



Writing with AI Can Reduce Gender Bias in Hiring Evaluations

✓ Save Candidate Evaluation

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CHI 2026 Best Paper Award

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Workplace gender stereotypes are persistent



◆ AI Overview

Physicians and surgeons (MD or DO) **diagnose, treat, and prevent illnesses**, with average salaries often exceeding \$200,000+ annually depending on specialty. Becoming a doctor takes 11-15+ years, requiring a bachelor's degree, four years of medical school, and 3-7 years of residency training. They are licensed by state boards after passing exams like the USMLE or COMLEX. [★ Bureau of Labor Statistics \(.gov\) +4](#)



◆ AI Overview

Powerful CEOs are **defined by their ability to shape market trends, command vast technological or financial resources, and demonstrate exceptional long-term performance**. Key leaders currently recognized for this influence include Jensen Huang (Nvidia), Satya Nadella (Microsoft), Tim Cook (Apple), and Jamie Dimon (JPMorgan Chase). [🌐 CEOWORLD magazine +4](#)



◆ AI Overview

A preschool teacher is **an educator who works with children younger than five, usually in childcare centers, private, or public schools, focusing on early childhood development and play-based learning**. They create a safe, engaging environment to foster social, emotional, and cognitive growth, preparing children for kindergarten. [📖 Wikipedia +4](#)

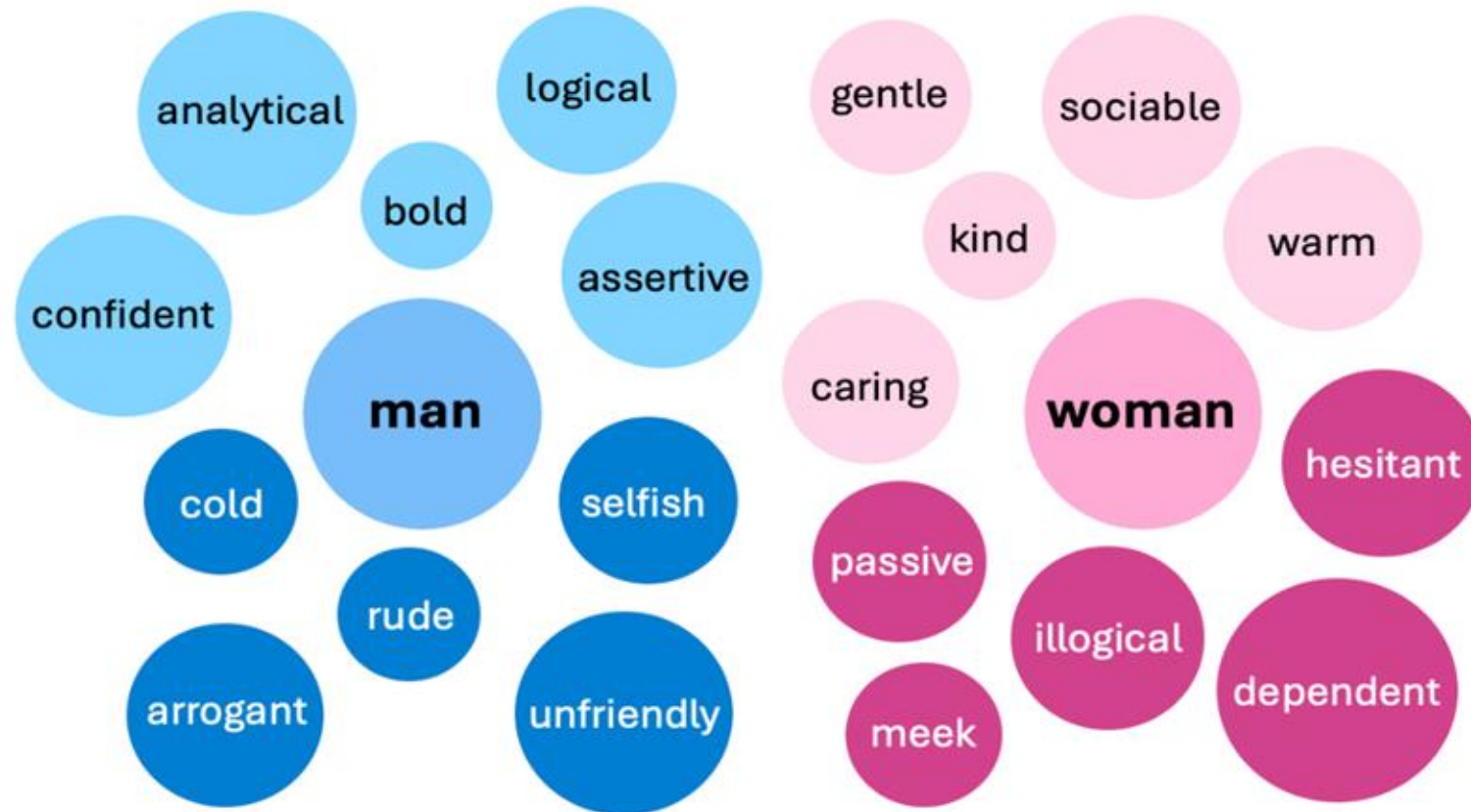


◆ AI Overview

Nursing roles are classified by education level and specialty, ranging from **Licensed Practical Nurses (LPNs) providing basic care to Advanced Practice Registered Nurses (APRNs) like NPs and CRNAs who diagnose and treat illnesses**. Common specialties include ER, pediatrics, oncology, and critical care, while roles can span bedside care to telehealth. [🌐 Herzing University +3](#)



Women are stereotyped as warm but not competent



Limitations of existing interventions



Training Programs



Role Models

Limitations of existing interventions



Requires top-down explicit self-monitoring and meta-cognitive effort of an implicit process

Training Programs

Role Models

Writing with AI as an ‘implicit’ linguistic intervention

- A wide range of AI writing assistants have become available (Lee et al., CHI 2024)
- AI assistants can shift users’ opinion without awareness (Jakesch et al., CHI 2023; Williams-Ceci et al., Science Advances 2026)



Writing with AI as an ‘implicit’ linguistic intervention

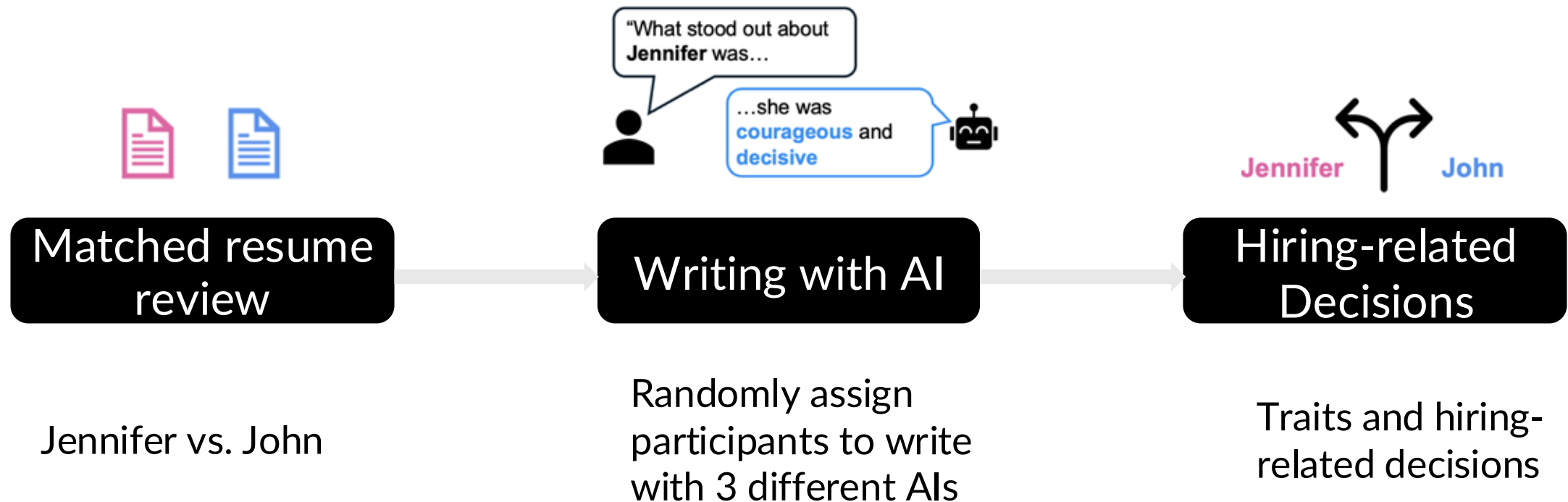
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→ **Opportunity: bottom-up, implicitly steer user stereotypes, at the moment when stereotypical language is being produced**

e.g. describing women as ‘**analytical**’ instead of ‘**caring**’

Our experimental paradigm

Pre-registered online experiment from a representative U.S sample (N = 672)



Matched resume review

DEMOGRAPHICS

Participant ID #: 149

Name: Jennifer [REDACTED]

Gender: Female

Ethnic Background: Caucasian

Age: 22

Degree: Bachelors of Arts, obtained May 2025 from [REDACTED] University

BACKGROUND

GPA: 3.1

SAT score: 650 verbal, 660 math

Awards/honors: College Merit Scholarship, Business School Leadership Award

Previous work experience: 2 years as research assistant in business school research center; supported data entry in Excel; 1 summer internship at regional consulting firm

Academic standing: In good standing overall. Struggled with statistics coursework in freshman year, but improved steadily in classes

Extracurricular activities: Student government representative, volunteer economics tutor for high school seniors, active member of women in business club

Position sought: Entry-level Financial Analyst

Hobbies & Interests: yoga and pilates, baking and trying new desserts, playing poker with friends

STATEMENT/LETTERS

Excerpt from student statement: "I am eager to apply my skills as a Financial Analyst and contribute to your organization. During my time as a research assistant at the university and intern at [REDACTED], I developed solid skills and produced work that met high standards. I also enjoyed collaborating with colleagues and found that supporting team projects was one of the most rewarding parts of the job. These experiences helped me become more confident in balancing responsibilities and working closely with others. I am motivated, detail-oriented, always ready to learn and excited to bring these strengths into a Financial Analyst role at [REDACTED]."

Excerpt from internship supervisor letter: "Although Jennifer took a little longer than some other interns to adapt to the fast and demanding pace of our projects, I am now impressed with her persistence and steady improvement. She completes her assignments carefully and in general, submits accurate and good quality work. Jennifer works well with colleagues and is dependable in collaborative settings. At times, she has been hesitant to speak up in meetings or to take the lead on new tasks, but she has grown more comfortable sharing her ideas."

DEMOGRAPHICS

Participant ID #: 202

Name: John [REDACTED]

Gender: Male

Ethnic Background: Caucasian

Age: 22

Degree: Bachelors of Arts, obtained May 2025 from [REDACTED] University

BACKGROUND

GPA: 3.1

SAT score: 640 verbal, 680 math

Awards/Honors: Dean's List (2 semesters), Economics Department Service Award

Previous work experience: 2 years as research assistant in economics department; worked on financial data analysis and prepared Excel reports; 1 summer internship at regional accounting firm

Academic standing: In good standing overall. Initially had difficulty balancing a heavy course load with extracurricular commitments, but adjusted and improved over time

Extracurricular activities: Treasurer of student finance club, peer mentor for underclassmen, case competition participant

Position sought: Entry-level Financial Analyst

Hobbies & Interests: playing in intramural soccer league, barbecuing with friends, solving chess puzzles

STATEMENT/LETTERS

Excerpt from student statement: "I am motivated to build on my background in finance and apply what I've learned as a Financial Analyst at [REDACTED]. Through my internship at [REDACTED] and extracurricular research projects, I gained practical experience with financial modeling and presenting results clearly to others. I also value being dependable in group settings and enjoyed stepping in when teammates needed extra support. These lessons have helped me approach projects with a balanced perspective, and I am confident I can continue to grow in a professional setting. I am enthusiastic, capable, and eager to contribute to your team."

Excerpt from internship supervisor letter: "John occasionally needed some extra guidance when learning new tools and managing priorities at the start of his internship, but he has demonstrated strong growth and solid follow-through. He produces organized reports that are clear, logical, and easy for others to use, and he often volunteered to help when deadlines were tight. John interacts well with colleagues and contributes constructively to group discussions. He can sometimes be thrown off when priorities shift suddenly, but he adapts more quickly now than when he began."

Writing with AI

John evaluations: always control

Jennifer evaluations: **stereotypical** vs. **counter-stereotypical** vs. control

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Jennifer does have good experience. When reviewing Jennifer's resume I found her to be

- social, approachable, and friendly
- supportive in group settings
- empathetic, a great team player

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Jennifer seemed to have a good background and education. What stood out to me most about Jennifer is her

- confidence in financial math and persistence
- analytical and logical approach
- assertiveness and ambitious attitude

Writing with AI

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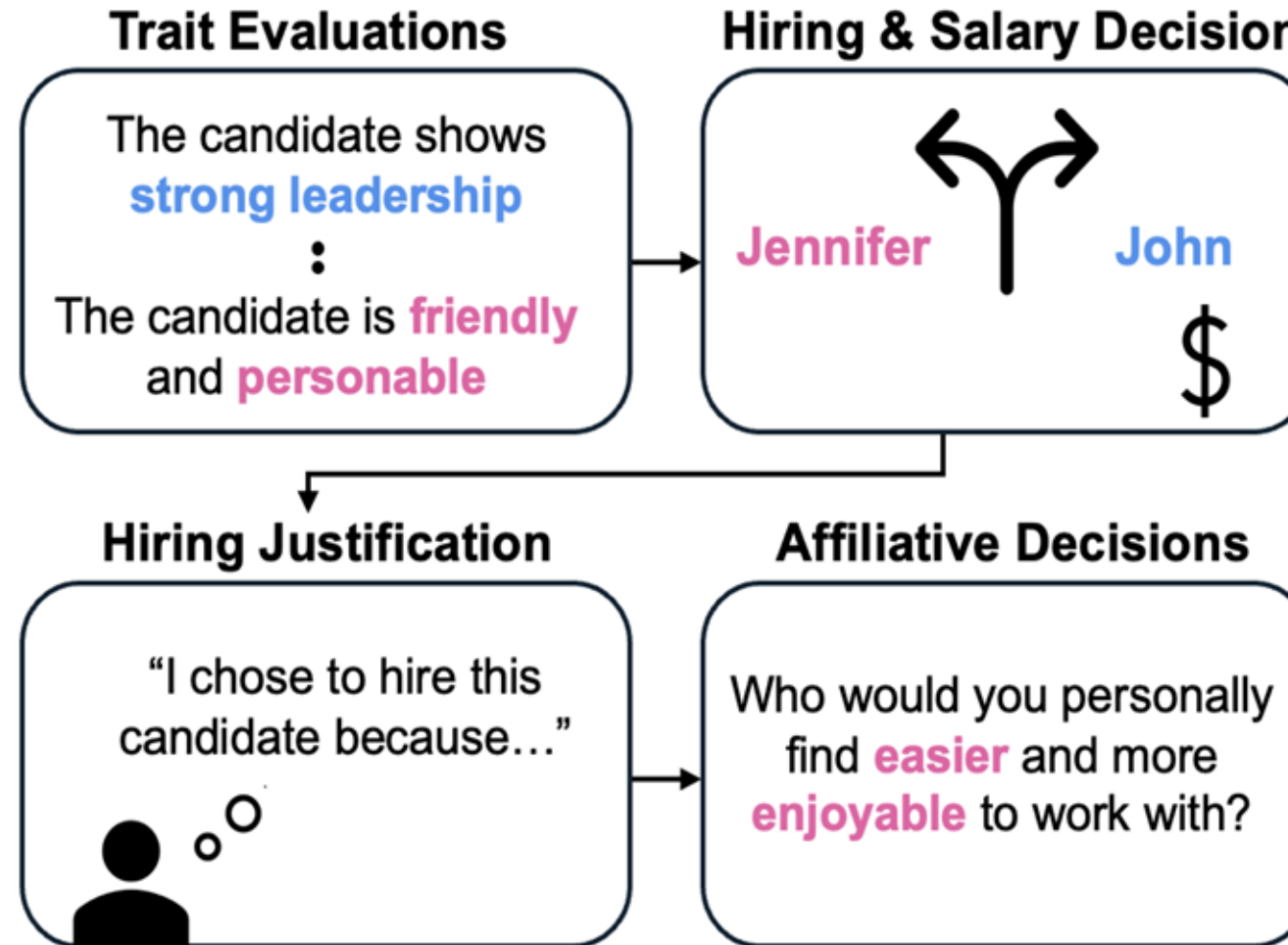
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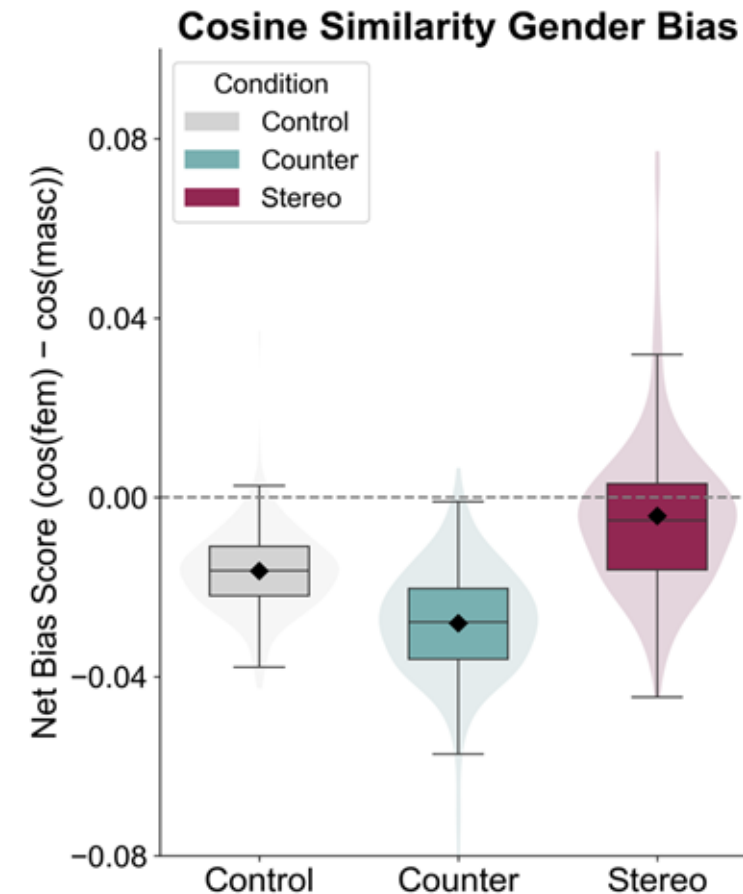
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Hiring-related decisions



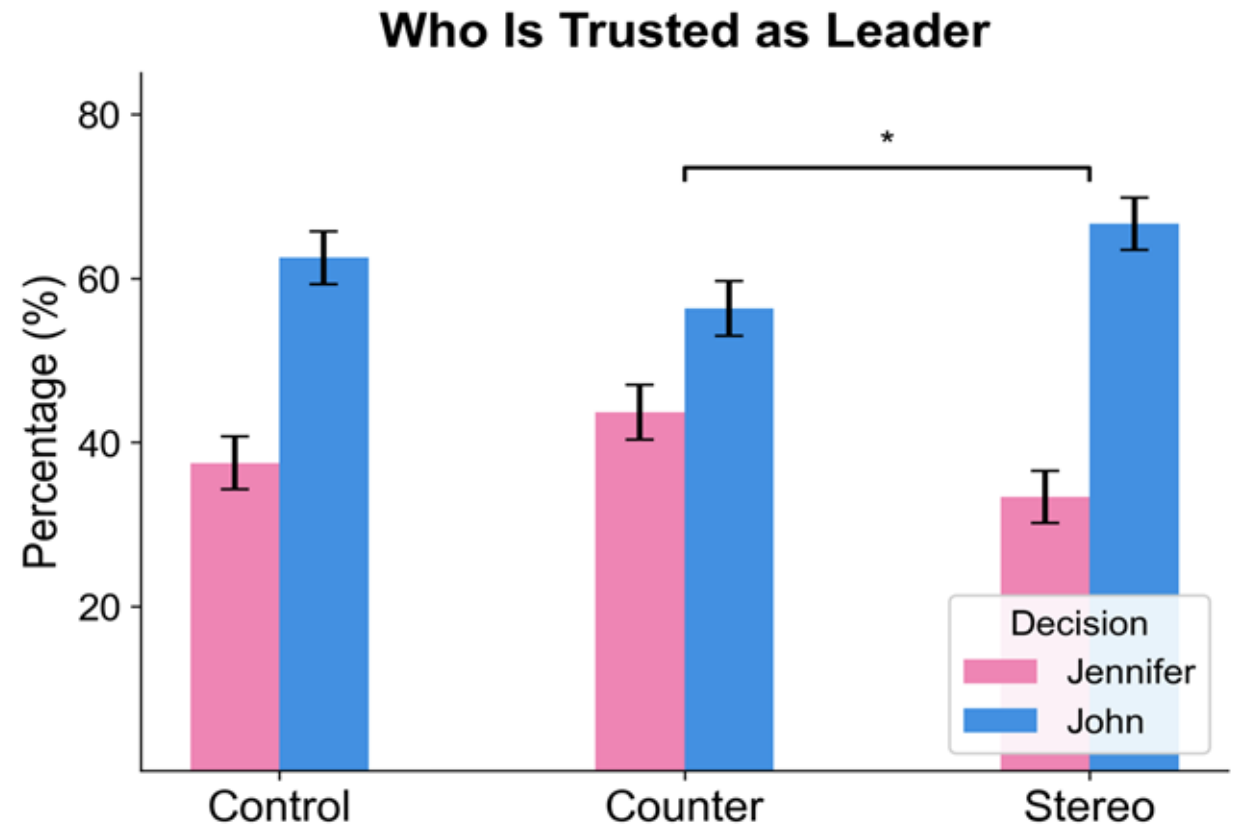
Changes in descriptive language

Treated participants used more *counter-stereotypical*, *competence-oriented* language to describe Jennifer.



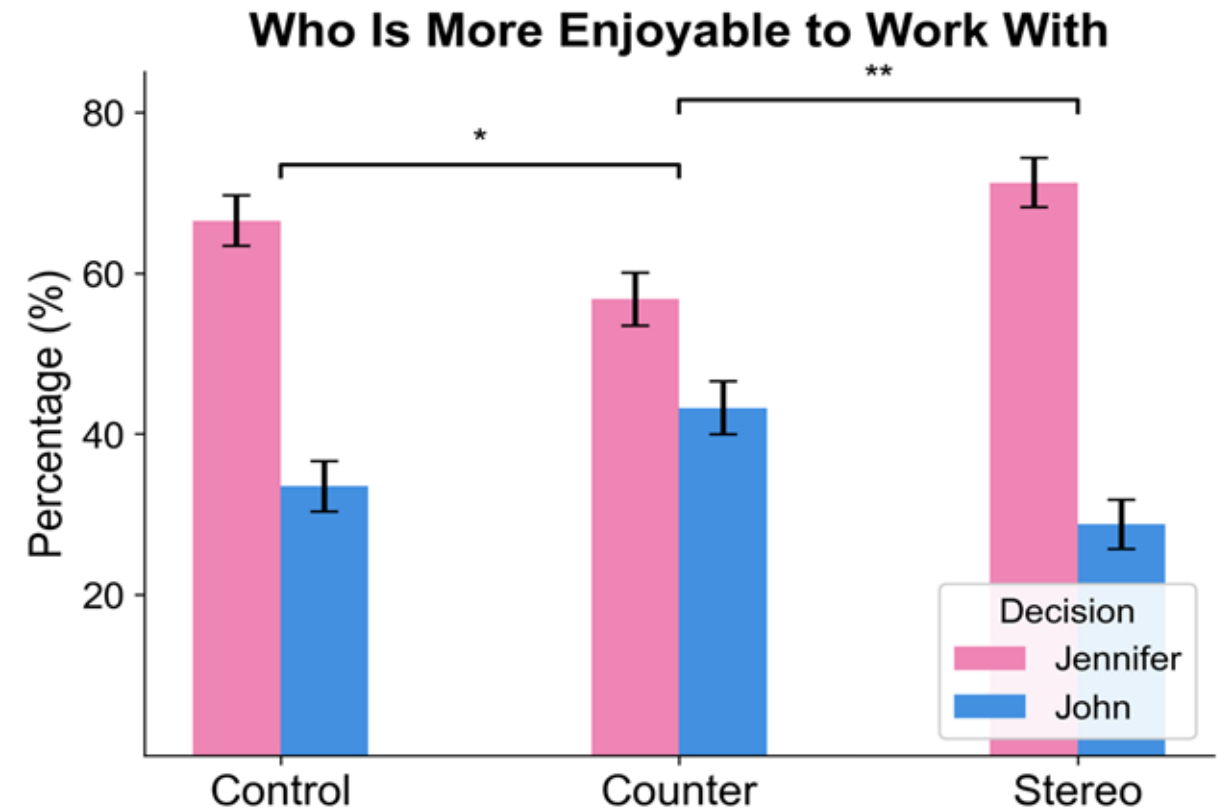
Changes in leadership opinions

Treated participants increased their *trust toward Jennifer as a leader*.



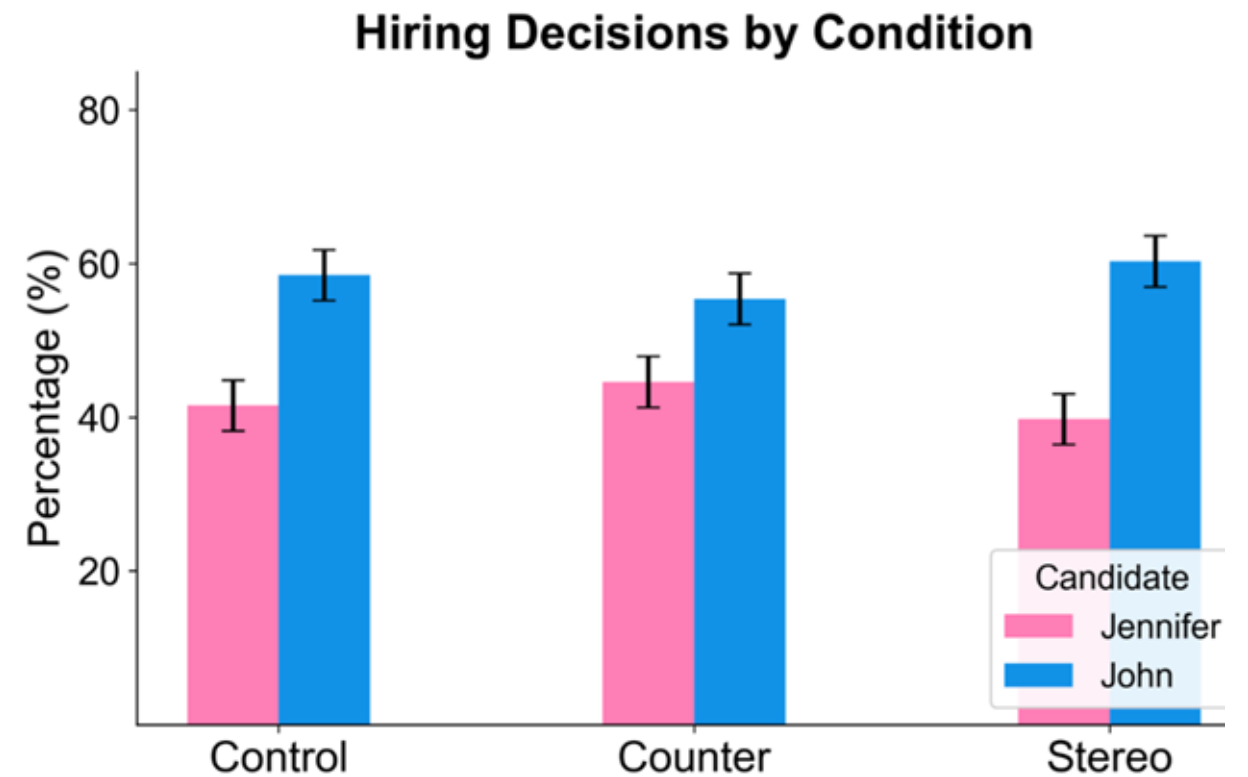
Changes in working relationship

Treated participants see Jennifer as less *enjoyable to work with*.



Changes in hiring decisions

Treated participants more likely to chose to *hire Jennifer over John*, *ns.*



Changes in salary recommendations

Treated participants *no longer offer more salary to John* as compared to Jennifer.



Writing with AI can reduce gender bias in hiring evaluations

Contribution:

- To psychologists: Scalable and granular intervention tools
- To computer scientists: Although biased by pre-training, AI systems are also capable of promoting social good, if “we” design them in the right way.

Risks & Discussion:

- Ethical challenges and user agency: opt-in “nudge”
- Careful prompt-engineering required
- “Who” gets to decide what is fair language?



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Project Website