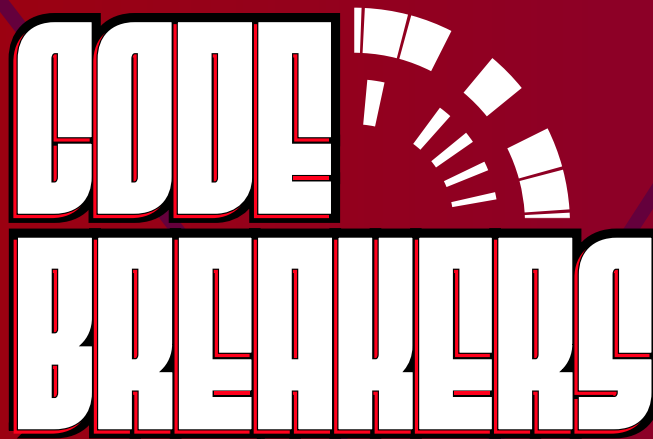




AI BIAS DETECTION TOOLKIT

**The Same Diagnostic Framework I Use With
Fortune 500 Companies**

IMMEDIATE ACTION CHECKLIST

THE 5 MINUTE BIAS SCAN

Ask these questions about ANY AI system affecting your life:

The Transparency Test

"Can *you* explain how this decision was made in simple terms?"

YES

NO

☐☐

"What factors were most important in this decision?"

☐☐

RED FLAG

Vague responses like "proprietary algorithm" or "machine learning"

☐☐

The Training Data Probe

"What historical data was this system trained on?"

YES

NO

☐☐

"How do you prevent historical bias from affecting current decisions?"

☐☐

RED FLAG

They can't or won't tell you the data sources

☐☐

The Human Override Check

"Is there a human who can review this decision?"

YES

NO

☐☐

"How do I appeal an algorithmic decision?"

☐☐

RED FLAG

"The system is objective" or "appeals aren't possible"

☐☐

THE BIAS DETECTION PATTERNS

PATTERN #1: THE HERITAGE FILTER

What to look for: Systems that score based on names, location indicators, or communication styles

Test: *Submit identical information with different names, backgrounds etc.*

RED FLAG SCORE

Different outcomes for identical qualifications

PATTERN #2: THE PRIVILEGE PROXY

What to look for: Emphasis on expensive activities, elite institutions, or exclusive experiences

Test: *Note if "success indicators" require economic advantages*

RED FLAG SCORE

High value placed on costly credentials over performance

PATTERN #3: THE NETWORK EFFECT

What to look for: Systems that heavily weight referrals or "cultural fit"

Test: *Ask what percentage of hires come through employee referrals*

RED FLAG SCORE

>60% referral-based hiring in diverse talent markets

BIAS DOCUMENTATION TEMPLATE

SYSTEM NAME

DATE OF INTERACTION

DECISION MADE

QUESTIONS ASKED

RESPONSES RECEIVED

**RED FLAGS
IDENTIFIED**

**POTENTIAL LEGAL
ISSUES**



IMMEDIATE POWER MOVES

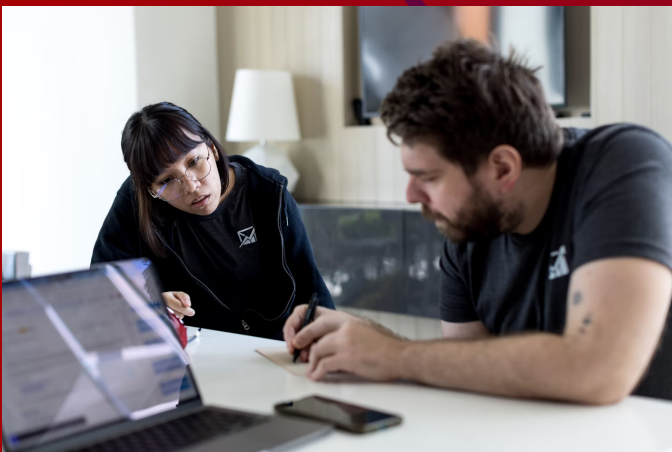
FOR JOB SEEKERS

1. **The Resume A/B Test:** Submit same resume with different names to test for bias
2. **The Question Challenge:** Ask recruiters to explain AI screening criteria
3. **The Documentation Strategy:** Save and screenshot **ALL** AI-driven communications for pattern analysis



FOR HIRING MANAGERS

1. **The Vendor Audit:** Use the 5-Minute Bias Scan on your current systems
2. **The Demographic Review:** Analyze who gets filtered out vs. who advances
3. **The Success Correlation:** Check if AI "success indicators" actually predict performance



FOR CONSUMERS

1. **Read the Terms and Conditions:** What information are you providing access and for how long?
2. **Privacy:** Are your pictures, prompts, outputs private? Or will they be used to "train" the application's AI system? Can you opt out of your sessions used in their training?



FOR LEADERS

1. **The Legal Liability Assessment:** Identify which AI decisions could face discrimination challenges
2. **The Competitive Gap Analysis:** Determine what talent competitors' biased systems might miss
3. **The Innovation Pipeline Audit:** Track whether AI hiring improves or hurts innovation metrics





WHEN TO ESCALATE

Contact your governmental representative if you discover:

- Clear evidence of demographic discrimination in AI decisions
- Systems that can't explain their decision-making process
- Patterns of bias affecting protected characteristics

Demand executive attention if you find:

- AI systems making decisions without human oversight
- Vendor contracts without bias liability protections
- Significant demographic disparities in AI-driven outcomes



YOUR CODE BREAKER MISSION

Use this toolkit for 30 days. Document what you discover.
Share your findings with codebreaker@fusioncollective.net.

REMEMBER

*EVERY BIASED AI DECISION YOU CHALLENGE WEAKENS THE
ALGORITHMIC CONTROL COMPLEX*

*EVERY TRANSPARENCY DEMAND YOU MAKE FORCES
ACCOUNTABILITY*

*EVERY PATTERN YOU DOCUMENT HELPS BUILD THE CASE FOR
ETHICAL AI INFRASTRUCTURE.*

You're not just protecting yourself, you're building the evidence base
that will transform how AI affects human potential.

WELCOME TO THE

CODE  **BREAKERS**
ARMY

