

1. 00.00 – 01:24	the initial problem:
	<i>Some people change their names on resumés because they have a higher chance of getting an interview with “English” names instead of their own ones</i>
01:25 – 01:50	the co-founder’s personal experience (J. Anzari):
	<i>(Jahanzaib) He had applied many times but then he changed his name to Jason, Jay, Jamal, and then very soon got a job</i>
01:50 – 03:09	what <i>Knockri</i> is about:
	<i>The goal is to reduce human bias in terms of names / race / gender ethnicity / sexuality</i>
	how <i>Knockri</i> works...
	<i>you are asked to answer and record a few short questions AI: assessing verbal and no-verbal communication skills emotion, tonality, speech facial recognition, speech and language analysis empathy, confidence, will to collaborate → scores, ranking employers get no names, no faces</i>
	<i>...and succeeds</i>
	<i>→ More candidates of color More women</i>
03:10 – 03:50	Solon Borocas’ concern:
	<i>He doubts that facial expressions should be reliable indicators of competencies and capabilities There might still be bias by the way you feed the data in machine learning.</i>
03:51 – 04:25	<i>Knockri</i> ’s answer:
	<i>They have a diverse team to feed the software → diverse data set The computer will red-flag videos with unknown or unusual data for a person to check.</i>
04:26 – 05:53	Saadia Muzaffar sees more problems as yet unsolved, for women in particular:
	<i>What happens afterwards? Are the companies ready? Companies need policies as there might still be sexual harassment etc.</i>
	Conclusion for <i>Knockri</i> ?
	<i>Knockri is aware of these difficulties They try to find the right customers (“clients who get it too”), and the wrong ones will not be happy anyway</i>

<https://www.youtube.com/watch?v=vL9SEcli6PI>