

March 6th 2024

Testimony for HB1255

Position: FAVORABLE

Dear Chair Wilson and Members of the Committee,

Where do I begin with automated employment tools? Do I talk about how dehumanising it is? Do I talk about how they perpetuate inequality with no accountability?

I could talk about how these often include lengthy “digital assessment” processes that take over half an hour each, that are designed to filter out almost all applicants. If you’ve ever taken one of these, you know how useless they are. To be automated, everything becomes multiple choice. Nuance becomes a thing of the past. You end up just trying to predict what answer they want to hear. They waste collectively hundreds of hours of people’s time just to save a few hours of payroll screening job applications.

Everyday people who would excel at a job are turned down without an employer even knowing. And when AI gets involved, even the people programming the thing won’t know how it actually works.

Everyone wants to be judged as an *individual*.

A chance to be seen with our own strengths and weaknesses. Or, at the least, transparency when we weren’t.

We *all* deserve that chance.

- Valory Fox