THE WOMEN OF AI

AI's Hidden Bias

How AI is systematically discriminating against older women in the workplace

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MODELS,
SCRIMINATION

Stanford researchers analyzed:

- 1.4 million images across Google, Wikipedia, YouTube, IMDb, Flickr
- 9 major language models
- 34,500 AI-generated resumes

Result: Women systematically portrayed as younger than men, especially in high-status, well-paid roles.

The bias exists across billions of data points.

"That is really suggesting it's woven into the fabric of how we categorize and interpret people in the social world."

Dr. Douglas Guilbeault
Assistant Professor, Stanford Graduate School of Business

AI tools employers use for:

- Resume screening
- Candidate evaluation
- Job matching algorithms
- Performance assessments

The technology isn't just reflecting bias. It's actively reinforcing discrimination against older women and younger candidates.

Stay Critical:

- Question AI-generated hiring content
- Review outputs for age and gender assumptions
- Don't trust AI evaluation scores at face value

Demand Better:

- Push for transparency in AI training methods
- Advocate for fundamental fixes, not surface filters
- Support research into AI bias

Are we going to demand better before these systems become even more embedded in our professional lives?

Nature Journal, October 2025
Stanford Graduate School of Business
UC Berkeley Haas School
University of Oxford

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