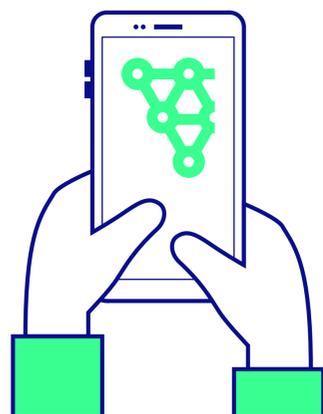


Gender bias in artificial intelligence (AI) and algorithms



Are algorithms neutral?

In general, the **logic and mathematical foundations** on which artificial intelligence (AI) and algorithms are based are independent of **social dimensions**. However, the practical application of AI can be influenced by a flawed experimental design, including the **use of biased or inaccurate inputs or data**. In such cases, the **results obtained do not reflect**

the complexity and diversity of current society. In these cases, erroneous results can be generated which discriminate against a part of the population for reasons of gender, race, sexual orientation, or functional diversity, among others.

The growing interest in the use of algorithms is the result of a demand for a smarter

decision-making process based on scientific evidence. Algorithms let us **transform data into knowledge**, but we must always process this data correctly with the support from **interdisciplinary teams** made up not only of programmers, but also of experts in mathematics, statistics and different areas of the social sciences (including ethics).

The lack of diversity in AI

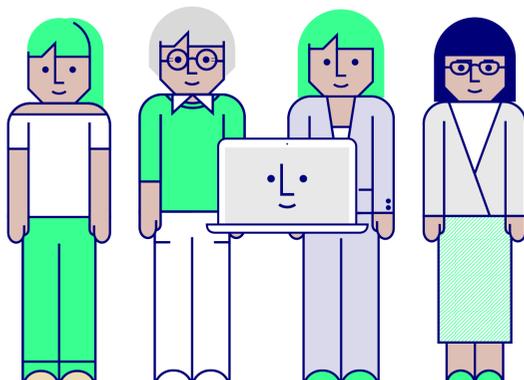
There is still a 'digital divide' between men and women. There are many more men than women enrolled in some university programs such as computer science, and women are underrepresented in the design and production of products and services linked to AI algorithms.

Percentage of women in the AI sector

26%

of people working in AI and data science

Source: World Economic Forum Report 2020

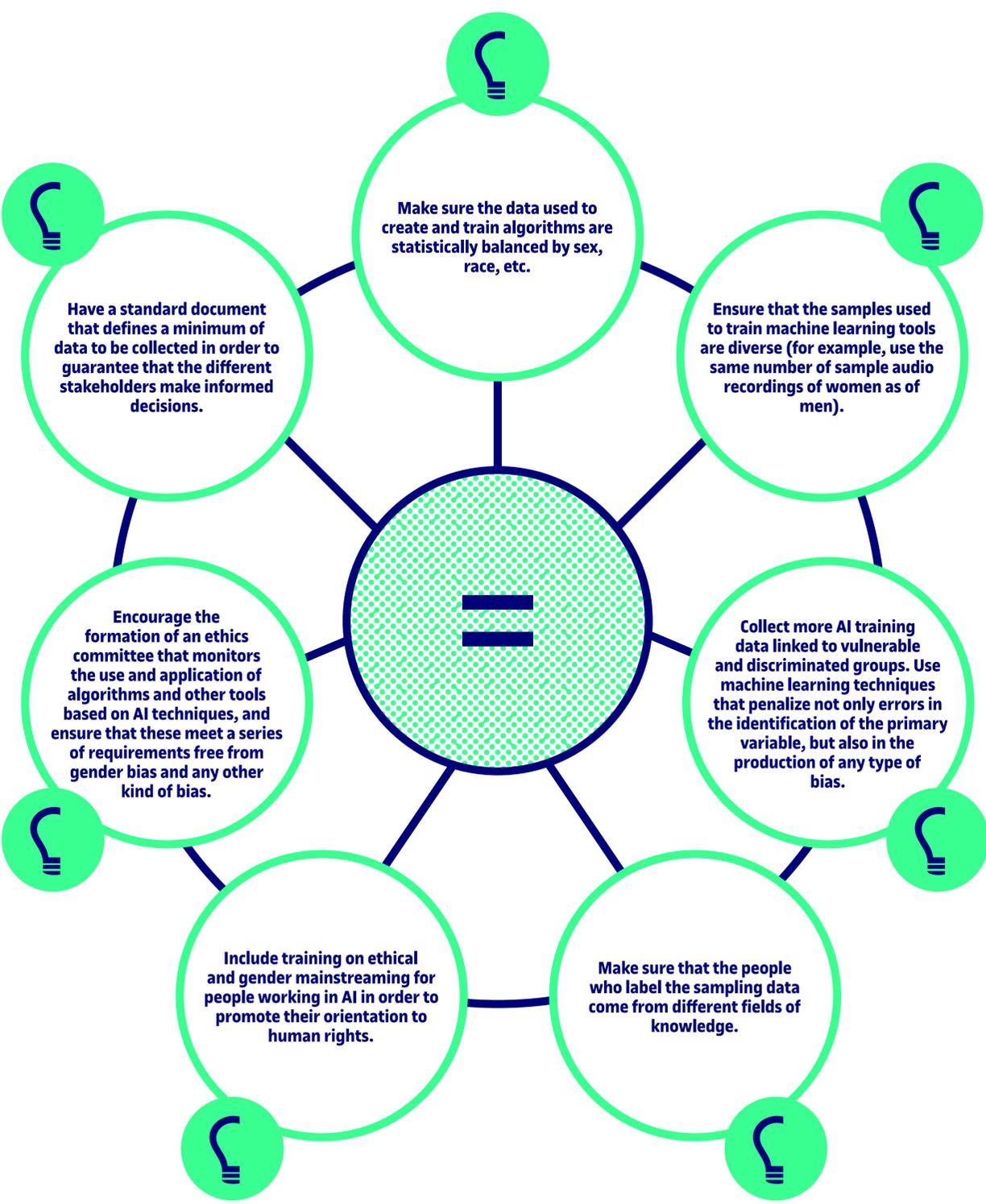


16%

of tenure-track faculty specialized in AI

Source: The AI Index 2021 Annual Report

Recommendations to overcome gender bias, and improve equity and reliability in AI systems



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For more information:

