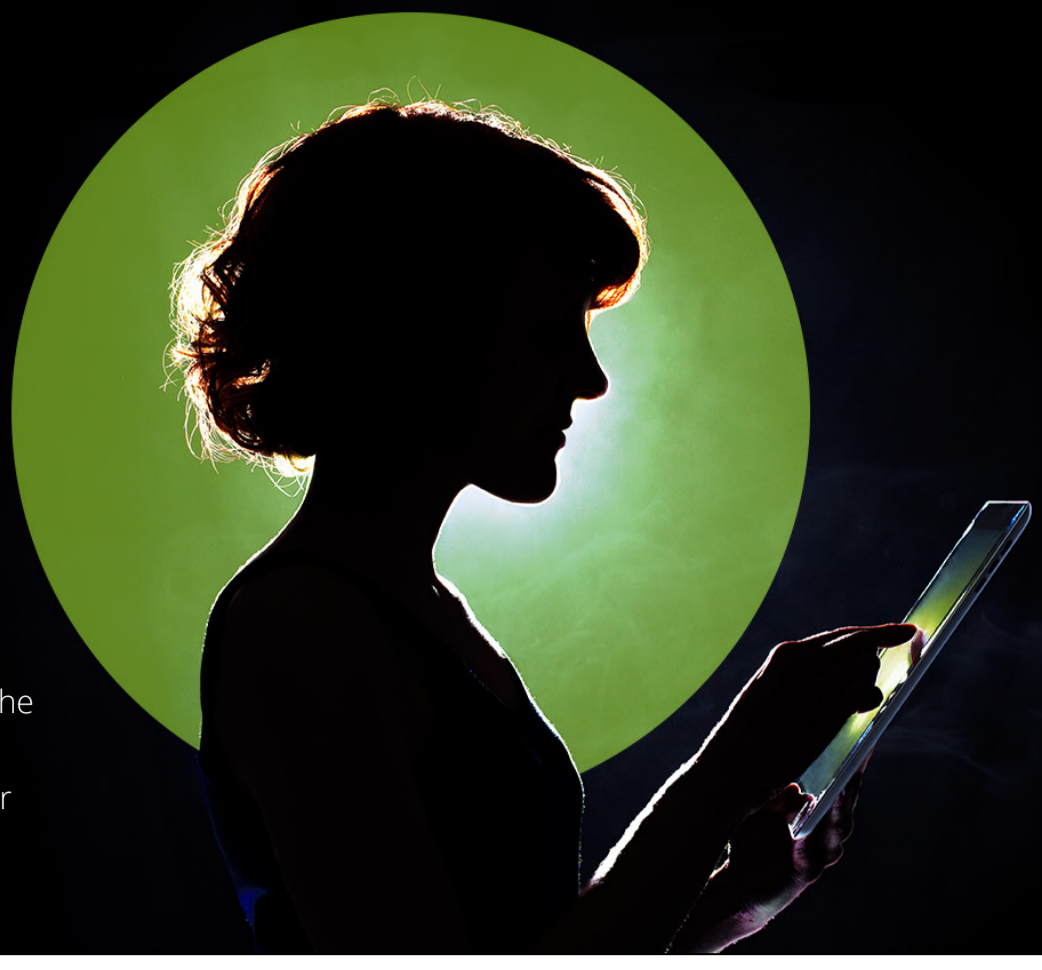


## Women in AI

Deloitte AI Institute

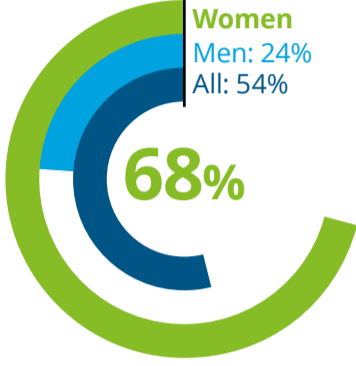
Women represent 51 percent of the U.S. adult population but only 26 percent of data scientists working today. That by itself is striking—but what lies behind that disparity? Deloitte surveyed both men and women who are active in the artificial intelligence (AI) and machine learning (ML) fields to learn more about the experiences that shape, and sometimes obstruct, careers for women. Many of these biases also find their way into the AI/ML tools we use every day.



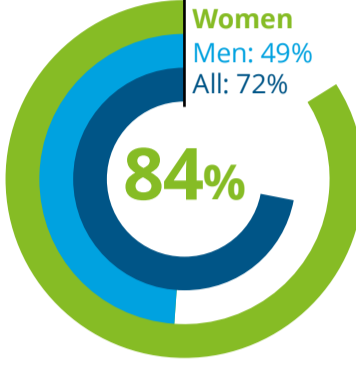
### What is the state of women in AI today?

Women aren't merely under-represented in the AI profession. The women who do work in the field also confront stereotypes that impede their career progress, hiring practices that don't include people like them, and environments that are more likely to drive them away from good jobs.

**Have sexual or gender-based stereotypes been an obstacle in your career?**

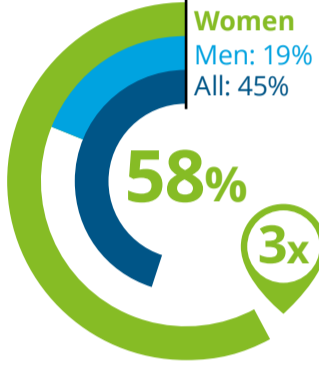


**Have you ever left a job in AI because you under-appreciated?**



A more diverse workforce is better equipped to identify and remove AI biases as they interpret data, test solutions, and make decisions.

**Have you ever left an AI employer because men and women were being treated differently?**

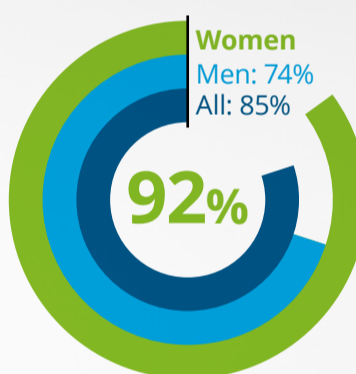


### Why is it important for women to be represented in AI?

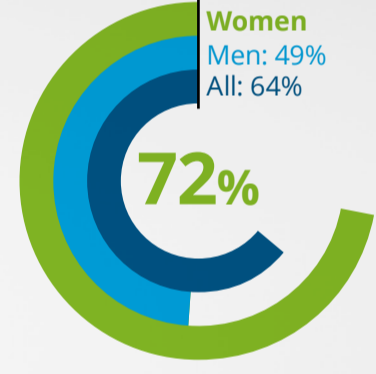
The tools that use AI and ML often express their power by emulating human decision-making, perception, or discernment. How well can they work if the perspectives of only some humans, and not others, go into their creation?



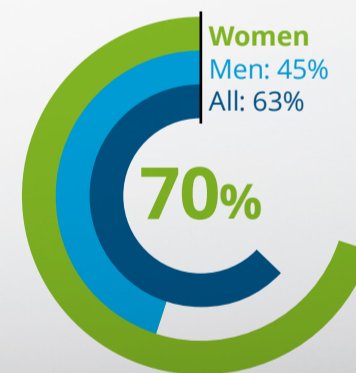
**Do you believe women and minorities bring unique perspectives into the AI field?**



**Will AI/ML benefit from having more diverse employees in designer and developer positions?**



**Will AI/ML models always produce biased results as long as the field remains male-dominated?**



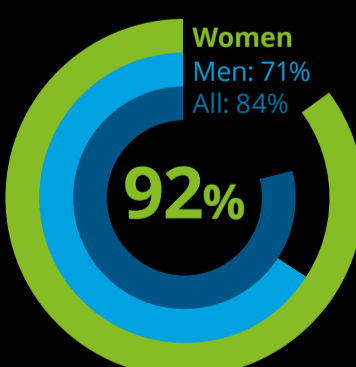
A team with diverse perspectives is better at challenging assumptions and identifying problems to solve with AI.

### What can we do to improve representation of women in AI?

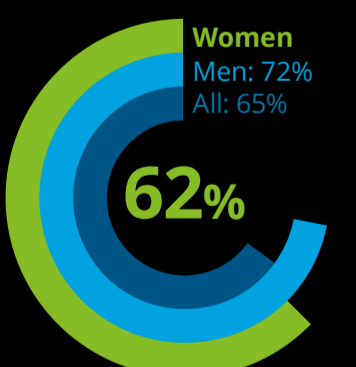
The practices today's women in AI/ML face need to change—from all-male hiring panels to the workplace environments employers allow and encourage. Women's representation and impact on the industry can also improve if more people realize that diversity of perspective is necessary for the proper function of AI products themselves.

Retention of women in the field is also an area ripe for improvement. In our survey of women who do work in the field, we asked people which commonly proposed solutions for generating equity in AI/ML they rated as "confident" or "likely" to be effective.

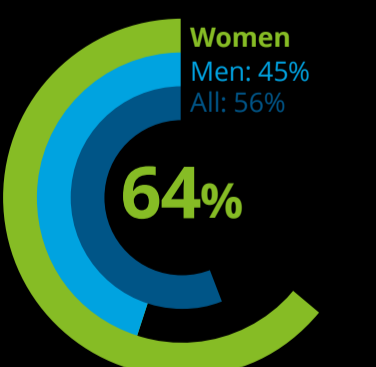
**Eliminating pay gaps**



**Creation of groups and networks specifically for women**

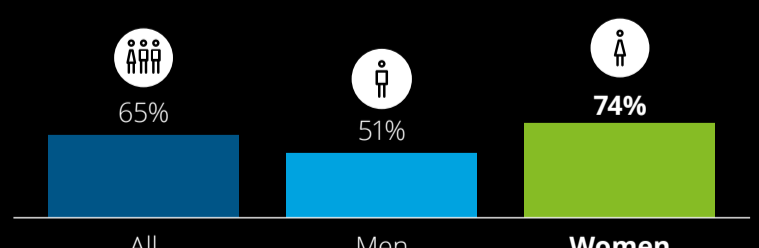


**Gender or race-dedicated HR representatives and resources**



In addition, the survey asked whether employees benefit directly from having women and minorities as managers, leaders, and role models.

**Among those who strongly agreed were:**



### Learn more

[www.deloitte.com/us/AIInstitute](http://www.deloitte.com/us/AIInstitute)

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### About this survey

The insights in this survey came from original research in which Deloitte interviewed 12 women who have risen to AI leadership positions within their organizations and surveyed an additional 200 individuals working in AI.