



monitor ai

# MonitorMed AI: Building an Inclusive, High-Performing Team

*Creating our foundation for innovation and growth*  
*Jules & Ken*

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# MonitorMed AI

Non-Intrusive Performance Monitoring for FDA-Approved Medical AI

## The Challenge

**950+** FDA-approved AI medical devices with no performance monitoring

- Can't modify validated models
- Performance degradation unknown
- No traditional MLOps possible

## Our Solution: AI model monitoring

- 92% accurate uncertainty estimation
- Zero modification to FDA models
- 23% reduction in false positives

## Target Market

**8,000+** Radiology practices in US

**950+** FDA-approved AI devices



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## Our Company: **MonitorMed AI**

1. **Who We Are:** Performance monitoring for FDA-approved medical AI.
  2. **What We Solve:** 950+ FDA-approved AI medical devices lack standardized performance monitoring.
  3. **Our Approach:** Monte Carlo Dropout enables 92% accurate uncertainty estimation.
  4. **Target Market:** Hospital compliance teams, healthcare insurers, radiology departments.
  5. **Current Team:** A small but mighty team of ML engineers and healthcare specialists led by founders Jules and Ken.
  6. **Our Mission:** To ensure AI medical perform safely and effectively for **ALL** patients.
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# Why **DEI Matters** for MonitorMed AI

- **Innovation Drive:** Diverse teams are 35% more likely to identify AI bias issues before deployment.
- **Patient Safety:** Medical AI systems have shown up to 40% variance in effectiveness across different patient demographics.
- **Market Advantage:** Companies with diverse leadership achieve 36% better financial performance.
- **Talent Acquisition:** 76% of job seekers consider diversity important when evaluating companies.
- **Regulatory Alignment:** FDA's 2023 guidance specifically addresses AI/ML bias evaluation across diverse populations.
- **Innovation Paradox:** Research shows underrepresented groups produce more novel innovations, but their contributions are often discounted and receive less recognition.

# Addressing the Diversity-Innovation Paradox

- **Challenge:** Research shows underrepresented groups often make more novel contributions but receive less credit and recognition
- **Our Approach:**
  - Establish systems to ensure all innovations are equally valued
  - Create structured evaluation processes that minimize bias
  - Implement transparent citation and credit attribution practices
  - Actively promote diverse perspectives in product development
- **Business Impact:** Capturing previously discounted innovations gives us a competitive edge.



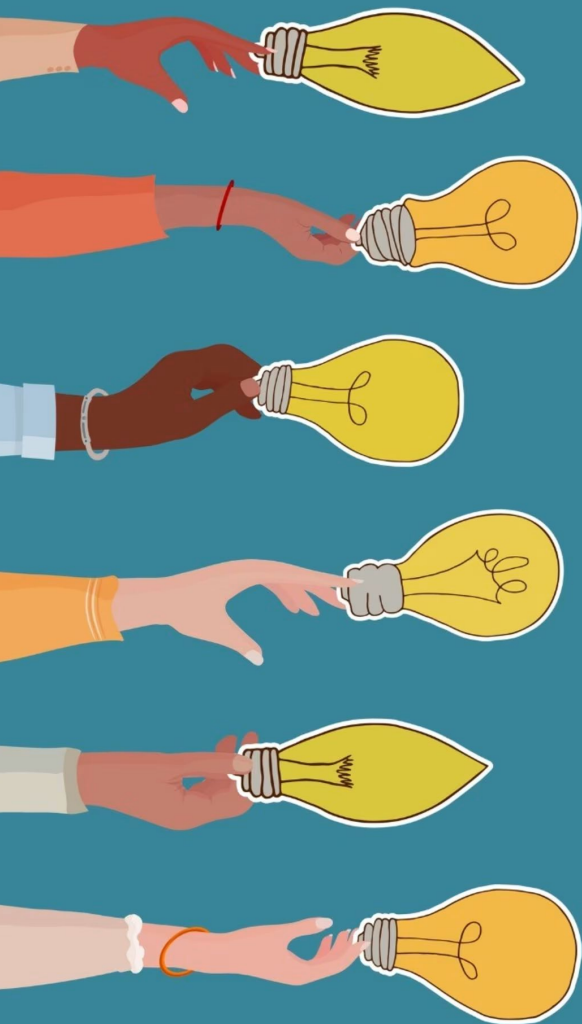
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## Our **Core Values** & DEI Commitment

1. Patient Safety First – Ensuring our AI monitoring works equitably across all patient populations.
  2. Inclusive Innovation – Diverse perspectives drive novel connections between seemingly unrelated concepts, leading to breakthrough solutions.
  3. Regulatory Integrity – Maintaining compliance while pushing technological boundaries.
  4. Continuous Learning – Creating an environment where all voices are valued.
  5. Transparency – Clear communication about both our technology and workplace culture.
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# Recruitment Strategies

- Partner with different organizations like Black in AI, Women in ML, and LatinX in AI to expand hiring networks.
- Implement a "culture add" vs. "culture fit" hiring philosophy.
- Establish diverse interview panels for all positions.
- Review technical assessments to minimize bias.
- Leverage MassBio's Career Center to access a diverse talent pool.



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## Creating an **Inclusive** Environment

- Foster "courageous conversations" on DEI topics.
  - Establish anonymous feedback mechanisms for inclusion-related concerns.
  - Ensure equitable access to high-visibility projects.
  - Define clear career advancement pathways for all team members.
  - Adapt feedback processes to accommodate different communication styles.
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# Measuring Progress

## Key DEI Metrics:

- Representation across technical and leadership roles.
- Inclusion sentiment from regular team check-ins.
- Diversity in the recruitment pipeline.
- Equal attribution and recognition for innovations across team demographics
- Citation rates of team members' contributions in internal documentation
- Adoption rate of ideas from team members across different demographic groups

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# Next Steps & Commitments

## For Founders:

- Establish clear diversity goals for upcoming hires.
- Allocate dedicated resources for DEI initiatives.
- Model inclusive behaviors and language in daily interactions.

## For Team Members:

- Engage in regular DEI discussions.
- Share recruitment connections from diverse networks.
- Provide honest feedback on inclusion experiences.

## Together as a Team:

- Define what success looks like for our inclusive culture.
- Review progress quarterly and adapt strategies accordingly.
- Foster an ongoing commitment to learning and improvement.

# Discussion Questions

- What challenges have you faced in addressing regulatory compliance as a startup?
- What DEI challenges should we anticipate as we scale? How have you measured DEI impact in early-stage companies?
- How to embed this in our product development?
- How do early-stage startups attract diverse talent without large budgets?
- Which partnerships with organization such as Women in AI, Black in AI, etc. have yielded the best results for early-stage companies?
- Creative approaches for hiring highly impactful member for small teams?
- Does this even DEI matters for early stage startups?
- Balancing development needs with business priorities?

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# THANKS

Ken & Jules

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