

Da Marte a Venere: intelligenza artificiale e impatti di genere

Lunedì 8 marzo 2021

zalaconsulting



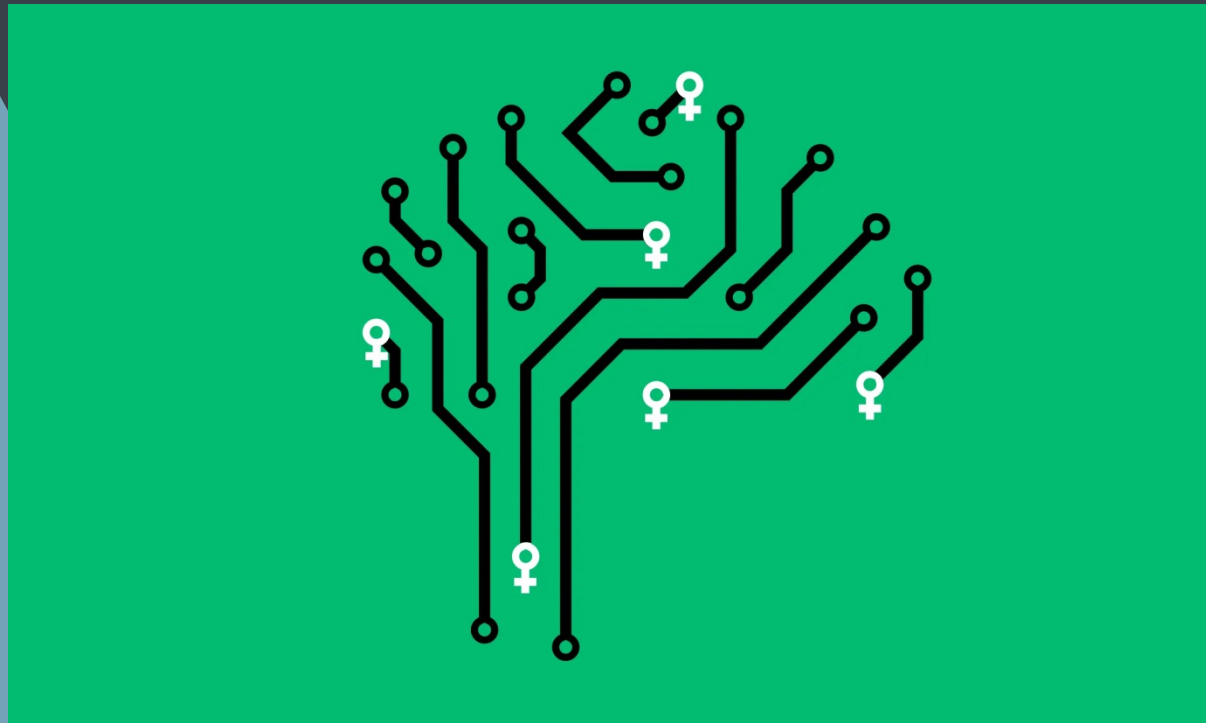
**Laura
Zanfrini**



Agenda

- Perché è rilevante parlare di IA e impatti di genere?
- Dove sono le donne nell'IA?
- IA Poll
- Il genere dei dati e degli algoritmi

Il nostro punto di osservazione



Chi si occupa di AI?



Come sono disegnati gli algoritmi



Come sono scelti i dati



*ceremony,
wedding, bride,
man, groom,
woman, dress*



*bride,
ceremony,
wedding, dress,
woman*



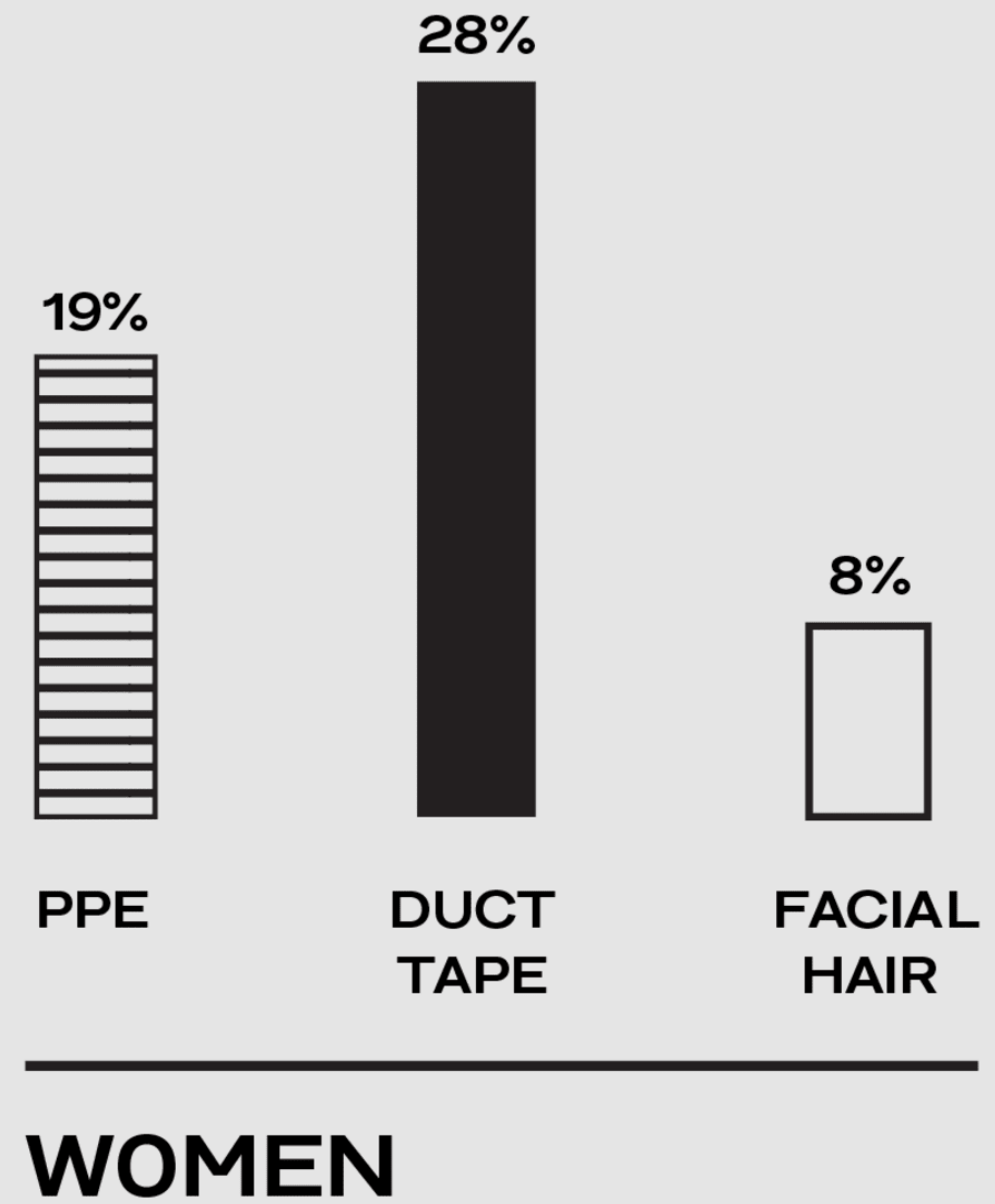
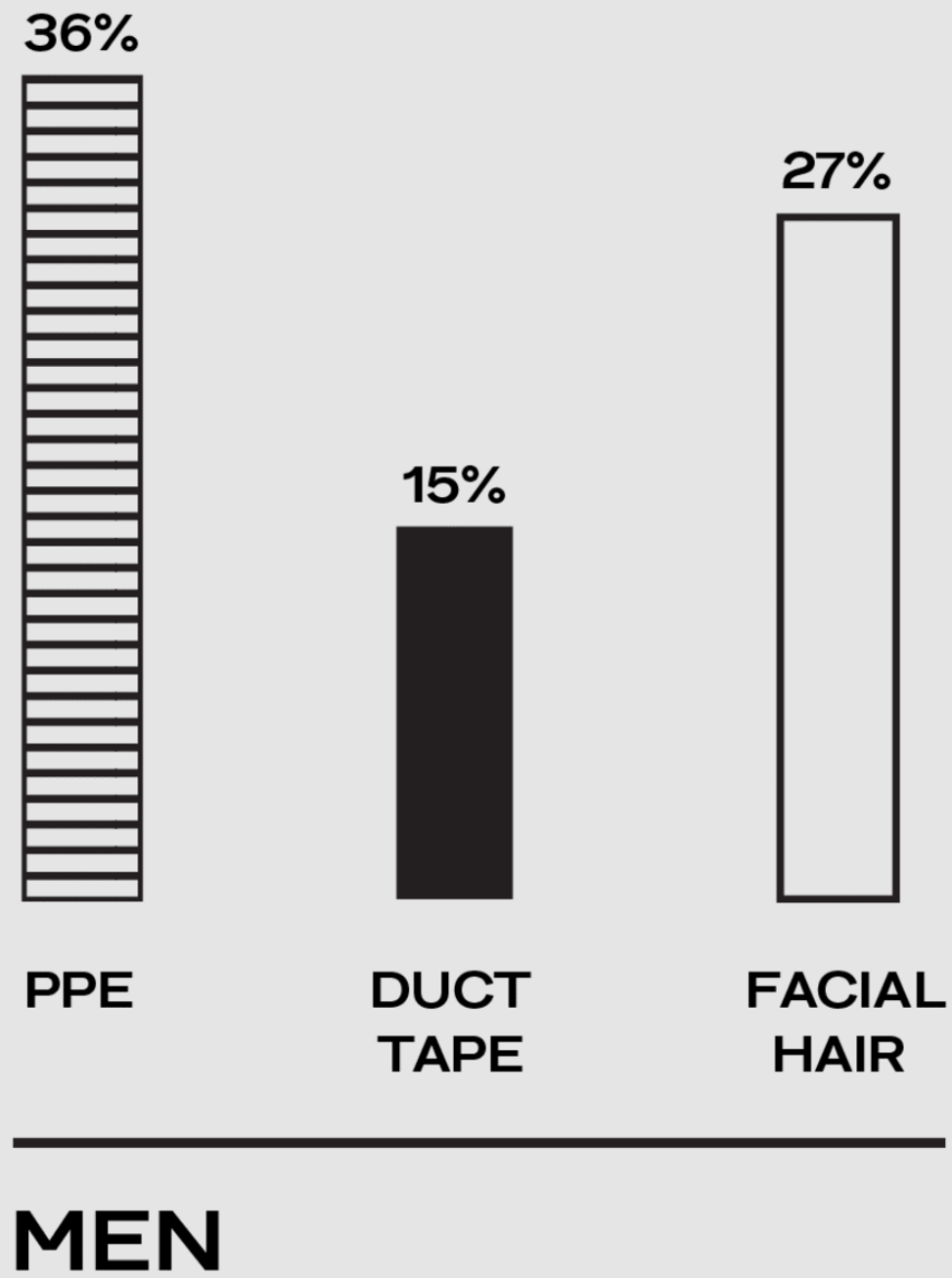
*ceremony,
bride, wedding,
man, groom,
woman, dress*

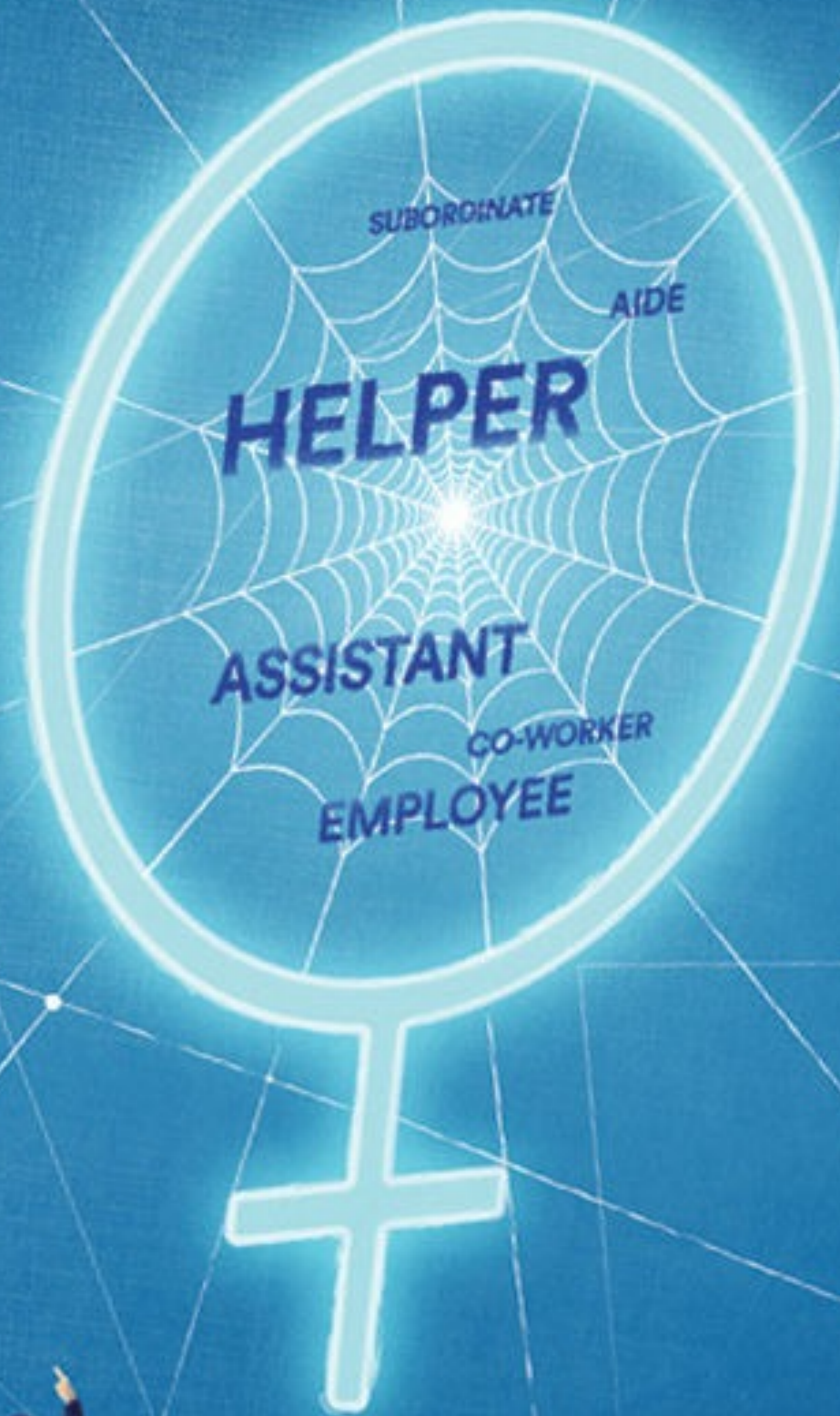


person, people

Above: Wedding photographs labeled by a classifier trained on the Open Images dataset.

Image Credit: Google AI



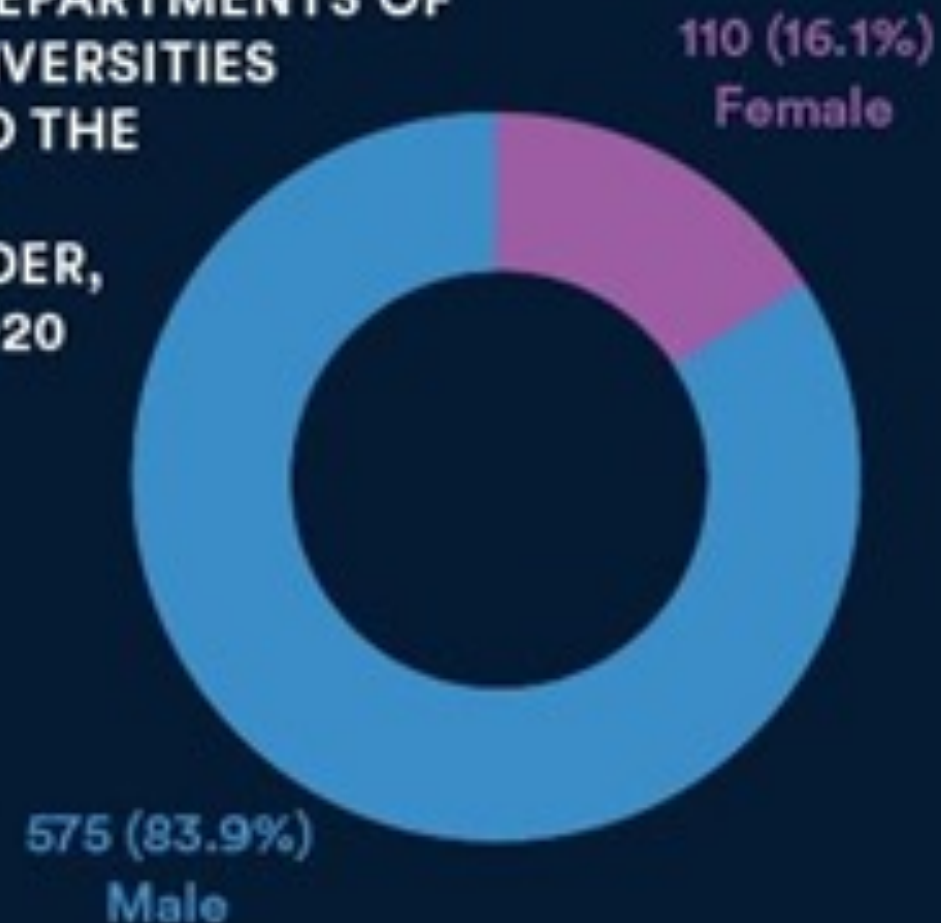


Barbara Demichelis



AI's Diversity Shortfall

TENURE-TRACK FACULTY
AT CS DEPARTMENTS OF
TOP UNIVERSITIES
AROUND THE
WORLD
BY GENDER,
AY 2019-20



Data Source: Computing Research Association & AI Index
The AI Index 2021 Annual Report

Docenti di
Computer Science
TOP Università WW

Donne = 16,1%



Tiziana Catarci

Direttrice Dipartimento di
Ingegneria informatica
automatica gestionale -
Sapienza Università di Roma

«Nel settore dell'**Intelligenza Artificiale**
la presenza femminile è davvero
limitata: in colossi come Facebook e
Google le **donne negli staff di ricerca**
raggiungono rispettivamente
il 15% e il 10%.

E nel mondo accademico più
dell'80% dei Professori in AI sono
uomini.

A Roma, in Sapienza, tra i corsi di
laurea con la minor presenza
femminile c'è quello in Ingegneria
Informatica e Automatica (13%).»

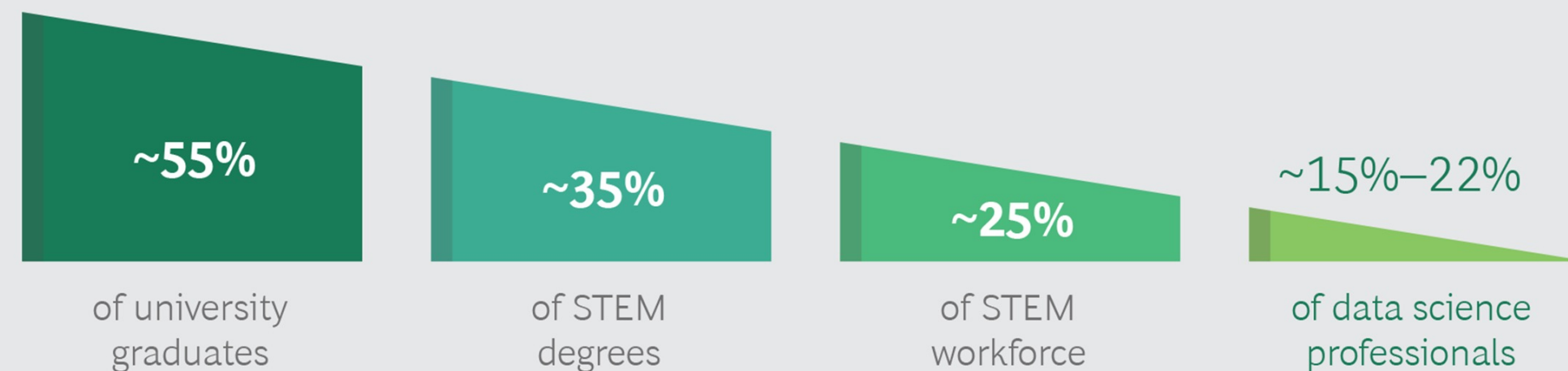
Data scientist donne fra il 15 e il 22%.

Al senza diversità a rischio bias.

La maggior parte delle laureate Stem non prende in considerazione la carriera in questo settore perché pensa non abbia “impatto tangibile” e sia “troppo competitiva”.

EXHIBIT 1 | The STEM Talent Funnel Loses Women at All Stages

Women make up...



Sources: World Economic Forum, *The Global Gender Gap Report 2018*; BCG research.



Marzo 2020

Ict e donne: in Italia occupazione femminile al 15%



Women in Digital (WiD) Scoreboard 2020: Italia al 25esimo posto della classifica. Dietro di noi solo Grecia, Romania e Bulgaria. (MediaEuropa 18%)



Dicembre 2020

Angeli e Demoni dell'A.I. per il Gender

AI, genere, etica



Github coding study suggests gender bias

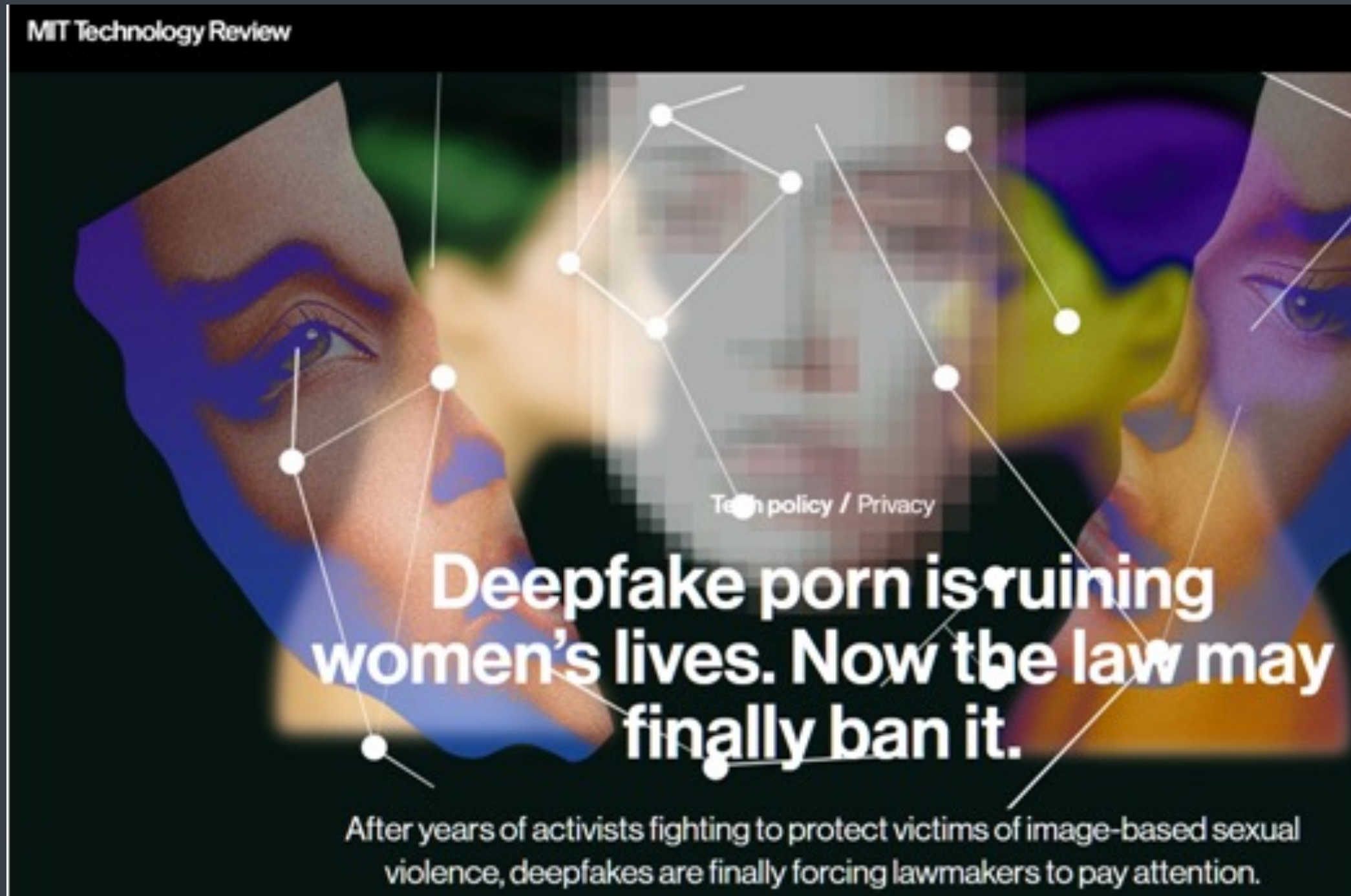
12 February 2016

Software coding changes suggested by women

- had higher approval ratings than those from men
- **but only if their gender was not identifiable.**

AI, genere, etica

MIT Technology Review



Deepfake porn is ruining women's lives. Now the law may finally ban it.

After years of activists fighting to protect victims of image-based sexual violence, deepfakes are finally forcing lawmakers to pay attention.

Febbraio 2021

MIT
Technology
Review

AI, genere, etica

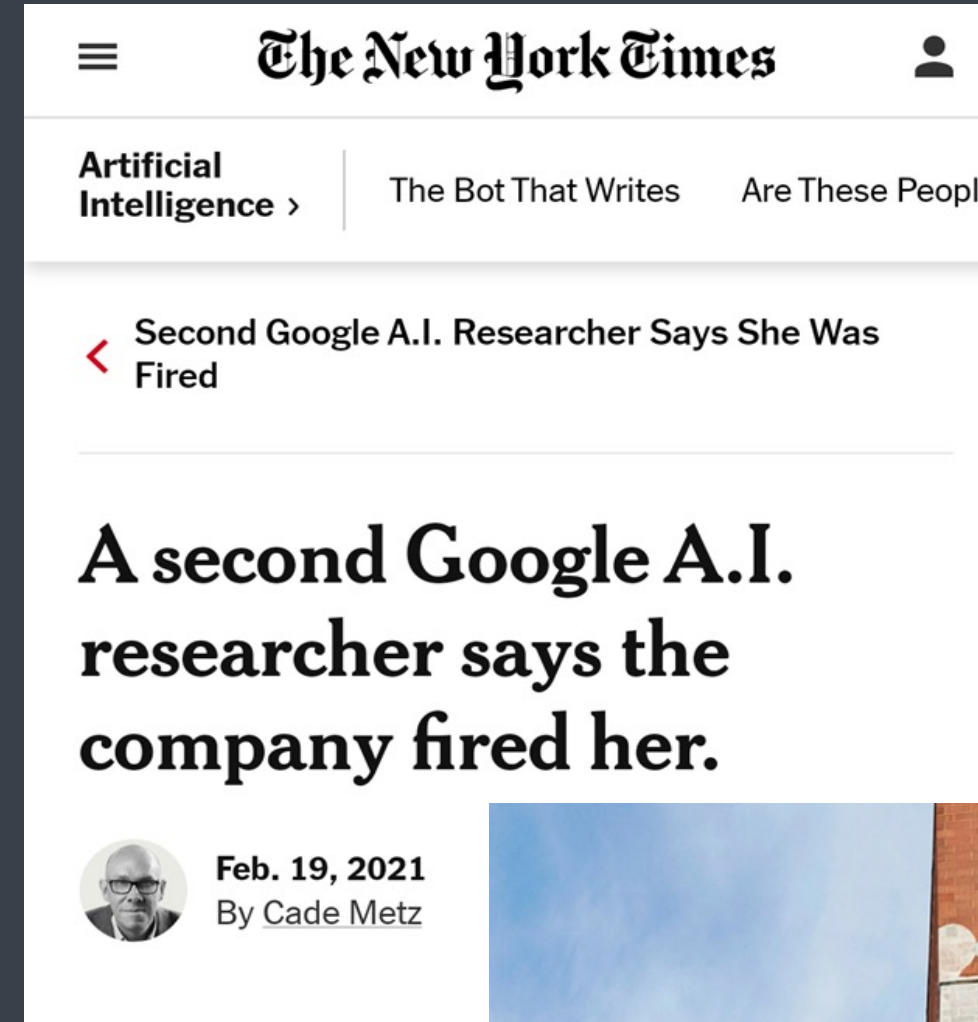


Teamnit Gebru's Case



Google AI Team Demands
Ousted Black Researcher Be
Rehired And Promoted

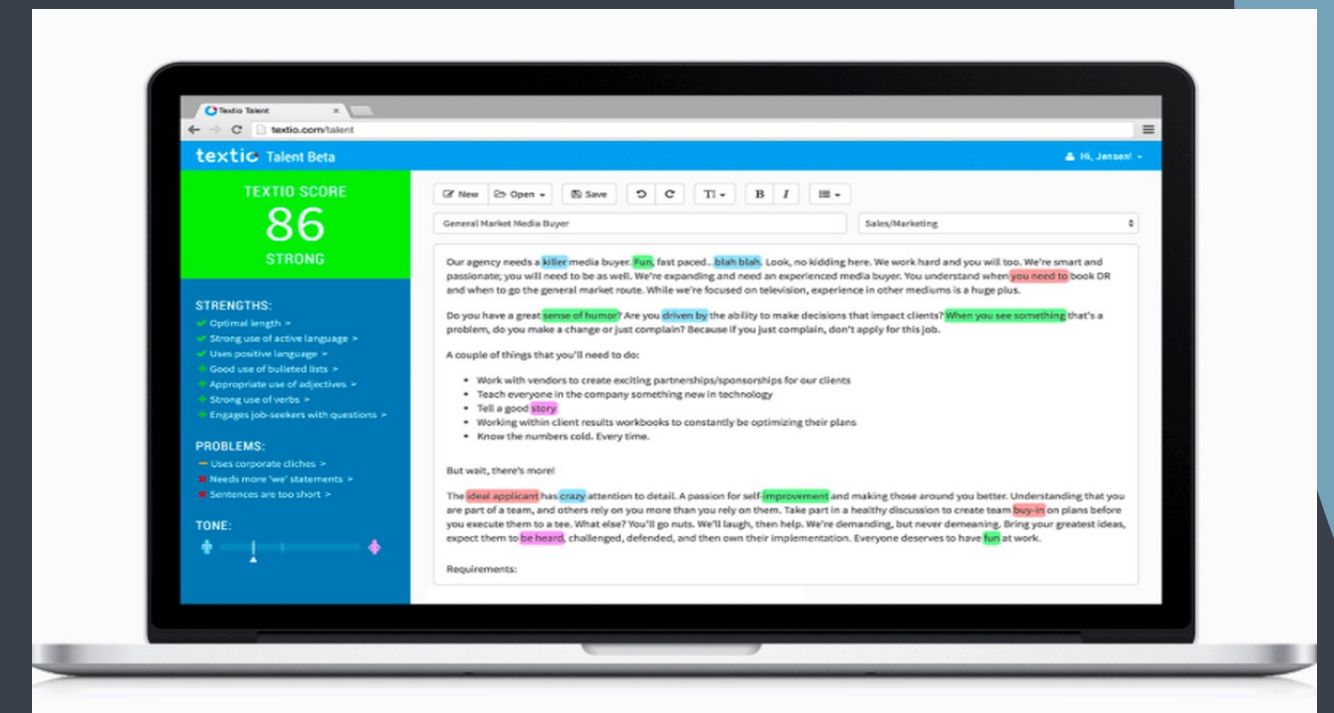
December 17, 2020



Margaret Mitchell, who was one of the leaders of Google's Ethical A.I. team, sent a tweet on Friday afternoon saying merely: "I'm fired."
Cody O'Loughlin for The New York Times

AI, genere, etica

Australian software company Atlassian uses an AI-based tool called Textio to analyze the company's job postings for signs of bias and suggest ways to correct them—avoiding words like “coding ninja,” for example, that tend to suggest that these are less welcoming work environments for women staffers, discouraging them from applying. As a result, it saw an 80 percent increase in the hiring of women in technical roles globally over a two-year period.²³

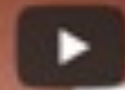


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AI, genere, etica

Meet Q The First
Genderless Voice

Meet Q



The First
Genderless Voice

Mara Carotenuto



IA Poll



www.menti.com



**Francesca
Romana
Pesce**



**Laura
Zanfrini**



www.zalaconsulting.com



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