

An illustration of the system, fetch.data, used to analyze tabular data about job applicants. The baseline system (top) consists of (A) a scatterplot view, (B) a filter panel, and (C) a ranking table view. Possible bias mitigation interventions are shown below.

Baseline System

A Statistics

X axis: Work Ex | Y axis: GPA

B Filters

Gender: Male Female

Work Exp: 0 to 10

Degree: BS MS

Major: All

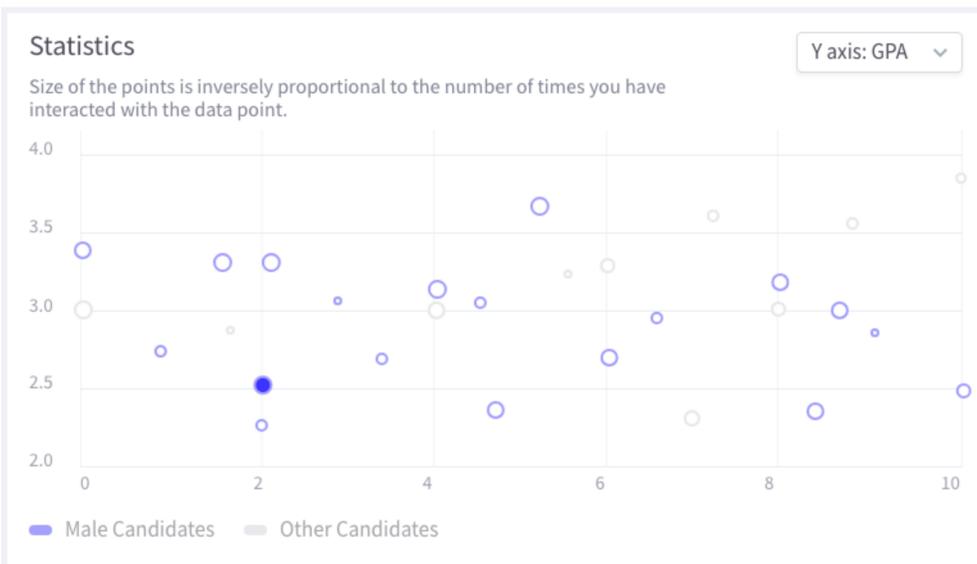
University: All

GPA: 2.0 to 4.0

C Candidates

NAME	GENDER	WORK EXP	DEGREE	MAJOR	UNIVERSITY	GPA
Elena Garcia	F	2	MS	CS	Georgia Tech	3.15
Kevin Jones	M	4	MS	EE	University of Georgia	2.56
Francesco Pagani	M	1	MS	ECE	Georgia Tech	2.78
Alok Gandhi	M	6	MS	CS	University of Washington	3.59

Size Points



size points based on interactions

Filter Deactivation

B.1 Filters

Gender: Male Female

Work Exp: 0 to 10

Degree: BS MS

Major: All

University: All

GPA: 2.0 to 4.0

disabling gender filter

Recommendations

D Notifications

David Lee +3 others also have a GPA of 3.5 or more. Since you are focusing on candidates with GPA 3.6 - 3.8

Lisa Johnson +2 others also have advanced degrees. Since you are more focused on male candidates with an MS.

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recommendations for candidates the analyst has not yet examined

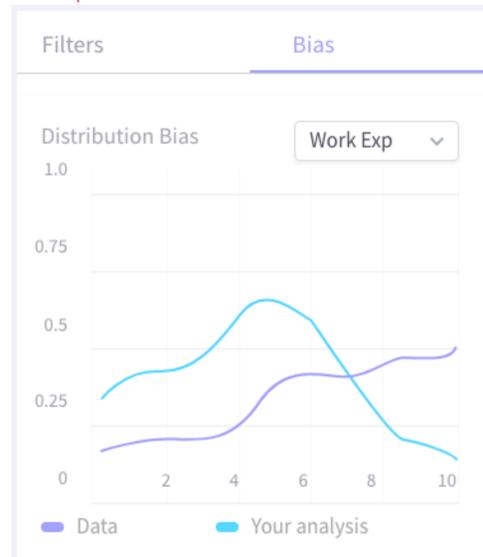
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pop-up allowing the analyst to provide feedback when dismissing a notification

Peripheral Metric View



peripheral view of metrics quantifying bias