

AI's Hidden Bias

How AI is systematically discriminating against older women in the workplace

An iceberg floating in dark blue water, with only the tip visible above the surface. The word 'CONTENT' is written in white on the visible tip. The background is a dark blue gradient with horizontal light blue streaks on the left side.

CONTENT

BIASED TRA BROKEN SYSTEMIC DI

A conceptual image of an iceberg floating in dark water under a dim, hazy sky. The visible tip of the iceberg is on the left, while the much larger, submerged portion extends across the middle and right of the frame. The water is dark blue, and the sky is a lighter, hazy blue with a soft light source. The text is overlaid on the image in a clean, white, sans-serif font.

IT FILTERS.

AINING DATA,
MODELS,
DISCRIMINATION

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
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**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

**TAG SOMEONE IN HR OR
TALENT ACQUISITION WHO
NEEDS TO SEE THIS**



THE WOMEN OF AI
