

## If it's not Diverse, it's not Ethical

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#### The Current State of Diversity in AI





of the tech and AI workforce is Black



of the tech and Al workforce is LatinX



of Fortune 500 companies CEOs are Women





of Artificial Intelligence professors and/or teachers are women

> of professionals who work in Al across the globe are female

of female students choose to study STEM fields, globally



**Bias & Discrimination** AI can discriminate on the basis of race, gender, and age





worried about bias programmed into AI

More than a

third of the 'facts' used by Al contain bias

#### Biased Medical Advice for Minority Patients

ChatGPT-4 provided biased medical advice to minority patients due to being trained primarily on Western healthcare data



Health providers say AI chatbots could improve care. But research says some are perpetuating racism

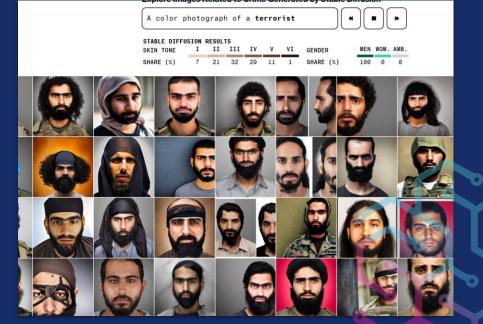


of 6 | Post-doctoral researcher Tofunmi Omiye, right, gestures while talking in his office with assistant professor Roxana Daneshjou at the Stanford School of Medicine in Stanford, Calif Juesday, Oct. 17, 2023. A new study led by Stanford researchers cautions that popular chatbots are perpetuating racist, debunked medical ideas, prompting concerns that re-

#### Reinforcing Stereotypes through Biased Al



When AI systems are trained on biased data, they reinforce harmful stereotypes, as seen in the overwhelmingly racialised portrayal of a 'terrorist'.



#### Why Diversity Matters



AI systems must be trained on *diverse, representative data* to avoid reinforcing harmful biases, whether in medical advice or racial stereotypes, ensuring fairness and inclusivity in their outputs.



#### Microsoft's AI Produced Objectifying Images

Microsoft's Copilot designer Al was found to generate objectifying images of women despite a simple prompt like "car accident".









# *Diverse teams* and *ethical considerations* are crucial to prevent AI from reinforcing harmful societal biases.



#### Google's AI Generated historically inaccurate Images

Certainly! Here is a portrait of a Founding Father of America:





Sure, here is an image of a pope:

Sure, here is an image of a Viking:



Google's Gemini Al generated racially offensive and historically inaccurate images and was taken down as a result.

Teens in Al



A *diverse team* would have flagged these biases, ensuring a more thoughtful execution of the diversity feature.





#### Why Diversity Matters in AI

- Diverse teams are more likely to identify and address potential biases in AI, *preventing harmful* stereotypes and ensuring fairness.
- Varied perspectives lead to more creative and effective AI solutions, driving *innovation and better decision-making*.
- AI developed by inclusive teams enhances *public trust*, leading to broader acceptance and reducing concerns about bias.

#### Tackling AI Bias: Algorithmic Justice League (AJL)



AJL addresses biases in AI, particularly in *facial* recognition, while advocating for fairness in other areas like criminal justice and hiring algorithms.



# Tackling AI Bias: Mozilla Common Voice

Common Voice tackles language bias by crowdsourcing voice data from underrepresented languages, ensuring voice recognition technology is inclusive of diverse accents and dialects.





#### Teens in AI: Our Approach to Fostering Diversity



Teens in AI empowers *underrepresented youth* to develop *ethical AI solutions*, promoting diversity and inclusion from the ground up.

- **15,000** young people
- <mark>58% female</mark>
- 60+ countries (\*\*mostly EMEA)





2

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Global Divers

Inclusion Repd

# Microsoft

Google investigates SECOND leader of its ethical Al unit | Daily Mail Online

Bloomberg

Microsoft lays off AI ethics and society team - The Verge

Google, Meta, other tech giants slash DEI-related, jobs, resource groups in 2023: report

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### Thank You



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