



AUTOMATED ALGORITHMS, JOB OPPORTUNITIES AND NEURODIVERSE PEOPLE IN THE NORDICS – ACCESSING AADM SYSTEMS AND DIGITAL PARTICIPATION

WHAT?

With the rise of Automated Algorithmic Decision Making (AADM) Systems alongside a potential for bias against neurodivergent individuals, this study aims to address:

- The **accountability, transparency, and humanity of algorithms** while implementing AADM systems, especially for hiring processes.
- The **digital participation of neurodivergent individuals** to aid policy making.

HOW?

I wish to conduct the following:

1. **Qualitative Big Data Mining** using policy documentation and social media to understand values and views regarding implementation of AADM.
2. **Geo-referencing Social Media Data** to conduct a geo-spatial analysis of digital participation to understand both inter- and intra-country effects.

Note:

I was previously interested on the topic mentioned above for my thesis (I still am in the future); however, I got an offer from a research group which will take my master's thesis in a slightly different direction.

KEY OUTCOMES

1. **Developing digital participation of neurodivergent individuals** in matters relating to AI, AADM and job markets to aid policy making.
2. **Access the views of individuals and governments on the implementation of AADM.**
3. **Improving inclusiveness advocacy.**

My work was aimed at **combining theoretical and data driven approaches** which is necessary to explore the impact algorithmic system implementation has on different populations.



VALUE AND IMPACT

Generate awareness among neurodivergent individuals **to inspire them to participate in digital media platforms and to raise concerns regarding its future.**

Assist NGOs, various unions, and communities in **raising public awareness and improving policy making.**

Help companies to build an inclusive environment.

WHY?

This problem is important for a variety of stakeholders.

- For **NGOs** working with neurodivergent individuals, it will encourage them to focus their resources on **increasing public awareness** on this topic, as well as the **importance of digital participation** to ensure policy implementation.
- For **companies**, it will help them ensure there is no hiring bias and inclusive environments.
- For **researchers**, exploring topics at the intersection of datafication, algorithmic bias, neurodiversity and labour economics, will help reveal noteworthy insights and important societal contributions.

TO WHOM?

This poster is aimed at anyone who is interested in having a discussion regarding datafication, algorithmic bias, neurodiversity, labour economics or any topic relevant to this poster.

Through this poster, I wish to promote the importance of inclusivity, especially when bias algorithms are made capable and responsible for making decisions.

