



Women in AI Ethics™ (WAIE) 5 YEAR IMPACT REPORT

2023



Women in AI Ethics™

(WAIE)

Fiscally sponsored project of Social Good Fund



WomenInAIEthics.org



diversityinai@gmail.com



twitter.com/womeninaiethics



[instagram.com/womeninaiethics](https://www.instagram.com/womeninaiethics)



[linkedin.com/company/waie](https://www.linkedin.com/company/waie)

5 Year Impact Report.

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Founder Letter

Women make up nearly 50 percent of the total global workforce but they only account for a third of the Science, Technology, Engineering, and Mathematics (STEM) workforce.¹ Lack of women pursuing STEM fields in higher education is often cited as the reason why there are so few women on tech development teams and at industry conferences. This lack of diversity perpetuates harmful gender stereotypes and shows up as bias in AI models and systems. However, the media and tech industry's hyper focus on addressing the STEM "pipeline gap" deflects attention and fails to address the insidious issue of the erasure of talented women.

The persistent exclusion of women and nonbinary people already working in this field not only hurts diversity efforts, but it also dilutes the AI discourse and hinders progress. I published the first "100 Brilliant Women in AI Ethics™" list in 2018 to highlight the hidden figures doing the hard work of keeping humanity safe from the harms of AI. Since then, Women in AI Ethics™ (WAIE) has published this list every year to elevate new ethical voices and perspectives in AI. We also created a non-pay-walled, free online directory, which now has over 900 diverse experts, to help hiring managers and conference organizers to identify expert talent. This year, we also started publicly documenting significant milestones and accomplishments of women in this space to give credit where it's due and prevent erasure of their contributions.

Another issue that's just as harmful if not more is the pervasive undervaluing of perceived non-technical disciplines by the tech industry. Even within STEM, humanities and social sciences, which have more women, are considered lesser than "harder" sciences like engineering and computer science, which are dominated by men. Over the past 5 years, WAIE has hosted 30+ events with over 60 speakers from multidisciplinary backgrounds ranging from data privacy to human rights to widen the aperture of narrowly defined AI expertise. Through campaigns like "I Am the Future of AI" WAIE highlights how a multidisciplinary approach can shape AI development in ethical and sustainable ways.

The Covid-19 pandemic revealed a disturbing lack of support systems at educational institutions and companies to help women and marginalized communities during times of crisis. In response, WAIE launched a mentoring program to support community members during this challenging time. It was inspiring to see women in our global community come together to lift each other up.

There is a great deal of power in solidarity. It was only with steadfast support and encouragement of our community that WAIE was able to successfully navigate the unprecedented challenges of recent years and amplify the women lending their expertise to ensure that AI is being responsibly developed for the benefit of all.

¹ The gender gap in employment: What's holding women back?
International Labour Organization
www.ilo.org/infostories/en-GB/Stories/Employment/barriers-women



With immense gratitude,

Mia Shah-Dand
Founder, Women in AI Ethics™

We got tired of hearing...



(White cis-gender men)



***“WE DON’T KNOW ANY
‘QUALIFIED’ WOMEN”***



(subjective, moving goal posts of skills and backgrounds)



(socially constructed gender roles based on male biases)

We knew that's not true. So we created...

#WomenInAIEthics

- Global community and network of diverse experts
- Free online directory of women and nonbinary AI Ethics experts
- Annual list of multidisciplinary AI Ethics experts and rising stars
- Interviews, articles, videos, and webinars with AI experts and leaders
- Events showcasing impactful contributions from underrepresented groups in tech
- Resources to support women and non-binary people during their AI Ethics career journey

“We have to get more diverse talent to be driving the innovation here to have inclusive pathways for women and underrepresented groups and those influential jobs and be in those discussions. Not just as a participant, but leading them”

— Dr. Renee Kuriyan Wittemyer
Pivotal Ventures

MISSION

Women in AI Ethics™ (WAIE) elevates diverse and ethical voices in AI to make this space more inclusive and ensure that these powerful technologies benefit everyone, not just a select few.



Est. 2018

“It’s not just about building diverse groups, but building groups where it’s actually okay to speak your mind, to have your opinions heard when you dissent or don’t agree with the mainstream opinion. Kinds of diversity: Racial, gender, neurodiversity, immigrant status, ability, Veteran status, non-traditional education, and many more”

— Ayodele Odubela
AI Realist & Data justice educator

The Women in AI Ethics™ (WAIE) is a fiscally sponsored project of Social Good Fund, a California nonprofit corporation and registered 501(c)(3) organization.

socialgoodfund.org

HISTORY

IT STARTED WITH A LIST...

In October 2018, Mia Shah-Dand published the first “100 Brilliant Women in AI Ethics™” list. Since then, Women in AI Ethics™ has elevated the underrepresented perspectives and contributions by the hidden figures in AI.

The list took many by surprise in an industry where white male engineers are considered the default expert, while many others were gratified by the overdue recognition and inclusion of underrepresented voices in this critical space.

Since then WAIE has continued to advocate for diversity and ethics by showcasing multidisciplinary expertise of historically underrepresented groups in tech, nurturing diverse talent, and empowering its global community with free educational resources.



Mustafa Suleyman ✓ @mustafasuleymn · Nov 1, 2018

A truly impressive list from @MiaD - 100 Brilliant Women in AI Ethics, and a form for suggesting people to add. A fantastic resource.

Our Journey

2018

The first "100 Brilliant Women in AI Ethics™" list is published



2019

First gathering of Women in AI Ethics™ (WAIE) at Oxford and in Silicon Valley



2020

Launch of WAIE directory

Launch of pilot WAIE mentoring program



2021

Announcement of partnership with Finnish Center of AI (FCAI, University of Helsinki)



2022

First time receiving support from foundations—Ford Foundation and Omidyar Network



2023

WAIE online directory reaches 900 entries

Launch of WAIE 'AI for Communities' in collaboration with public libraries



100 BRILLIANT WOMEN IN AI ETHICS™

ANNOUNCING THE '100 BRILLIANT WOMEN IN AI ETHICS™' LIST FOR 2024

“We don’t know any qualified women.” This is the most common excuse from event organizers and tech hiring managers when questioned about the glaring lack of diversity in their speaker line-ups and on their teams. Every time we start compiling the ‘100 Brilliant Women in AI Ethics™’ list, it triggers serious introspection about the need for yet another list. For one, lists are challenging to put together, they are susceptible to self-selection bias, and they are outdated as soon as they are announced. However, the constant onslaught of problematic AI technologies and appalling lack of diversity in the tech industry signaled a critical need to continue boosting the talented women working hard to keep humanity safe from technological harms.

We often receive requests for speaker recommendations, and many ask for introductions to the same handful of well-known names. Many are genuinely unaware of other talented women toiling away in obscurity while some are enamored by their celebrity-like status. The list has helped disperse some of the attention and empowered lesser-known voices to break through tech industry’s cult of personality.

We take the utmost care not to contribute to the tech echo chamber and select 100 new voices for recognition through the list, which is now published every year with the help of a wonderful selection committee. We also added a free online directory so we can keep supporting and amplifying the growing



community of diverse AI ethics experts. As much as technologists like to claim otherwise, AI ethics is not just a technical problem that can be solved with bug bounties and more testing. There is increasing evidence that structural and systemic harms show up directly in AI systems. To address the root of these issues, the list promotes an interdisciplinary approach, which includes experts working on the environmental impact of AI technologies, human rights impact, data privacy, as well as governance of automated AI decision-making systems. The barriers to entry into the male-dominated AI/tech space are steep with emphasis on technical credentials. As a reflection of our commitment to inclusion, the WAIE list by design includes multidisciplinary expertise, which is critical for identifying the full impact of these technologies. The list for 2024, like others in the



Joy Buolamwini
@jovialjoy



@MiaD Thank you for taking the time to make this list! I've just finished going through to follow and amplify everyone you have listed. "We celebrate the successes of our sisters with Serena smiles" #TogetherWeRise

past, includes lawyers, human right activists, anthropologists, researchers, and many other professionals from diverse backgrounds. A list by itself can't solve the diversity and inclusion problem plaguing the tech industry. It requires active participation and engagement from the folks in charge. Unfortunately, the slew of recent tech layoffs is projected to further hurt the groups that are already underrepresented in tech.

So, while lists aren't perfect, they are a powerful catalyst to inspire change in an industry known more for disruption than inclusion. It's only by using all the tools at our disposal to elevate underrepresented voices that we can harness the full potential of powerful new technologies and protect ourselves against their harms."



MMitchell
@mmitchell_ai

Replying to @mmitchell_ai @MiaD and 11 others

I have appreciated so much @MiaD and the Brilliant Women in AI Ethics series. It's the one recognition of me as a scientist. It has meant so much.



ABEBA BIRHANE



AIMEE VAN WYNSBERGHE



AJUNG MOON



CARLA HUSTEDT



CATHY O'NEIL



CHRISTINA COLCLOUGH



CYNTHIA DWORK



DANAH BOYD



DEBORAH RAJI



FIONA MCEVOY



JOANNA BRYSON



JOY BUOLAMWINI



KANTA DIHAL



KATE CRAWFORD



KAY FIRTH-BUTTERFIELD



LATANYA SWEENEY



LATIFA AL-ABDULKARIM



MAR HICKS



MARGOT KAMINSKI



MARIAROSSARIO TADDEO



MEREDITH BROUSSARD



MEREDITH WHITTAKER



MEREL NOORMAN



MIREILLE HILDEBRANDT



MONA SLOANE



NINA DA HORA



OLGA RUSSAKOVSKY



REDIET ABEBE



RUHA BENJAMIN



SAFIYA UMOJA NOBLE



SANDRA WACHTER



SASHA COSTANZA



SHANNON VALLOR



SHOSHANA ZUBOFF



SYLVIE DELACROIX



TERAH LYONS



TESSA POSNER



TIMNIT GEBRU



VICKY CHARISI



VIRGINIA EUBANKS

WOMEN IN AI ETHICS™ HALL OF FAME

*This list was curated by the Women in AI Ethics™ Collective and recognizes brilliant **women and non-binary people** who have made exceptional contributions to the space of AI Ethics and diversity.*

RISING STARS IN AI ETHICS

*Promising new and
upcoming diverse talent in
this critical space.*



ADRIANA BORA



CARLA VIEIRA



CHRISTINA
HITROVA



ECEM
YILMAZHALIOGLU



ELENA KELL



FAVOUR
BOROKINI



GOLNOSH
FARNADI



IRENE CHEN



ISABEL STRAW



JESSICA
NEWMAN



JOSIE YOUNG



KAT ZHOU



KIZZY TERRA



PRATYUSHA
KALLURI



RACHEL
FREEDMAN



STEPHANIE
KELLEY



SUSANNA RAJ



THAIS PORTILHO



VOLHA LITVINETS



YADIRA SÁNCHEZ
BENÍTEZ

GLOBAL MULTI-DISCIPLINARY EXPERT DIRECTORY

FOSTERING A SENSE OF BELONGING AND CONNECTIONS IN THE AI ETHICS COMMUNITY.

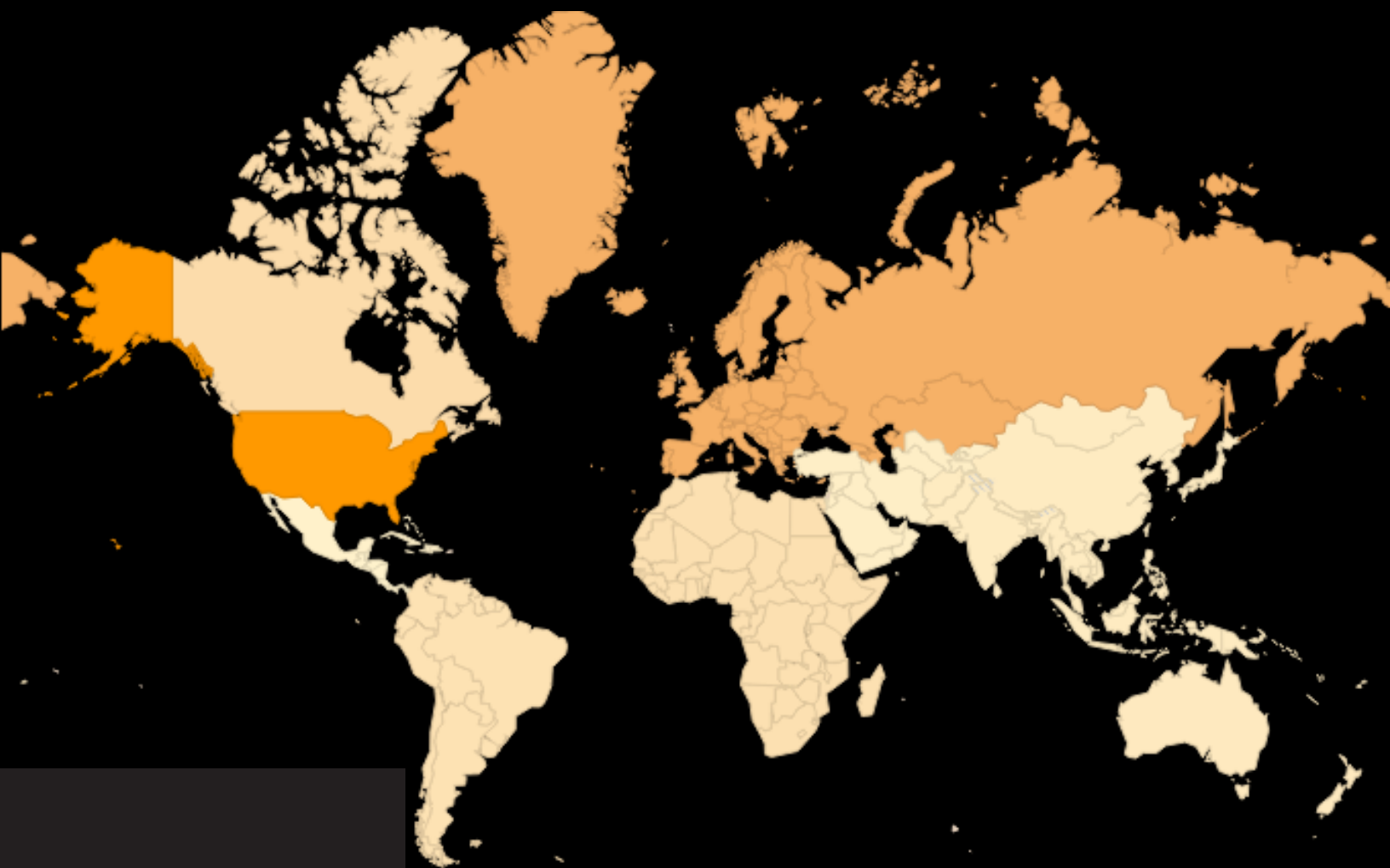
Holistic framework for AI + Ethics with 6 key focus areas that consider all ethical implications of AI beyond just technology. It is intentionally designed to expand critical discussions on the ethics of AI to include diverse perspectives from non-technical disciplines.



900+ Directory Entries

100% Women + Non-Binary

100% Global Representation



'AI FOR COMMUNITIES' AT PUBLIC LIBRARIES



In 2023, as part of our continuing effort to help our communities understand the benefits of AI and also help them stay safe from its harms, Women in AI Ethics™ collaborated with public libraries to deliver a series of free online classes on AI, which includes introduction to algorithms, generative AI, and safety tools.

Participant responses and feedback reflected the interest and need for this type of resource, as well as the importance of free, publicly accessible classes through a trusted institution such as public libraries. WAIE focused on ensuring all of the information, examples, and additional resources spoke to different levels of familiarity with the topics and created a safe, inclusive learning space.

We were inspired by the positive feedback from attendees and look forward to expanding this program to more public libraries in the future.

Future events and dates for 'AI for Communities' will be shared on our website at:

womeninaiethics.org/ai-for-communities

“Having a concise timeline of the histories behind AI’s current hype phrase is very helpful and I’ll be using the info gained in this class to inform decisions about privacy and safety, as well as share resources with others who are confused by the panic news spreading across social media and the news-sphere”

— AI for Communities Participant

“Thanks for this timely presentation! I’m pretty fuzzy about the whole topic, so it was very helpful getting the basics. The presenter is amazing—I appreciate that she breaks down concepts to my (luddite) understanding”

— AI for Communities Participant

What participants learned from 'AI for Communities' at Public Libraries in 2023:

- History, timeline, and information about who built the current tech world and lessons from the near past
- Baseline information that provides grounded/un-hyped understanding of what the technologies around AI and ML are—and what they are not
- AI literacy for navigating personal and professional privacy, safety, and security
- Overview of practical guidelines for encountering AI at work, home, school, and in the consumer world
- Basics of AI regulation (or lack thereof)
- Participants were inspired and empowered to learn more about AI and how it impacts their daily lives

I AM THE FUTURE OF AI



Photo by Miguel Bruna on Unsplash

In August 2022, we launched our “I Am the Future of AI” campaign with support from the Ford Foundation and Omidyar Network to learn more about the inspirations and backgrounds of those in our growing community.

WAIE leads the way in providing a safe space and platform for women and nonbinary folks from a wide range of technical, non-technical, and multidisciplinary backgrounds. This campaign seeks to learn from those in this critical field and document their journeys.

As of June 2023, we have collected 40+ career journey stories with accompanying blog posts (womeninaethics.org/women-in-ai-ethics-blog) and shared 20 Instagram images showing the people behind this expanding field (@[womeninaethics](https://www.instagram.com/womeninaethics) on Instagram).

CHANGE THE PUBLIC PERCEPTION OF WHO IS CONSIDERED AN “EXPERT”

Excerpt: *I AM THE FUTURE OF AI*

Published August 18, 2022 on the WAIE blog

Social media sites buzzed with excitement when OpenAI announced that DALL·E, their AI system for generating images and art from text description, was available in beta. There are valid ethical and legal concerns about the ownership of AI-generated art and impact on artists. In addition, AI models also amplify biases, racist stereotypes, and sexist tropes. These issues were on full display when I tested the mini DALL·E model (now Craiyon) with several keywords like “computer scientist”, “data scientist”, “expert” and they all generated fuzzy images of white men. The site reminds users that, “While the capabilities of image generation models are impressive, they may also reinforce or exacerbate societal biases.” Despite many PR-worthy commitments to diversity, the tech industry is still notoriously homogeneous with high entry barriers

for women and people of color. Given this dismal state of affairs, how do we design an AI future that’s more equitable and ethical? While there is no magic bullet, one key part of the solution is to elevate lesser-known voices in this space and change the public perception of who is considered an “expert”.

Towards this goal, Women in AI Ethics™ (WAIE) launched “I am the future of AI” campaign with support from the Ford Foundation and Omidyar Network to showcase brilliant women, from a wide range of diverse backgrounds, building the future of AI. Here are some of their inspiring stories and you can read more on the WAIE blog.

Read the full article at womeninaethics.org/i-am-the-future-of-ai



Instagram

20+ Instagram images were created to highlight and elevate some of the stories shared.



FCAI PARTNERSHIP ANNOUNCEMENT

“FCAI and Women in AI Ethics team up to make AI more inclusive and ethical”

fcai.fi/news/2022/6/28/fcai-and-women-in-ai-ethics-team-up-to-make-ai-more-inclusive-and-ethical

This collaboration will increase diversity in the AI tech space where women have been historically excluded.



The Finnish Center for Artificial Intelligence (FCAI) and Women in AI Ethics (WAIE) have announced their partnership to increase diversity and ethics in AI. Both organizations focus on empowering people to solve real-life problems through AI that's designed and deployed in an ethical and trustworthy manner. This alliance will increase representation of diverse voices from the Nordic region in the WAIE directory, an online resource to help recruiters and event organizers find diverse talent, and open up opportunities for these talented women to be recognized through WAIE's highly regarded annual "100 Brilliant Women in AI Ethics" list.

This international collaboration will include co-hosting of educational workshops by

diverse leaders in the AI ethics space, offering a critical lens for real-world solutions. It will also provide a virtuous cycle of mentorship opportunities for FCAI's faculty as well as students and WAIE's rich network of women as well as non-binary folks who are in all stages of their AI ethics careers to inspire others from marginalized communities to join this important space.

Women of AI Ethics (WAIE) founder Mia Shah-Dand described this alliance as a promising expansion of their global community.

"This collaboration will provide the WAIE community access to FCAI's network of AI experts," said Dand. "It will also empower the WAIE community with support and educational resources that boost their careers in this critical space."



Teemu Roos, WAIE Board Member, University of Helsinki Professor, and creator of the Elements of AI MOOC, commented, "FCAI will benefit from WAIE's expertise in facilitating nuanced conversations about diversity and highlighting relevant issues in the AI Ethics space." Roos continued: "We look forward to leveraging WAIE's successful track record of hosting powerful events and programs to ensure that historically excluded communities are represented in critical AI ethics conversations and decisions."

WAIE MENTORING PROGRAM

130 PARTICIPANTS, 23 COUNTRIES



The mentoring pilot program launched in 2020, had over 130 participants from 23 countries and highlighted the key issues faced by women across the globe.

According to data gathered by United Nations on the **impact of COVID-19**, women do the bulk of unpaid care work in homes across the world, including older women caring for frail partners and grandchildren. This workload has worsened during the pandemic. For those women able to work from home, the sudden need during this pandemic to home-school children has created a double (or triple) shift.

Fewer opportunities for women and historically underrepresented and excluded communities translates into lower ethical accountability for companies as power shifts to the employers. It's also during times of crisis that humanity is most at risk from unethical use of powerful technologies like Artificial Intelligence (AI).

The **Women in AI Ethics™** (WAIE) is a fiscally sponsored project of Social Good Fund, a California nonprofit corporation and registered 501(c)(3) organization with a mission to increase recognition, representation, and empowerment of brilliant women in this space who are working hard to save humanity from the dark side of AI. It is our moral imperative to support women and nonbinary folks in AI Ethics and empower them with more resources during this critical time so we can continue to make progress towards a more ethical and equitable society.

“The unique expertise of my mentor both on an ethical AI and career development level contributed to a holistic picture on complex issues”

—Mentoring Participant

Towards this end, Women in AI Ethics™ with support from **Lighthouse3**, an emerging technology research and advisory firm based in California, launched a new global mentoring program to support and provide guidance for women and nonbinary folks. This program provides access to expert guidance from an extensive network of talented and helpful mentors. Having a supportive mentor can make a significant difference in the success of mentees who are considering a career change or getting ready to take the next step in their current role. This experience is also valuable for mentors in helping build their confidence and leadership skills.

“The Women in AI Ethics™ mentoring program was an absolute game changer for me.”

—Volha Litvinets, Ph.D.
Risk Consulting at Ernst & Young | AI Ethics &
Responsible Tech | INSEAD Alumna

AI Ethics Mentoring Program Mentors (2020 Pilot)

Chelle Adamson
Afshan Ahmad
Maria Axente
Meghana Bhimarao
Didem Gurdur Broo
Chhavi Chauhan
Renée Cummings
Kanta Dihal
Tulsee Doshi
Tooba Durraze

Kay Firth-Butterfield
Ilana Golbin
Merve Hickok
Katrina Ingram
Srujana Kaddevarmuth
Elena Kell
Hessie Jones
Meltem Kilicoglu
Kim Kopec
Cristina Martínez

Fiona J McEvoy
Elsa Papadopoulou
Lavina Ramkisson
Ana Rollan
Stefanie Schmitt
Anusha Sethuraman
Karen Silverman
Ashley Wilson

Here's what we learned from our mentoring pilot program participants.

- Women and nonbinary individuals feel unsupported in the male-dominated AI/tech space.
- Many lost their job, internship, or academic opportunity because of COVID-19.
- Some felt their university or employer didn't provide adequate mentoring support.
- Students appreciated advice from experienced mentors on their research projects.
- It was helpful for those in academia to learn about industry perspective.
- Non-technical mentees appreciated advice from non-technical mentors.
- Mentees were also motivated to help others as a mentor creating a virtuous cycle.

“Mentoring is a two-way benefit and an inspiring experience”

—WAIE Mentor

Countless ideas shared

Thousands of minds inspired

3,000+ Event Participants

900+ Directory Entries

130 Mentoring Participants

73+ Videos + Recordings

55+ Stories & Articles

24+ Podcast Episodes

EVENTS

WAIE fosters connections and a sense of belonging across diverse disciplines. Our events provide a space to share issues, challenges, and opportunities from interdisciplinary intersectional lenses. We celebrate the differences in expertise and commonalities. Our events don't pander to the tech elite. They don't indulge in sensationalism like many industry conferences, but rather are grounded in solidarity and the deep expertise of our WAIE community.

“The AI space needs members of underrepresented groups. Their value is in context of larger conversations about the world we already see in dialogue with what we want to see”

— Dr. Alex Hanna
DAIR (Distributed AI Research Institute)

IN-PERSON + VIRTUAL



DIVERSE PERSPECTIVES



EXPERT PANELS



GLOBAL SUMMITS

5 Years

30+ Events

∞ Volunteer Hours

100+ Speakers + Panelists

3,000+ Event Participants



“Thank you for making events like these. It is great to learn from professionals from all over the world!”

*—2020 Mid-Year
Summit Participant*

WAIE Events Bring Together Experts from Diverse and Interdisciplinary Backgrounds

activists
analysts
anthropologists
artists
community organizers
data scientists
educators
engineers
entrepreneurs

finance professionals
human resource managers
human rights activists
labor rights activists
lawyers
medical professionals
philanthropists
philosophers
policy makers

privacy experts
researchers
scholars
security professionals
sex worker rights advocates
social scientists
sociologists
technologists



WAIE Event Speakers



Partial List of Event Speakers & Panelists

Alex Ahmed
Alex Hanna
Alice Xiang
Amy Chou
Andreza Rocha
Angela Kim
Angela Priestley
Angie Kamath
Anna Hoffman
Anusha Sethuraman
Arathi Sethumadhavan
Ardra Manasi
Arielle Danzy
Arisa Ema
Audrey Tang
Ayodele Odubela
Ayushi Tandon
Bec Johnson
Brandi Collins-Dexter
Branka Panic
Cate Huston
Chelle Adams
Chenai Chair
Chhavi Chauhan
Cori Crider
Danielle Cass
Debra Ruh
Dina Machuve
Doreen Bogdan-Martin
Ebitie Amughan
Elanor Huntington
Elena Kell
Eleonore Fournier-Tombs
Elizabeth Adams
Emilia Gomez
Eryk Salvaggio
Fairoza Amira Binti Hamzah
Frances West
Gandhi Sivakumar
Ginger Chen
Giselle Melo
Gwenda Phillips
Harmony Mabrey
Heather Dowdy
Hessie Jones
Ifeoma Ozoma
Ioanna Bouri
Ivana Bartoletti
Jenifer Sunrise Winter
Jennifer Jordan
Jennifer Lee
Jessica Yrani
Jiun Kimm
Jodi Masters-Gonzales
Julie Owono
Kandrea Wade
Karla Taboada
Kathy Baxter
Kathy Pham
Kay Firth-Butterfield
Kira Goldner
Kiran Samuel
Lia Coleman
Lili Gangas
Linien Yen
Lynn Dang
Mari Escoto
Marianna Ganapini
Mark Mizenko
Mary L. Gray
Mary Reagan
Melanie Cheung
Meredith Whittaker
Merve Hickok
Michele Jawando
Michelle Shevin
Mira Lane
Nalini Bhartula
Natalia Bilenko
Nikita Lukianets
Nimmi Rangaswamy
Nina da Hora
Noël Burgess
Nova Ahmed
Pamela Ugwudike
Patricia Thaine
Paz Peña
Peace Mitchell
Peaks Krafft
Qianqian Ye
Rachel Kuo
Rachele Hendricks-Sturupp
Raziye Buse Çetin
Rebecca Kingford
Renee Cummings
Renee Kuriyan Wittemyer
Rose-Margaret Ekeng-Itua
Rosemary Musachio
Safiya Noble
Sarah Bird
Sarah Drinkwater
Sarah T. Roberts
Savannah Sly
Seeta Peña Gangadharan
Sinit Zeru
Stella Bvuma
Stephanie Peterson
Suzanne Kite
Tawana Petty
Teemu Roos
Temi Popo
Tess Gilman Posner
Theodora Lau
Timnit Gebru
Tracy Cosgrove
Triveni Gandhi
Tulsi Parida
Victoria Heath
Volha Litvinets
Wendy Chisholm
Wiebke Toussaint
Xanthe Scharff
Xiaowei Wang
Yadira Sanchez
Yemi Penn
Zainab Akbar



ORGANIZATIONS & INSTITUTIONS REPRESENTED

ACLU
AfrOya Tech Hub
aggregate intellect
Alethicist.org
Altitude Accelerator
Bank of America
Bay Area Derby
BAYCAT
Billion Strong
Boston University
Bowling Green State University
Broadband Commission for Sustainable Development
Building Backlinks
Center for CR+DS
Ceramic Network
CAIDP
Cloud Security Alliance
CMU Robotis Institute
CMU School of CS
Color Of Change
Columbia Sociology
Common Magic
Concordia University
Conselheira - Desenvolvimento Economica, Social Sustentavel
DAIR Institute
Dataiku
DataRobot
Delta Airlines
Digital Pathology Association
DuckDuckGo
Earthseed
Estacio
EY France
Finnish Center for Artificial Intelligence (FCAI)
Forbes
Forbes Technology Council
Ford Foundation
ForHumanity
Frontier Development Lab
Georgetown University
McCourt School of Public Policy
Girls Trip Tours
Google
Harvard University
iGlobe Partners
IIM Ahmedabad
IMA Financial Group
InfraGard National Members Alliance
INSEAD
International Telecommunication Union
Lighthouse3
Loyola University Chicago
Mahindra University School of Management
Material
Media at Illinois
Member, Committee on Responsible AI & Society
Microsoft
Mind Foundry
Mozilla
Mozilla Foundation
My Data Rights (Africa)
MyData Canada
National Hispanic Media Coalition
National Institute of Standards and Technology
NBCU Universal
Netflix
New Visions for Public Schools
Northeastern university
NYU Tisch Art and Public Policy
Omidyar Network
Once Upon a Clime
Oneiric Lab
PickAxes & Shovels
Pinterest
Pivotal Ventures
Private AI
Processing Foundation
Public Member
Quartet Health
REM Creative Consulting
Rippleworks
Roblox
Ruh Global IMPACT
Sassafras Tech Collective
Shorenstein Center on Media, Politics and Public Policy at Harvard Kennedy School
Signal
Slated,Inc
SonyAI
Technische Universiteit Delft
Techstars
Terra.do
Tulsa Artist Fellowship
UCLA Graduate School of Education and Information Studies
UMSI
University of Arizona, Eller College of Management
University of California, Los Angeles
University of Colorado Boulder
University of Helsinki
University of Illinois University of the Arts London University of Washington
US Annenberg Innovation Lab
US Policy Council
UW iSchool
Visa
Wesleyan University
Wilfrid Laurier University



PROGRAM IMPACT

For the past five years, we've built a diverse community of responsible AI experts from all walks of life, representing every region in the world. We all come to this field from different professions and academic backgrounds, bringing our own experiences and expertise.

“We believe that AI systems should be designed and deployed in a way that respects human rights, diversity, and the autonomy of individuals and that they really shouldn’t exacerbate harm or adversely affect human beings in any way”

— Willmary Escoto
Access Now



PUBLICATIONS & COMMUNITY

28,000+ Article Views

7,000+ Twitter/X Followers

3,000+ LinkedIn Followers

500+ Instagram Followers

400+ Podcast Fans

190+ YouTube Subscribers

70+ YouTube Videos

IT TAKES A VILLAGE

We couldn't have made it this far without the support and solidarity of our community. Our sincere thanks to everyone who took the time to contribute time, expertise, and valued resources to keep our global AI Ethics community informed and inspired.

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MOVING FORWARD >

“WE ARE THE (S)HEROES WE
HAVE BEEN WAITING FOR.”

So where do we go from here? A growing number of women and AI experts from other marginalized groups are getting their overdue recognition and are being invited to share their expertise with the media as well as lawmakers. However, many ethical voices are still being overshadowed by AI hype from heavily funded mostly male-led organizations. This reveals the power asymmetry underlying and exacerbating the gender and racial bias in AI. The AI divide is widening and may soon outpace the digital divide if resources continue to be consolidated within elite tech-academia bubbles with little or no access for marginalized communities.

As part of our mission to make AI more diverse, ethical, and inclusive, WAIE has decided to develop foundational AI literacy resources as an alternative to reductive tactics like coding camps. This year, we launched “AI for communities” in collaboration with the Brooklyn Public Library and San Mateo Public Library to bring AI literacy directly to underserved communities so they are better informed about new opportunities in AI and have resources to keep themselves safe from its harms.

While extraordinary accomplishments by women are admirable, they also hide the implicit expectation that women must meet

a higher bar relative to their male colleagues to be considered credible. Many pioneering women in the AI ethics space have multiple advanced STEM degrees, typically from elite institutions. WAIE has started mapping out non-STEM career pathways for AI to encourage women from other fields, especially those with higher representation such as legal and HR, transition into AI roles.

To inspire and support the next generation of AI talent, I invite organizations and companies to partner with WAIE on meaningful programs to nurture the next generation of ethical and responsible AI talent. We look forward to continuing our work of bridging the AI divide and fostering stronger connections across our global communities.

With your support, WAIE will continue to build bridges and on ramps into this critical space. We invite you to join us in advocating for more investments and support systems so that women and other marginalized groups can fully participate in and shape the future of AI.

In solidarity,
Mia

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