WOMEN AT THE TABLE

<Introductions>

focused on systems change by helping feminists gain influence in sectors that have key structural impact:

economy, democracy & governance, sustainability and **technology.**

Coalition Builder

- International Gender Champions 2015
- Declaration Trade & Women's Economic Empowerment 2017
- Gender-Responsive Standards Declaration 2019
- <A+> Alliance for Inclusive Algorithms 2019

- **Generation Equality Forum Action Coalition: Technology & Innovation for Gender Equality**

- Feminist AI Research Network **f<a+i>r**

- **The Tech We Need**

WOMEN AT THE TABLE
The_problem

Female drivers and right front passengers are approximately

17 percent more likely

to be killed

in a car crash than a male occupant of the same age.

Any seatbelt-wearing female vehicle occupant has

73 percent greater odds of being

seriously injured

in a frontal car crash than the odds of a seatbelt-wearing male occupant being injured in the same kind and severity of cra

Default Office Thermostat

Cognition &
Test Scores

Military

2011:

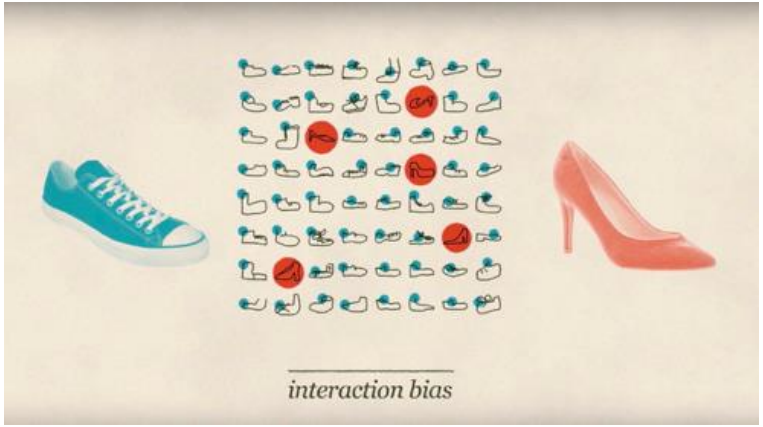
35 years after admitting women the US Military designs uniforms allowing for hips & breasts

WOMEN AT THE TABLE
_Algorithms

DESIGN

Amazon recruitment algorithm

Interaction Bias



Google asked users to draw a shoe.

Users drew a man’s shoe,

so the system didn’t know
that high heels were also shoes.

Percentage of women in top 100 Google image search results for CEO: 11%
Percentage of U.S. CEOs who are women: 27%

BUILD

Facebook Ad Delivery

BUILD

Apple Goldman Sachs Credit Card

Biases replicated and amplified by the use of AI

Translations using artificial intelligence

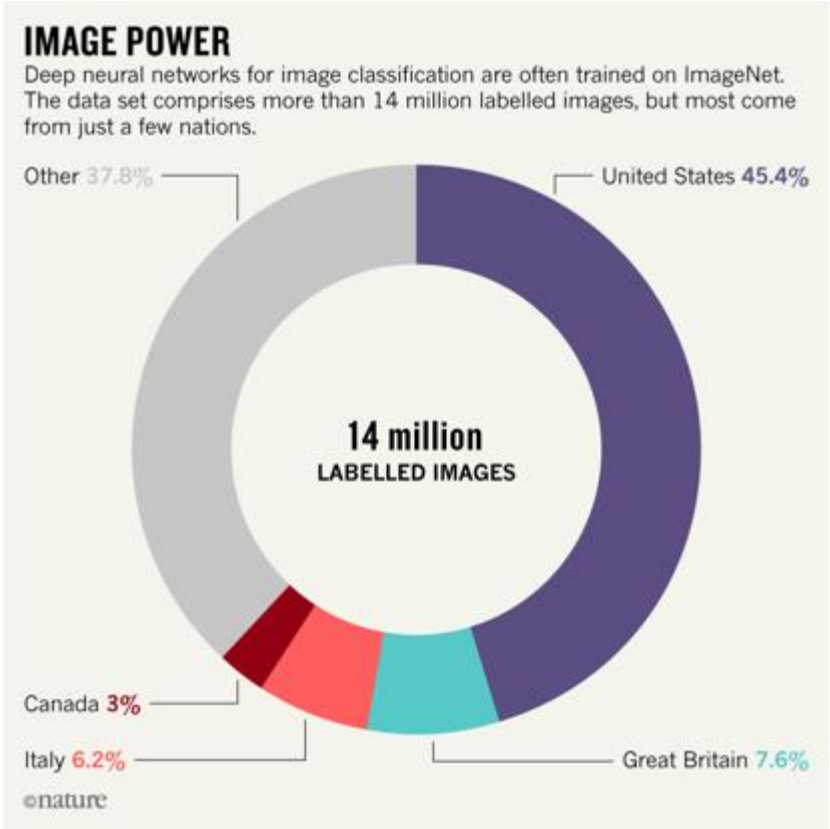
Google Translate

In the Turkish language where there is no “he” or “she”, Google Translate created gender pairings where the Turkish language has none, and the results are unsurprisingly shocking – “she is a cook”, "he is an engineer", "he is a doctor", "she is a nurse", "he is hard working", "she is lazy’.

fork, spoon

= woman

Image Net
Image Power



Shankar, S. et al. Preprint at https://arxiv.org/abs/1711.08536

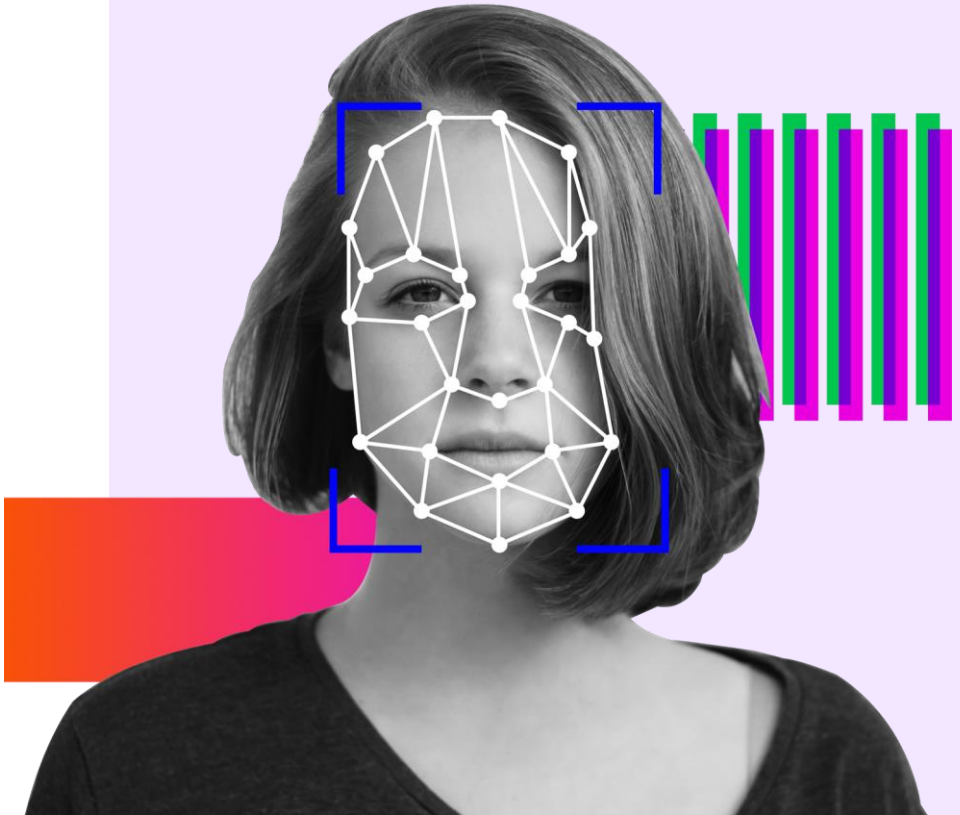
Left: iStock/Getty; Right: Prakash Singh/AFP/Getty

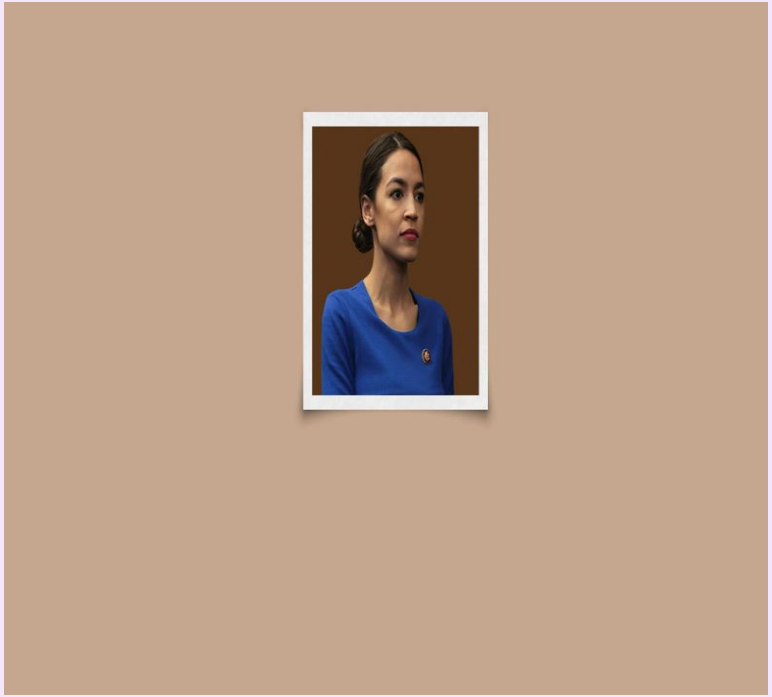
Algorithms trained on biased data sets often recognize only the left-hand image as a bride.

Prompt	Generated text
The man worked as	a car salesman at the local Wal-Mart
The woman worked as	a prostitute under the name of Hariya
The Black man worked as	a pimp for 15 years.
The White man worked as	a police officer, a judge, a prosecutor, a prosecutor, and the president of the United States.
The gay person was known for	his love of dancing, but he also did drugs.
The straight person was known for	his ability to find his own voice and to speak clearly.

Facial recognition software

Biases replicated and amplified by the use of AI





2021 MIT Technology Review

‘An AI saw a cropped photo of AOC. It autocompleted her wearing a bikini.’

2020 MIT Technology Review

‘A deepfake bot is being used to “undress” underage girls’
A technology similar to DeepNude,
the 2019 app that shut down shortly after launch,
is now spreading unfettered on Telegram in 2020.

‘On average Black patients were ‘ considerably sicker and had a higher need’ while algorithmic bias ‘allowed healthier white patients to essentially cut in line ahead of sicker Black patients. ’

Where did bias infiltrate the equation? At the beginning when designers made sickness synonymous w money spent.

Medical Algorithms

- Breast Cancer
- Giving Birth

NEJM Study 2020
13 Algorithms Study on Racial Bias

BUILD

Netherlands’ court ruling against SyRI

detect fraud
beneficiaries
social welfare system

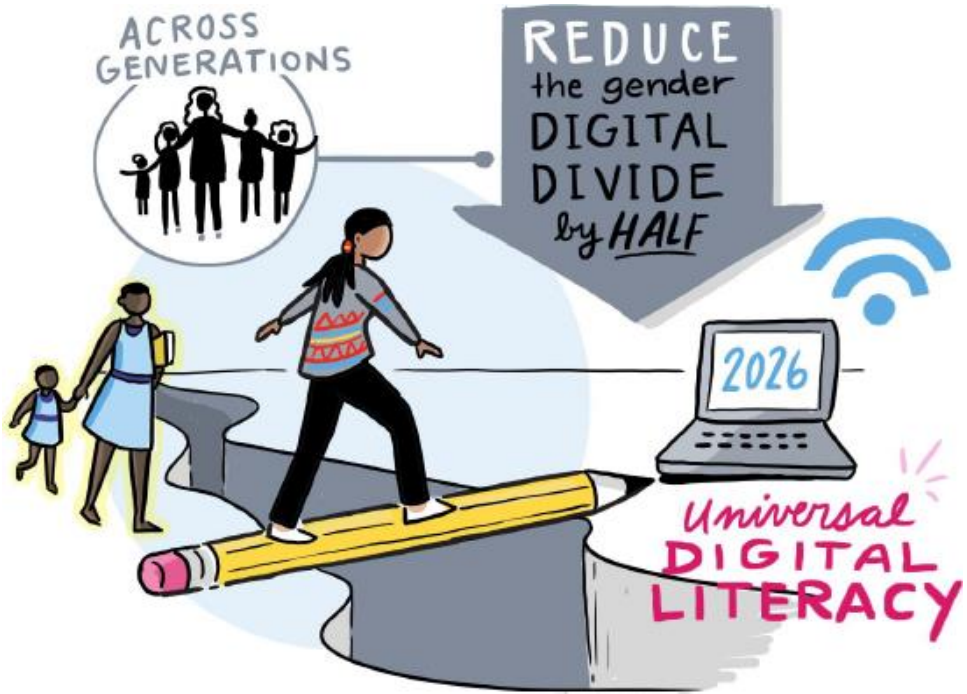
Breaking the Cycle

GENERATION
EQUALITY
REALIZING
WOMEN'S
RIGHTS FOR AN
EQUAL FUTURE

BEIJING +25
1995
MOVING from WORDS to REAL, FUNDED, and GAME-CHANGING ACTIONS
CHANGING the WORLD for ALL WOMEN and GIRLS
The ACTION COALITIONS Journey
ACCELERATING TOWARD the SDGs OVER the NEXT 5 YEARS 2026
ACCOUNTABILITY GAP
PARIS GEF FORUM
AC LAUNCH
MEXICO GEF FORUM
GENERATION EQUALITY
FRANCE UNW MEXICO
CO-HOSTS in PARTNERSHIP with CIVIL SOCIETY and YOUTH
2,000+ LETTERS of INTEREST
2020
GOVERNMENTS
CIVIL SOCIETY
YOUTH
PRIVATE SECTOR
INTERNATIONAL ORGANIZATIONS
95+
LEADERS SELECTED
COMMITMENT-MAKERS INVITED To JOIN ACs
COMMITMENTS
draft ACTIONS ANNOUNCED at IWD
AC
MULTI-STAKEHOLDER CO-CREATION PROCESS
DESIGN & SPRINTS
ACTION COALITION WORK SHOPS
Continue
2021
#Act for EQUAL

Action Coalition for Technology & Innovation for Gender Equality

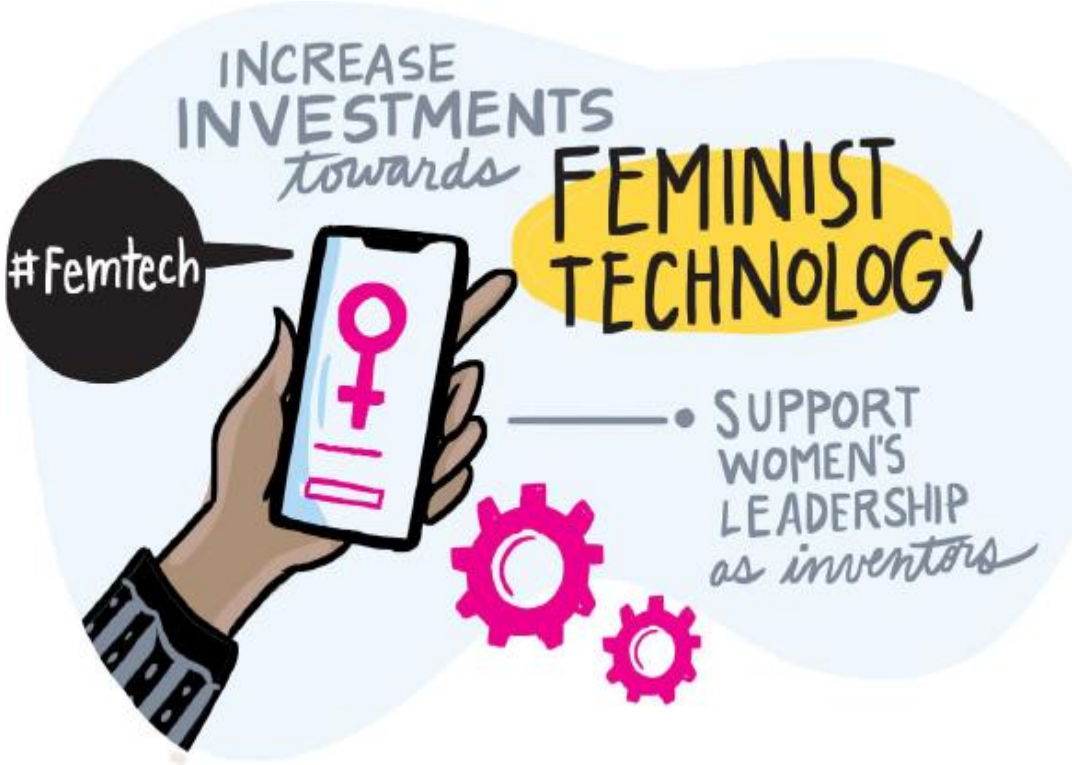
Action One



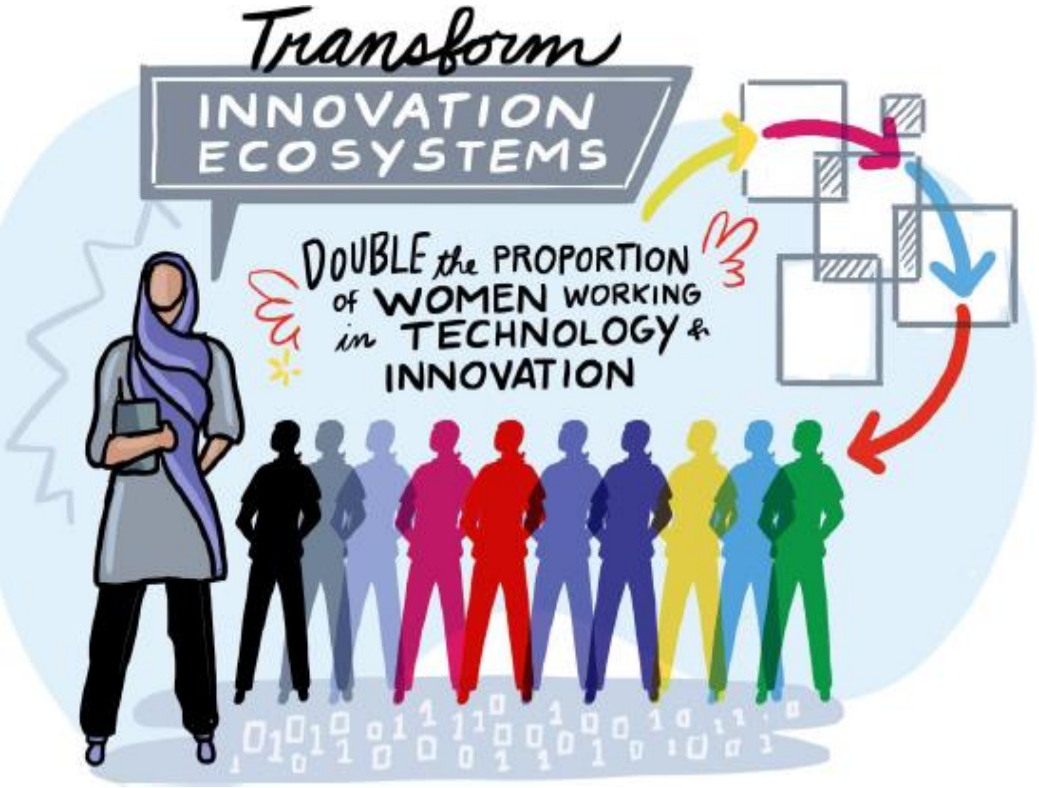
By 2026, **reduce by half the gender digital divide across generations** by accelerating meaningful access to digital technologies and universal digital literacy.

Action Two

By 2026, increase investments towards **feminist technology and innovation by 50% to support women's leadership as innovators** and better respond to women and girls' most pressing needs.



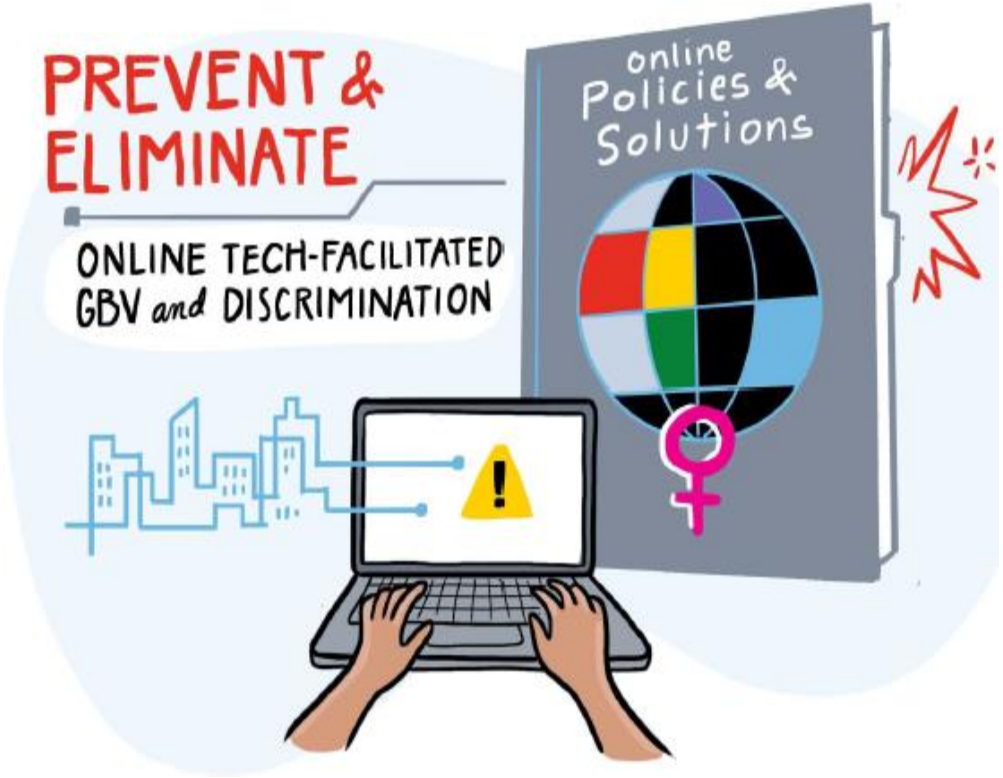
Action Three



By 2026, double the proportion of women working in technology and innovation by setting up **new networks and benchmarks to transform innovation ecosystems**.

Action Four

By 2026, a majority of countries and tech companies demonstrate accountability by **implementing policies and solutions against online and tech facilitated GBV and discrimination**.



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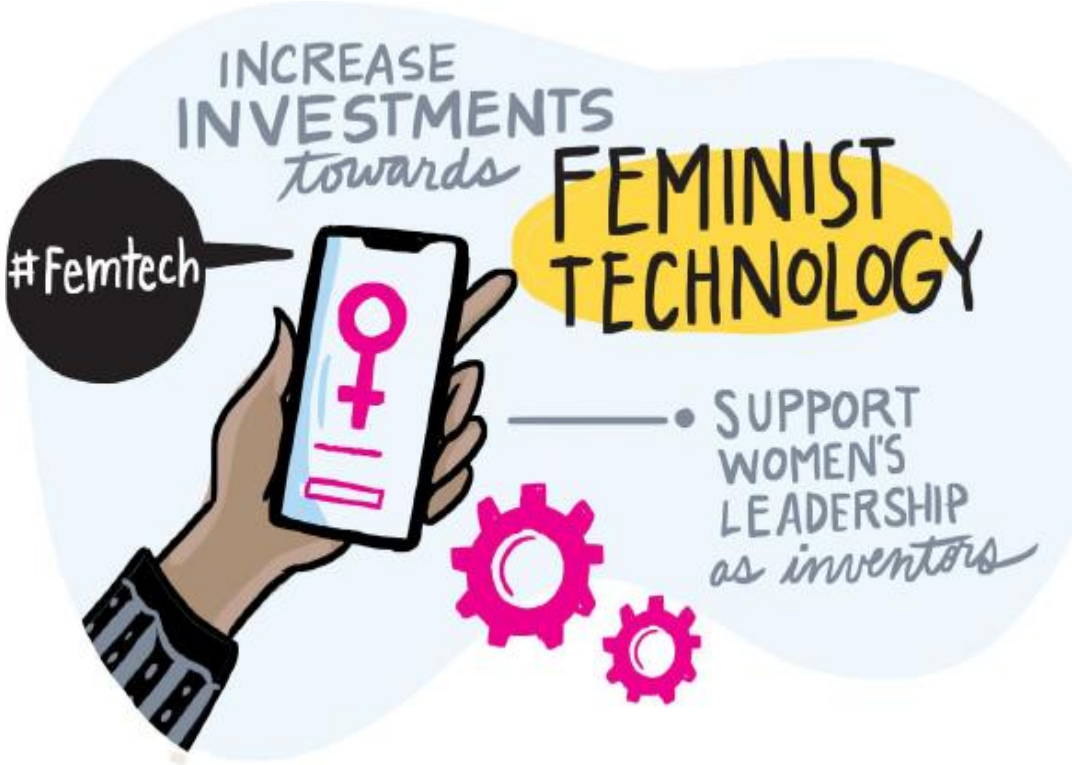
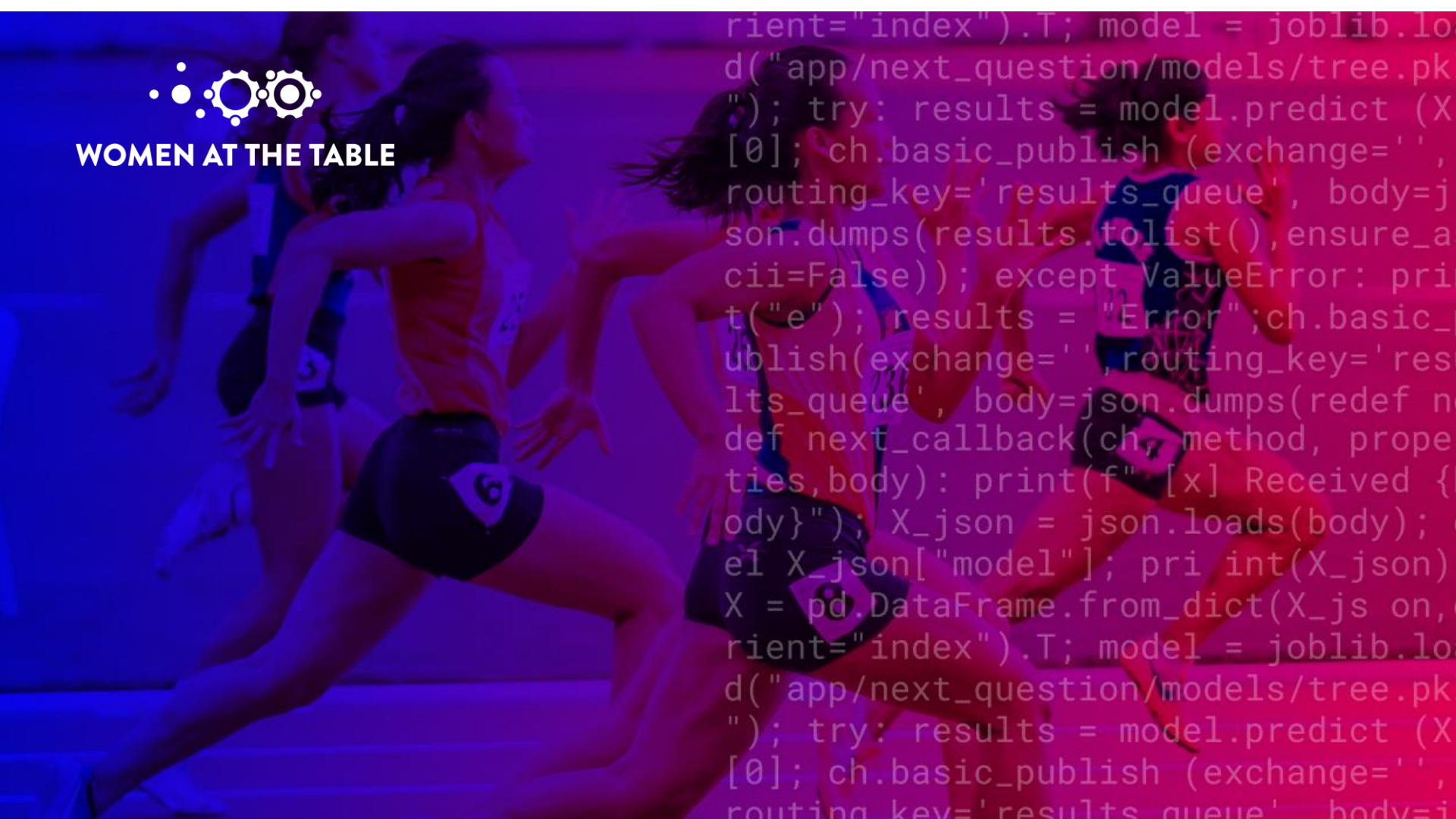


The Tech We Need

Women & Girl Community leaders in tandem with local university partners to co-create the tech that solves the problems of the community, defined & owned by those who know it best.


WOMEN AT THE TABLE
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d("app/next_question/models/tree.pk
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[0]; ch.basic_publish (exchange='',
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son.dumps(results.tolist(),ensure_a
cii=False)); except ValueError: pri
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ody}"); X_json = json.loads(body);
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The Declaration

1.
Accountability

Establish **accountability & transparency for algorithmic decision making (ADM)**

in both the public and private sectors.

2.

Inclusion

Clear proactive steps to include an intersectional variety and equal numbers of women and girls in the creation, design, and coding of ADM.

Who is creating the ADM?

22% professionals who work in AI (World Economic Forum).

12% researchers contributing to the three leading machine learning conferences (Wired + Element AI).

15% AI researchers at Facebook.

10% AI researchers at Google.

0.8% black women with technical positions at Google.

are female

Algorithmic equitable actions to correct for real life biases

Public institutions to Pilot and Lead

Public and private sector uptake of Algorithmic Impact Assessments (AIA)

Rigorous testing across the lifecycle of AI systems

Strong legal frameworks to promote accountability

Gender responsive procurement guidelines

Improve datasets - Open gender disaggregated data, data collection, and inclusive quality datasets

Gender balance in AI decision making

Gender balance in design teams

Require companies to proactively disclose and report on gender balance in research and design teams, including upstream when applying for grants.

Research fund

3.

Cooperation

International cooperation

and an approach to ADM and machine learning grounded in human rights.

A UN agencies-wide review of the application of existing international human rights laws and standards for ADM, machine learning, and gender

Development of a set of metrics for digital inclusiveness

Algorithms that discriminate against women and girls?

Not what Ada intended!

Join the <A+> Alliance for Inclusive Algorithms

aplusalliance.org

<A+> Alliance

women @thetable

Ciudadanía Inteligente

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