

**IMPROVING GENDER BALANCE IN AI
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- Introduction - the importance of promoting female leadership in AI
- State of the AI regulatory framework
- What are some examples of social inequalities and discrimination driven or amplified by AI?
- Intersectionality and the matrix of domination
- How can we ensure gender balance in AI policy-making?

FACTS IN AI: GENDER GAPS ARE REAL

AI Now Institute (2019):

- Women currently make up 24.4% of the computer science workforce and their salaries amount to only 66% of the salaries of their male counterparts

Nesta, a UK-based innovation foundation (2019):

- 13.83% of AI paper authors are women, and in relative terms, the proportion of AI papers co-authored by at least one woman has not improved since the 1990s
- Important international differences in the gender diversity gap in AI research

FEMALE REPRESENTATION IN AI - DO WE NEED MORE WOMEN? ABSOLUTELY!

World Economic Forum, Assessing Gender Gaps in AI (2019):

- Only 22% of AI professionals globally are female, compared to 78% who are male

The Artificial Intelligence Index (2019):

- Across all the educational institutions examined, males constituted a clear majority of AI department faculty, making up 80% of AI professors on average

Element AI Report:

- 18 percent of authors at the leading 21 conferences in the field are women

STATE OF THE AI REGULATORY FRAMEWORK

EU



OCED



OSCE



UNESCO



Council of Europe



EXAMPLES OF SOCIAL INEQUALITIES AND DISCRIMINATION REINFORCED BY AI

- Employment sector – algorithms used to assess candidates rank men higher
- Pregnancy related discrimination
- Intersectionality (race, gender, sex etc.)
- Research and education
- **Internet regulators** are usually cisgender white males
 - women and gender minorities are underrepresented

INTERSECTIONALITY AND MATRIX OF DOMINATION

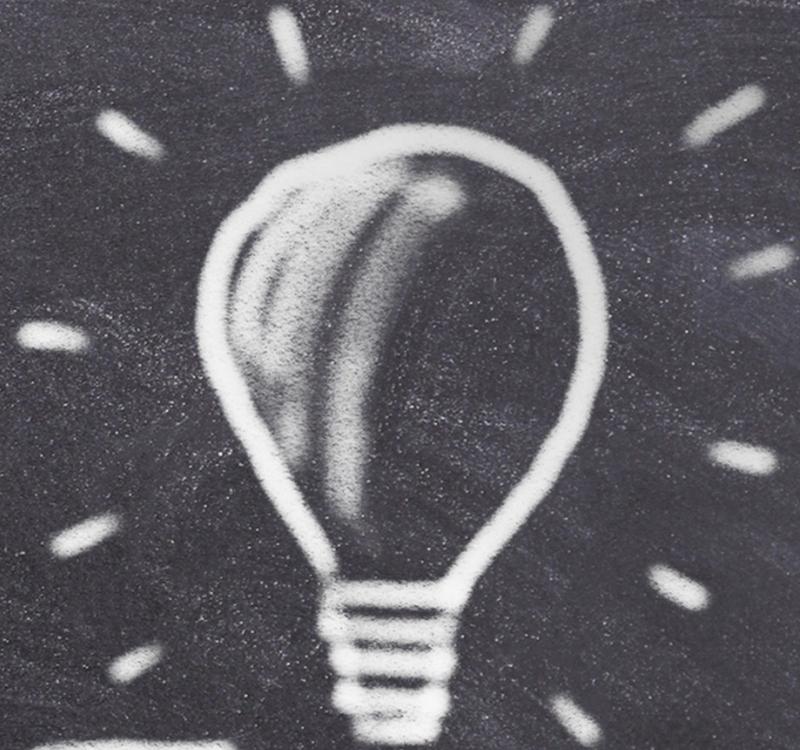
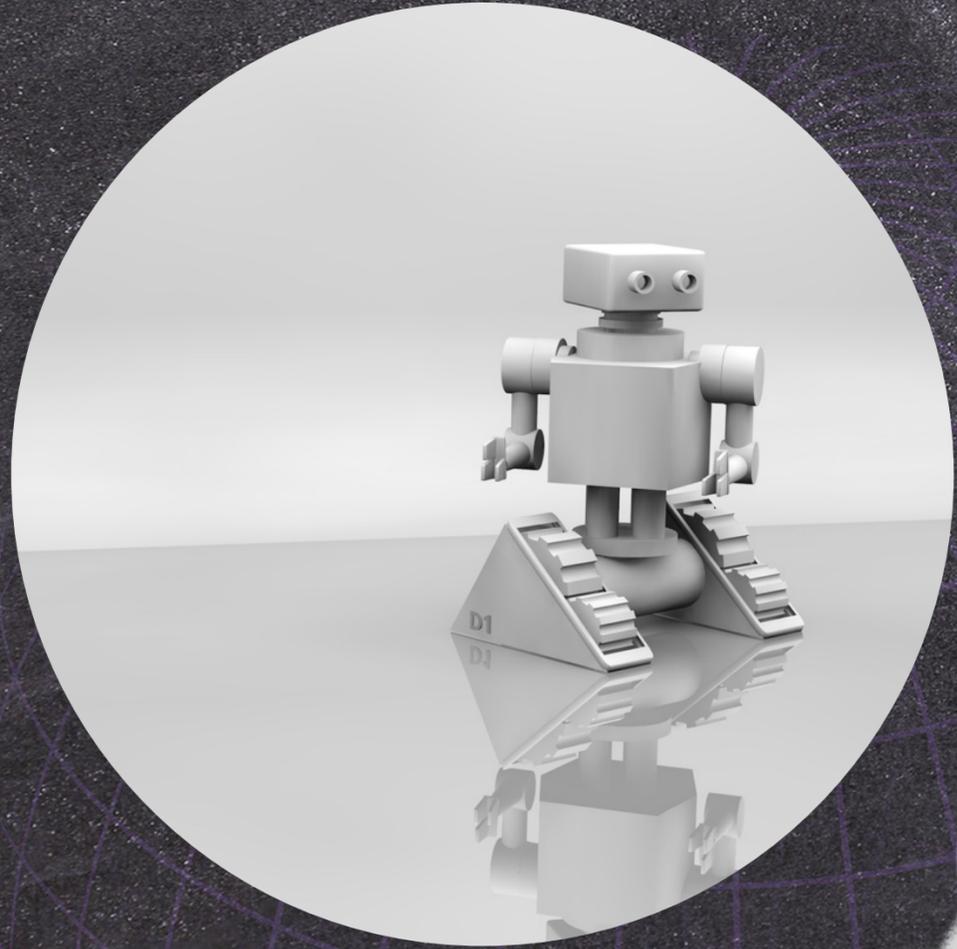
- **Intersectional feminism** - “the complex, cumulative manner in which the effects of different forms of discrimination combine, overlap, or intersect” - General Motors case
- **Matrix of domination** - issues of oppression that deal with race, class, and gender are all **interconnected**.
What about female leadership in AI?

IMPORTANCE OF DATA

- Algorithmic transparency of AI - most AI algorithms are criticized for being opaque and biased (gender or racial biases)
- Historical biases and discrimination might be reinforced through datasets
- **Counscious** and **uncounscious** biases
- Auditing algorithms/ error corrections/ data selection
- **Data ethics**
- Data feminism/ AI feminism

BRIDGING THE GAP OF GENDER IMBALANCES IN AI

- Awareness raising
- Education and research improvement
- Digital literacy
- Developing skills
- Women in the Global South
- Creating new opportunities
- Equality or equity?



Open discussion