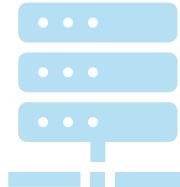
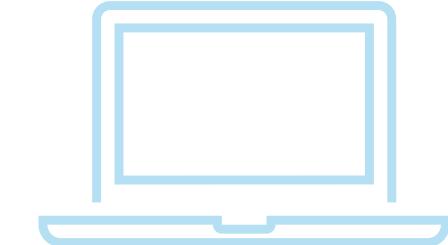
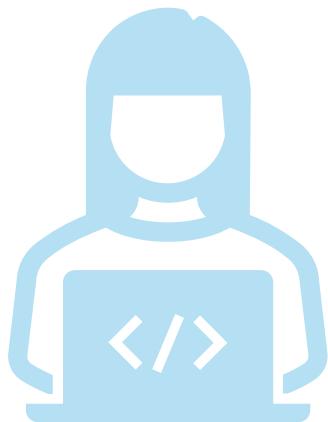
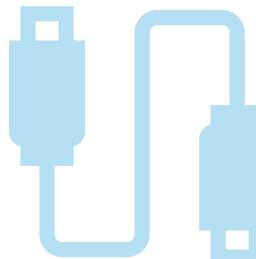
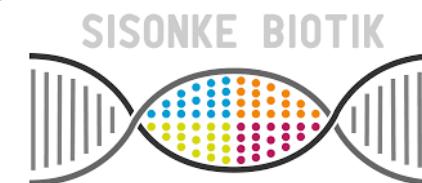


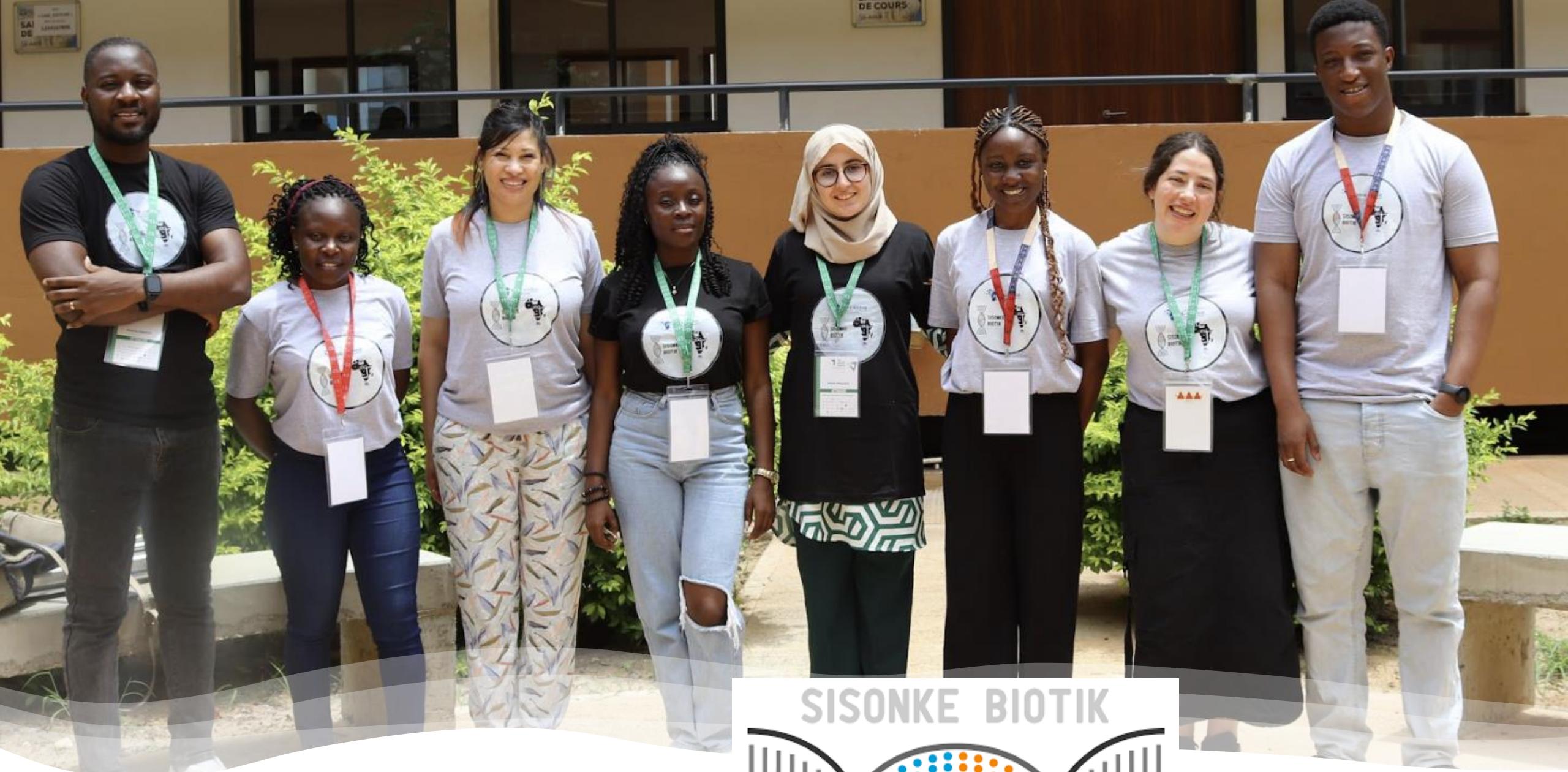
Women in AI: Bridging the Gender Gap in Technology

Taliya Weinstein



IMPERIAL

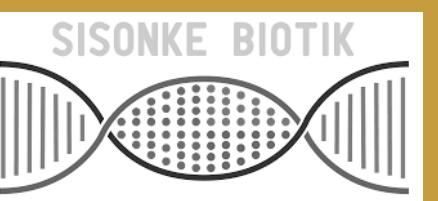




SISONKE BIOTIK



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GIRLSINSTEM
SUPPORTED BY
WomEng 
A non-profit subsidiary of WomHub



**#1MILLION
GIRLSINSTEM**

SUPPORTED BY

WomEng 

A non-profit subsidiary of WomHub

A black and white photograph of a woman with dark, curly hair, seen from the side and slightly from behind. She is wearing a light-colored collared shirt under a dark jacket. Her head is bowed, and she appears to be looking at a small device in her hands. The background is a soft-focus, textured surface.

Self-Development In AI

Other-Development In AI

**Actionable Insight for Audience
Support for Female Colleagues**

Integration of AI Into Daily Life

Automated
Decision Making



Automated
Content Generation





Designed to be:

- 1. Equitable**
- 2. Transparent**
- 3. Bias-free**

“

...Whatever **future world we envision or we want to live in is due to the work we do today.**

Dr Fei Fei Li, Computer Vision Pioneer and Stanford Professor



22% Female AI Professionals



G. Ramos, 'Why we must act now to close the digital gender gap in AI', World Economic Forum. Aug. 22, 2022. [Online].

12% Female AI Researchers

C. O'Hagan, 'Generative AI: UNESCO study reveals alarming evidence of regressive gender stereotypes | UNESCO', UNESCO. Jul. 5, 2024. [Online].



Is this a problem?





Earning Potential





**Earning Potential
~USD 111 000**



'Salary Trends - 2024 Dice Tech Salary Report - Tech Professionals'.
2023. [Online].

**21% Job Creation
Projected**



K. Haan, '22 Top AI Statistics And Trends In 2024', Forbes Advisor.
Oct. 16, 2024. [Online].

**Gender pay gap closing
And financial security
To family**



A photograph of three cows against a clear blue sky. In the foreground, a large black and white cow is positioned on the left, looking directly at the camera. Behind it, two smaller black and white cows are also looking towards the viewer. The lighting suggests a bright day.

Herd Mentality & Groupthink

A photograph of three cows against a clear blue sky. The cow on the left is in sharp focus, showing its black and white markings and a pink nose with dark spots. Two other cows are partially visible behind it, also looking towards the right.

**Conformity leads to
irrational decisions**

A photograph of three cows against a clear blue sky. In the foreground, a large black and white cow is looking directly at the camera. Behind it, two smaller cows are also looking towards the viewer. The lighting suggests a bright day.

**AI systems with
overlooked biases**

A photograph of three cows against a clear blue sky. In the foreground, a large black and white cow is looking directly at the camera. Behind it, two smaller cows are also looking towards the viewer. The lighting suggests a bright day.

**AI systems which fail to account
for diverse user base**

A photograph of three cows against a clear blue sky. On the left, a large cow with black and white spots looks directly at the camera. In the center, a smaller cow with similar markings looks slightly to the right. On the right, another cow with black and white spots looks towards the camera. The lighting suggests it's either sunrise or sunset.

**AI systems which exacerbate
societal inequalities**

Discriminates against female applicants





**Limited female
In high power career**



**Discriminates against
female applicants**

A photograph showing four diverse professionals in an office environment. On the left, a man with dark hair and glasses, wearing a light-colored shirt, is smiling and looking down at a laptop screen. In the center, a young man with curly hair, wearing a striped polo shirt, is also looking at the laptop. To the right, a woman with long dark hair, wearing a grey blazer, is looking towards the camera with a slight smile. The background shows office furniture and windows.

**Gender diversity = innovative
and effective**

21% Higher Profitability

S. Dixon-Fyle, et al, 'Diversity wins-How inclusion matters', McKinsey & Company, May 2020. [Online].



LELAPA AI

MEET VULAVULA

Use multilinguality to grow your market, know your market and foster loyal connections.

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[TRY VULAVULA](#)





LELAPA AI



InkubaLM: A small language model for low-resource African languages

Atnafu Lambebo Tonja^{1,2,*}, Bonaventure F. P. Dossou^{1,3,*}, Jessica Ojo^{1,3},
Jenalea Rajab^{1,5}, Fadel Thior¹, Eric Peter Wairagala¹, Anuoluwapo Aremu¹,
Pelonomi Moiloa¹, Jade Abbott¹, Vukosi Marivate^{1,4}, Benjamin Rosman^{1,5}

¹ Lelapa AI, ² MBZUAI, ³ McGill University & Mila Quebec AI Institute,

⁴ DSFSI - University of Pretoria, ⁵ RAIL Lab - University of the Witwatersrand

* Equal Contributions



LELAPA AI

Jade Abbott

Pelonomi Moiloa

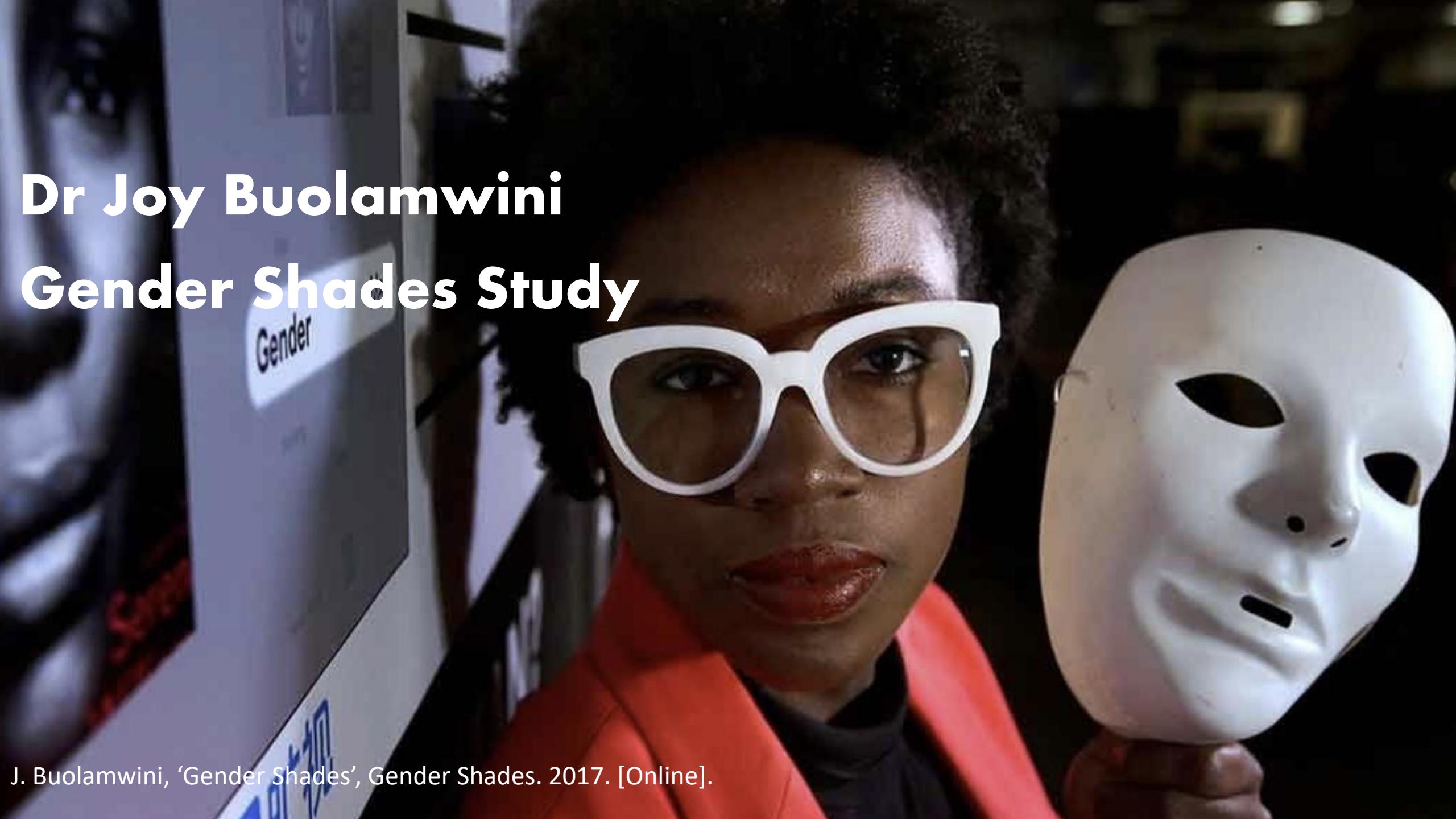


A photograph showing four diverse professionals in an office environment. A man in a green shirt is in the foreground, looking down at a laptop screen. Behind him, a man in a white shirt and glasses is smiling and pointing at the screen. To the right, a woman in a striped shirt is looking at the screen, and another woman in a grey sweater is partially visible, also looking at the screen. They appear to be engaged in a collaborative discussion or review.

Mitigating AI Bias Designing More Thorough Testing Protocols Edge Case Consideration

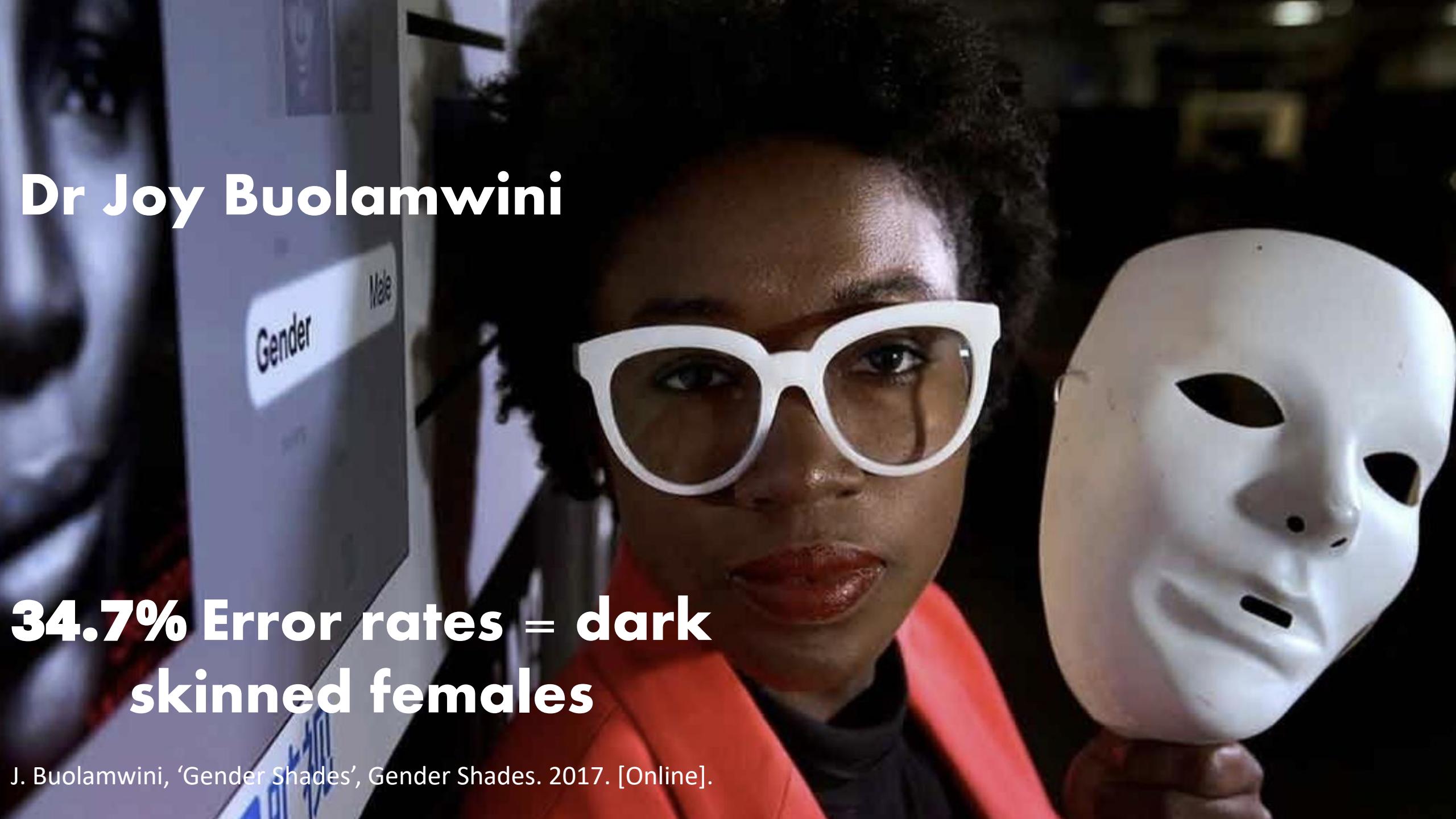
Dr Joy Buolamwini

Gender Shades Study



J. Buolamwini, 'Gender Shades', Gender Shades. 2017. [Online].

Dr Joy Buolamwini



**34.7% Error rates = dark
skinned females**

J. Buolamwini, 'Gender Shades', Gender Shades. 2017. [Online].

Dr Joy Buolamwini

0.8 % Error rates = light skinned males

J. Buolamwini, 'Gender Shades', Gender Shades. 2017. [Online].



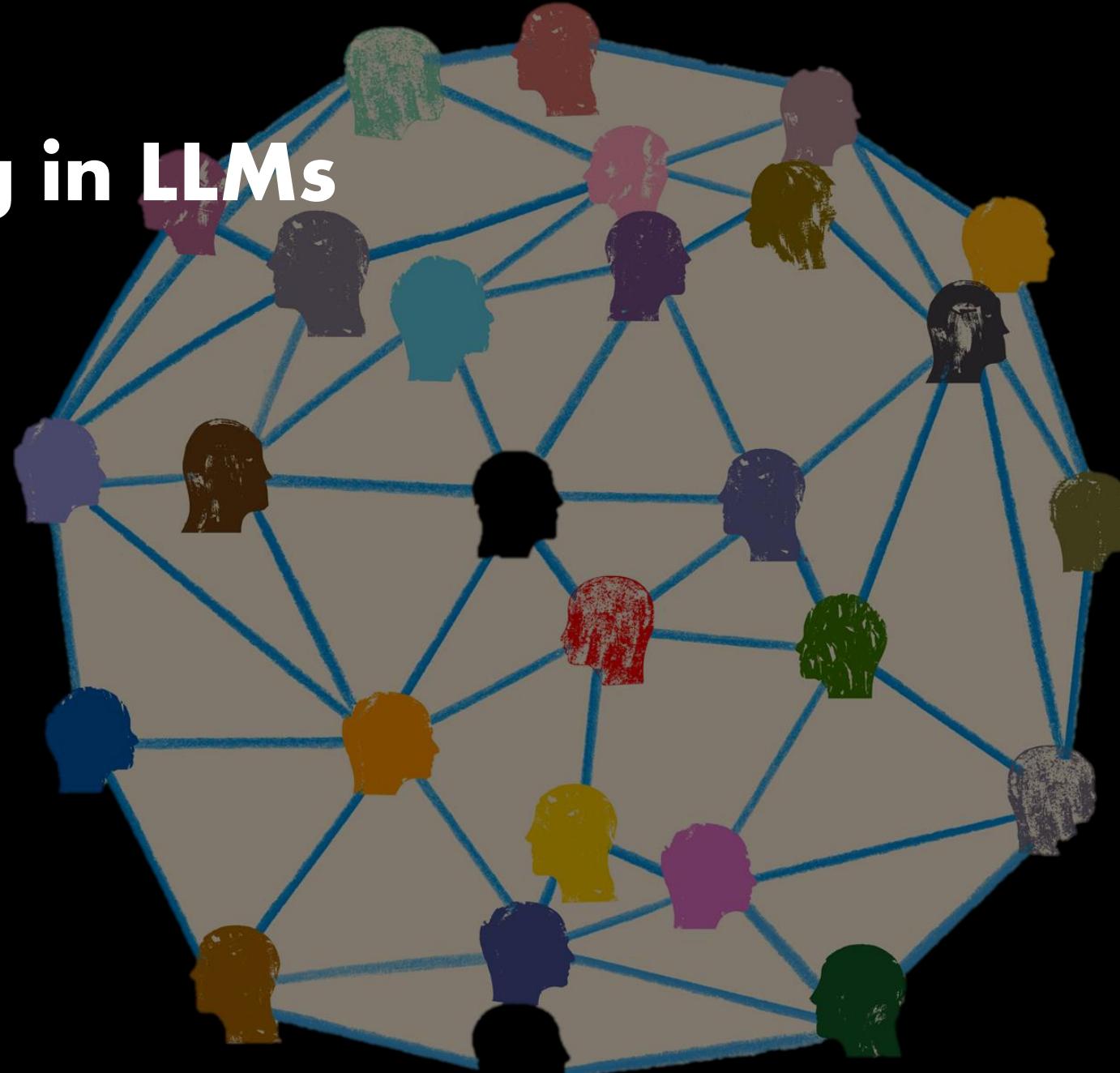
Dr Joy Buolamwini

**Diverse datasets are needed
for equitable AI outcomes**

J. Buolamwini, 'Gender Shades', Gender Shades. 2017. [Online].

Dr Timnit Gebru

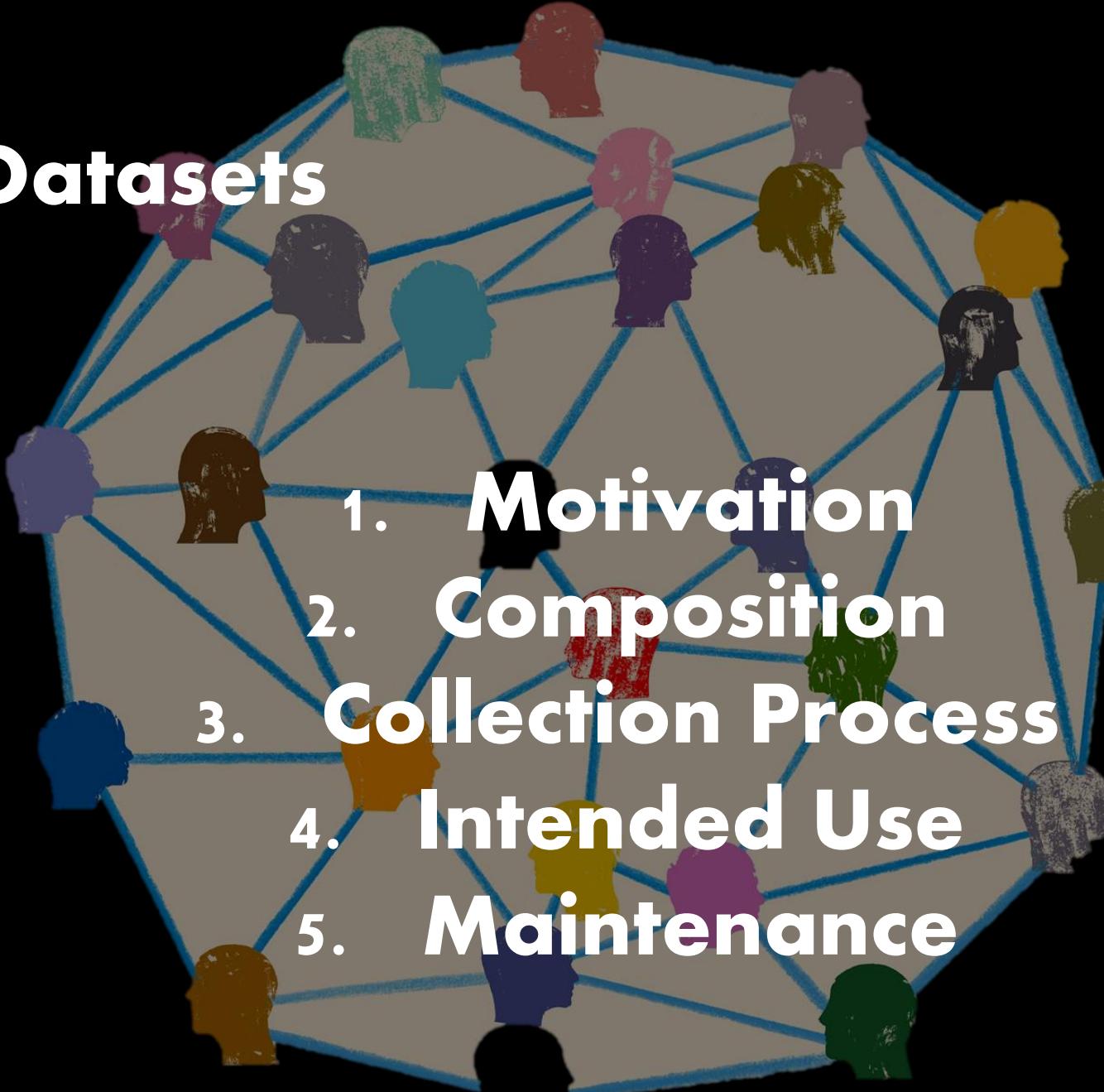
Bias Combating in LLMs



A portrait of Dr. Timnit Gebru, a woman with dark curly hair and glasses, wearing a red patterned sweater. She is looking slightly to the right.

Dr Timnit Gebru

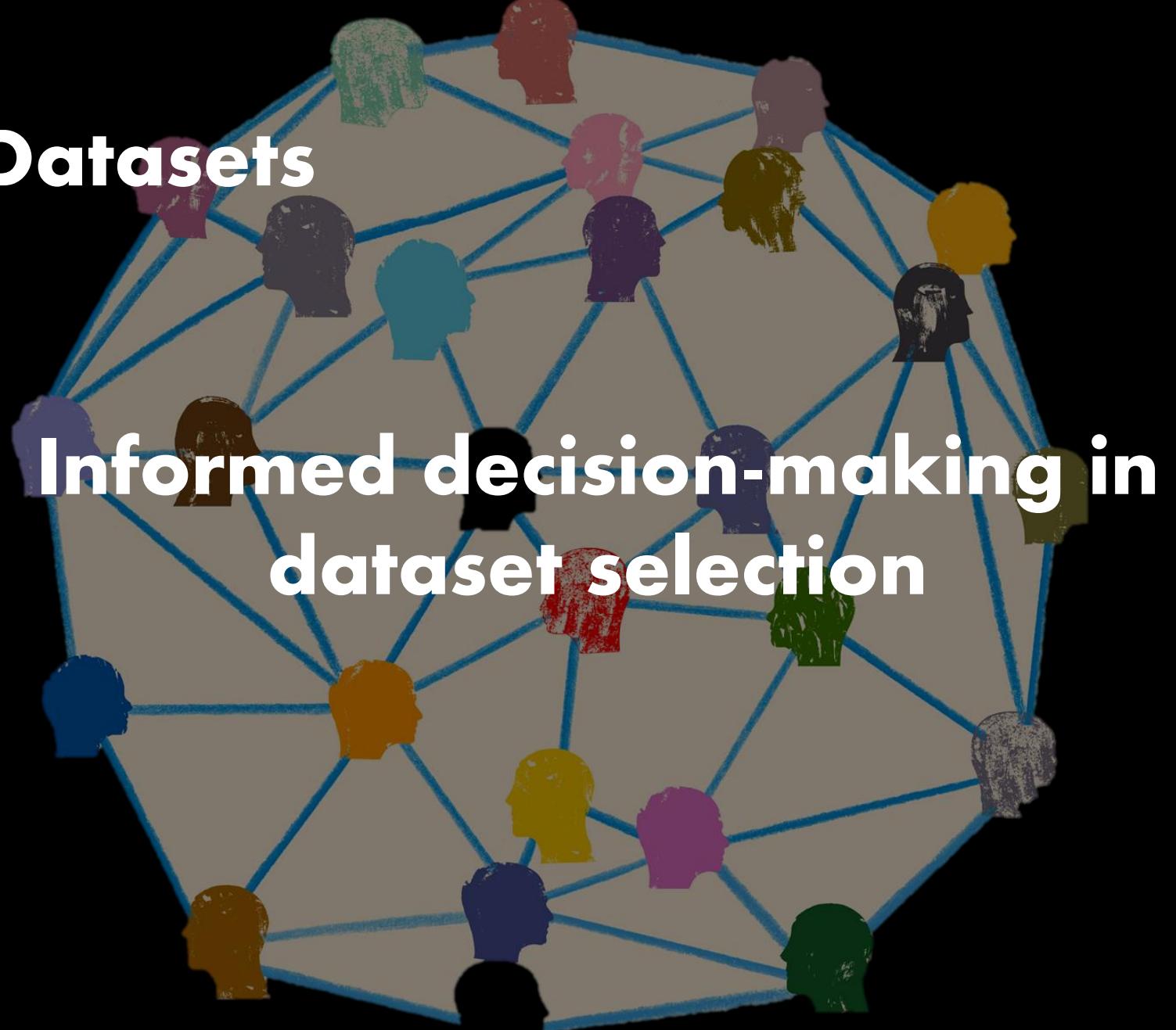
Datasheets for Datasets



A portrait of Dr. Timnit Gebru, a woman with dark curly hair and glasses, wearing a red patterned sweater. She is looking slightly to the right.

Dr Timnit Gebru

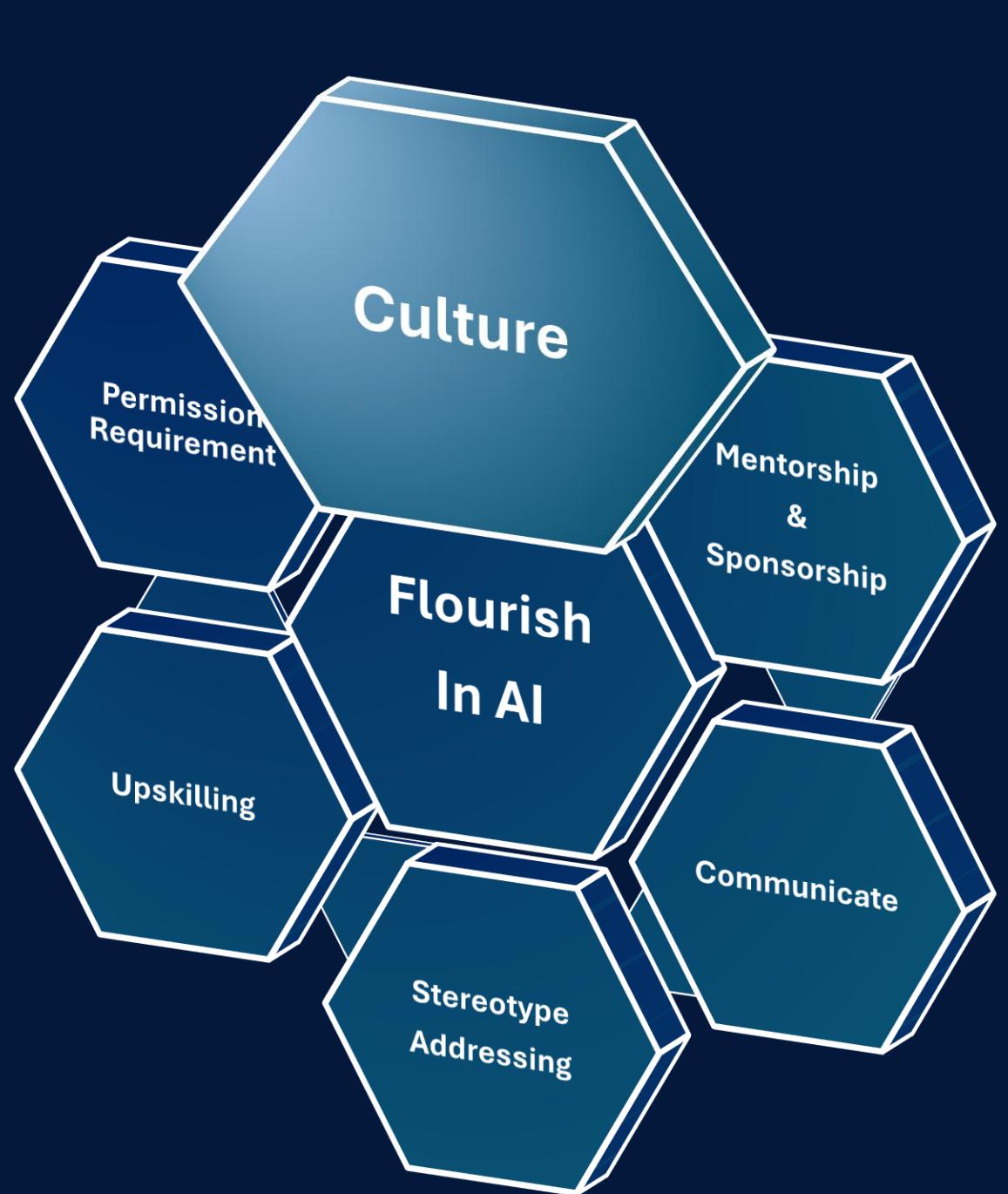
Datasheets for Datasets

A network diagram consisting of numerous human head profiles of various colors (red, blue, green, yellow, purple, black) connected by a web of blue lines, symbolizing interconnectedness and diversity.

**Informed decision-making in
dataset selection**

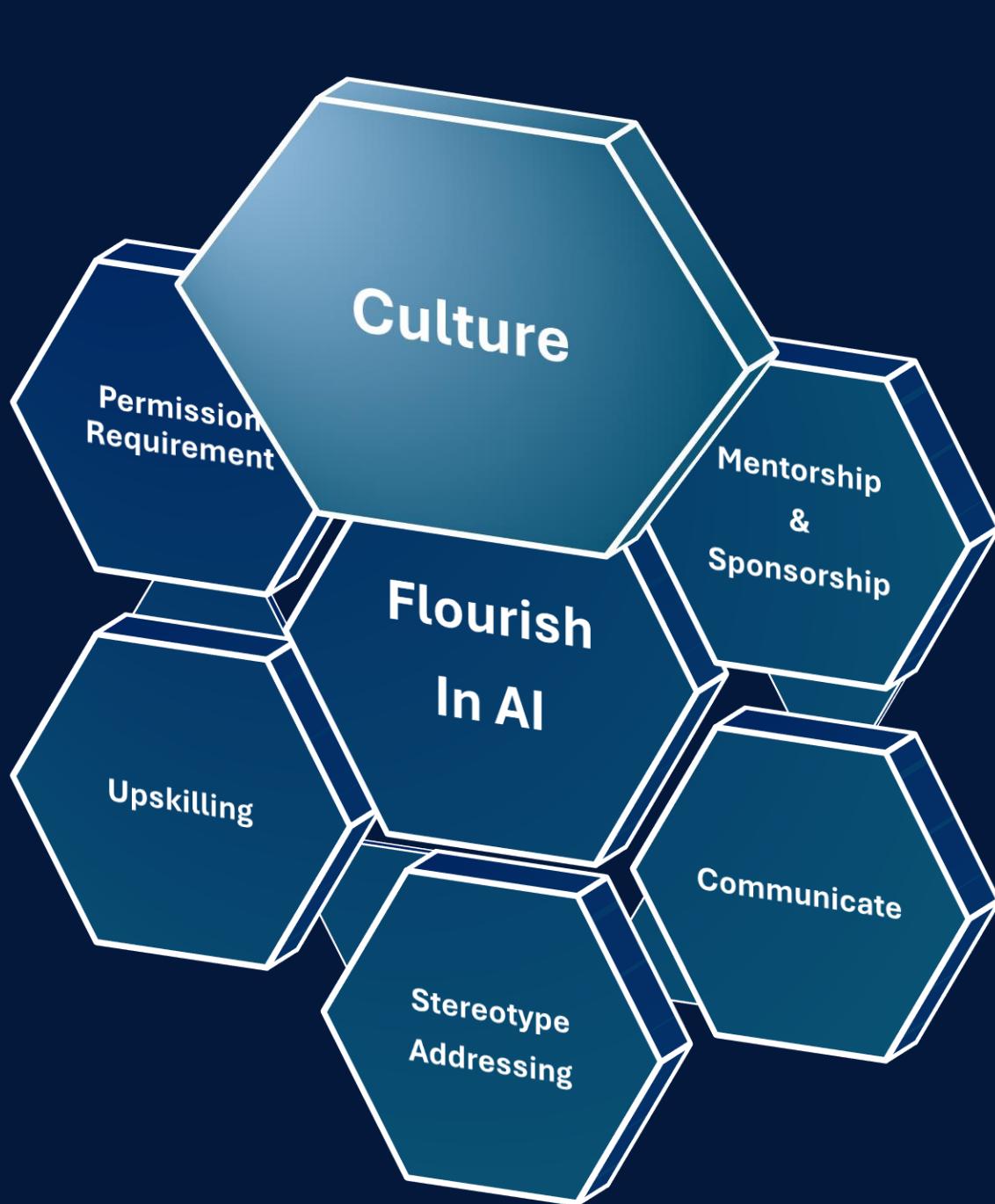
A blue-toned photograph showing a group of people from the side and back, all with their hands clasped together in a clapping motion. The scene suggests a group of people at a conference or event, cheering or celebrating. The background is slightly blurred.

Flourish
In AI



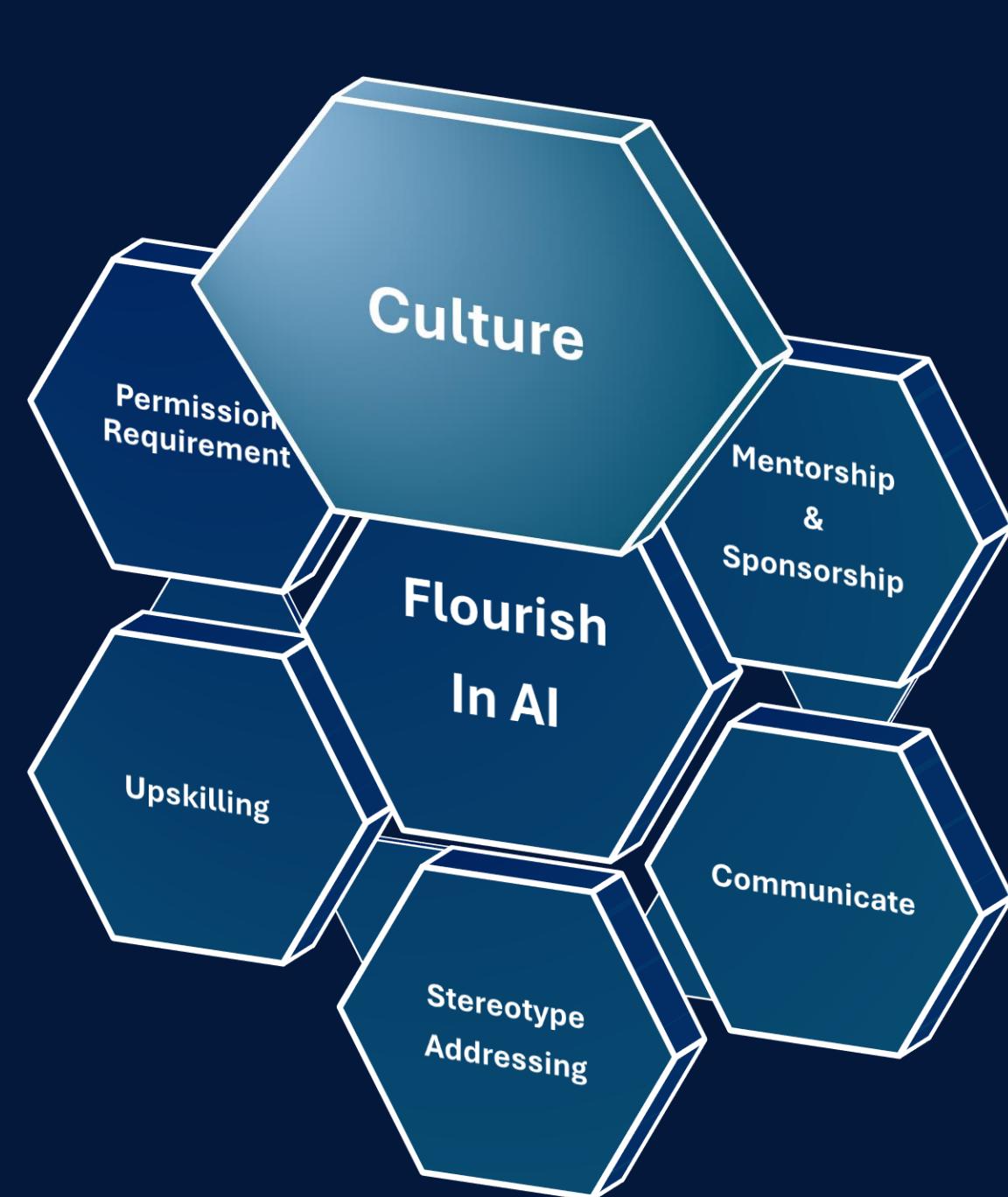


**Aggressive masculinity
and competitiveness.**





**50% of Women leave
industry before 35**





Culture

Permission
Requirement

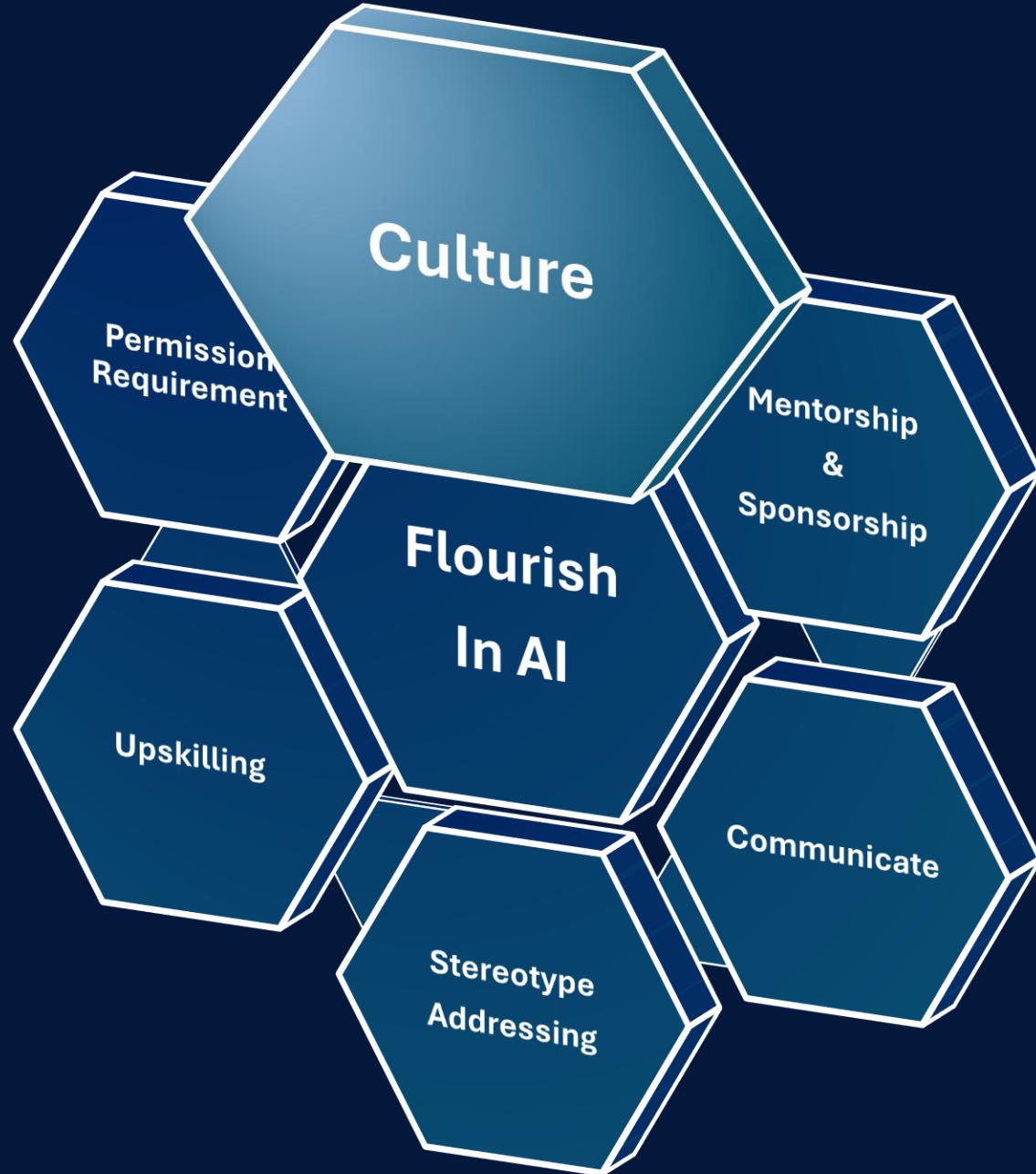
Mentorship
&
Sponsorship

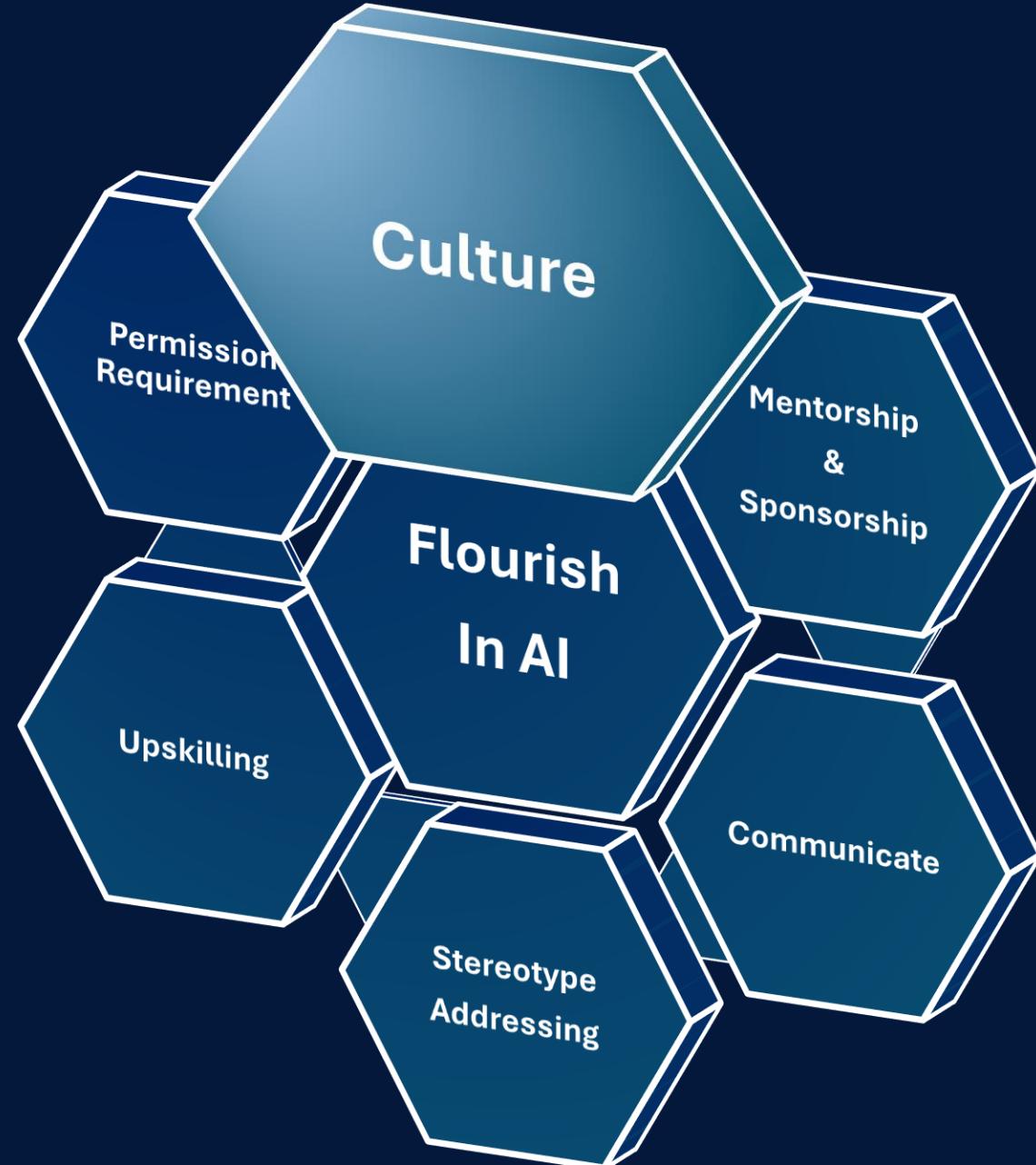
Flourish
In AI

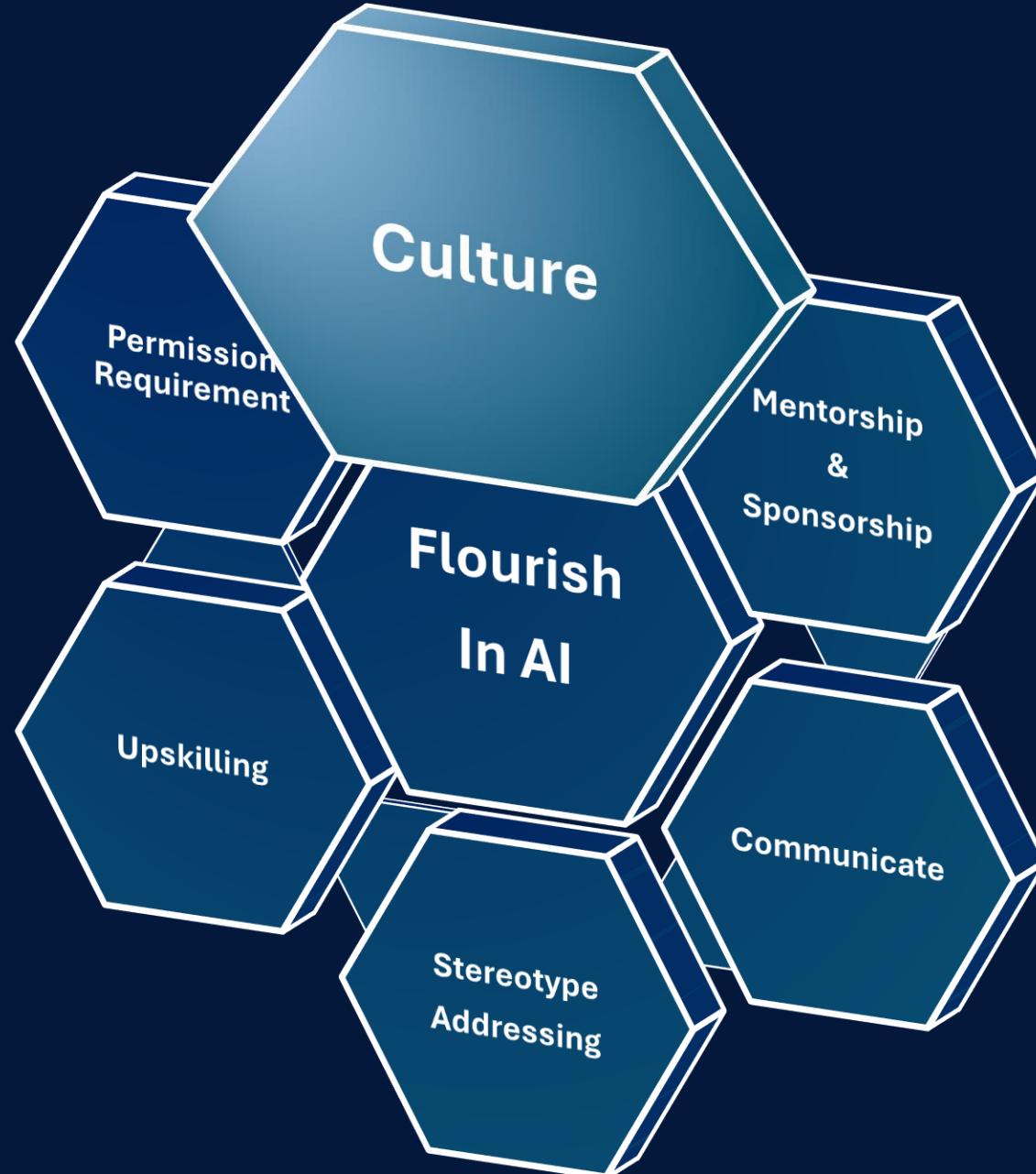
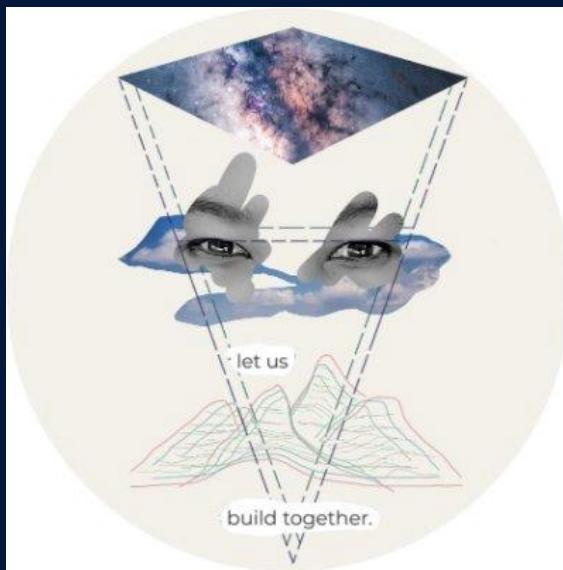
Upskilling

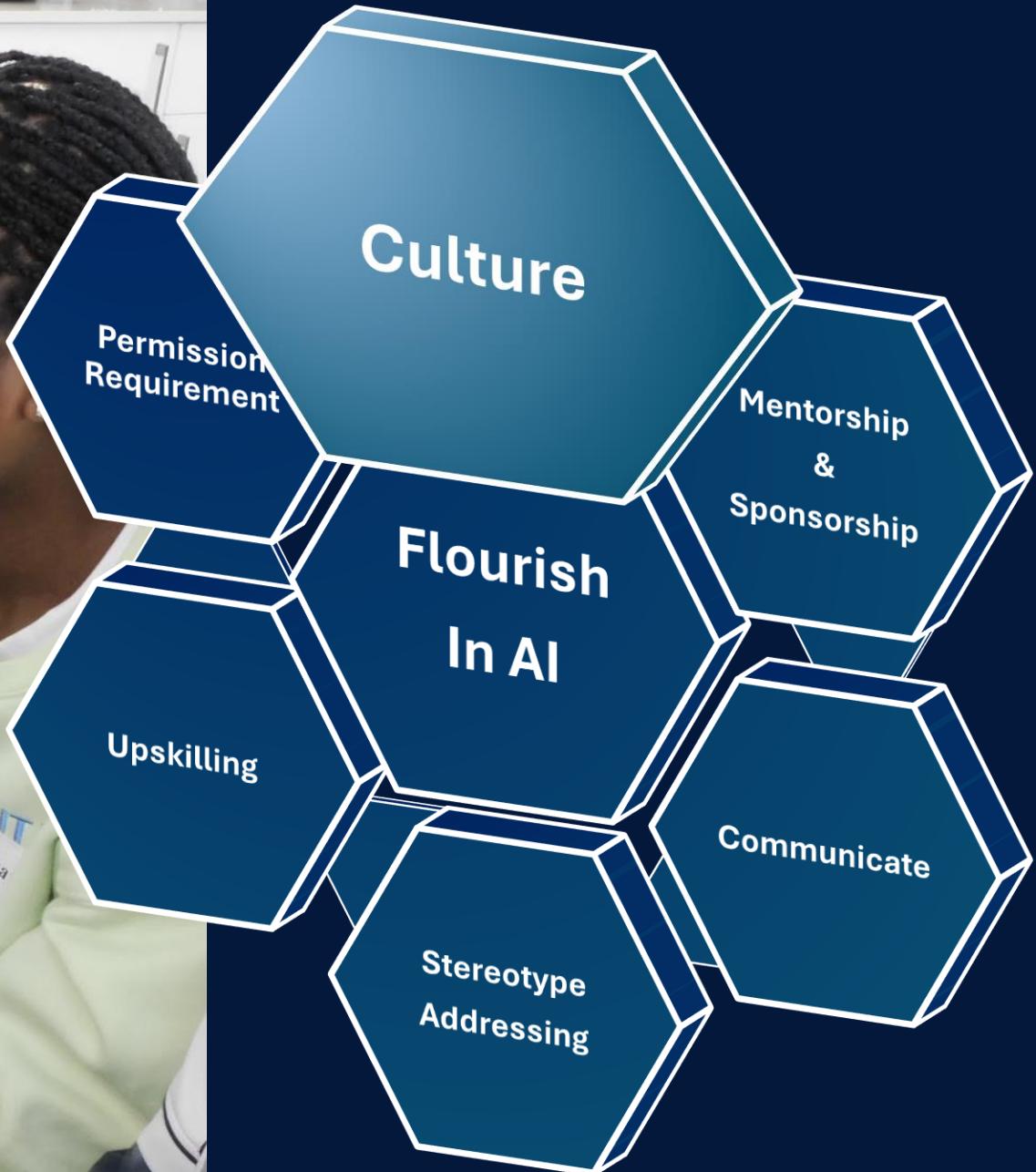
Communicate

Stereotype
Addressing

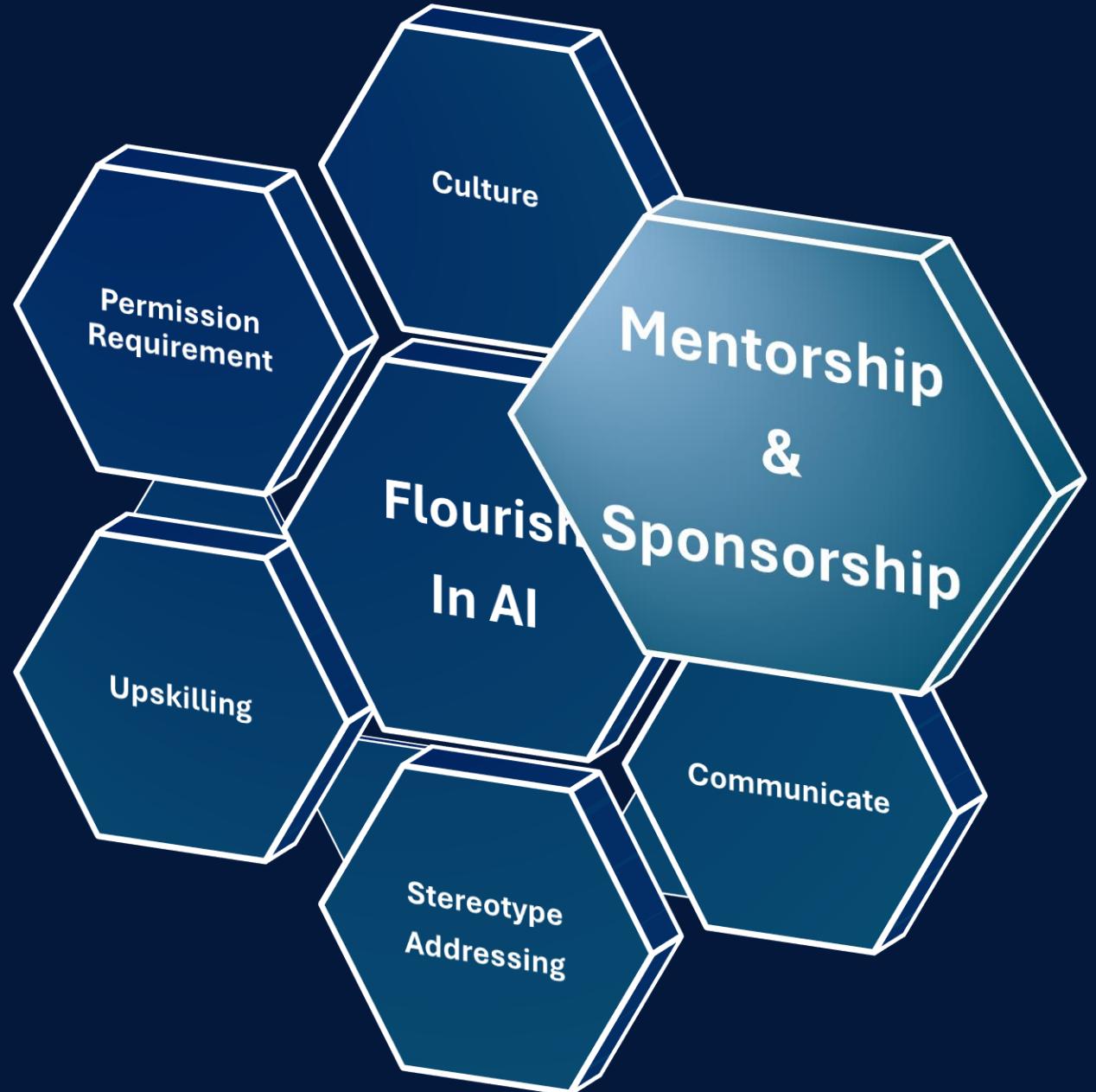






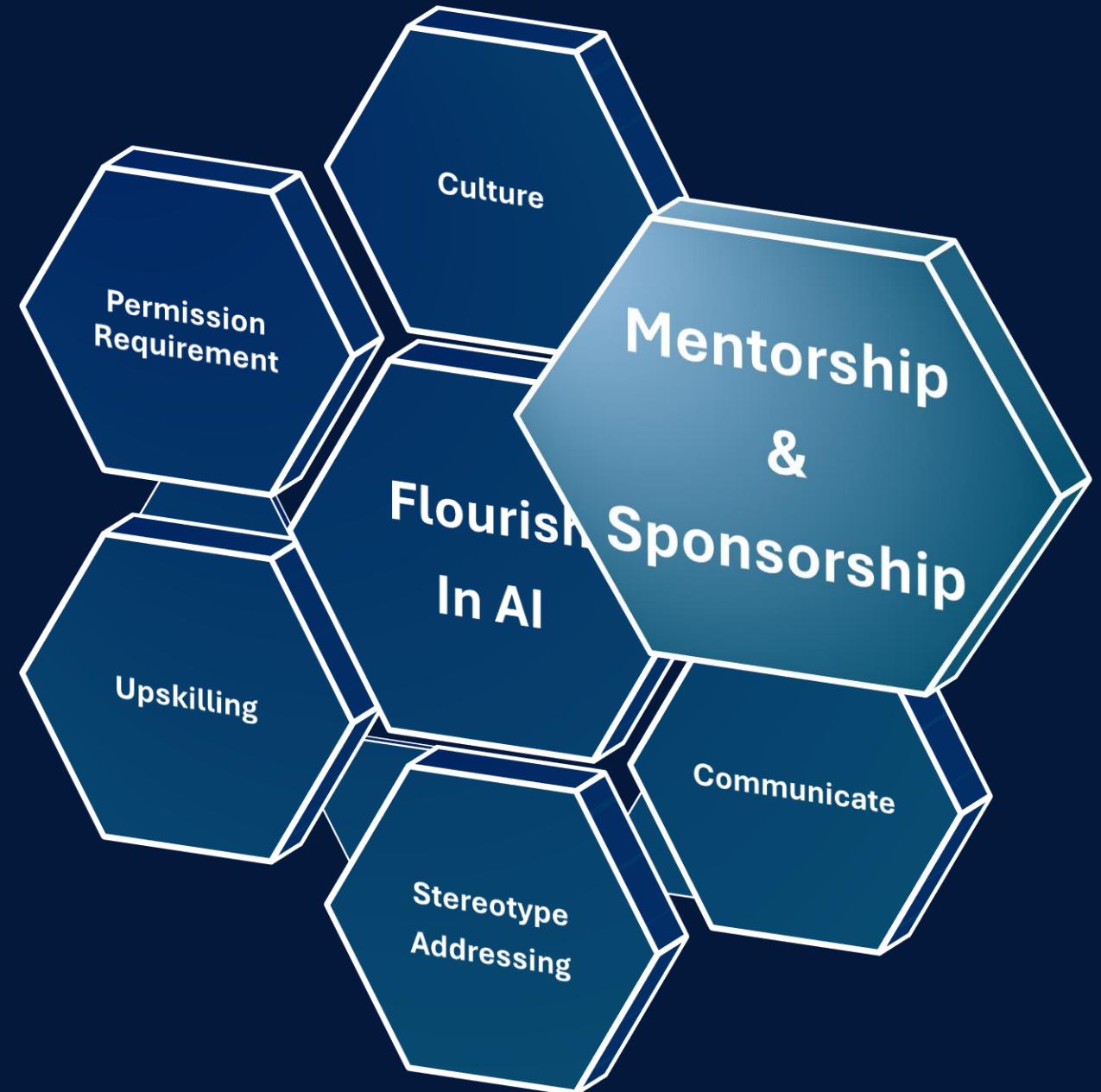






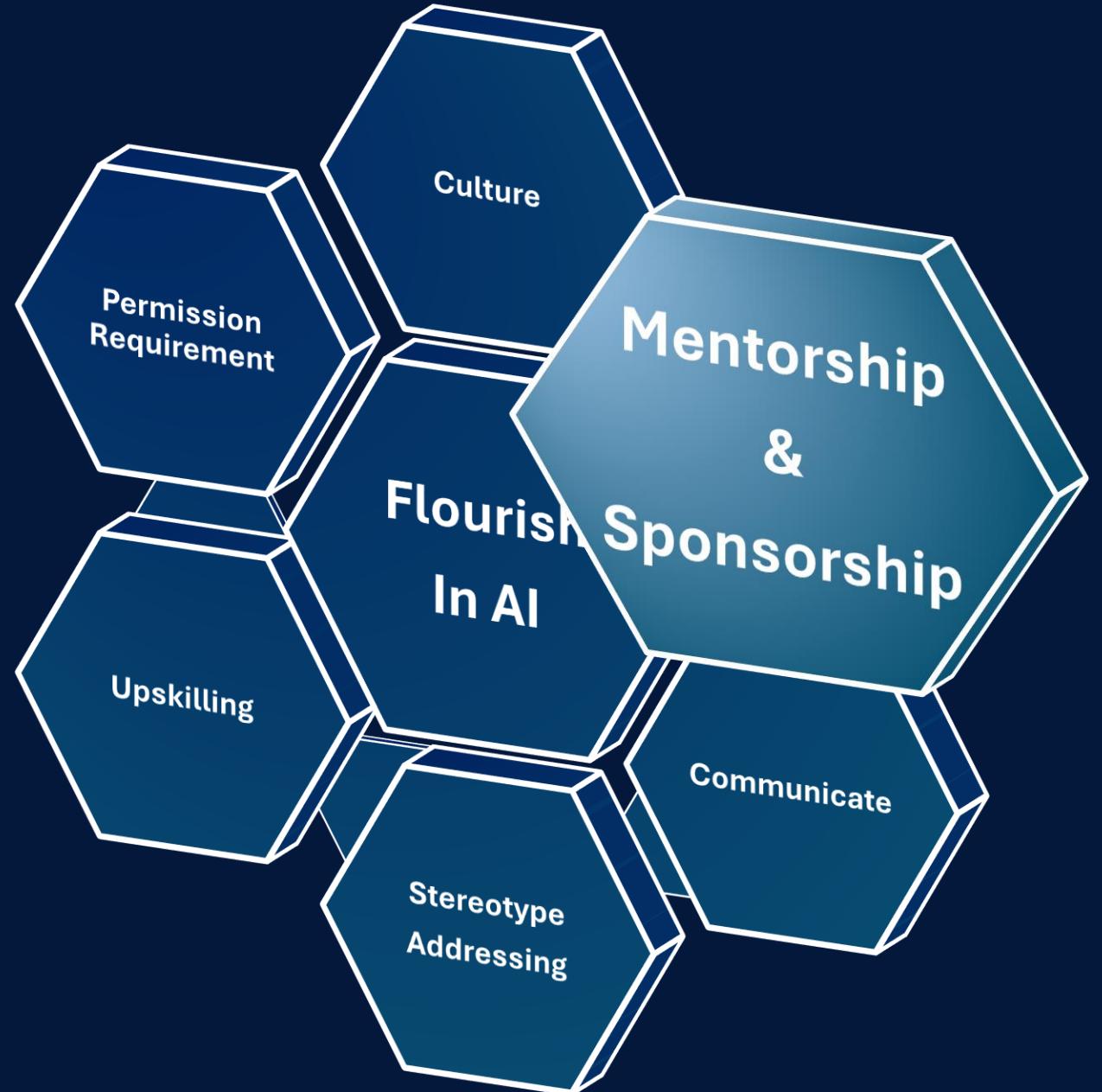


Invested in
long term
growth





**Targeted
advice in
short term**

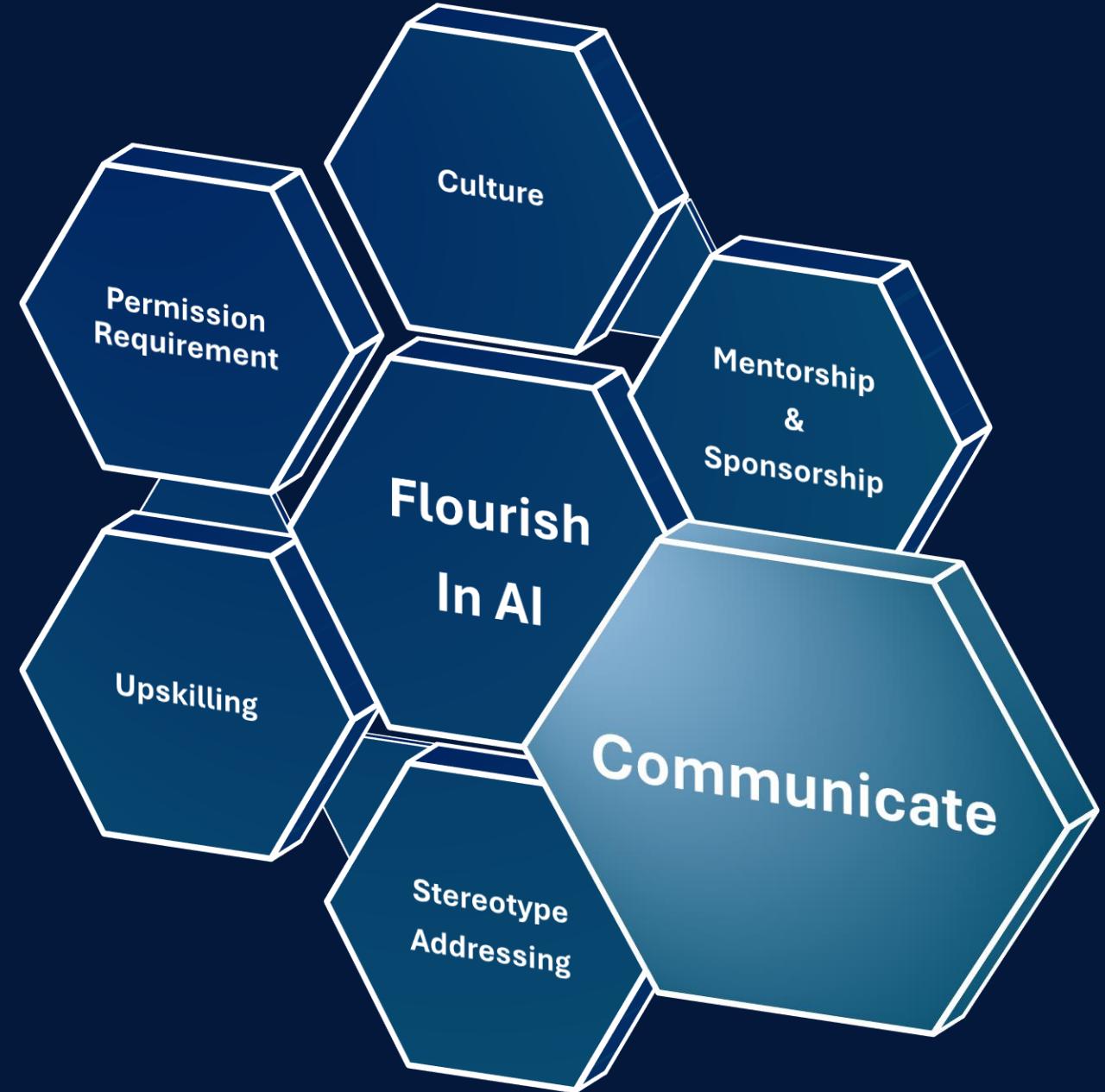


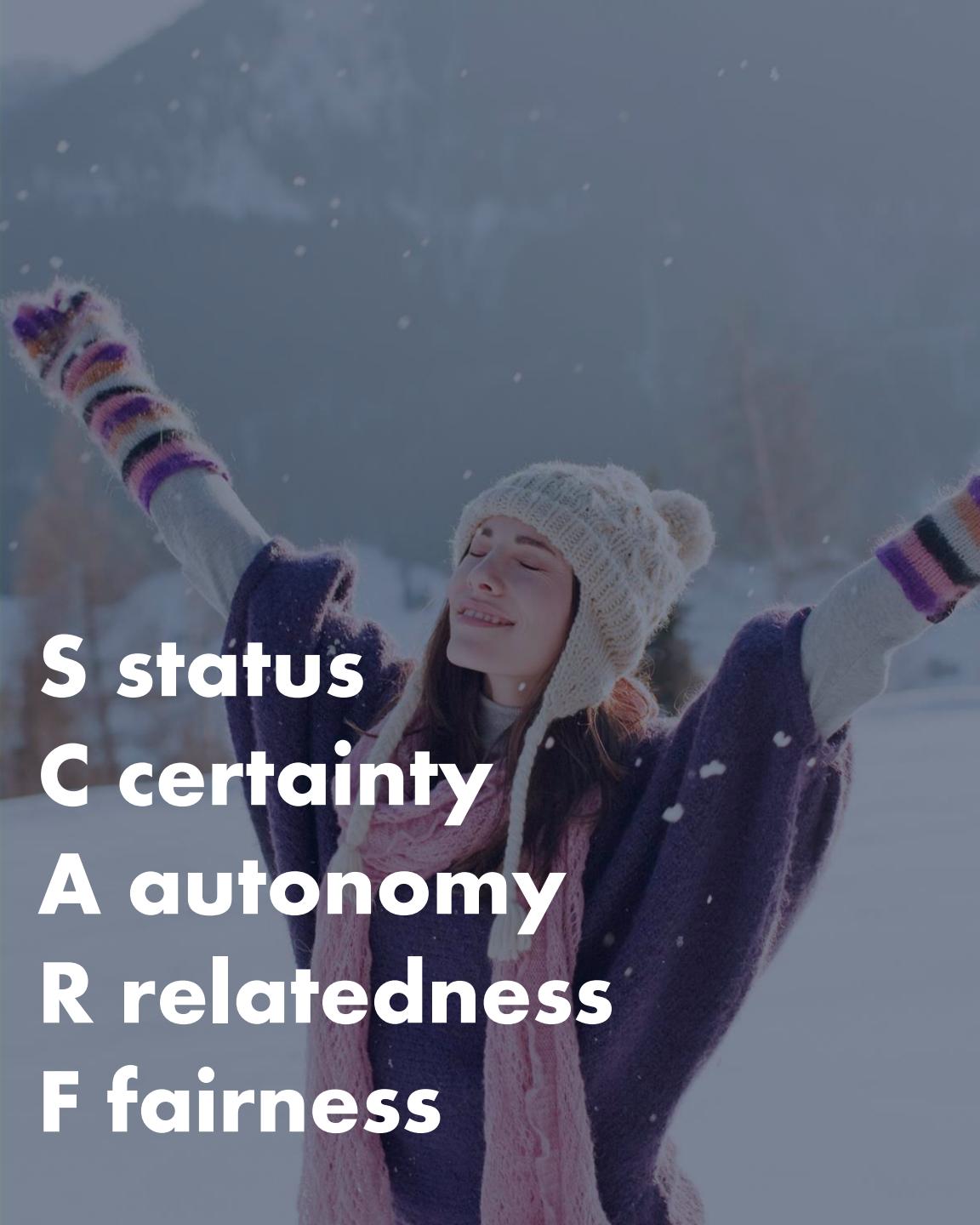




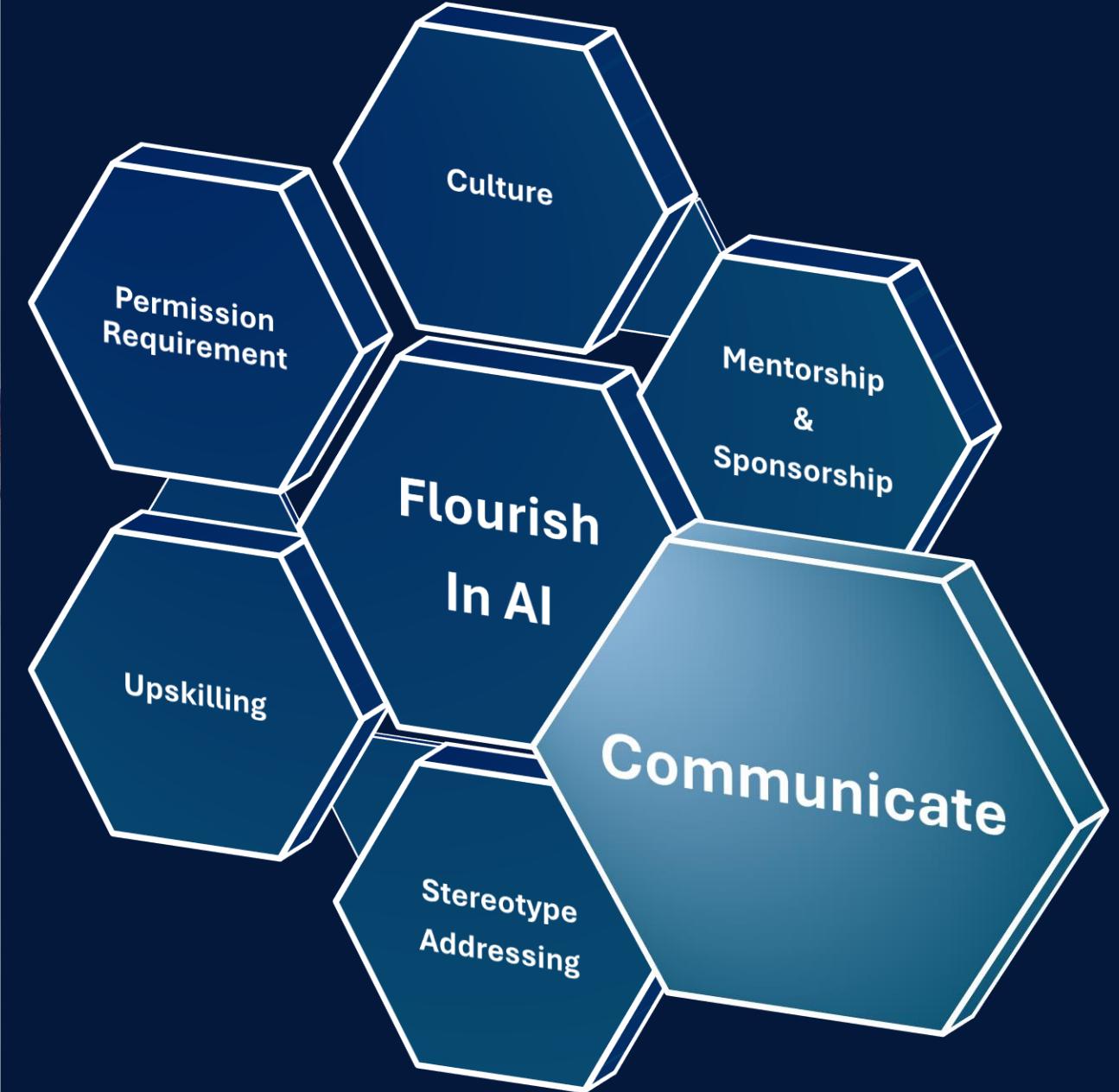


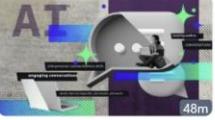
**Articulate,
motivate,
advocate**





S status
Certainty
Autonomy
Relatedness
Fairness



COURSE
Amplify Your Communication Skills with Generative AI

[LinkedIn](#) · By: Vanessa Van Edwards · Mar 2024
 Learn how to use generative AI tools to communicate more efficiently, effectively, and with more charisma and impact both online and in person.
 27,169 learners

COURSE
Communicating with Confidence

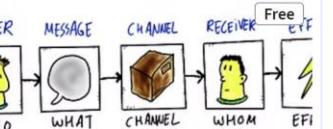
[LinkedIn](#) · By: Vinh Giang · Feb 2024
 Discover easy-to-use tools, techniques, and strategies to become a calmer, more effective and persuasive communicator.
 199,583 learners

COURSE
Communication Foundations

[LinkedIn](#) · By: Tatiana Kolovou and Brenda Bailey-Hughes · Nov 2023
 Learn how to build your communications skills and communicate more effectively in professional situations.
 145,156 learners

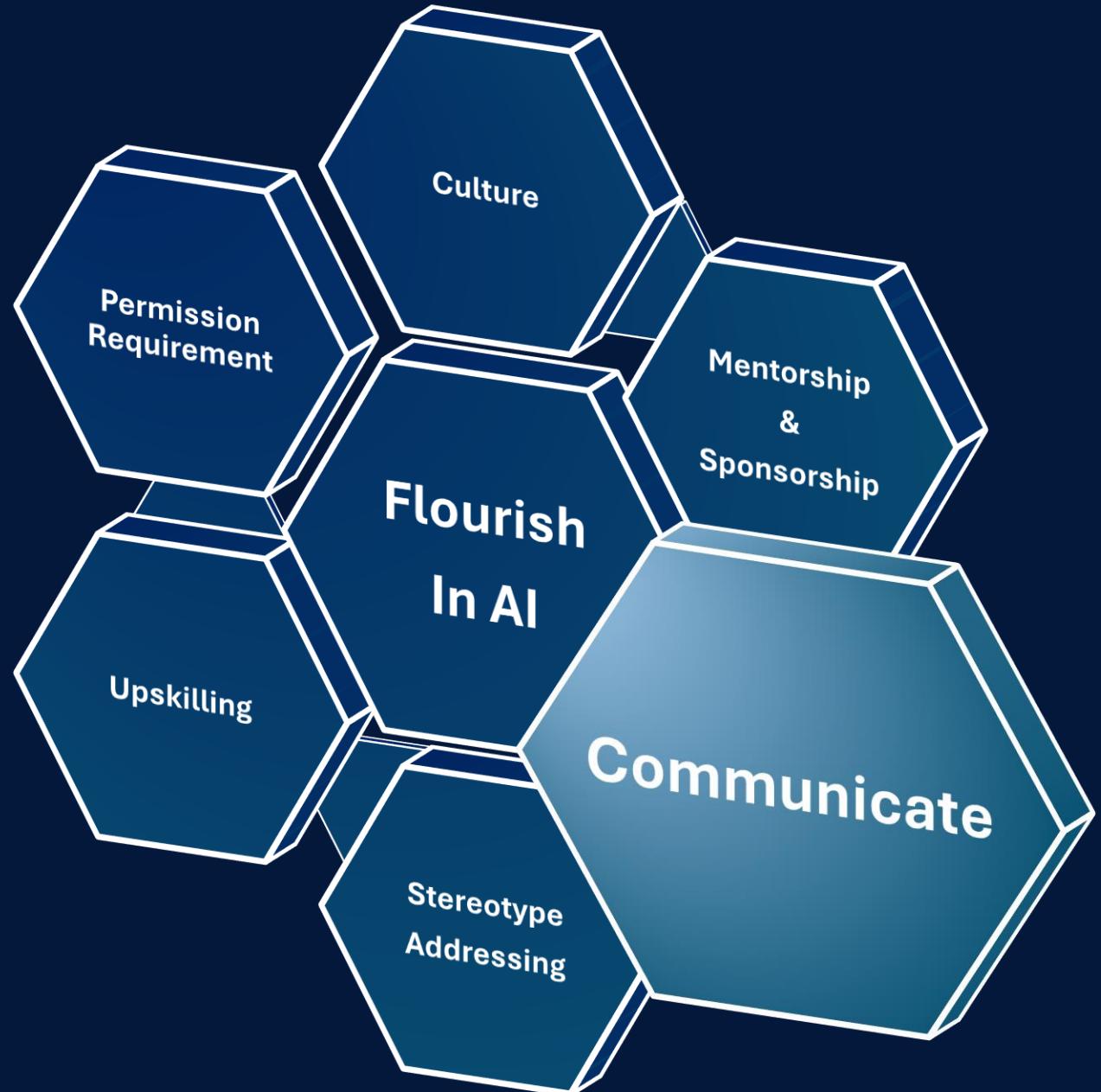
COURSE
Nano Tips for Interpersonal Communication with Shadé Zahrai

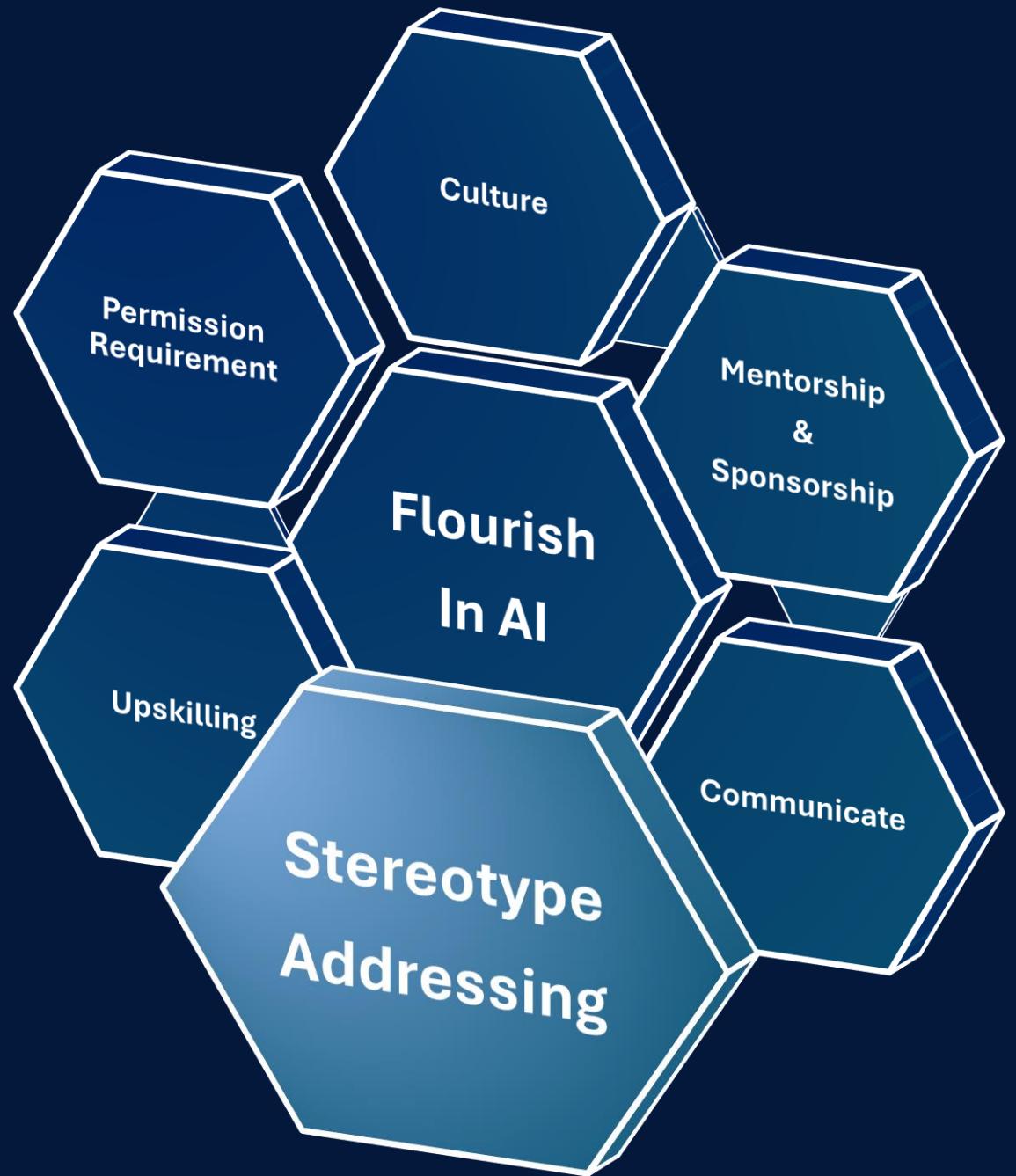
[LinkedIn](#) · By: Shadé Zahrai · Jul 2023
 Join Shadé Zahrai as she teaches tips for improving interpersonal communication.
 312,585 learners

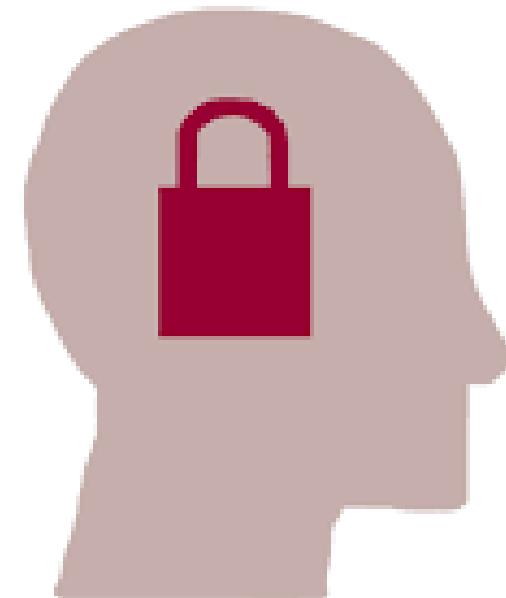

University of Amsterdam
Introduction to Communication Science
 Skills you'll gain: Communication
 ★ 4.7 · 1.9K reviews
 Mixed · Course · 1 - 4 Weeks


Coursera Instructor Network
Active Listening: Enhancing Communication Skills
 Skills you'll gain: Communication
 ★ 4.7 · 235 reviews
 Beginner · Course · 1 - 4 Weeks


University of Pennsylvania
Improving Communication Skills
 Skills you'll gain: Communication, Negotiation
 ★ 4.7 · 2K reviews
 Beginner · Course · 1 - 4 Weeks



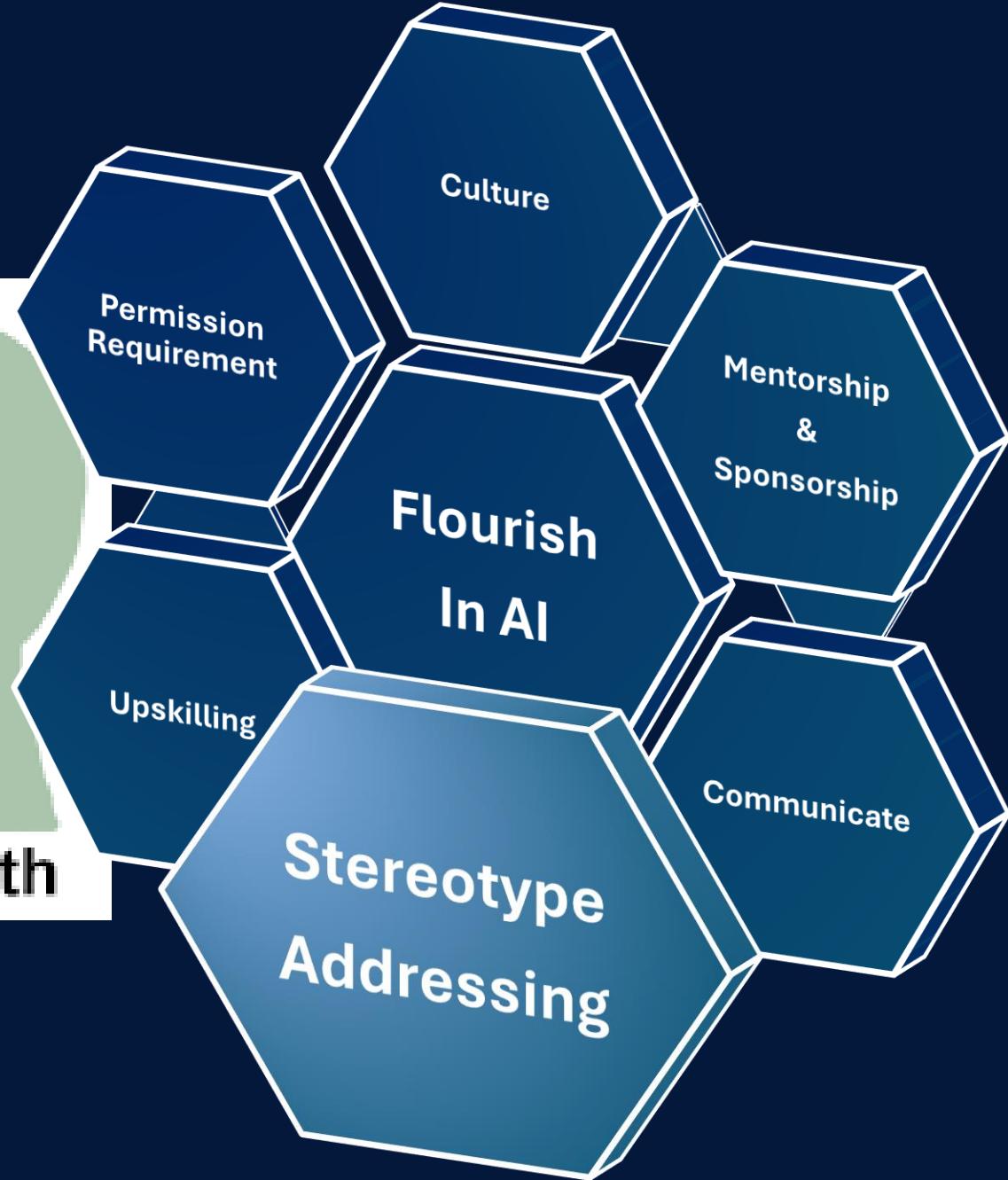




Fixed



Growth



#MEETOURSTEMWOW

Flora Ponjou Tasse
Cameroon



Upskilling

Flourish
In AI

Permission
Requirement

Culture

Mentorship
&
Sponsorship

Stereotype
Addressing

Communicate

**Workshop
Participation,
Online Courses,
Open Source
Projects**





Bryony's Tech Re-Entry Experience with IBM

By IBM Careers



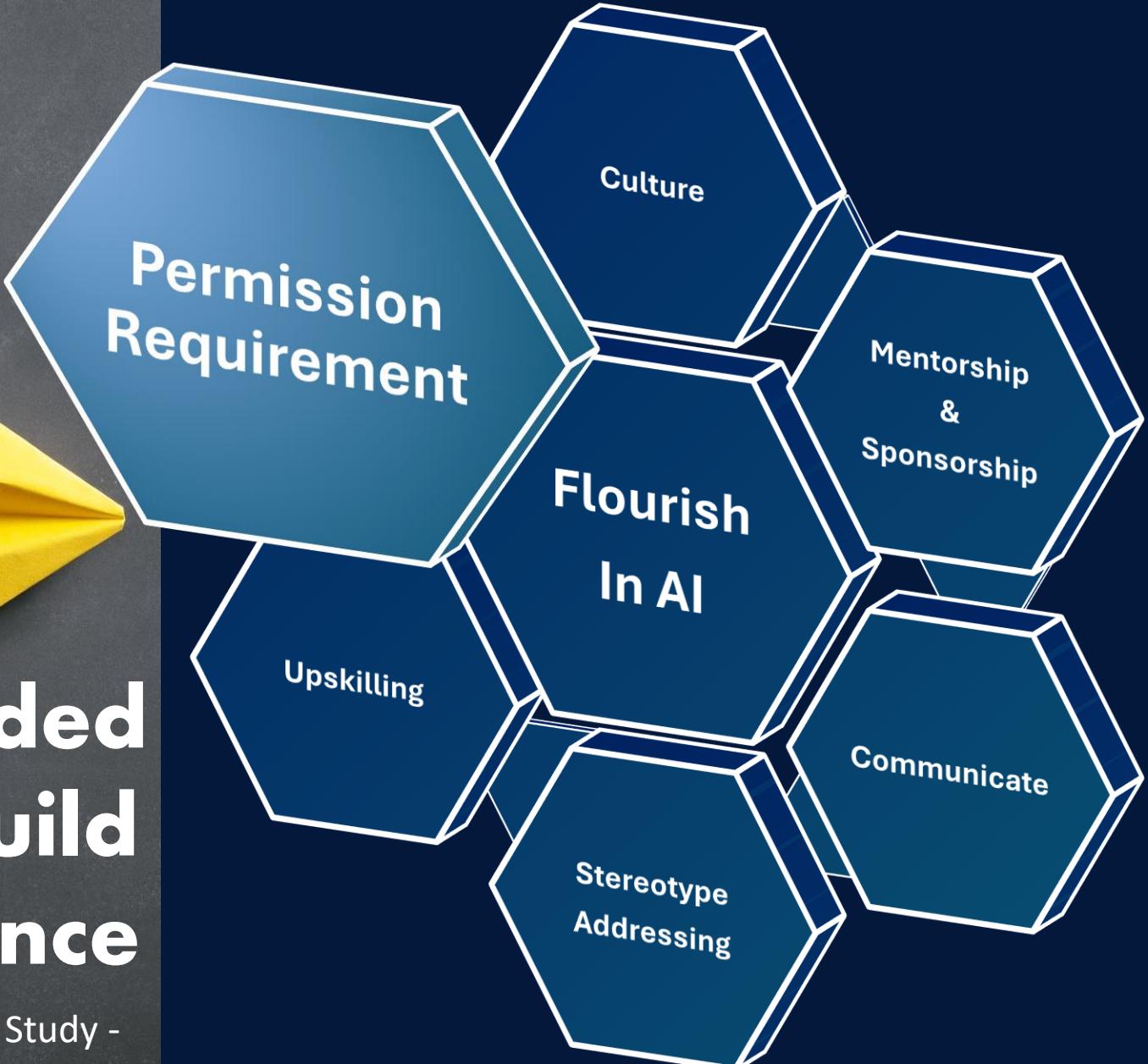
90% Success Rate

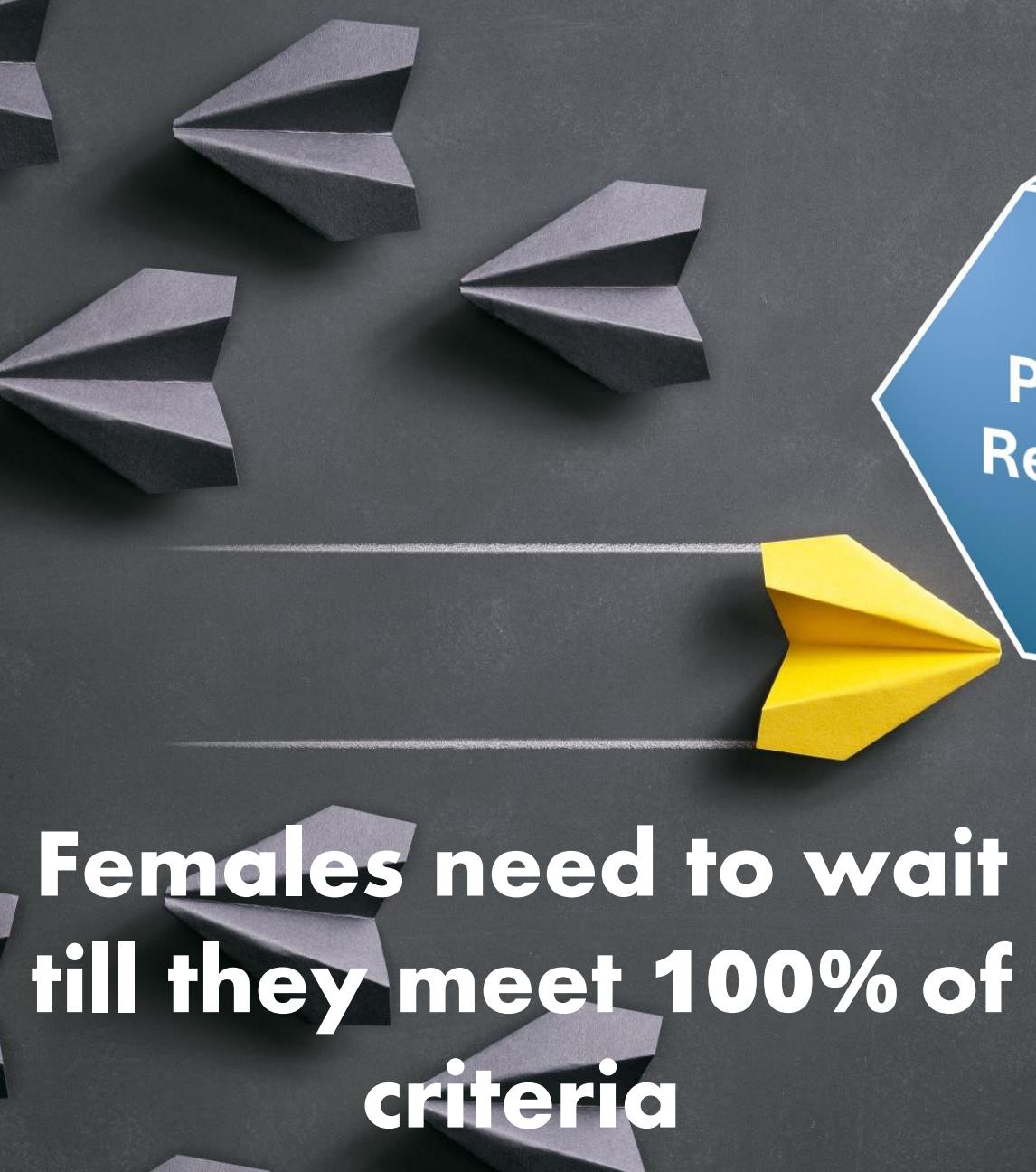




**2/3 of women needed
more support to build
leadership confidence**

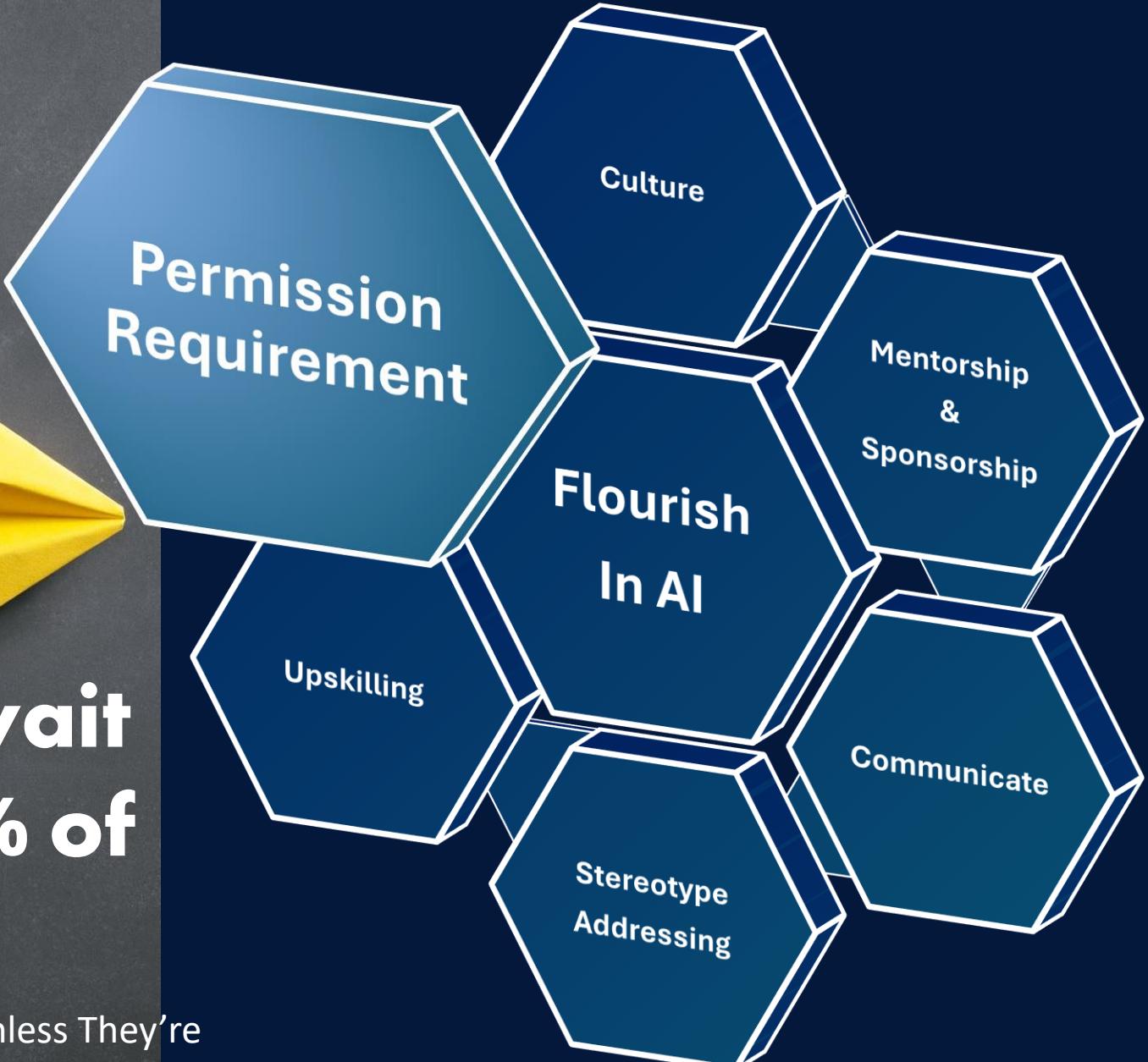
J. Veihmeyer, et el, 'KPMG Women's Leadership Study -
Moving Women Forward into Leadership Roles', 2015.





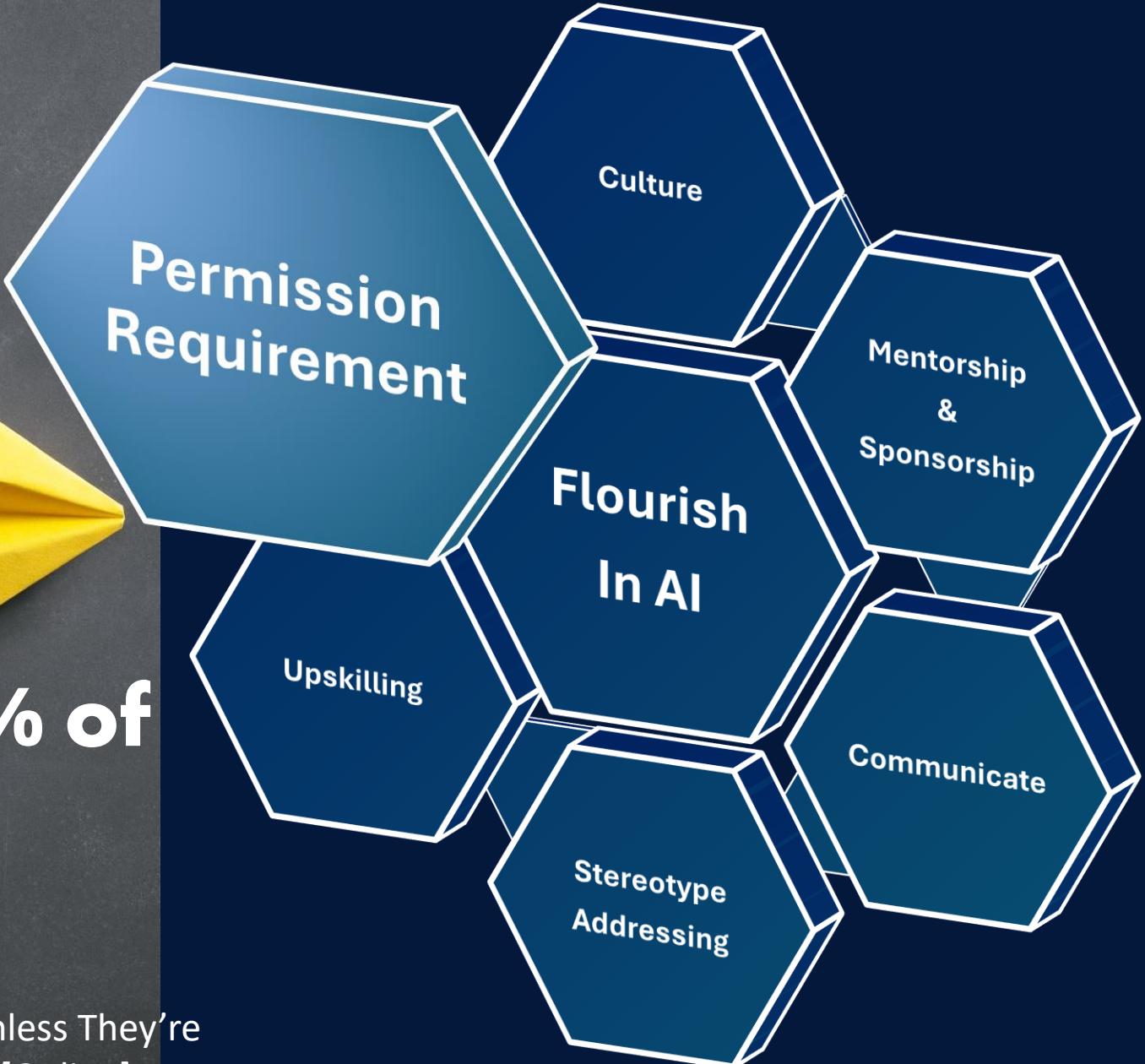
**Females need to wait
till they meet 100% of
criteria**

T. S. Mohr, 'Why Women Don't Apply for Jobs Unless They're 100% Qualified', Harvard Business Review.2014. [Online].

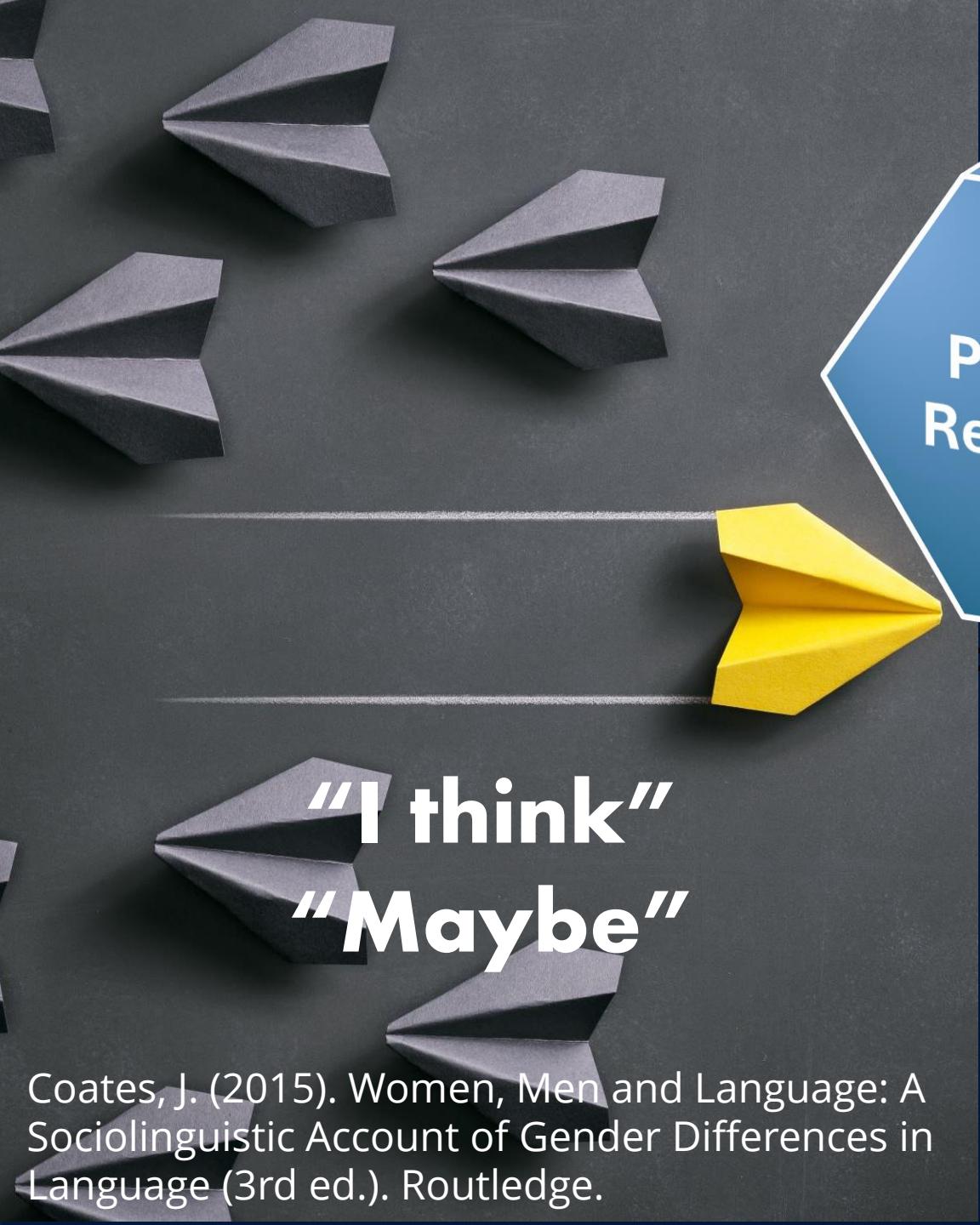




Males apply at 60% of criteria

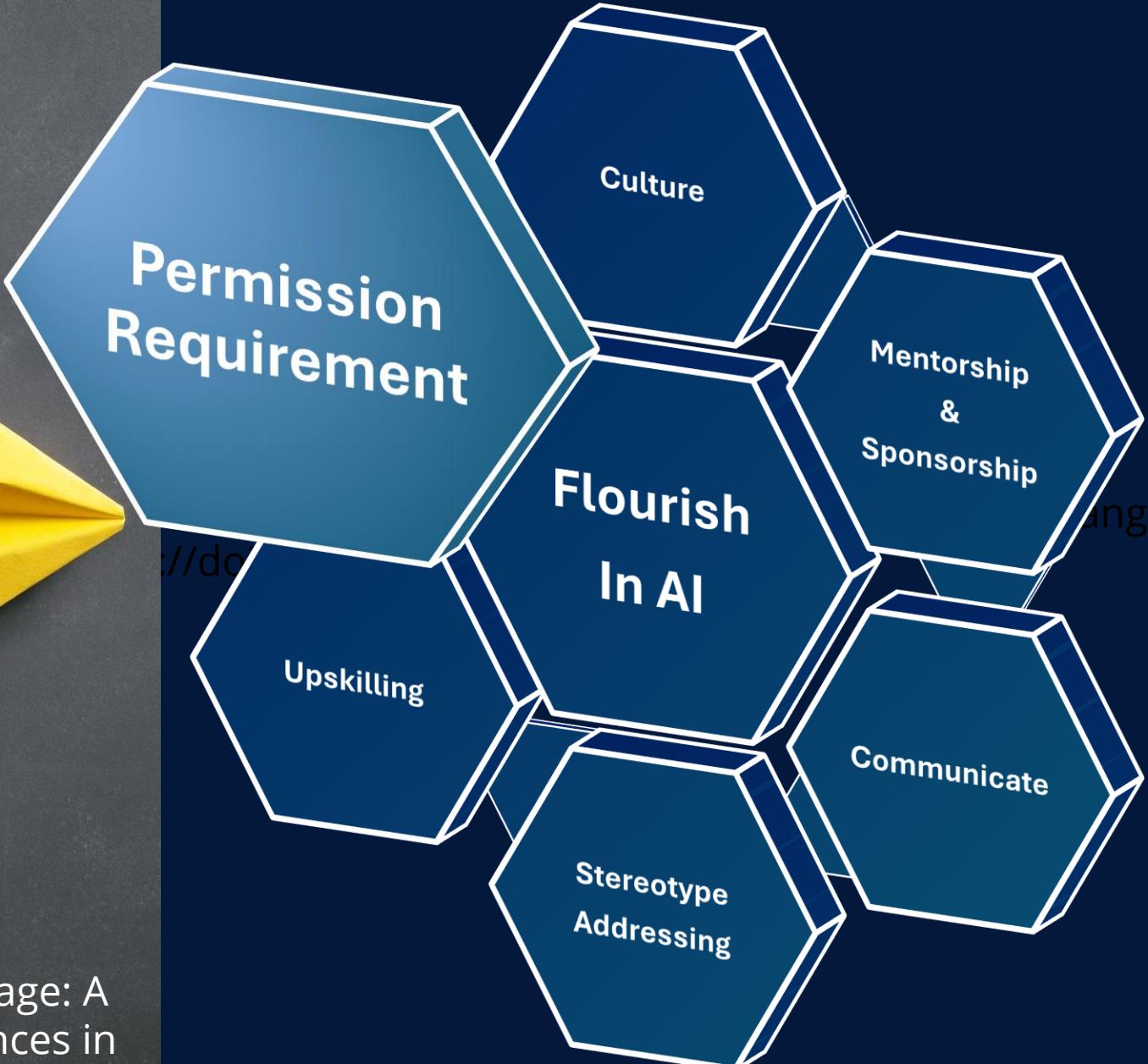


T. S. Mohr, 'Why Women Don't Apply for Jobs Unless They're 100% Qualified', Harvard Business Review.2014. [Online].



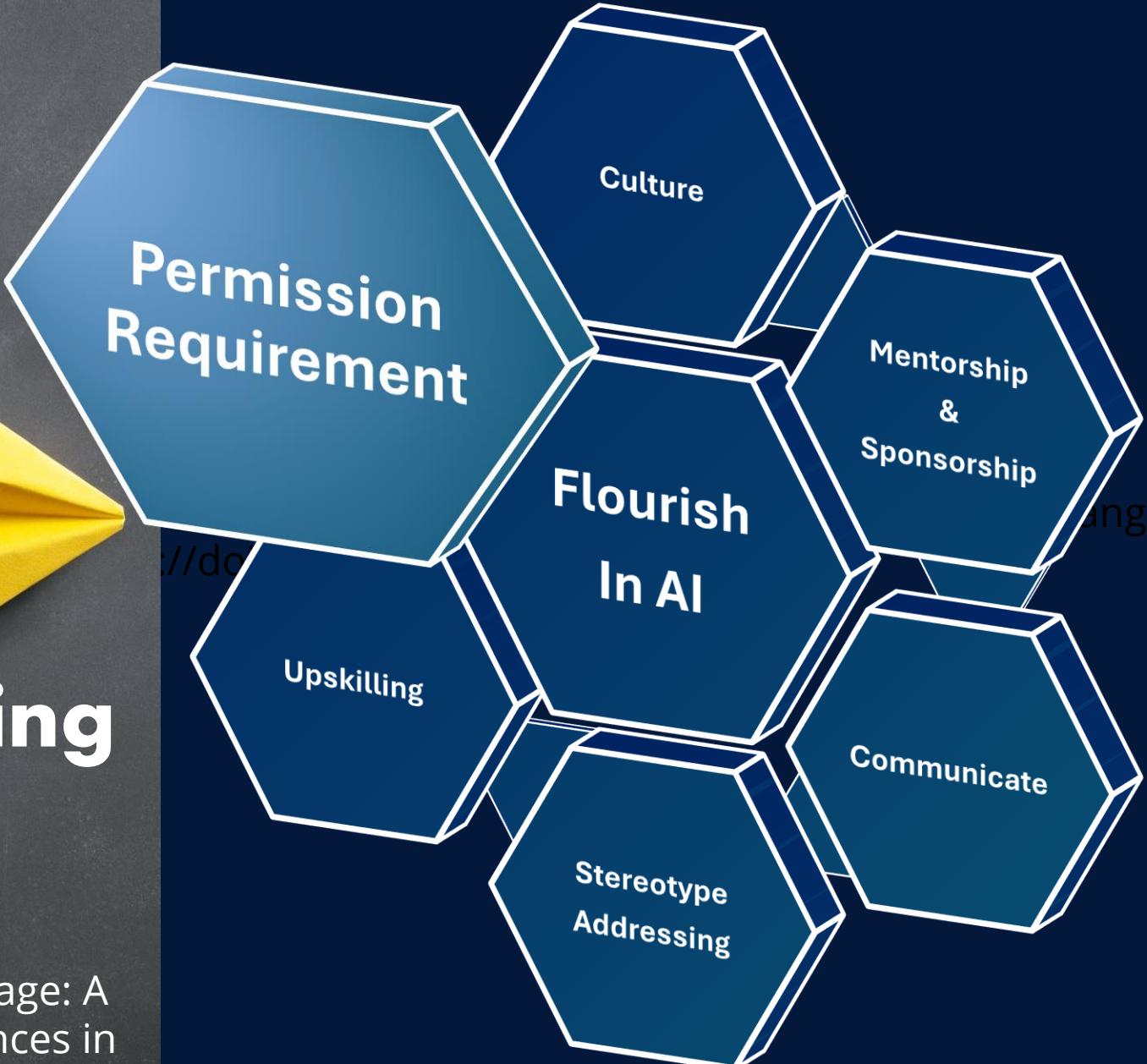
"I think"
"Maybe"

Coates, J. (2015). Women, Men and Language: A Sociolinguistic Account of Gender Differences in Language (3rd ed.). Routledge.



Societal conditioning

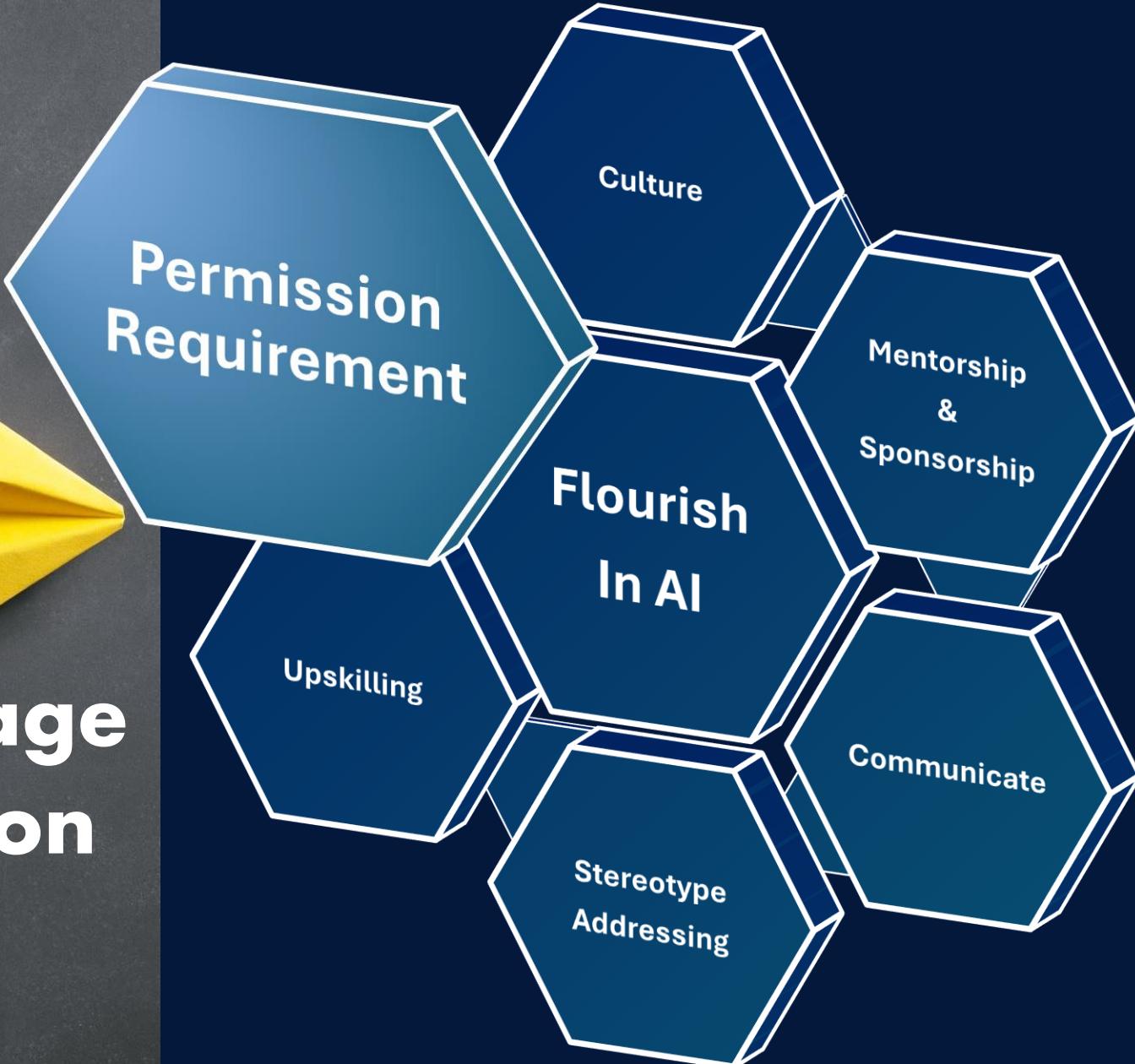
Coates, J. (2015). Women, Men and Language: A Sociolinguistic Account of Gender Differences in Language (3rd ed.). Routledge.



language (3rd



**Cultivate the courage
for project initiation**





Thank You!

