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**The City of New York  
Community Board 8 Manhattan  
Joint Meeting of the Women & Families and Technology Committees  
Wednesday, September 27, 2023 - 6:30 pm on Zoom**

**CB8M Members in Attendance:** Bill Angelos, Gayle Baron, Lori Bores, Alida Camp, Rebecca Dangoor, Rita Popper, Peggy Price, Abraham Salcedo, Robin Seligson.

**1. Will AI Take Your Job? A forum hosted jointly by the Women & Families and Technology committees.**

As news about artificial intelligence (AI) blankets the media and our consciousness, concerns are growing about this tool's impact on jobs. Will AI, with its potential for productivity gains, wipe out people's jobs and livelihoods?

A panel of experts offered a range of views. They identified the jobs most at risk, what might be done about that, and what to know if you're applying for a job that entails screening via AI.

Speakers included Dr. Robert Seamans, a professor at NYU's Stern School of Business and a director of NYU's Stern Center for the Future of Management; Dr. Juliet Schor, an economist and professor of Sociology at Boston College; Dr. John Hausknecht, professor of human resource studies at Cornell University's ILR School; Dr. Julia Stoyanovich, associate professor in the Department of Computer Science at NYU's Tandon School of Engineering and the Center for Data Science.

In a study he conducted with two other academicians, Prof. Seamans pinpointed the 20 professions most at risk from AI—separately, in terms of language and of visual applications. The top five jobs most at risk due to AI's language capabilities are, in order: telemarketers, English language college professors; foreign language college professors, college history teachers and college-level law professors. Jobs most vulnerable to AI due to its visual abilities include, in order: interior designers, architects, chemical engineers, art directors, and astronomers. Concerning the high impact on college teachers, Dr. Seamans pointed out that "a lot of the work they do is text processing, creating text for delivery to students." In terms of visual jobs, he cited the threat that AI can easily provide 3-dimensional visual images.

Broadly, Dr. Seamans' data show women's jobs more vulnerable to AI than men's jobs. Moreover, workers with higher salaries could be more at risk, given the need for creativity in those positions, he said.

However, Prof. Seamans stressed that "I don't think many jobs will be lost as a result of AI." Instead, he's already seeing jobs created as a result of Chat GPT and other AI platforms. For instance, AI-related breakthroughs in labs are evolving into commercially available products and services. All the while, investment dollars are flowing into the hands of those who are finding applications for AI.

To Dr. Seamans, this positive AI trend will boost productivity at a time when economic growth worldwide is on a slowing trend.

Dr. Juliet Schor pointed to a way to head off layoffs from AI: Adopting a four-day workweek. Instead of outright replacing humans' jobs with AI, employers could shorten employees' workweek and AI could pick up the slack.

Over the last two years, Dr. Schor has been the lead researcher for 4-day workweek trials for companies, especially smaller firms. Although sectors in her study tend to be professional services and IT, they also include construction, manufacturing, health care and restaurants. The first trials began in 2022. In the studies, participating companies kept pay at a 5-day level but shortened their hours, often to 32 per week. Results so far from participating firms in the U.S. and Canada: "Companies have been very happy," she said. Not only has productivity improved along with workers' performances but companies have also been better able to attract talent, reduce turnover and grow profits. What's more, workers involved in the trials reported enjoying better health, less anxiety, higher productivity and more control over their schedules. Indeed, "we found a high willingness among workers to forego (some) pay if they could have a 4-day workweek."

Another benefit: fewer commutes to work mean lower carbon emissions, and less of a toll on the environment, she noted.

"I think if we want AI to be positive, one thing to think about is how it's introduced into the workforce, and how it can help reduce working hours. We are starting to hear from companies how shorter working time and AI are coming together in their businesses," she said.

Dr. Hausknecht addressed the use of AI in the hiring process. Currently, AI is being used in three major areas within the Human Resources departments of companies such as IBM. First, AI can automate transactional, low skilled work such as change of address and marital status. This work can be easily programmed since the questions asked are repetitive. Second, AI can be used as an employee and development training tool. Employees who in the past might query their managers as to next steps regarding career advancement, can now plug in their qualifications and interests and through AI tools receive comprehensive recommendations regarding future career moves. Finally, AI can be utilized to manage and forecast employee turnover.

Both Dr. Hausknecht and Dr. Stoyanovich addressed the use of AI and its application in the hiring process. They shared differing views concerning NYC's Local Law 144 as to whether, in its current configuration, the law provides adequate transparency and prevents discrimination in hiring.

Dr. Hausknecht believes that although the law does not go far enough, it is a work in progress and does require companies to share data including the race and gender of applicants. He conceded that companies are probably not intimidated by the law at this time, but we need to understand more about current AI tools in order to enhance the legislation and create a more comprehensive law. He believes that the legislation is moving in the right direction.

Dr. Stoyanovich said that a bias audit, if used in Local Law 144, would show that the law is not strong enough. Although the law requires disclosure that AI will be used in the hiring process as well as the requirement for a job's qualifications to be posted, the law does little more. She believes there is a need to disclose to applicants what data will be used in the hiring process, how will candidates be screened, why were candidates turned down and is there a human screening backup should a candidate believe discrimination was in place.

Dr. Stoyanovich explained that her concern about the need for responsible AI tools comes out of studies showing that these tools are vulnerable to inputting misleading information on candidates based on the format used. Two companies providing AI technology, Humantic and Crystal, utilizing the same candidate's resume can come out with different results as to a candidate's qualifications for a position based on how the input is entered, thus allowing potential bias to become part of the decision-making process.

A robust Q& A session took place after the speakers' presentations.

**Gayle Baron and Margaret Price, Co-Chairs, Women & Families Committee**  
**Rebecca Dangoor, Chair, Technology Committee**