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 progression, hiring practices that don’t include people like them, and environments that are more likely to drive them away from good jobs.

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?

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.

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

What can we do to improve representation of women in AI? (continue)

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 which commonly proposed solutions for generating equity in AI/ML they rated as "confident" or "likely" to be effective.

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

Learn more
www.deloitte.com/us/AIInstitute