIGACCESS ASSETS AI Fairness Workshop 2019.

Toxicity Classification

Unintended biases towards **mentions of disabilities**:

Comment	**Toxicity Score**
I am a person.	0.08
I am a tall person.	0.03
I am a blind person.	0.39
I am a deaf person.	0.44

- Hutchinson et al. (2019). *Unintended Machine Learning Biases as Social Barriers for Persons with Disabilities.* SIGACCESS ASSETS AI Fairness Workshop 2019.

Toxicity Classification

Unintended biases towards **mentions of disabilities**:

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I am a tall person.	0.03
I am a blind person.	0.39
I am a deaf person.	0.44
I am a person with mental illness.	0.62

- Hutchinson et al. (2019). *Unintended Machine Learning Biases as Social Barriers for Persons with Disabilities.* SIGACCESS ASSETS AI Fairness Workshop 2019.

NLP Research on Bias and Fairness

Fairness Research in NLP

Slide from SRNLP Tutorial at NAACL 2018

1. Bolukb… Saligrama V., Kalai A. (2016) **Man is to C… s Woman is to Homemaker? Debiasing Word …s**

2. Caliskan, A., Bryson, J. J. and Narayanan, A. (2017) **Semantics derived automatically from language corpora contain human-like biases**. *Science*

3. Nikhil Garg, Londa Schiebinger, Dan Jurafsky, James Zou. (2018) **Word embeddings quantify 100 years of gender and ethnic stereotypes**. *PNAS.*

Fairness Research in NLP

1. Bolukbasi et al. **Man is to Computer Programmer as Woman is to Homemaker? Debiasing Word Embeddings**. *NIPS* (2016)
2. Caliskan, et al. **Semantics derived automatically from language corpora contain human-like biases**. *Science* (2017)
3. Zhao, Jieyu, et al. **Men also like shopping: Reducing gender bias amplification using corpus-level constraints**. *arXiv* (2017)

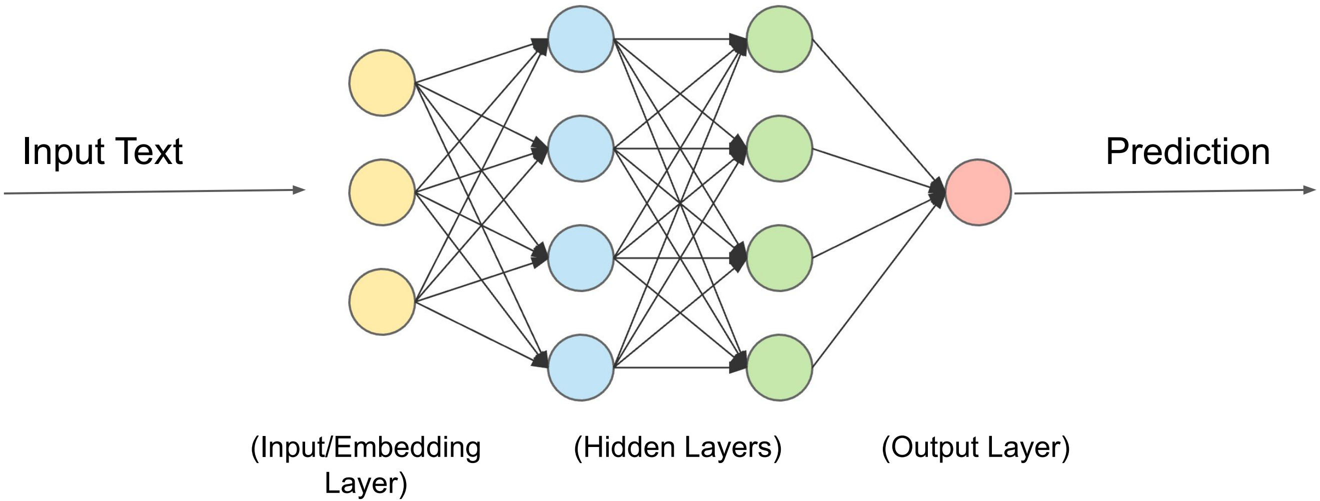
2018

4. Garg et al. **Word embeddings quantify 100 years of gender and ethnic stereotypes**. *PNAS.* (2018)
5. Zhao, Jieyu, et al. **Gender bias in coreference resolution: Evaluation and debiasing methods**. *arXiv* (2018)
6. Zhang, et al. **Mitigating unwanted biases with adversarial learning**. *AIES*, 2018
7. Webster, Kellie, et al. **Mind the GAP: A Balanced Corpus of Gendered Ambiguous Pronouns**. *TACL* (2018)
8. Svetlana and Mohammad. **Examining gender and race bias in two hundred sentiment analysis systems**. *arXiv* (2018)
9. Díaz, et al. **Addressing age-related bias in sentiment analysis**. *CHI Conference on Human Factors in Computing Systems*. (2018)
10. Dixon, et al. **Measuring and mitigating unintended bias in text classification.** *AIES.* (2018)
11. Prates, et al. **Assessing gender bias in machine translation: a case study with Google Translate**. *Neural Computing and Applications* (2018)
12. Park, et al. **Reducing gender bias in abusive language detection**. *arXiv* (2018)
13. Zhao, Jieyu, et al. **Learning gender-neutral word embeddings.** *arXiv* (2018)
14. Anne Hendricks, et al. **Women also snowboard: Overcoming bias in captioning models**. *ECCV*. (2018)
15. Elazar and Goldberg. **Adversarial removal of demographic attributes from text data**. *arXiv* (2018)
16. Hu and Strout. **Exploring Stereotypes and Biased Data with the Crowd**. *arXiv* (2018)

2019

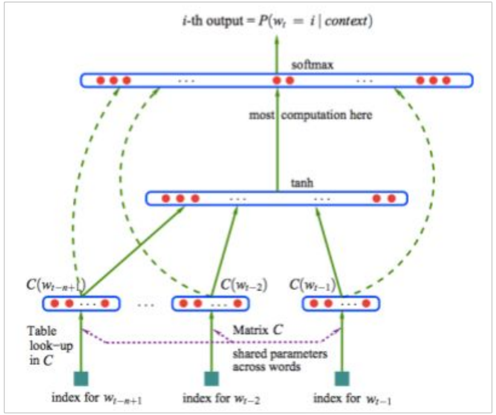
17. Swinger, De-Arteaga, et al. **What are the biases in my word embedding?** *AIES* (2019)
18. De-Arteaga et al. **Bias in Bios: A Case Study of Semantic Representation Bias in a High-Stakes Setting**. *FAT** (2019)
19. Gonen, et al. **Lipstick on a Pig: Debiasing Methods Cover up Systematic Gender Biases in Word Embeddings But do not Remove Them**. NAACL (2019).
20. Manzini et al. **Black is to Criminal as Caucasian is to Police: Detecting and Removing Multiclass Bias in Word Embeddings.** NAACL (2019).
21. Sap et al. **The Risk of Racial Bias in Hate Speech Detection**. ACL (2019)
22. Stanovsky et al. **Evaluating Gender Bias in Machine Translation**. ACL (2019)
23. Garimella et al. **Women's Syntactic Resilience and Men's Grammatical Luck: Gender-Bias in Part-of-Speech Tagging and Dependency Parsing**. ACL (2019)
24. …

Where to look for biases?

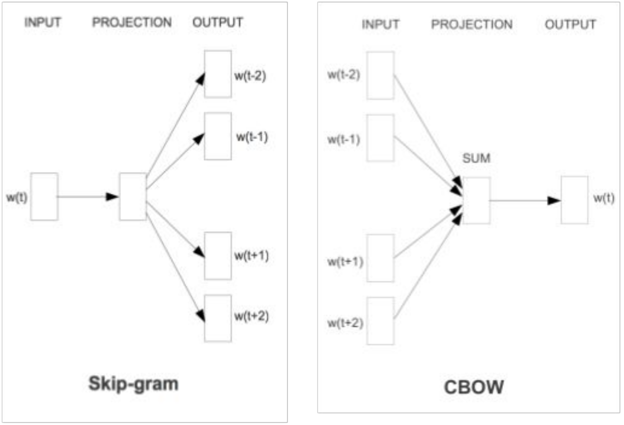


Bias in Input Representations?

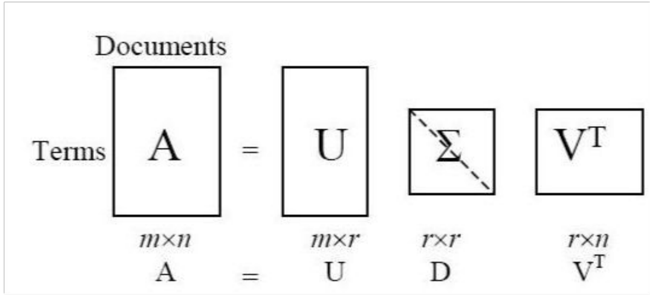
Input Representation: Word Embeddings



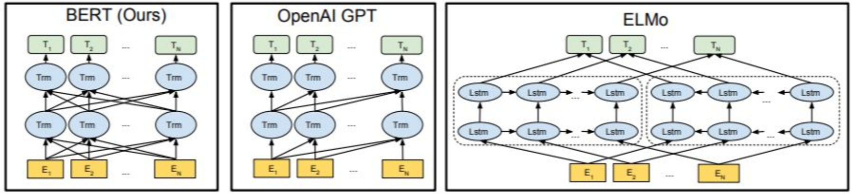
Neural Language Model (Bengio et al, `03)



word2vec (Mikolov et al, `03)



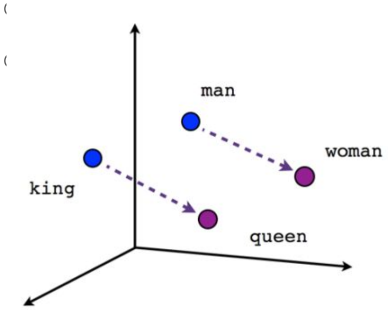
Latent Semantic Analysis
(Deerwester et al, `90, Turney & Pantel `10)



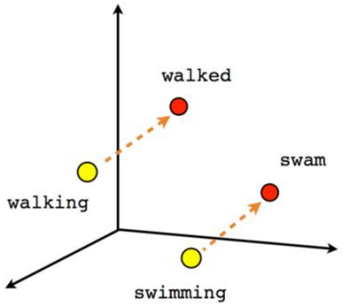
BERT, GPT/GPT-2, ELMo
(Devlin et al. '19, Radford et al. '18, Peters et al. '18)

Word Analogy Tasks

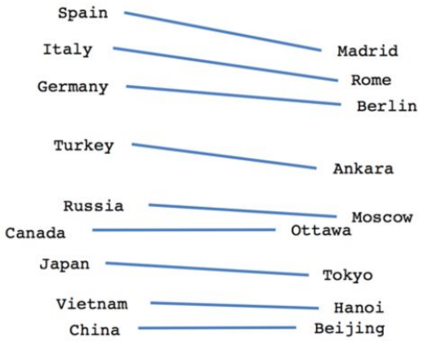
- Mikolov et al. ‘13



Male-Female



Verb tense



Country-Capital

$$\min cos(\overrightarrow{man} - \overrightarrow{woman}, \overrightarrow{king} - x) \ s.t. \ ||king - x||_2 < \delta$$

Social Disparities (and Stereotypes) ⟶ Word Embeddings?

He is…

She is…

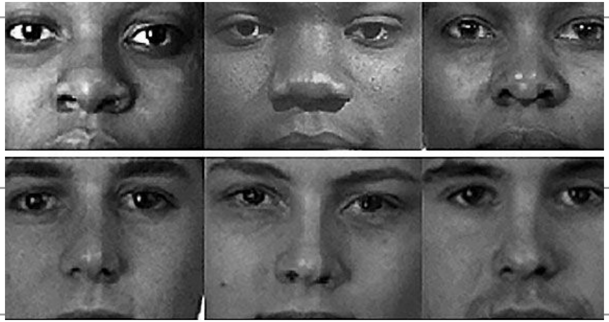
Bolukbasi et al. **Man is to Computer Programmer as Woman is to Homemaker? Debiasing Word Embeddings.** *NIPS* (2016)

Biases in NLP Representations

- Bolukbasi et al. **Man is to Computer Programmer as Woman is to Homemaker? Debiasing Word Embeddings.** *NIPS* (2016)
- Caliskan, et al. **Semantics derived automatically from language corpora contain human-like biases.** *Science* (2017)
- Garg et al. **Word embeddings quantify 100 years of gender and ethnic stereotypes.** *PNAS.* (2018)
- Swinger, De-Arteaga, et al. **What are the biases in my word embedding?** *AIES* (2019)
- Manzini et al. **Black is to Criminal as Caucasian is to Police: Detecting and Removing Multiclass Bias in Word Embeddings.** NAACL (2019).
- ...

Implicit bias in humans?

Implicit Association Test - Greenwald et al. 1998

Category	**Items**
Good	Spectacular, Appealing, Love, Triumph, Joyous, Fabulous, Excitement, Excellent
Bad	Angry, Disgust, Rotten, Selfish, Abuse, Dirty, Hatred, Ugly
African Americans	
European Americans	

Implicit Association Test

The IAT involves making repeated judgments (by pressing a key on a keyboard) to label words or images that pertain to one of two categories presented simultaneously (e.g., categorizing pictures of African American or European American and categorizing positive/negative adjectives).

The test compares response times when different pairs of categories share a response key on keyboard
(e.g., African American + GOOD vs African American + BAD vs European American + GOOD vs European American + BAD)

IAT - Societal groups⬄Stereotype words

Disability IAT — *Disability* **('Disabled - Abled' IAT).** This IAT requires the ability to recognize symbols representing abled and disabled individuals.

Asian IAT — *Asian American* **('Asian - European American' IAT).** This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

Sexuality IAT — *Sexuality* **('Gay - Straight' IAT).** This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

Arab-Muslim IAT — *Arab-Muslim* **('Arab Muslim - Other People' IAT).** This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

Age IAT — *Age* **('Young - Old' IAT).** This IAT requires the ability to distinguish old from young faces. This test often indicates that Americans have automatic preference for young over old.

Skin-tone IAT — *Skin-tone* **('Light Skin - Dark Skin' IAT).** This IAT requires the ability to recog skinned faces. It often reveals an automatic preference for light-skin relative to da

Race IAT — *Race* **('Black - White' IAT).** This IAT requires the ability to distinguish faces of African origin. It indicates that most Americans have an automatic preference for

https://implicit.harvard.edu/implicit/selectatest.html

Greenwald et al. 1998

Religion IAT — *Religion* **('Religions' IAT).** This IAT requires some familiarity with religious terms from various world religions.

Native IAT — *Native American* **('Native - White American' IAT).** This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

Gender-Science IAT — *Gender - Science.* This IAT often reveals a relative link between liberal arts and females and between science and males.

Gender-Career IAT — *Gender - Career.* This IAT often reveals a relative link between family and females and between career and males.

Presidents IAT — *Presidents* **('Presidential Popularity' IAT).** This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.

Weight IAT — *Weight* **('Fat - Thin' IAT).** This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

Weapons IAT — *Weapons* **('Weapons - Harmless Objects' IAT).** This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.

Can we apply this to NLP models?

Caliskan et al. (2017)

IAT for Word Embeddings

- Word Embedding Association Test (WEAT)
  - Latency ⇔ Cosine similarity
  - Target words
    - X = {*programmer, engineer, scientist, …*}
    - Y = {*nurse, teacher, librarian, …*}
  - Attribute words
    - A = {*man, male, …* }
    - B = {*woman, female, …*}

Caliskan et al. (2017)

Word Embedding Association Test

- Target words
  - X = {*programmer, engineer, scientist, …*}
  - Y = {*nurse, teacher, librarian, …*}
- Attribute words
  - A = {*man, male, …* }
  - B = {*woman, female, …*}

$$s(w, A, B) = \textbf{mean}_{a \in A} \cos(\vec{w}, \vec{a}) - \textbf{mean}_{b \in B} \cos(\vec{w}, \vec{b})$$

Association of a word w with an attribute:

$$s(X, Y, A, B) = \sum_{x \in X} s(x, A, B) - \sum_{y \in Y} s(y, A, B)$$

Association of two sets

$$\frac{\textbf{mean}_{x \in X} s(x, A, B) - \textbf{mean}_{y \in Y} s(y, A, B)}{\textbf{std-dev}_{w \in X \cup Y} s(w, A, B)}$$

The effect size of bias:

Additional statistical tests to measure how separated are two distributions and statistical significance

Caliskan et al. (2017)

Word Embedding Association Test

$$s(w, A, B) = \frac{\text{mean}_{a \in A} \cos(\vec{w}, \vec{a}) - \text{mean}_{b \in B} \cos(\vec{w}, \vec{b})}{\text{std-dev}_{x \in A \cup B} \cos(\vec{w}, \vec{x})}$$

- **Flowers**: aster, clover, hyacinth, marigold, poppy, azalea, crocus, iris, orchid, rose, bluebell, daffodil, lilac, pansy, tulip, buttercup, daisy, lily, peony, violet, carnation, gladiola, magnolia, petunia, zinnia.
- **Insects**: ant, caterpillar, flea, locust, spider, bedbug, centipede, fly, maggot, tarantula, bee, cockroach, gnat, mosquito, termite, beetle, cricket, hornet, moth, wasp, blackfly, dragonfly, horsefly, roach, weevil.
- **Pleasant**: caress, freedom, health, love, peace, cheer, friend, heaven, loyal, pleasure, diamond, gentle, honest, lucky, rainbow, diploma, gift, honor, miracle, sunrise, family, happy, laughter, paradise, vacation.
- **Unpleasant**: abuse, crash, filth, murder, sickness, accident, death, grief, poison, stink, assault, disaster, hatred, pollute, tragedy, divorce, jail, poverty, ugly, cancer, kill, rotten, vomit, agony, prison.

Caliskan et al. (2017)

Word Embedding Association Test: Results

IAT | WEAT

Target words	Attrib. words	Original Finding				Our Finding			
		Ref	N	d	p	N_T	N_A	d	p
Flowers vs insects	Pleasant vs unpleasant	(5)	32	1.35	10^{-8}	25×2	25×2	1.50	10^{-7}

Caliskan et al. (2017)

Word Embedding Association Test

- **European American names**: Adam, *Chip*, Harry, Josh, Roger, Alan, Frank, *Ian*, Justin, Ryan, Andrew, *Fred*, Jack, Matthew, Stephen, Brad, Greg, *Jed*, Paul, *Todd*, *Brandon*, *Hank*, Jonathan, Peter, *Wilbur*, Amanda, Courtney, Heather, Melanie, *Sara*, *Amber*, *Crystal*, Katie, *Meredith*, *Shannon*, Betsy, *Donna*, Kristin, Nancy, Stephanie, *Bobbie-Sue*, Ellen, Lauren, *Peggy*, *Sue-Ellen*, Colleen, Emily, Megan, Rachel, *Wendy* (deleted names in italics).
- **African American names**: Alonzo, Jamel, *Lerone*, *Percell*, Theo, Alphonse, Jerome, Leroy, *Rasaan*, Torrance, Darnell, Lamar, Lionel, *Rashaun*, Tvree, Deion, Lamont, Malik, Terrence, Tyrone, *Everol*, Lavon, Marcellus, *Terryl*, Wardell, *Aiesha*, *Lashelle*, Nichelle, Shereen, *Temeka*, Ebony, Latisha, Shaniqua, *Tameisha*, *Teretha*, Jasmine, *Latonya*, *Shanise*, Tanisha, Tia, Lakisha, Latoya, *Sharise*, *Tashika*, Yolanda, *Lashandra*, Malika, *Shavonn*, *Tawanda*, Yvette (deleted names in italics).

- **Pleasant**: caress, freedom, health, love, peace, cheer, friend, heaven, loyal, pleasure, diamond, gentle, honest, lucky, rainbow, diploma, gift, honor, miracle, sunrise, family, happy, laughter, paradise, vacation.
- **Unpleasant**: abuse, crash, filth, murder, sickness, accident, death, grief, poison, stink, assault, disaster, hatred, pollute, tragedy, bomb, divorce, jail, poverty, ugly, cancer, evil, kill, rotten, vomit.

Caliskan et al. (2017)

Word Embedding Association Test: Results

IAT

WEAT

Target words	Attrib. words	Original Finding				Our Finding			
		Ref	N	d	p	N_T	N_A	d	p
Eur.-American vs Afr.-American names	Pleasant vs unpleasant	(5)	26	1.17	10^{-5}	32×2	25×2	1.41	10^{-8}

WEAT finds similar biases in Word Embeddings as IAT did for humans

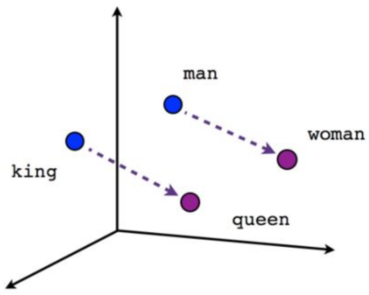
Other ways to detect biases?

Bolukbasi et al. (2016)

Gender Bias in Word Embeddings

$$\overrightarrow{\text{man}} - \overrightarrow{\text{woman}} \approx \overrightarrow{\text{computer programmer}} - \overrightarrow{\text{homemaker}}.$$

$$\min cos(he - she,\ x - y)\ s.t.\ ||x - y||_2 < \delta$$



Male-Female

surgeon vs. nurse

architect vs. interior designer

shopkeeper vs. housewife

superstar vs. diva

....

Manzini et al. (2019)

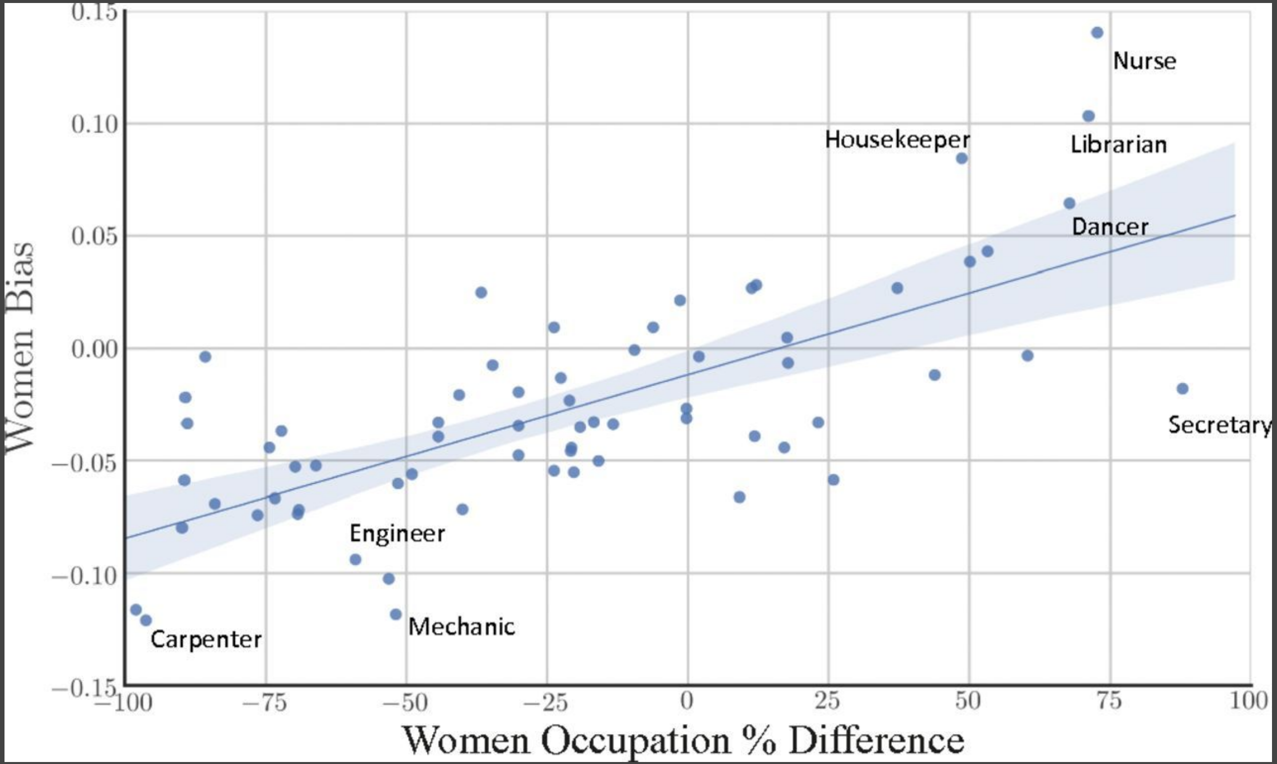
Beyond Gender & Race/Ethnicity Bias

Gender Biased Analogies	
man → doctor	woman → nurse
woman → receptionist	man → supervisor
woman → secretary	man → principal
Racially Biased Analogies	
black → criminal	caucasian → police
asian → doctor	caucasian → dad
caucasian → leader	black → led
Religiously Biased Analogies	
muslim → terrorist	christian → civilians
jewish → philanthropist	christian → stooge
christian → unemployed	jewish → pensioners

Biases in word embeddings trained on the Reddit data from US users.

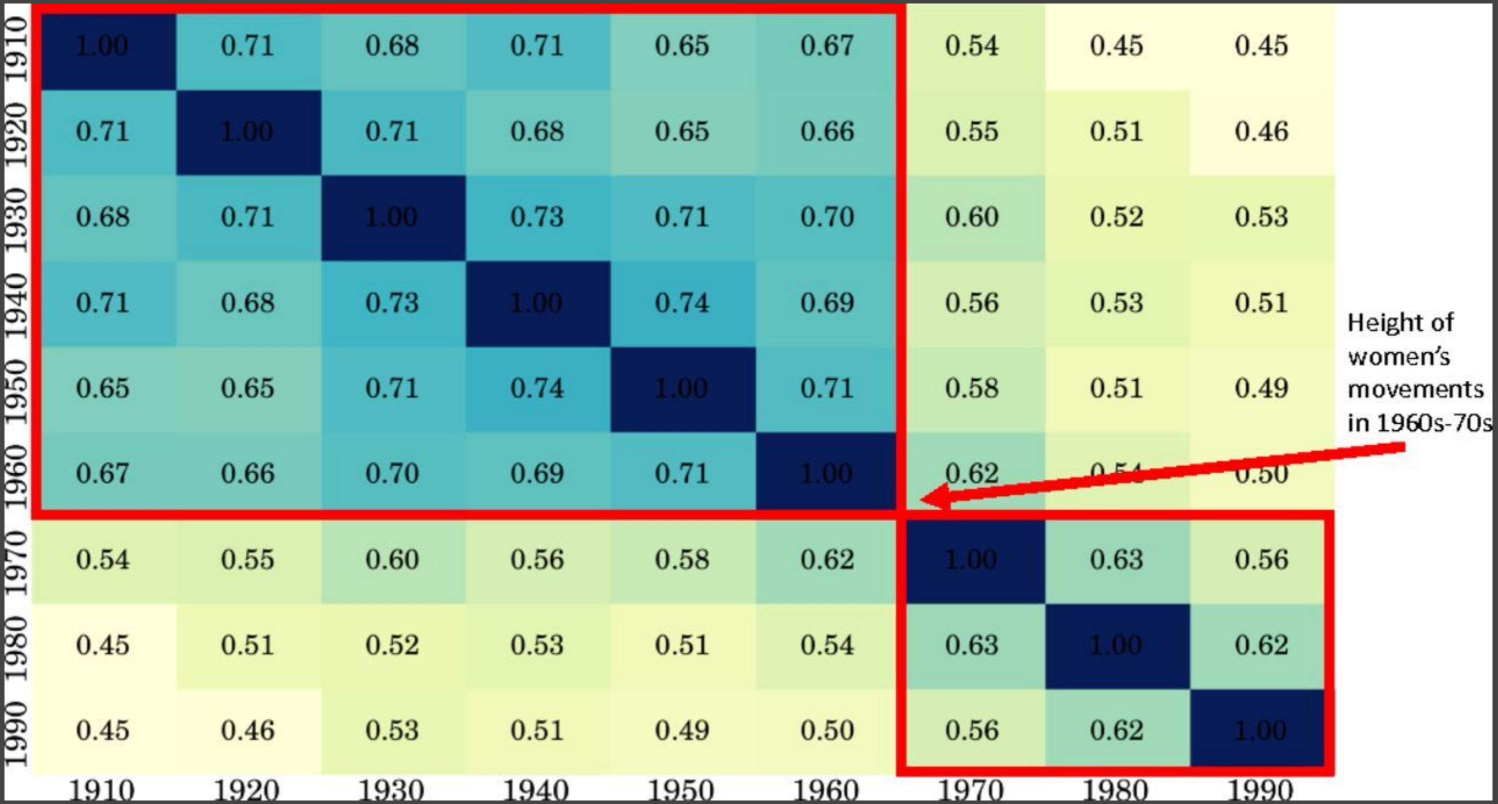
But aren’t they just reflecting Society?

Gender bias in Occupations



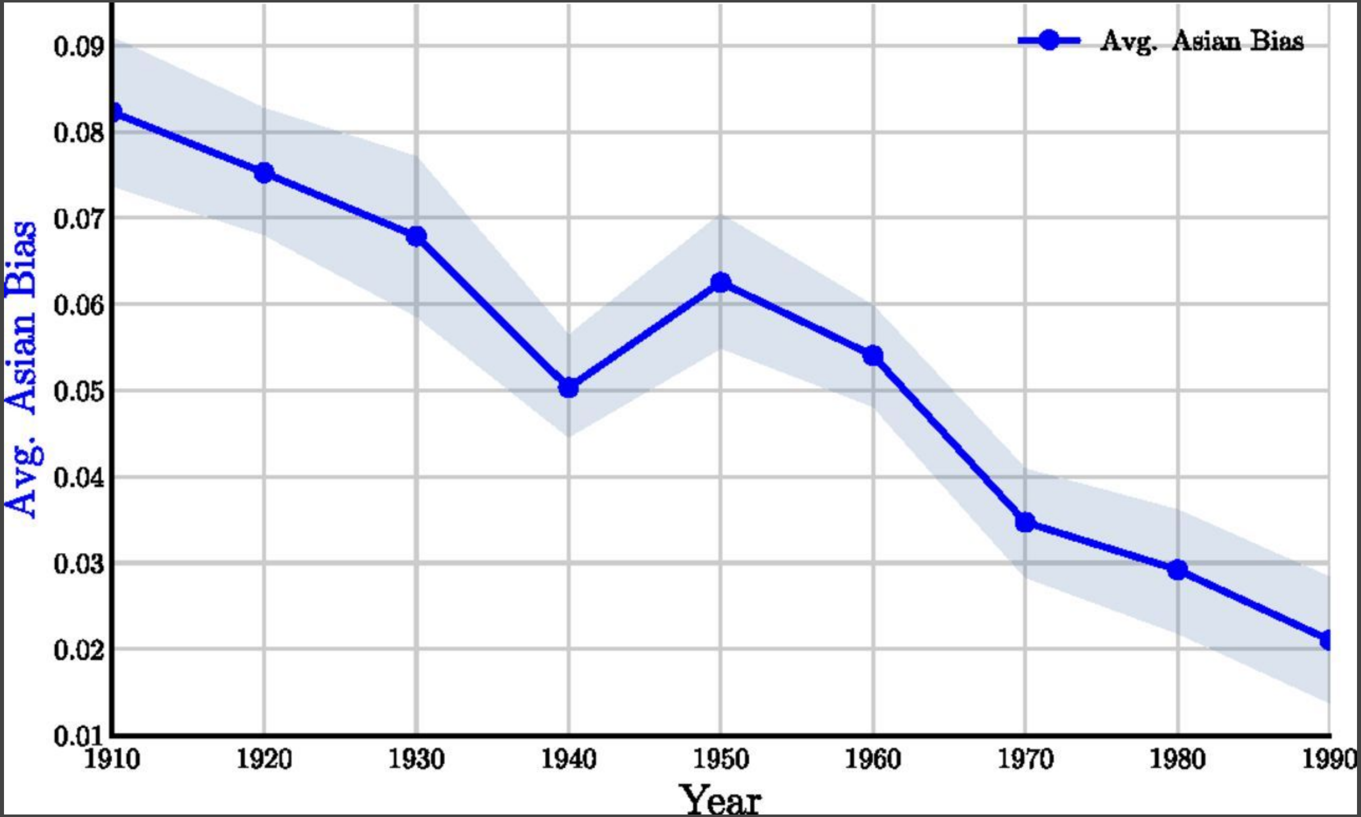
Garg et al. (2018)

Gender bias in Adjectives over the decades



Garg et al. (2018)

“Asian bias” in Adjectives with “Outsider” words



Garg et al. (2018)

But aren’t they just reflecting Society?

Yup!

Word embeddings…

… get things **normatively wrong** *precisely because* they get things **descriptively right**!

Oisin Deery & Katherine Bailey
Ethics in NLP workshop. NAACL '18

Shouldn’t we then just leave them as is?

Shouldn’t we then just leave them as is?

Would that harm certain groups of people?

What kind of harm?

Associative Harm

"when systems reinforce the subordination of some groups along the lines of identity"

Allocative Harm

"when a system allocates or withholds a certain opportunity or resource"

Source: Kate Crawford, The Trouble with Bias, NIPS 2017

Amazon's Secret AI Hiring Tool Reportedly 'Penalized' Resumes With the Word 'Women's'

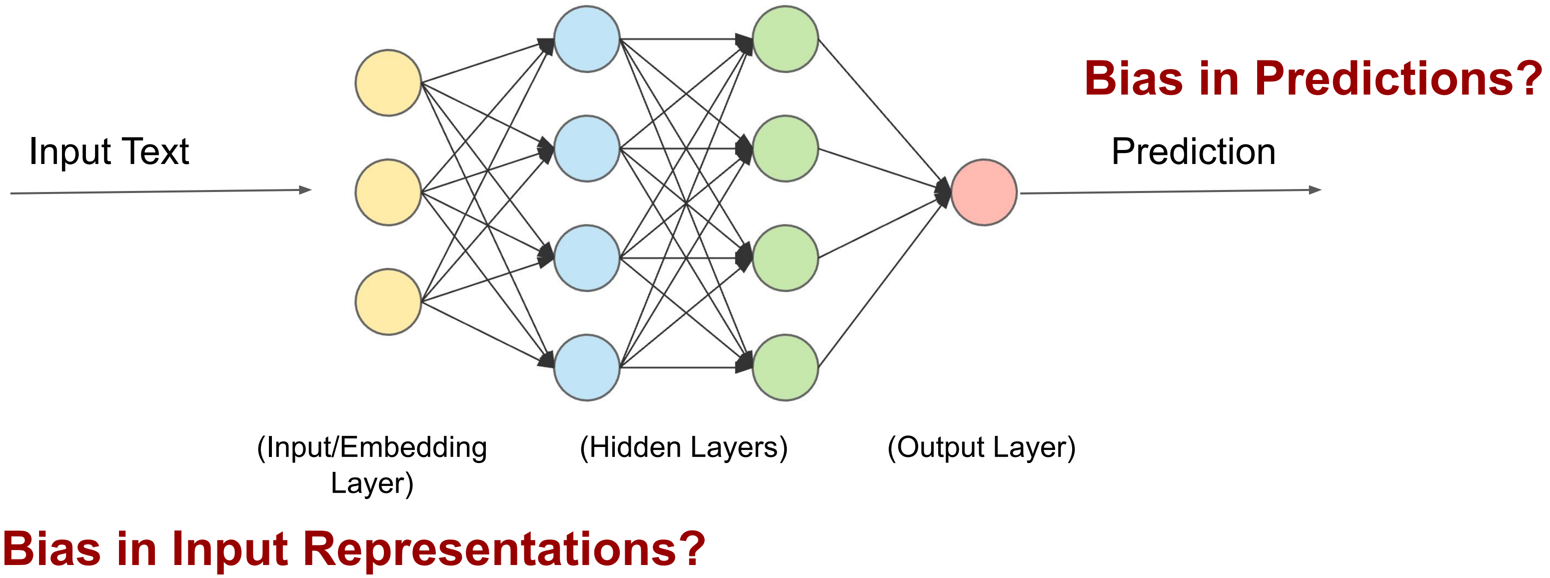
Rhett Jones
Yesterday 10:32am • Filed to: ALGORITHMS

22.3K 96 2

Photo: Getty

Source: Gizmodo

Where to look for biases?



Biases in NLP Classifiers/Taggers

- Gender Bias in Part of speech tagging and Dependency parsing
  - Garimella et al. **Women's Syntactic Resilience and Men's Grammatical Luck: Gender-Bias in Part-of-Speech Tagging and Dependency Parsing**. ACL (2019)
- Gender Bias in Coreference resolution
  - Zhao, Jieyu, et al. **Gender bias in coreference resolution: Evaluation and debiasing methods.** *arXiv* (2018)
  - Webster, Kellie, et al. **Mind the GAP: A Balanced Corpus of Gendered Ambiguous Pronouns.** *TACL* (2018)
- Gender, Race, and Age Bias in Sentiment Analysis
  - Svetlana and Mohammad. **Examining gender and race bias in two hundred sentiment analysis systems**. arXiv (2018)
  - Díaz, et al. **Addressing age-related bias in sentiment analysis.** CHI Conference on Human Factors in Comp. Systems. (2018)
- LGBTQ identitiy terms bias in Toxicity classification
  - Dixon, et al. **Measuring and mitigating unintended bias in text classification.** AIES. (2018)
  - Sap, et al. **The Risk of Racial Bias in Hate Speech Detection.** ACL. (2019)
- Gender Bias in Occupation Classification
  - De-Arteaga et al. **Bias in Bios: A Case Study of Semantic Representation Bias in a High-Stakes Setting.** FAT* (2019)
- Gender bias in Machine Translation
  - Prates, et al. **Assessing gender bias in machine translation: a case study with Google Translate.** Neural Computing and Applications (2018)

Shouldn’t we then just leave them as is?

Would that harm certain groups of people?

Would that make things worse?

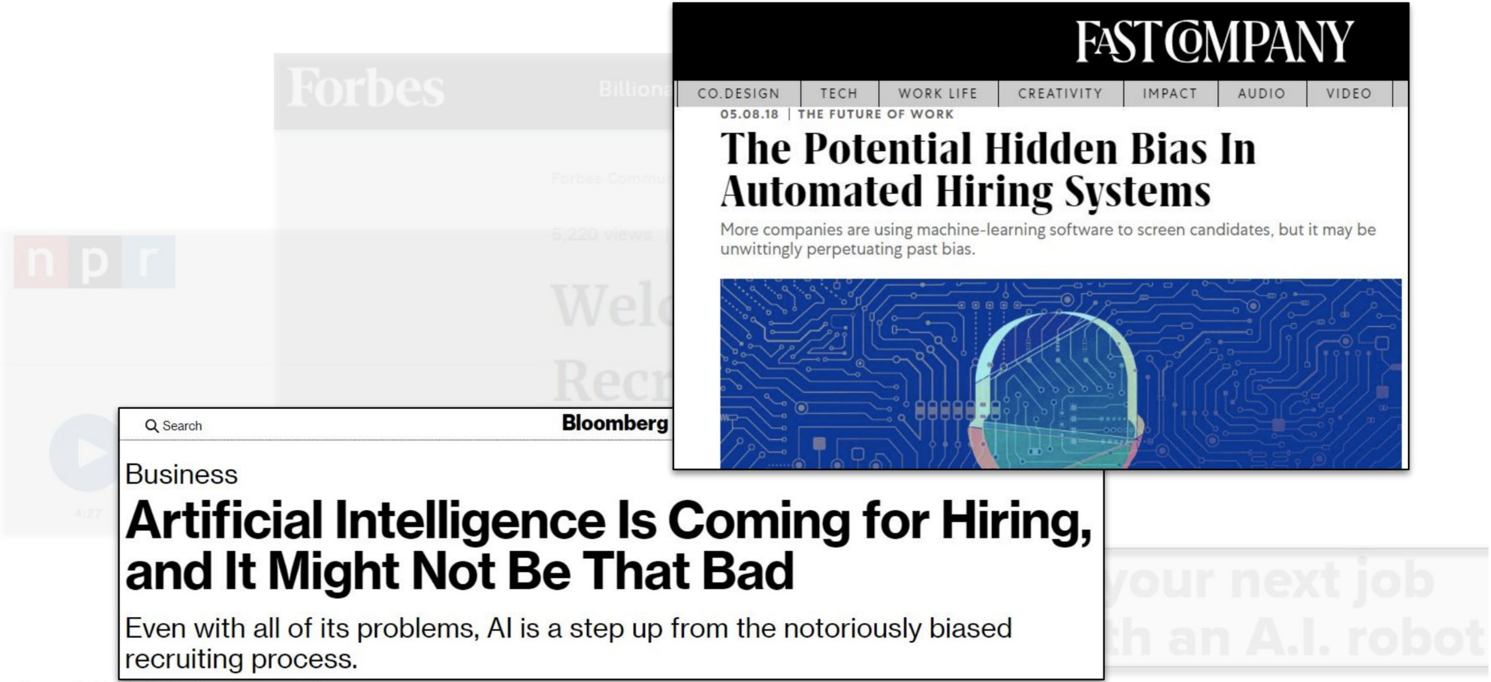
Bias Amplification

- Zhao et al. **Men Also Like Shopping: Reducing Gender Bias Amplification using Corpus-level Constraint.** *EMNLP* (2017)
- *De-Arteaga et al.* **Bias in Bios: A Case Study of Semantic Representation Bias in a High-Stakes Setting.** *FAT* (2019)*

Swinger et al. (2019)

Examples of Harm from NLP Bias

An artificially intelligent headhunter?



Copyright © 2019 Maria De-Arteaga

Swinger et al. (2019)

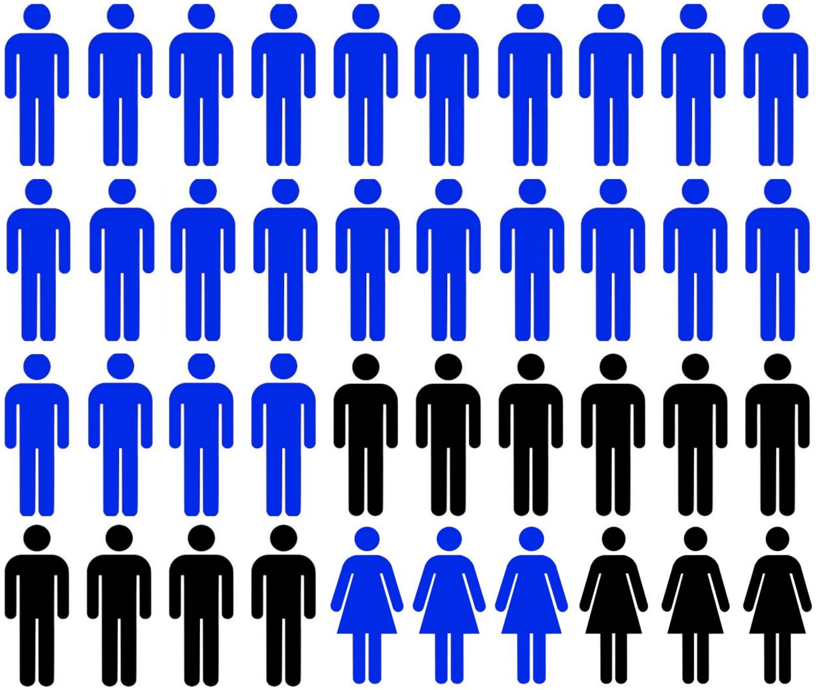
Examples of Harm from NLP Bias

Compounding imbalances

Surgeons

females in data:
14.6%

females in true positives:
11.6%



Males:
71% recall

Females:
54% recall

103

Copyright © 2019 Maria De-Arteaga

Slide credit: Maria De-Arteaga

Ok, How do we make NLP models fair?

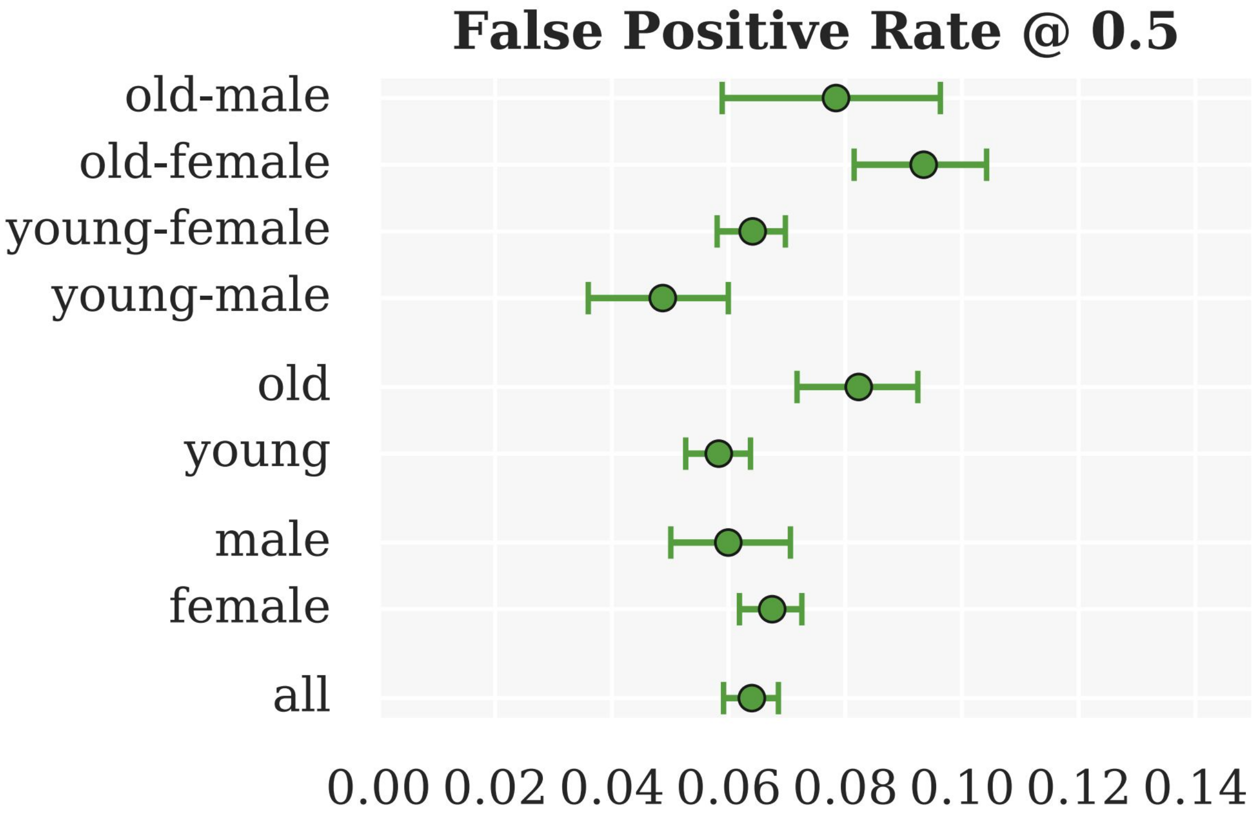
What does it mean to be Fair?

Different Types of Fairness

- Group Fairness
  - “treat different groups equally”
  - E.g., demographic parity across groups (along age, gender, race, etc.)

- Individual Fairness
  - “treat similar examples similarly”
  - E.g., counterfactual fairness (if we switch the gender, does the prediction change?)

Group Fairness



Individual Fairness

```
text_to_sentiment("My name is Emily")
```

2.2286179364745311

```
text_to_sentiment("My name is Heather")
```

1.3976291151079159

```
text_to_sentiment("My name is Yvette")
```

0.9846380213298556

```
text_to_sentiment("My name is Shaniqua")
```

-0.4704813177589656

http://blog.conceptnet.io/posts/2017/how-to-make-a-racist-ai-without-really-trying/

Measuring Algorithmic Fairness/Bias

Evaluate for Fairness & Inclusion

Disaggregated Evaluation

Create for each (subgroup, prediction) pair.
Compare across subgroups.

Evaluate for Fairness & Inclusion

Disaggregated Evaluation

Create for each (subgroup, prediction) pair.
Compare across subgroups.

Example: women, face detection
men, face detection

Evaluate for Fairness & Inclusion

Intersectional Evaluation

Create for each (subgroup1, subgroup2, prediction) pair. Compare across subgroups.

Example: black women, face detection
white men, face detection

Evaluate for Fairness & Inclusion

Female Patient Results

True Positives (TP) = 10	**False Positives (FP) = 1**
False Negatives (FN) = 1	**True Negatives (TN) = 488**

$$\text{Precision} = \frac{TP}{TP + FP} = \frac{10}{10 + 1} = 0.909$$

$$\text{Recall} = \frac{TP}{TP + FN} = \frac{10}{10 + 1} = 0.909$$

Male Patient Results

True Positives (TP) = 6	**False Positives (FP) = 3**
False Negatives (FN) = 5	**True Negatives (TN) = 48**

$$\text{Precision} = \frac{TP}{TP + FP} = \frac{6}{6 + 3} = 0.667$$

$$\text{Recall} = \frac{TP}{TP + FN} = \frac{6}{6 + 5} = 0.545$$

Evaluate for Fairness & Inclusion

Female Patient Results

True Positives (TP) = 10	**False Positives (FP) = 1**
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Male Patient Results

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$$\text{Precision} = \frac{TP}{TP + FP} = \frac{6}{6 + 3} = 0.667$$

$$\text{Recall} = \frac{TP}{TP + FN} = \frac{6}{6 + 5} = 0.545$$

“Equality of Opportunity” fairness criterion:
Recall is equal across subgroups

Evaluate for Fairness & Inclusion

Female Patient Results

True Positives (TP) = 10	**False Positives (FP) = 1**
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$$\text{Recall} = \frac{TP}{TP + FN} = \frac{6}{6 + 5} = 0.545$$

“Predictive Parity” fairness criterion:
Precision is equal across subgroups

Choose your evaluation metrics in light of acceptable tradeoffs between **False Positives** and **False Negatives**

False Positives Might be Better than False Negatives

Privacy in Images

False Positive: Something that doesn't need to be blurred gets blurred.

Can be a bummer.

False Negative: Something that needs to be blurred is not blurred.

Identity theft.

False Negatives Might Be Better than False Positives

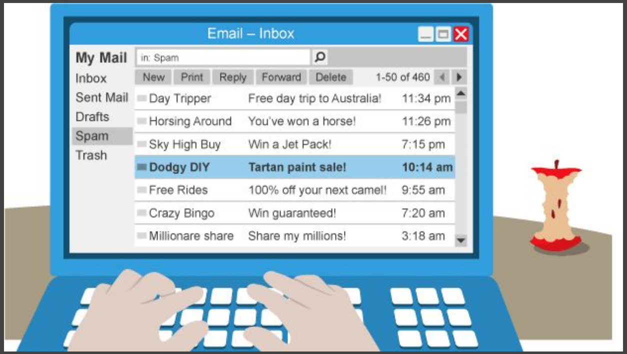
Spam Filtering

False Negative: Email that is SPAM is not caught, so you see it in your inbox.

Usually just a bit annoying.

False Positive: Email flagged as SPAM is removed from your inbox.

If it is an interview call?



Can we computationally remove undesirable biases?

- Debiasing Meaning Representations

Methods to “de-bias” NLP models

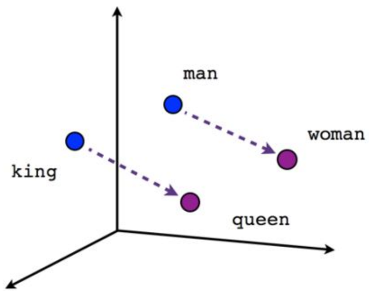
- Gender De-Biasing
  - Bolukbasi et al. **Man is to Computer Programmer as Woman is to Homemaker? Debiasing Word Embeddings.** *NIPS* (2016)
  - Zhao, Jieyu, et al. **Men also like shopping: Reducing gender bias amplification using corpus-level constraints.** arXiv (2017)
  - Park, et al. **Reducing gender bias in abusive language detection.** arXiv (2018)
  - Zhao, Jieyu, et al. **Learning gender-neutral word embeddings.** arXiv (2018)
  - Anne Hendricks, et al. **Women also snowboard: Overcoming bias in captioning models.** ECCV. (2018)
- General De-Biasing
  - Beutel et al. **Data Decisions and Theoretical Implications when Adversarially Learning Fair Representations.** FATML (2017)
  - Zhang, et al. **Mitigating unwanted biases with adversarial learning.** AIES, 2018
  - Elazar and Goldberg. **Adversarial removal of demographic attributes from text data.** arXiv (2018)
  - Hu and Strout. **Exploring Stereotypes and Biased Data with the Crowd.** arXiv (2018)

Bolukbasi et al. (2016)

Gender Bias in Word Embeddings

$$\overrightarrow{\text{man}} - \overrightarrow{\text{woman}} \approx \overrightarrow{\text{computer programmer}} - \overrightarrow{\text{homemaker}}.$$

$$\min cos(he - she,\ x - y)\ s.t.\ ||x - y||_2 < \delta$$



Male-Female

surgeon vs. nurse

architect vs. interior designer

shopkeeper vs. housewife

superstar vs. diva

....

Bolukbasi et al. (2016)

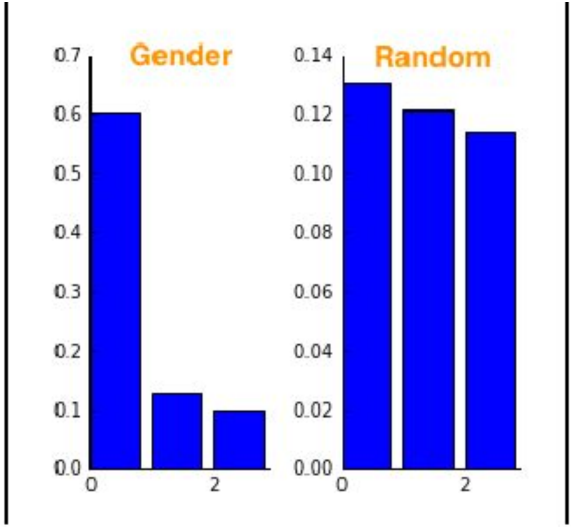
Towards Debiasing

1. Identify gender subspace: B

Bolukbasi et al. (2016)

Gender Subspace

$$
\begin{array}{r}
\overrightarrow{\text{she}} - \overrightarrow{\text{he}} \\
\overrightarrow{\text{her}} - \overrightarrow{\text{his}} \\
\overrightarrow{\text{woman}} - \overrightarrow{\text{man}} \\
\overrightarrow{\text{Mary}} - \overrightarrow{\text{John}} \\
\overrightarrow{\text{herself}} - \overrightarrow{\text{himself}} \\
\overrightarrow{\text{daughter}} - \overrightarrow{\text{son}} \\
\overrightarrow{\text{mother}} - \overrightarrow{\text{father}} \\
\overrightarrow{\text{gal}} - \overrightarrow{\text{guy}} \\
\overrightarrow{\text{girl}} - \overrightarrow{\text{boy}} \\
\overrightarrow{\text{female}} - \overrightarrow{\text{male}}
\end{array}
$$



The top PC captures the gender subspace

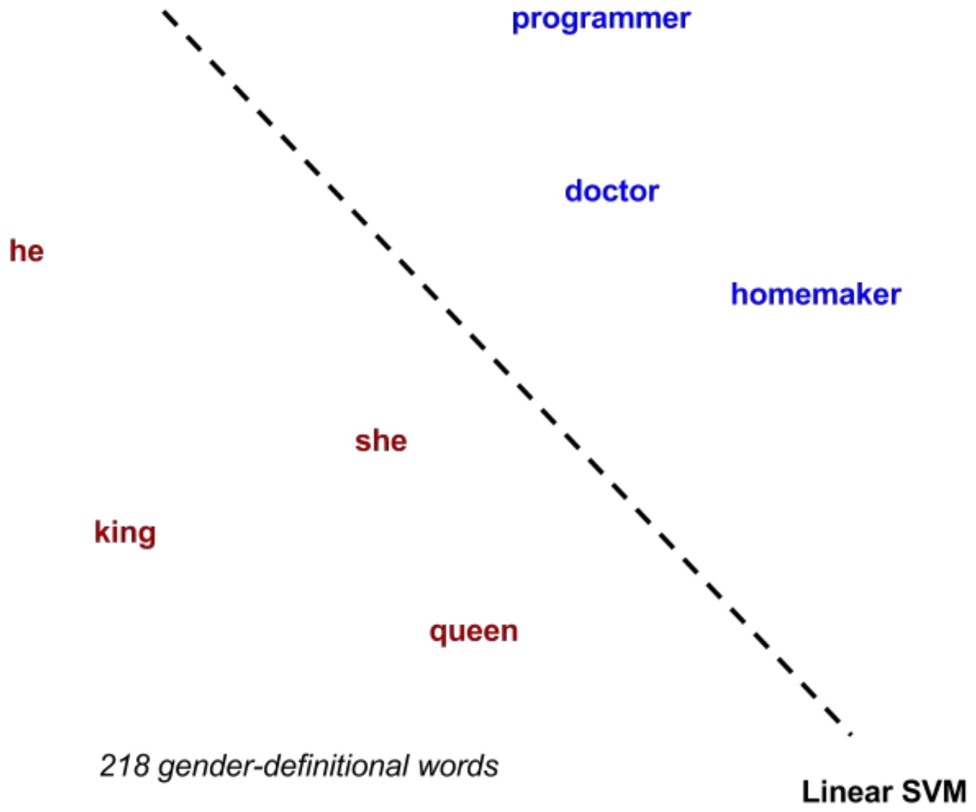
Bolukbasi et al. (2016)

Towards Debiasing

1. Identify gender subspace: B
2. **Identify gender-definitional (S) and gender-neutral words (N)**

Bolukbasi et al. (2016)

Gender-definitional vs. Gender-neutral Words



Plus
Bootstrapping

Bolukbasi et al. (2016)

Towards Gender Debiasing

1. Identify gender subspace: B
2. Identify gender-definitional (S) and gender-neutral words (N)

Bolukbasi et al. (2016)

Towards Gender Debiasing

1. Identify gender subspace: B
2. Identify gender-definitional (S) and gender-neutral words (N)
3. Apply transform matrix (T) to the embedding matrix (W) such that
   a. Project away the gender subspace B from the gender-neutral words N
   b. But, ensure the transformation doesn't change the embeddings too much

$$min_T \underbrace{||(TW)^T(TW) - W^TW||_F^2}_{\text{Don't modify embeddings too much}} + \lambda \underbrace{||(TN)^T(TB)||_F^2}_{\text{Minimize gender component}}$$

T - the desired debiasing transformation
W - embedding matrix

B - biased space
N - embedding matrix of gender neutral words

Can we computationally remove undesirable biases?

- Debiasing Meaning Representations
- Debiasing Model Predictions

Beutel et al. (2017)
Zhang et al. (2018)

Debiasing using Adversarial Learning

Bias Mitigation

- Handling biased predictions
- Removing signal for problematic variables
  - Stereotyping
  - Sexism, Racism, *-ism

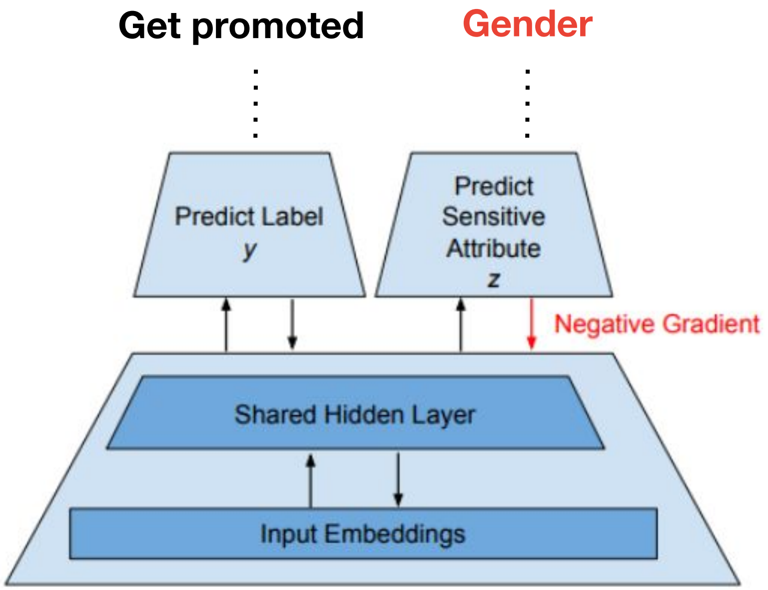
Beutel et al. (2017)
Zhang et al. (2018)

Debiasing using Adversarial Learning

Bias Mitigation

- Handling biased predictions
- Removing signal for problematic variables
  - Stereotyping
  - Sexism, Racism, *-ism

Adversarial Multi-task Learning



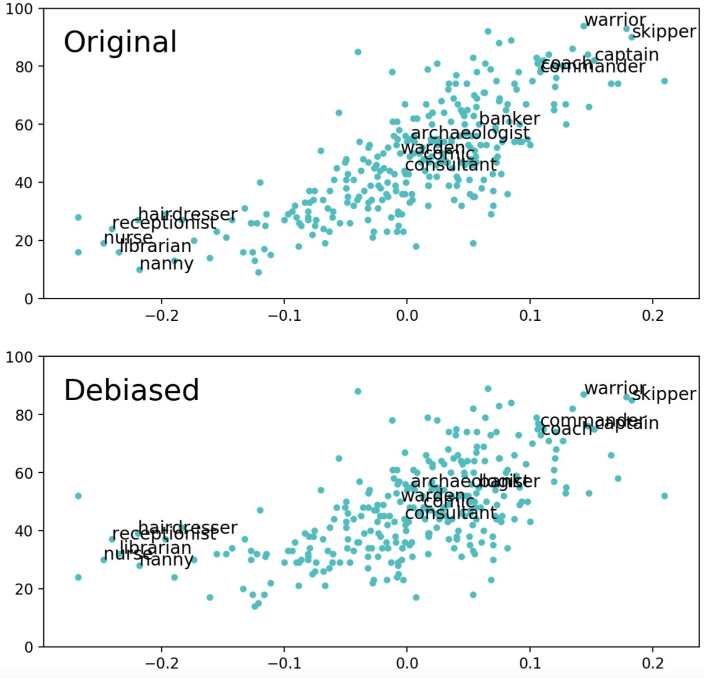
Can we computationally remove undesirable biases?

YES!

Are we done?

Issues with relying entirely on ‘debiasing’

- Gonen, et al. **Lipstick on a Pig: Debiasing Methods Cover up Systematic Gender Biases in Word Embeddings But do not Remove Them.** NAACL (2019).



So...

What should we do?

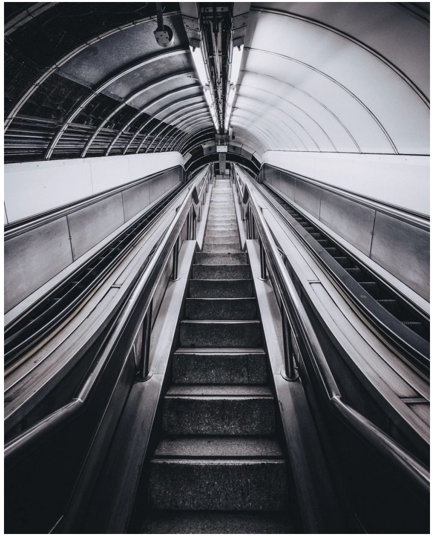
Can we **computationally** remove undesirable biases?

Critically examine cases where we categorize humans

Towards a Critical Race Methodology in Algorithmic Fairness

Alex Hanna*
Emily Denton*
Andrew Smart
Jamila Smith-Loud
{alexhanna,dentone,andrewsmart,jsmithloud}@google.com

Acknowledging the hierarchical, stratified nature of racial groups



Towards a Critical Race Methodology in Algorithmic Fairness

Alex Hanna*
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{alexhanna,dentone,andrewsmart,jsmithloud}@google.com

Centering the process of conceptualizing and operationalizing race

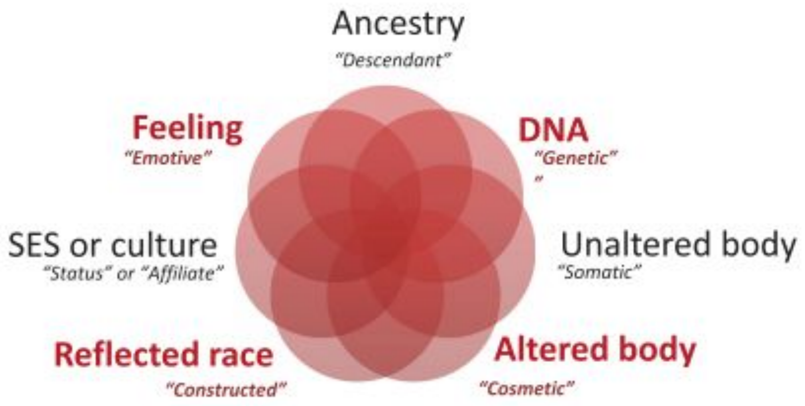


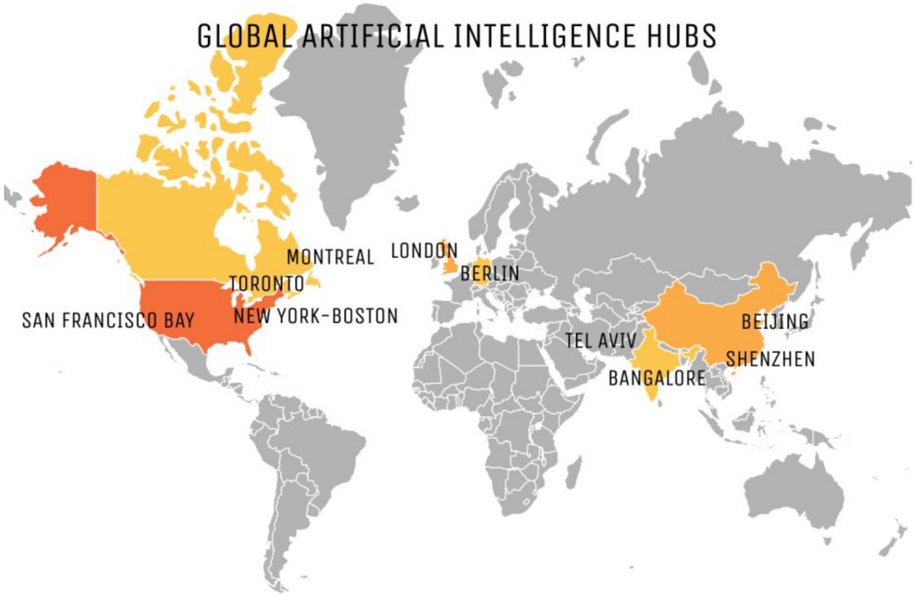
Figure 1. Core and periphery: Claimed attributes and "types" of race member.
Note: New bases and types of racial membership appear in bold.

Morning. 2018. "Kaleidoscope: contested identities and new forms of race membership." *Ethnic and Racial Studies.*

Acknowledge meta issues:

- Lack of stakeholder perspectives
- Lack of global notions of value systems or injustices

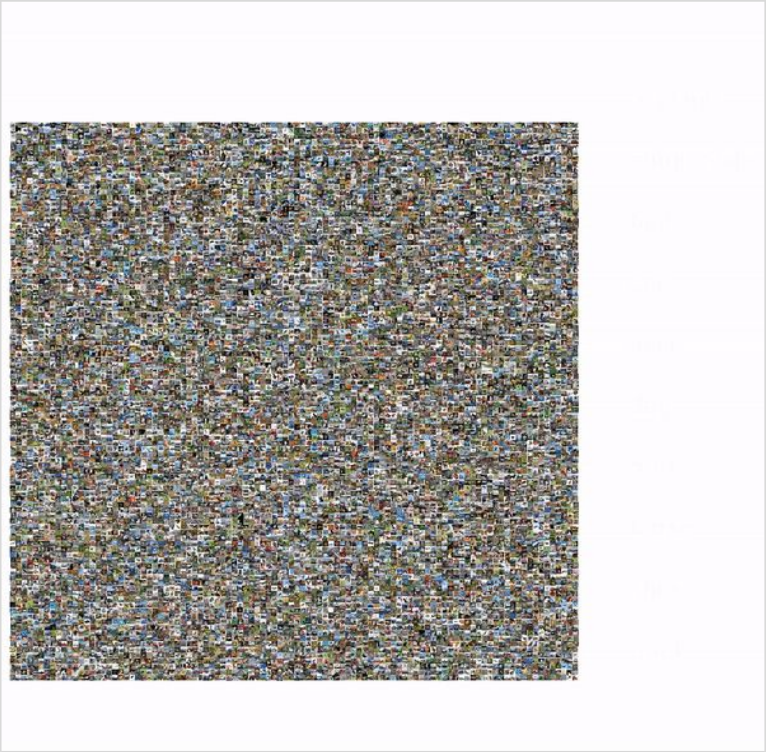
- **Who** is answering these questions?
- **What data** is used to study and answer these questions?
- **Whose value systems** inform interventions?

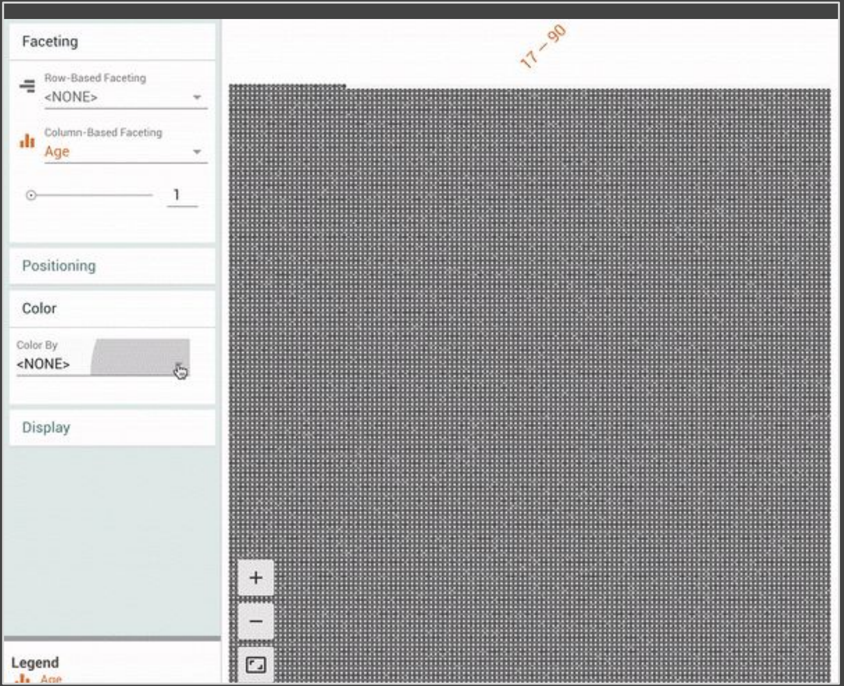


https://medium.com/syncedreview/2017-in-review-10-leading-ai-hubs-e6f4d8a247ee

Data Really, Really Matters

Understand Your Data Skews





Facets: pair-code.github.io

Datasheets for Datasets

Timnit Gebru [1] Jamie Morgenstern [2] Briana Vecchione [3] Jennifer Wortman Vaughan [1] Hanna Wallach [1]
Hal Daumé III [1 4] Kate Crawford [1 5]

Data Statements for Natural Language Processing: Toward Mitigating System Bias and Enabling Better Science

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Batya Friedman
The Information School
University of Washington
batya@uw.edu

Motivation for Dataset Creation

Why was the dataset created? (e.g., were there specific tasks in mind, or a specific gap that needed to be filled?)

What (other) tasks could the dataset be used for? Are there obvious tasks for which it should *not* be used?

Has the dataset been used for any tasks already? If so, where are the results so others can compare (e.g., links to published papers)?

Who funded the creation of the dataset? If there is an associated grant, provide the grant number.

Any other comments?

Dataset Composition

What are the instances? (that is, examples; e.g., documents, images, people, countries) Are there multiple types of instances? (e.g., movies, users, ratings; people, interactions between them; nodes, edges)

Are relationships between instances made explicit in the data (e.g., social network links, user/movie ratings, etc.)?

How many instances of each type are there?

Data Collection Process

How was the data collected? (e.g., hardware apparatus/sensor, manual human curation, software program, software interface/API; how were these constructs/measures/methods validated?)

Who was involved in the data collection process? (e.g., students, crowdworkers) How were they compensated? (e.g., how much were crowdworkers paid?)

Over what time-frame was the data collected? Does the collection time-frame match the creation time-frame?

How was the data associated with each instance acquired? Was the data directly observable (e.g., raw text, movie ratings), reported by subjects (e.g., survey responses), or indirectly inferred/derived from other data (e.g., part of speech tags; model-based guesses for age or language)? If the latter two, were they validated/verified and if so how?

Does the dataset contain all possible instances? Or is it, for instance, a sample (not necessarily random) from a larger set of instances?

If the dataset is a sample, then what is the population? What was the sampling strategy (e.g., deterministic, probabilistic with specific sampling probabilities)? Is the sample representative of the larger set (e.g., geographic coverage)? If not, why not (e.g., to cover a more diverse range of instances)? How does this affect possible uses?

Dataset Fact Sheet

Metadata

Cj CC-0 .csv

Title COMPAS Recidivism Risk Score Data

Author Broward County Clerk's Office, Broward County Sherrif's Office, Florida

Email browardcounty@florida.usa

Description Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

DOI 10.5281/zenodo.1164791

Time Feb 2013 - Dec 2014

Keywords risk assessment, parole, jail, recidivism, law

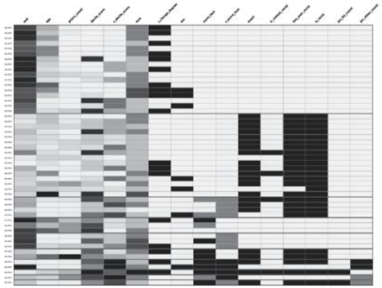
Records	7214
Variables	25

priors_count: *Ut enim ad minim veniam, quis nostrud exercitation* **numerical**

Probabilistic Modeling

Analysis

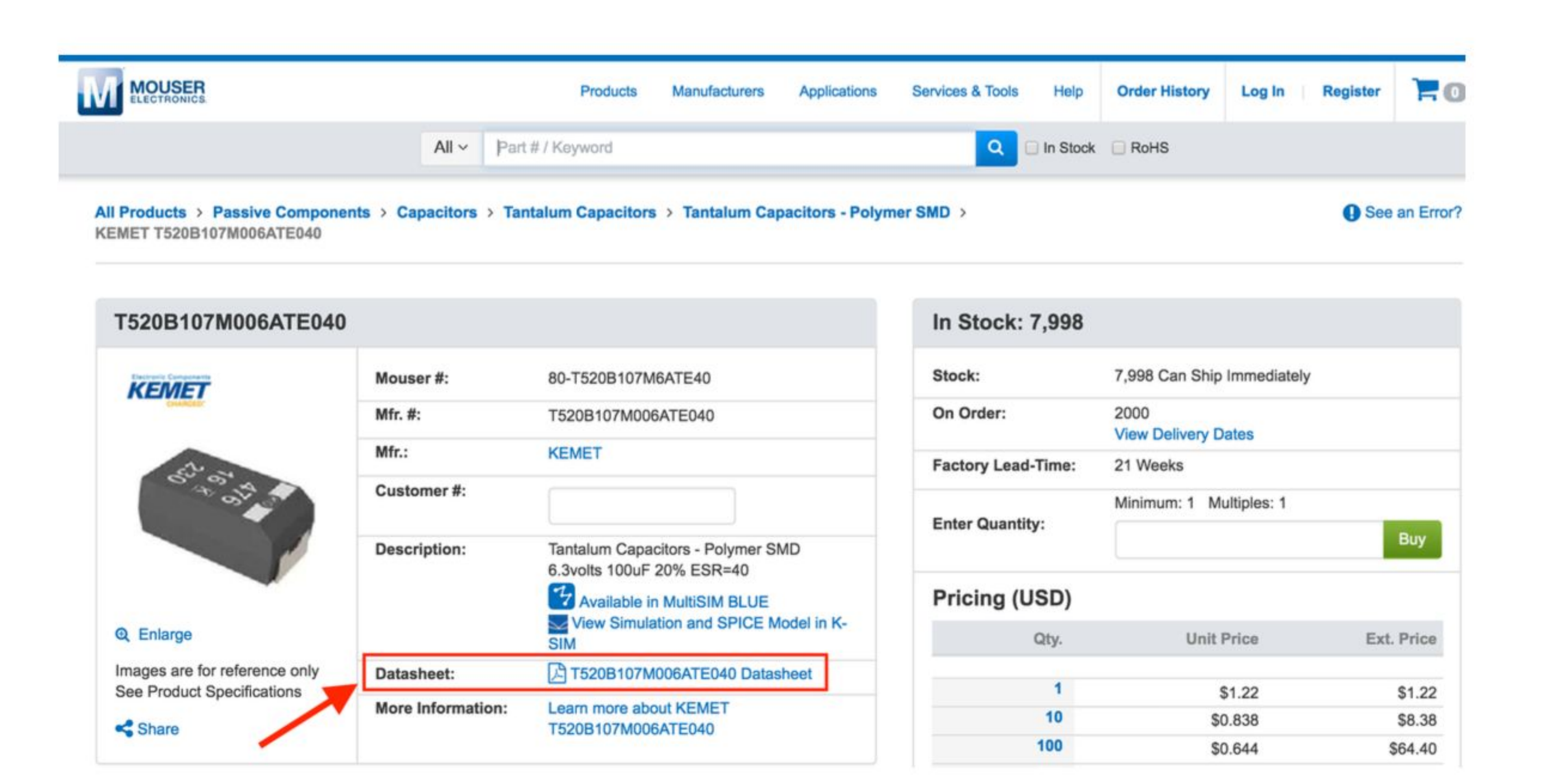
12



Dependency Probability **Pearson R**

Release Your Models Responsibly

Transparency for Electronics Components



Slide by Timnit Gebru

“Operating Characteristics” of a component

XICON

Miniature Aluminum Electrolytic Capacitors — XRL Series

FEATURES

- Low impedance characteristics
- Case sizes are smaller than conventional general-purpose capacitors, with very high performance
- Can size larger than 9mm diameter has safety vents on rubber end seal
- RoHS Compliant

RoHS Compliant

CHARACTERISTICS

Item	Characteristics												
Operating Temperature Range	-40°C ~ +85°C												
Capacitance Tolerance	±20% at 120Hz, 20°C												
Leakage Current	≤100V	I = 0.01CWV or 3μA whichever is greater after 2 minutes of applied rated DC working voltage at 20°C Where: C = rated capacitance in μF; WV = rated DC working voltage											
	>100V	CWV ≤ 1000 μF: I= 0.03 CWV + 15uA; C= rated capacitance in uF CWV ≥ 1000 μF: I= 0.02 CWV + 25uA; WV= rated DC working voltage in V											
Dissipation Factor (Tan δ, at 20°C 120Hz)	Working voltage (WV)	6.3	10	16	25	35	50	63	100	160	250	350	450
	Tan δ	0.23	0.20	0.16	0.14	0.12	0.10	0.09	0.08	0.12	0.17	0.20	0.25
	For capacitors whose capacitance exceeds 1,000μF, the specification of tan δ is increased by 0.02 for every addition of 1,000μF												
Surge Voltage	Working voltage (WV)	6.3	10	16	25	35	50	63	100	160	250	350	450
	Surge voltage (SV)	8	13	20	32	44	63	79	125	200	300	400	500
Low Temperature Characteristics (Imp. ratio @ 120Hz)	Working voltage (WV)	6.3	10	16	25	35	50	63	100	160	250	350	450
	Z(-25°C)/Z(+20°C) øD<16	6	4	3	3	2	2	2	2	3	8	12	16
	øD≥16	8	6	4	4	3	3	3	3	3	8	12	16
	Z(-40°C)/Z(+20°C) øD<16	10	8	6	6	4	3	3	3	4	10	16	20
	øD≥16	18	16	12	10	8	8	6	6	4	10	16	20
Load Test	When returned to +20°C after 2,000 hours application of working voltage at +85°C, the capacitor will meet the following limits: Capacitance change is ≤ ±20% of initial value; tan δ is < 200% of specified value; leakage current is within specified value												
Shelf Life Test	When returned to +20°C after 1,000 hours at +85°C with no voltage applied, the capacitor will meet the following limits: Capacitance change is ≤ ±20% of initial value; tan δ is < 200% of specified value; leakage current is within specified value												

PART NUMBERING SYSTEM

1 4 0	–	X R L	1 6 V	1 0 0	–	R C
Prefix		Series	Voltage Actual Value	Capacitance (μF) Actual Value		Suffix RoHS Compliant

RIPPLE CURRENT AND FREQUENCY MULTIPLIERS

Capacitance (μF)	Frequency (Hz)				
	60 (50)	120	500	1K	≥10K
<100	0.70	1.0	1.30	1.40	1.50
100 ~ 1000	0.75	1.0	1.20	1.30	1.35
>1000	0.80	1.0	1.10	1.12	1.15

RIPPLE CURRENT AND TEMPERATURE MULTIPLIERS

Temperature (°C)	<50	70	85
Multiplier	1.78	1.4	1.0

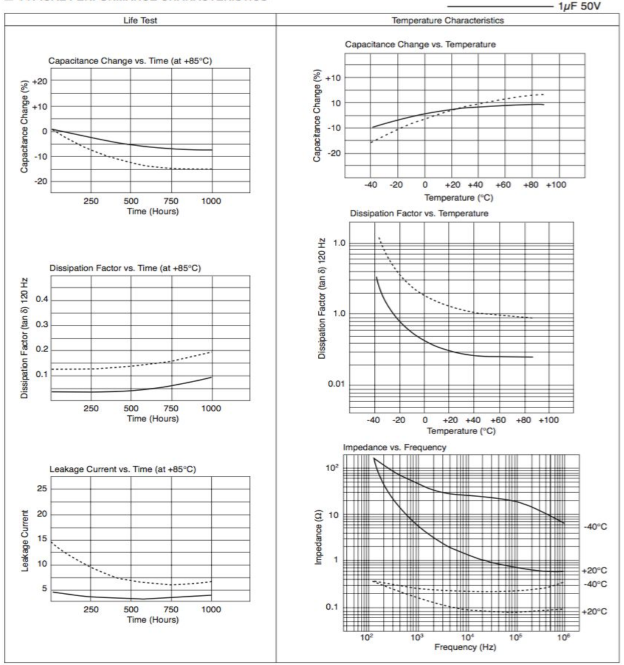
Specifications are subject to change without notice. No liability or warranty implied by this information. Environmental compliance based on producer documentation.

XICON

Miniature Aluminum Electrolytic Capacitors — XRL Series

TYPICAL PERFORMANCE CHARACTERISTICS

------ 1000μF 16V
—— 1μF 50V



XICON PASSIVE COMPONENTS • (800) 628-0544

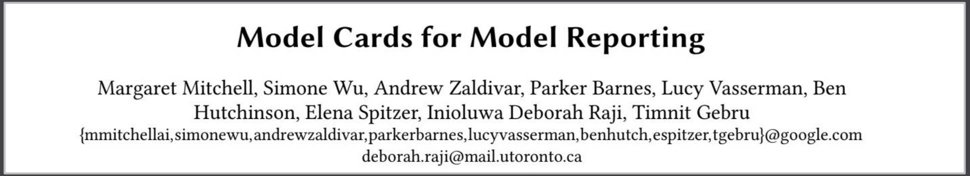
XC-600178 Date Revised: 1/8/07

Specifications are subject to change without notice. No liability or warranty implied by this information. Environmental compliance based on producer documentation.

Slide by Timnit Gebru

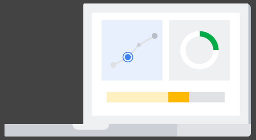
Model Cards for Model Reporting

- Currently no common practice of reporting how well a model works when it is released



Model Cards for Model Reporting

Margaret Mitchell, Simone Wu, Andrew Zaldivar, Parker Barnes, Lucy Vasserman, Ben Hutchinson, Elena Spitzer, Inioluwa Deborah Raji, Timnit Gebru
{mmitchellai,simonewu,andrewzaldivar,parkerbarnes,lucyvasserman,benhutch,espitzer,tgebru}@google.com
deborah.raji@mail.utoronto.ca



What It Does

A report that focuses on transparency in model performance to encourage responsible AI adoption and application.

How It Works

It is an easily discoverable and usable artifact presented at important steps of a user journey for a diverse set of users and public stakeholders.

Why It Matters

It keeps model developer accountable to release high quality and fair models.

Mitchell et al. [Model Cards for Model Reporting](). FAT*, 2019.

Intended Use, Factors and Subgroups

Example Model Card - Toxicity in Text	
Model Details	Developed by Jigsaw in 2017 as a convolutional neural network trained to predict the likelihood that a comment will be perceived as toxic.
Intended Use	Supporting human moderation, providing feedback to comment authors, and allowing comment viewers to control their experience.
Factors	Identity terms referencing frequently attacked groups focusing on the categories of sexual orientation, gender identity and race.

Mitchell et al. Model Cards for Model Reporting. FAT*, 2019.

Metrics and Data

Metrics	*Pinned AUC*, which measures threshold-agnostic separability of toxic and non-toxic comments for each group, within the context of a background distribution of other groups.
Evaluation Data	A synthetic test set generated using a template-based approach, where identity terms are swapped into a variety of template sentences.
Training Data	Includes comments from a variety of online forums with crowdsourced labels of whether the comment is "toxic". "Toxic" is defined as, "a rude, disrespectful, or unreasonable comment that is likely to make you leave a discussion".

Mitchell et al. Model Cards for Model Reporting. FAT*, 2019.

Considerations, Recommendations

Ethical Considerations	A set of values around community, transparency, inclusivity, privacy and topic-neutrality to guide their work.
Caveats & Recommendations	Synthetic test data covers only a small set of very specific comments. While these are designed to be representative of common use cases and concerns, it is not comprehensive.

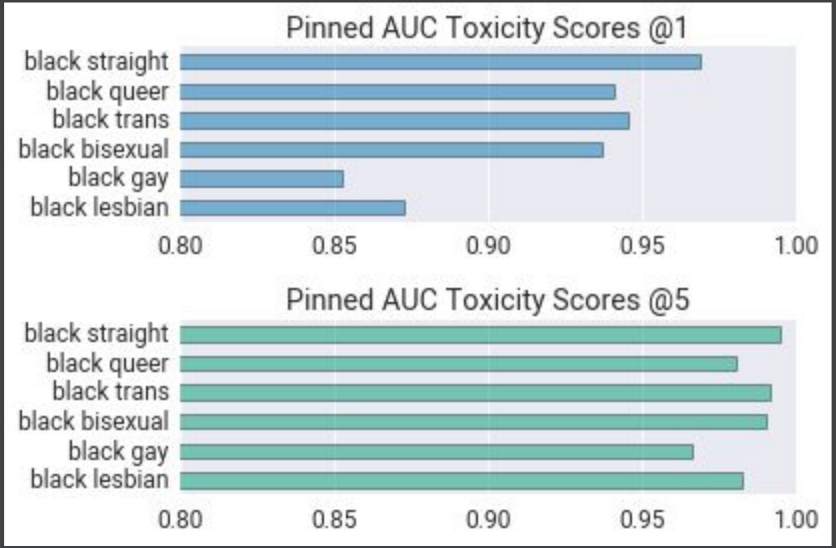
Mitchell et al. [Model Cards for Model Reporting](). FAT*, 2019.

Disaggregated Intersectional Evaluation

Toxicity @1

Identity groups	Subgroup AUC	BPSN AUC	BNSP AUC
lesbian	0.93	0.74	0.98
gay	0.94	0.65	0.99
queer	0.98	0.96	0.93
straight	0.99	1.00	0.87
bisexual	0.96	0.95	0.92
homosexual	0.87	0.53	0.99
heterosexual	0.96	0.94	0.92
cis	0.99	1.00	0.87
trans	0.97	0.96	0.91
nonbinary	0.99	0.99	0.90
black	0.91	0.85	0.95
white	0.91	0.88	0.94

0.5 0.6 0.7 0.8 0.9 1.0



Jigsaw

The False Positive

In Summary...

- **Question why** should we build NLP model X, and who it may **harm**
- Always **be mindful** of various sorts of biases in the NLP models and the data
- Consider this an **iterative process**, than something that has a “done” state
- Explore “debiasing” techniques, but **be cautious**
- Identify **fairness interventions that matter** for your problem
- Be **transparent** about your model and its performance in different settings

Closing Note

“Fairness and justice are properties of social and legal systems”

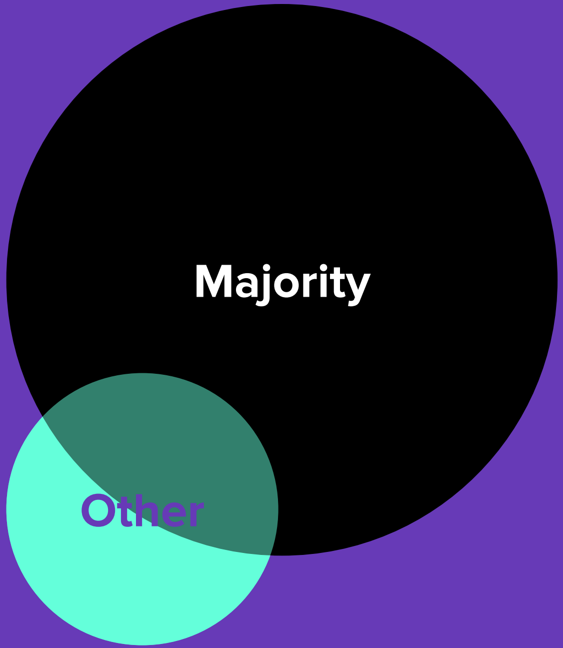
“To treat fairness and justice as terms that have meaningful application to technology separate from a social context is therefore […] an abstraction error”

Selbst et al., Fairness and Abstraction in Sociotechnical Systems. FAT* 2018

Questions?

BACKUP Slides

Moving from majority representation…



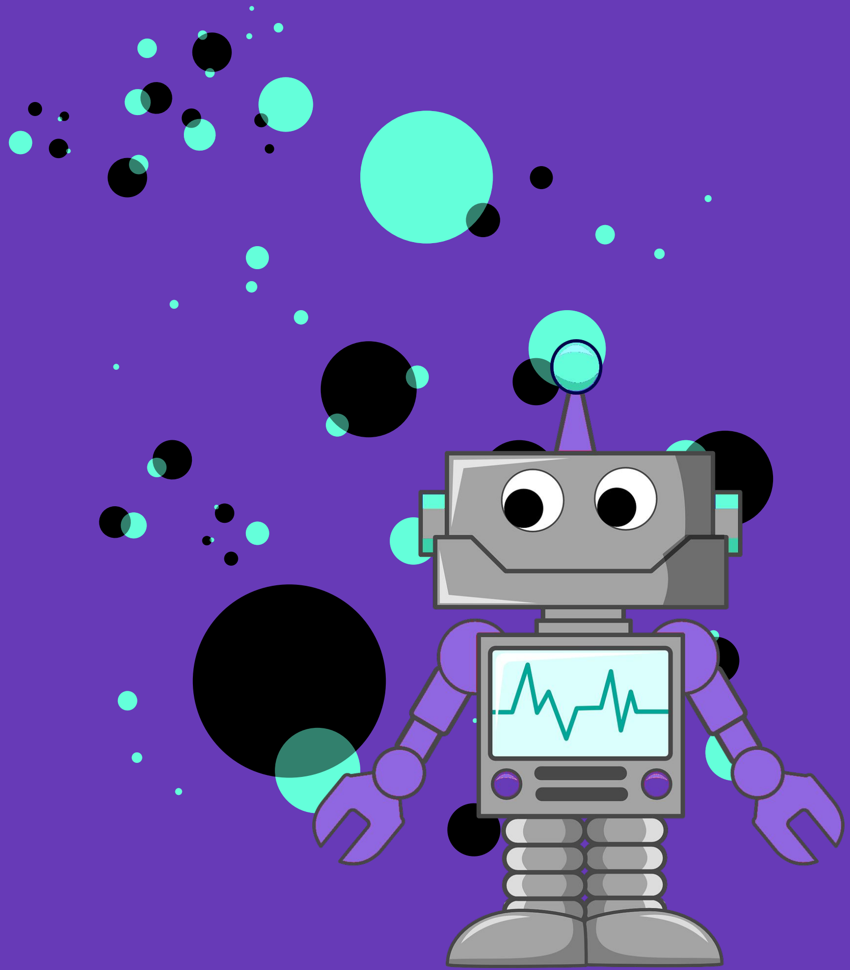
Moving from majority representation…

…to diverse representation

Moving from majority representation…

…to diverse representation

…for ethical AI



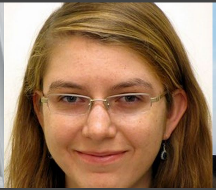
Thanks!

margarmitchell@gmail.com
m-mitchell.com

Need MOAR? ml-fairness.com


Andrew Zaldivar


Me


Simone Wu


Parker Barnes


Lucy Vasserman

Ben Hutchinson


Elena Spitzer

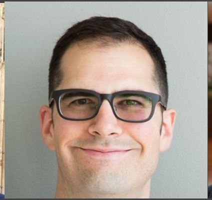

Deb Raji

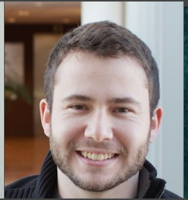

Timnit Gebru


Adrian Benton


Brian Zhang


Dirk Hovy


Josh Lovejoy


Alex Beutel


Blake Lemoine


Hee Jung Ryu


Hartwig Adam


Blaise Agüera y Arcas

More free, hands-on tutorials on how to build more inclusive ML

Measuring and Mitigating Unintended Bias in Text Classification

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Jeffrey Sorensen
sorenj@google.com

pinned_auc_demo.ipynb
File Edit View Insert Runtime Tools Help
CODE TEXT CELL CELL COPY TO DRIVE DISCARD CHANGES CONNEC

Conversation AI's Pinned AUC Unintended Model Bias Demo

Author: ldixon@google.com, jetpack@google.com, sorenj@google.com, nthain@google.com, lucyvasserman@google.com

Click here to run this colab interactively at on colab.research.google.com.

Summary

This notebook demonstrates Pinned AUC as an unintended model bias metric for Conversation AI wikipedia models.

See the paper Measuring and Mitigating Unintended Bias in Text Classification for background, detailed explanation, and experimental results.

Also see https://developers.google.com/machine-learning/fairness-overview for more info on Google's Machine Learning Fairness work.

Disclaimer

- This notebook contains experimental code, which may be changed without notice.
- The ideas here are some ideas relevant to fairness - they are not the whole story!

We start by loading some libraries that we will use and customizing the visualization parameters.

```
[ ] !pip install -U -q git+https://github.com/conversationai/unintended-ml-bias-analysi
```

Mitigating Unwanted Biases with Adversarial Learning

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Margaret Mitchell
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mmitchellai@google.com

Debiasing Word Embeddings using Fair Adversa...
File Edit View Insert Runtime Tools Help
CODE TEXT CELL CELL COPY TO DRIVE DISCARD CHANGES <HEAD> CONNECTED

Debiasing Word Embeddings using Fair Adversarial Networks (FANs)

go/debias-word-embeddings-adversarial

Authors: lemoine@, zhangbrian@, benhutch@, guajardo@

Contributors: mmitchellai@, andrewzaldivar@

Summary of this Notebook

This Colab was put together as part of the ML-fairness inpired hackathon in late August 2017 to demonstrate how to mitigate bias in word embeddings using an adversarial network.

Disclaimer

- This notebook contains experimental code, which may be changed without notice.
- The ideas here are some ideas relevant to fairness -- they are not the whole story!

Intro statement of problem

Embeddings are a powerful mechanism for projecting a discrete variable (e.g. words, locales, urls) into a multi-dimensional real valued space. Several strong methods have been developed for learning embeddings. One example is the Skipgram algorithm. In that algorithm the surrounding context is used to predict the presence of a word. Unfortunately, when you train embeddings on real world textual data the embeddings pick up bias from

ml-fairness.com

Get Involved

- Find free machine-learning tools open to anyone at **ai.google/tools**
- Check out Google's ML Fairness codelab at **ml-fairness.com**
- Explore educational resources at **ai.google/education**
- Take a free, hands-on Machine Learning Crash Course at **https://developers.google.com/machine-learning/crash-course/**
- Share your feedback: **acceleratewithgoogle@google.com**

Measuring Algorithmic Fairness/Bias

Evaluate for Fairness & Inclusion

Disaggregated Evaluation

Create for each (subgroup, prediction) pair.
Compare across subgroups.

Evaluate for Fairness & Inclusion

Disaggregated Evaluation

Create for each (subgroup, prediction) pair.
Compare across subgroups.

Example: women, face detection
men, face detection

Evaluate for Fairness & Inclusion: Confusion Matrix

Model Predictions

References

Evaluate for Fairness & Inclusion: Confusion Matrix

		Model Predictions	
		Positive	Negative
References	Positive		
	Negative		

Evaluate for Fairness & Inclusion: Confusion Matrix

		Model Predictions	
		Positive	**Negative**
References	**Positive**	• Exists • Predicted **True Positives**	
	Negative		• Doesn’t exist • Not predicted **True Negatives**

Evaluate for Fairness & Inclusion: Confusion Matrix

		Model Predictions	
		Positive	**Negative**
References	**Positive**	• Exists • Predicted **True Positives**	• Exists • Not predicted **False Negatives**
	Negative	• Doesn’t exist • Predicted **False Positives**	• Doesn’t exist • Not predicted **True Negatives**

Evaluate for Fairness & Inclusion: Confusion Matrix

		Model Predictions		
		Positive	**Negative**	
References	**Positive**	• Exists • Predicted **True Positives**	• Exists • Not predicted **False Negatives**	Recall, False Negative Rate
	Negative	• Doesn’t exist • Predicted **False Positives**	• Doesn’t exist • Not predicted **True Negatives**	False Positive Rate, Specificity
		Precision, False Discovery Rate	Negative Predictive Value, False Omission Rate	LR+, LR-

Evaluate for Fairness & Inclusion

Female Patient Results

True Positives (TP) = 10	**False Positives (FP) = 1**
False Negatives (FN) = 1	**True Negatives (TN) = 488**

$$\text{Precision} = \frac{TP}{TP + FP} = \frac{10}{10 + 1} = 0.909$$

$$\text{Recall} = \frac{TP}{TP + FN} = \frac{10}{10 + 1} = 0.909$$

Male Patient Results

True Positives (TP) = 6	**False Positives (FP) = 3**
False Negatives (FN) = 5	**True Negatives (TN) = 48**

$$\text{Precision} = \frac{TP}{TP + FP} = \frac{6}{6 + 3} = 0.667$$

$$\text{Recall} = \frac{TP}{TP + FN} = \frac{6}{6 + 5} = 0.545$$

Evaluate for Fairness & Inclusion

Female Patient Results

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$$\text{Recall} = \frac{TP}{TP + FN} = \frac{6}{6 + 5} = 0.545$$

“Equality of Opportunity” fairness criterion:
Recall is equal across subgroups

Evaluate for Fairness & Inclusion

Female Patient Results

True Positives (TP) = 10	**False Positives (FP) = 1**
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Male Patient Results

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Precision = $\frac{TP}{TP + FP} = \frac{10}{10 + 1} = 0.909$

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Recall = $\frac{TP}{TP + FN} = \frac{6}{6 + 5} = 0.545$

“Predictive Parity” fairness criterion:
Precision is equal across subgroups