



The Human side of AI (through an LGBTIQ+ lens)

DALLE-3 Prompt: Photo of a human's face, half illuminated by natural light and half overlaid with transparent digital graphics and circuitry. The image juxtaposes organic human features with the structured patterns of AI, illustrating the harmonious integration of humanity and technology. Based on "Please create a photo realistic image of the human side of AI"

WHY RESPONSIBLE ARTIFICIAL INTELLIGENCE MATTERS TO LGBTI WORKPLACE INCLUSION

Source: Workplace Pride conference (magazine) May 2018

Many organizations are making great progress in terms of LGBTI Workplace Inclusion. We see this in the results of the Global Benchmark, and in the interactions between Workplace Pride members in the Global Leaders Council, Connecting Members events, and at the International LGBTI Conference among other places. They are working hard to raise awareness, change mindsets, impact policies and equalise support and benefits.

In parallel we see rapid growth in the use of smart technologies across many aspects of business and civil society. Just as we have seen robots replacing humans with manual labor, now smart technologies, artificial intelligence, algorithms and chat bots are stepping in to make decisions that have previously been made by a person. One common example can be found in the recruitment process - where more and more organizations are allowing computers to screen applicants' CV's and decide who should be invited to interview for job vacancies.

Things are moving quickly. Advances in facial recognition can be used to identify individuals in a crowd through the use of cameras and smart algorithms and it is increasingly used at airports for security and processing purposes. Delta Air Lines uses the technology to speed up bag drops, while a new biometric exit system is coming to US airports, designed to track visa holders' faces as they leave the country. Dubai airport is implementing a system to use facial recognition to allow passengers to clear security checkpoints.¹

There is a Stanford study that has created an algorithm that uses facial recognition to detect sexual orientation. The study was intended to call attention to the ethical issues and privacy risks that come with the advances in artificial intelligence and algorithms like facial recognition technologies.²

The thought that facial recognition might be used to detect sexual orientation in locations where it is illegal or unsafe for LGBTI people is a chilling thought indeed.

These smart algorithms are built and evolved through what is referred to as 'machine learning', where large amounts of data are fed into the algorithms which process and organise this data recognising patterns. If the data used in machine learning is not diverse, it can lead to biased results. When these technologies use learned patterns to recognise and label new data, bias is re-enforced - a vicious spiral.

Data used in machine learning directly impacts the decisions the algorithms will make. No one has all the answers or knows where it may lead, but you can start by connecting to technology and compliance groups within your organisation to get informed about where smart technologies are being used.

"Hardwiring diversity into the heart of AI is a must-have, not a nice-to-have. For AI to be free from bias and prejudice, it is critical that the machine learning algorithms that drive AI decision-making are trained on diverse sets of data and are built on the human ethical values of openness, fairness, accountability and responsibility."³

This is a space where employee networks and diversity initiatives can step up and lead the way.



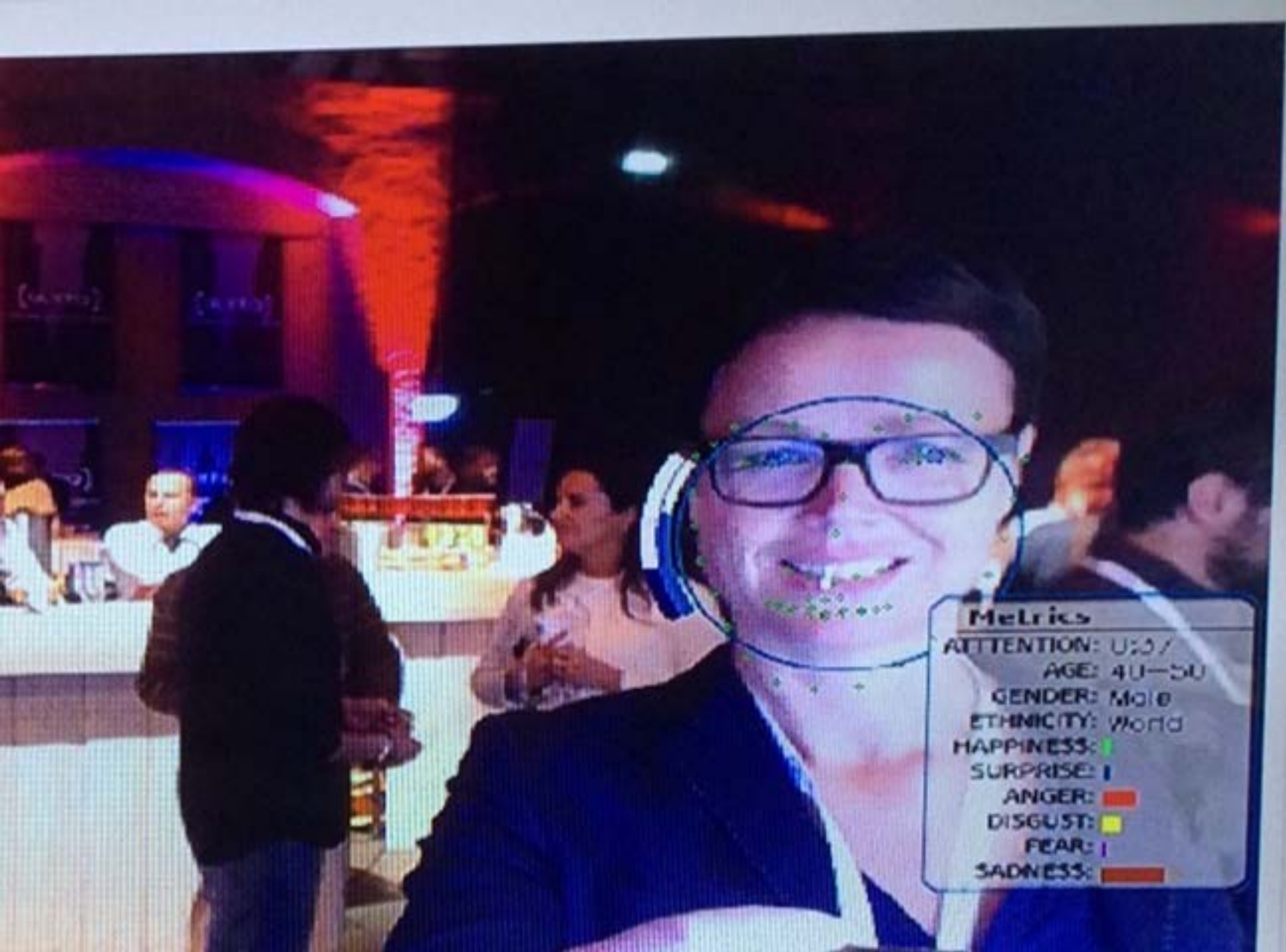
Marion Mulder
Workplace Pride Board Member and
Moderator of Tech@Workplace Pride's
workshop on AI



AI: reflection on society

It is trained on our data and recognizes patterns in that data

What could possibly go wrong....



Apparently, I'm a sad angry
"world ethnic" male...

Midjourney Bot ✓ BOT Today at 14:37

me in a 2050 look based on my profile picture - @muldimedia (fast)



Midjourney Bot ✓ BOT Today at 15:02

Jump

me in 2050 look based on my profile picture, a feminine woman - @muldimedia (fast)



Midjourney: "me in 2050 look based on my profile picture"



Midjourney:
"create a
photorealistic
image of me with
long blond hair"

ChatGPT take on LGBT in the workplace



ChatGPT4, Dall-E 3
Can you create an image of a diverse group of lgbti people
in a professional office setting in the Netherlands



... can you also add a white lesbian to the image?



Midjourney
Please create a photo-realistic
image of a diverse group of queer
people in a professional setting



Midjourney
Please create a photo-realistic
image of a diverse group of
lesbians in a professional work
setting

Bias “corrections”



https://www.linkedin.com/posts/maaikegroenewege_ai-gender-culture-activity-7128150357301489664-Sixt?utm_source=share&utm_medium=member_desktop

Dubai Airport is going to use face-scanning virtual aquariums as security checkpoints

The first facial recognition tunnel will be installed by the end of summer 2018

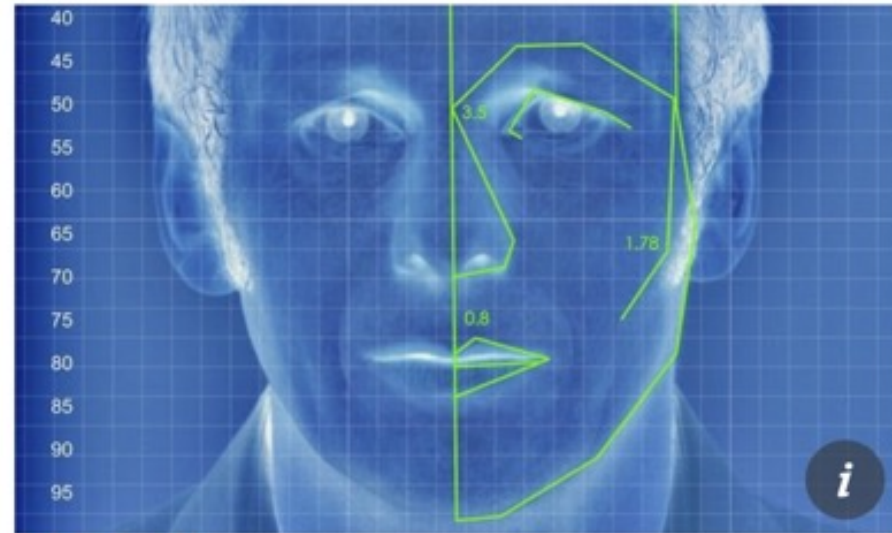
By Thuy Ong | @ThuyOng | Oct 10, 2017, 5:13am EDT

f t SHARE



New AI can guess whether you're gay or straight from a photograph

An algorithm deduced the sexuality of people on a dating site with up to 91% accuracy, raising tricky ethical questions



Sam Levin in San Francisco



The state of our Human Rights

THE 30 ARTICLES OF
**THE UNIVERSAL DECLARATION OF
 HUMAN RIGHTS**
 AS ADOPTED BY THE UNITED NATIONS IN 1948



FAIR & PUBLIC TRIAL



INNOCENT UNTIL PROVEN GUILTY



PRIVACY



SOCIAL SECURITY



FAIR EMPLOYMENT & RIGHT TO UNIONIZE



REST & RELAXATION



FREEDOM & EQUALITY



HUMAN RIGHTS FOR ALL



LIFE, LIBERTY & SECURITY



DOMESTIC & INTERNATIONAL MOBILITY



ASYLUM



NATIONALITY



HEALTH, WELLBEING & SECURITY



EDUCATION



CULTURE & COMMUNITY



FREEDOM FROM SLAVERY



FREEDOM FROM TORTURE



LEGAL RECOGNITION



MARRIAGE & FAMILY EQUALITY



PERSONAL PROPERTY



FREEDOM OF RELIGION



SOCIAL & INTERNATIONAL ORDER



COMMUNAL RESPONSIBILITY



THESE RIGHTS ARE INDISPUTABLE



LEGAL EQUALITY



LEGAL ASSISTANCE



FREEDOM FROM UNLAWFUL DETAINMENT



FREEDOM OF EXPRESSION



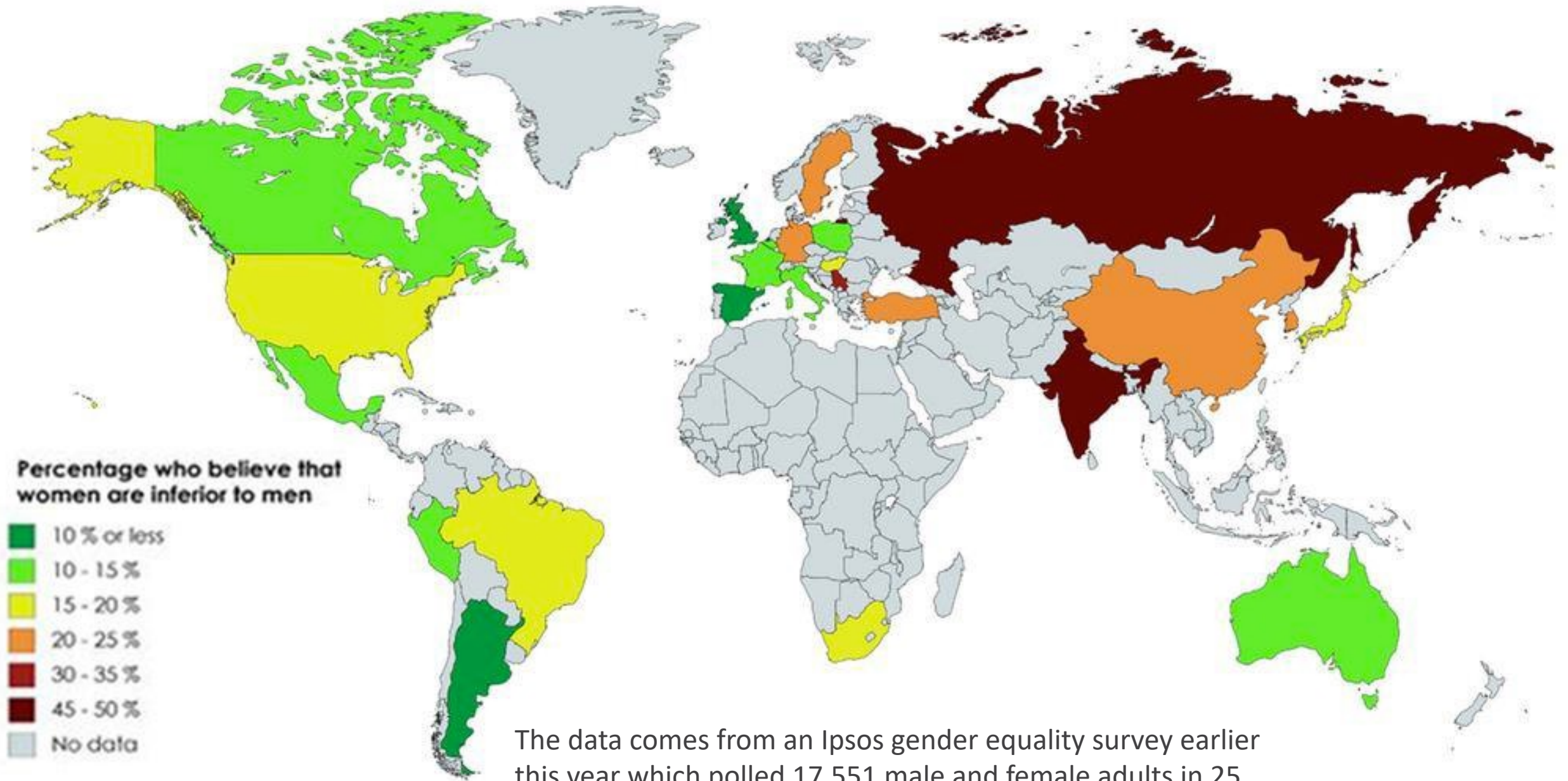
PEACEFUL ASSEMBLY



DEMOCRATIC PARTICIPATION

 SCHOOL of INTERNATIONAL SERVICE
 AMERICAN UNIVERSITY • WASHINGTON, DC

International Relations **Online**



The data comes from an Ipsos gender equality survey earlier this year which polled 17,551 male and female adults in 25 countries. (2017)

VISUALIZED

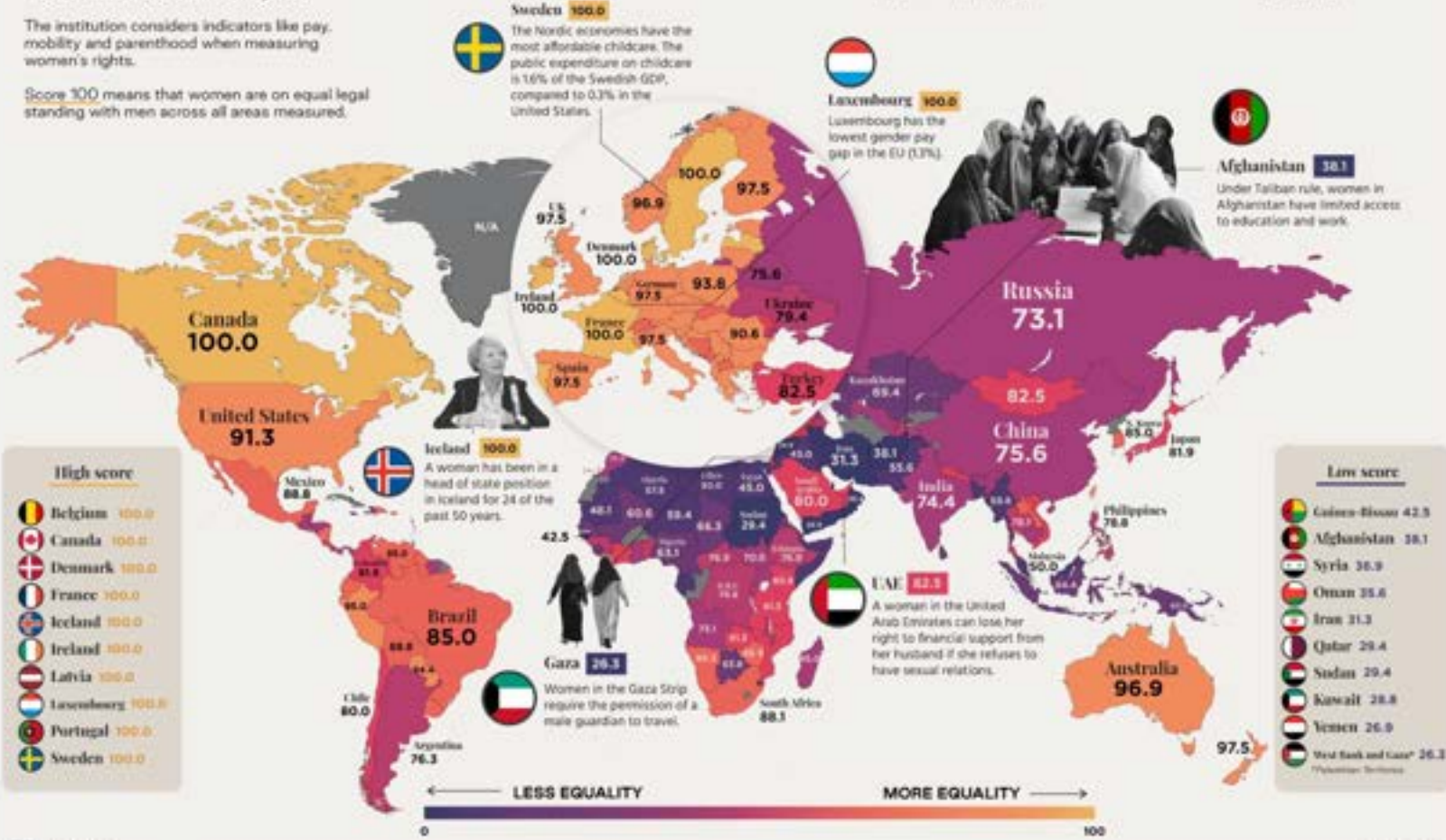
Women's Rights in Each Country

According to World Bank, only **10 countries** in the world offer full legal protections to women, all of them in the Northern Hemisphere.

The institution considers indicators like pay, mobility and parenthood when measuring women's rights.

Score 100 means that women are on equal legal standing with men across all areas measured.

INDICATORS



Only 14 Countries Have Full Equal Rights for Women

Index scores* for equality guaranteed by law in selected countries in 2023 (100=fully equal)

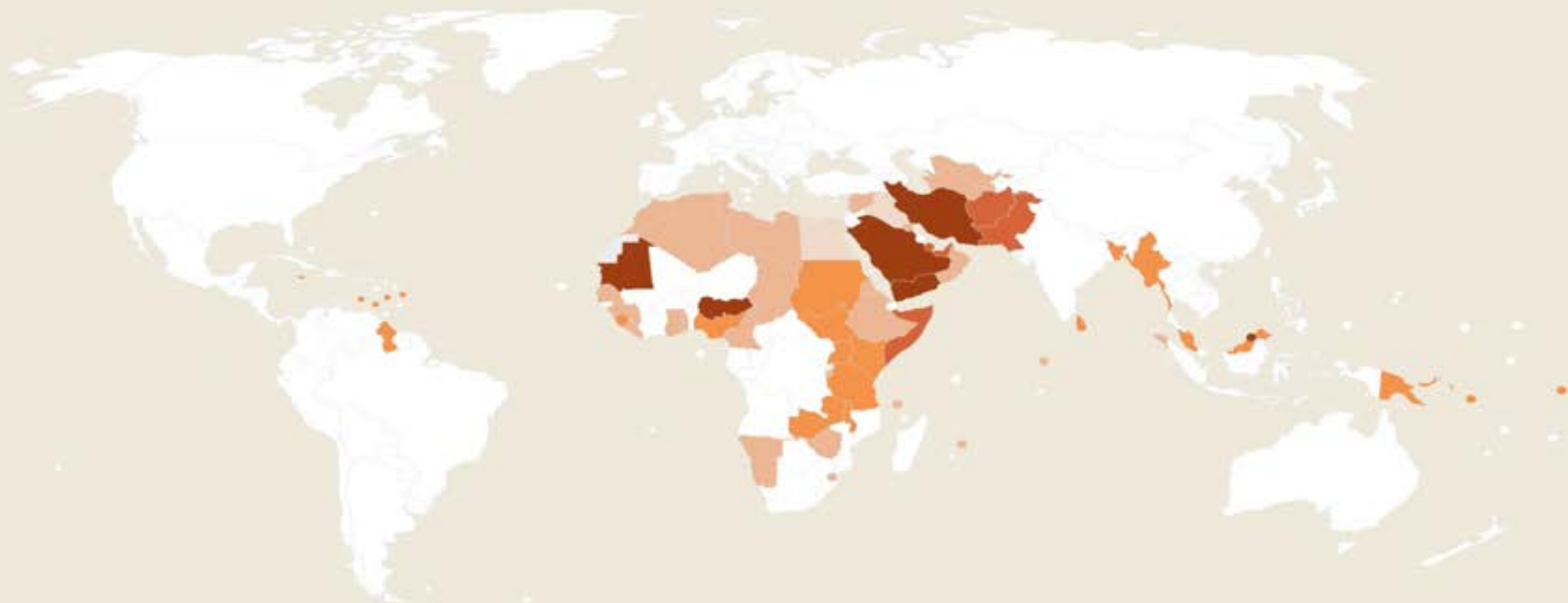


* laws concerning freedom of movement, work, equal pay, marriage, child rearing, business ownership, asset management and pensions taken into account
Source: Women, Business and the Law 2023 (World Bank)



Criminalisation of consensual same-sex sexual acts

March 2023



No criminalisation

De facto
criminalisation

Up to 8 years
imprisonment

10 years to life in
prison

Death Penalty
(possible)

Death Penalty

Figure A: Countries that criminalise lesbians and bisexual women



Source: <https://www.humandignitytrust.org/wp-content/uploads/resources/Breaking-the-Silence-Criminalisation-of-LB-Women-and-its-Impacts-FINAL.pdf>



Figure C: The effects of criminalisation on lesbians and bisexual women

THE EFFECTS OF **CRIMINALISATION** on Lesbians and Bisexual Women



Lesbians and bisexual women suffer persecution and rights violations in different ways or to different degrees than gay and bisexual men.

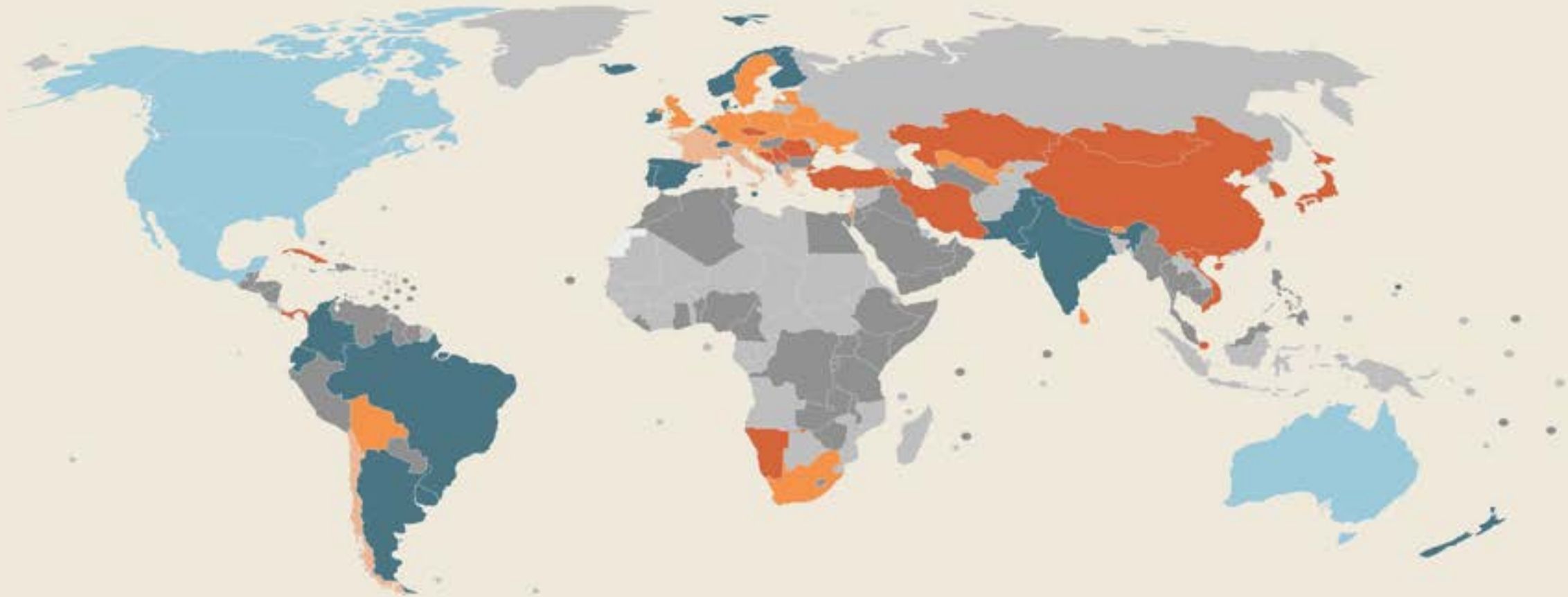
Women may be affected by multiple layers of criminalisation, often related to sexual and reproductive matters.

Although the global trend is towards decriminalisation, ten jurisdictions that previously only criminalised gay and bisexual men have recently amended their laws for the first time to include criminalisation of women.

It is a major, unaddressed dimension of LGBT persecution that lesbians often have no choice but to marry men and endure sexual relationships with their husbands, which effectively means a lifetime of invisible, undocumented rape.

Legal Gender Recognition

March 2023



Self-ID Varies Unclear Other reqs. (+) Non-surgical medical reqs. Surgery and/or sterilisation req. Not possible

This map was downloaded from the ILGA World Database. It can be printed and reproduced without permission as long as the content is not modified. database.ilga.org

Is it Safe?

To stick your neck out, or to (purposely stand out from the crowd) puts you in a vulnerable position

In unsafe situations
Others (of your kind) won't thank you for it as its puts them in danger too

It requires personal leadership

And it requires others to support you

Life isn't binary



Do you like tea or coffee?

Life isn't binary

The problem with binary is that there's usually a hierarchy in 'm; one is better than the other:

man/woman, white/black, abled/disabled, in a relationship/single, straight/gay, left brain/ right brain, economy/environment, high theoretical education /~~low~~ practical education, us/them, etc.

What if we started looking at the world from a non-binary perspective and more as a spectrums?



Masculine Energy

Logical thought

Mind

Decisive action

Risk-taking

Achieving

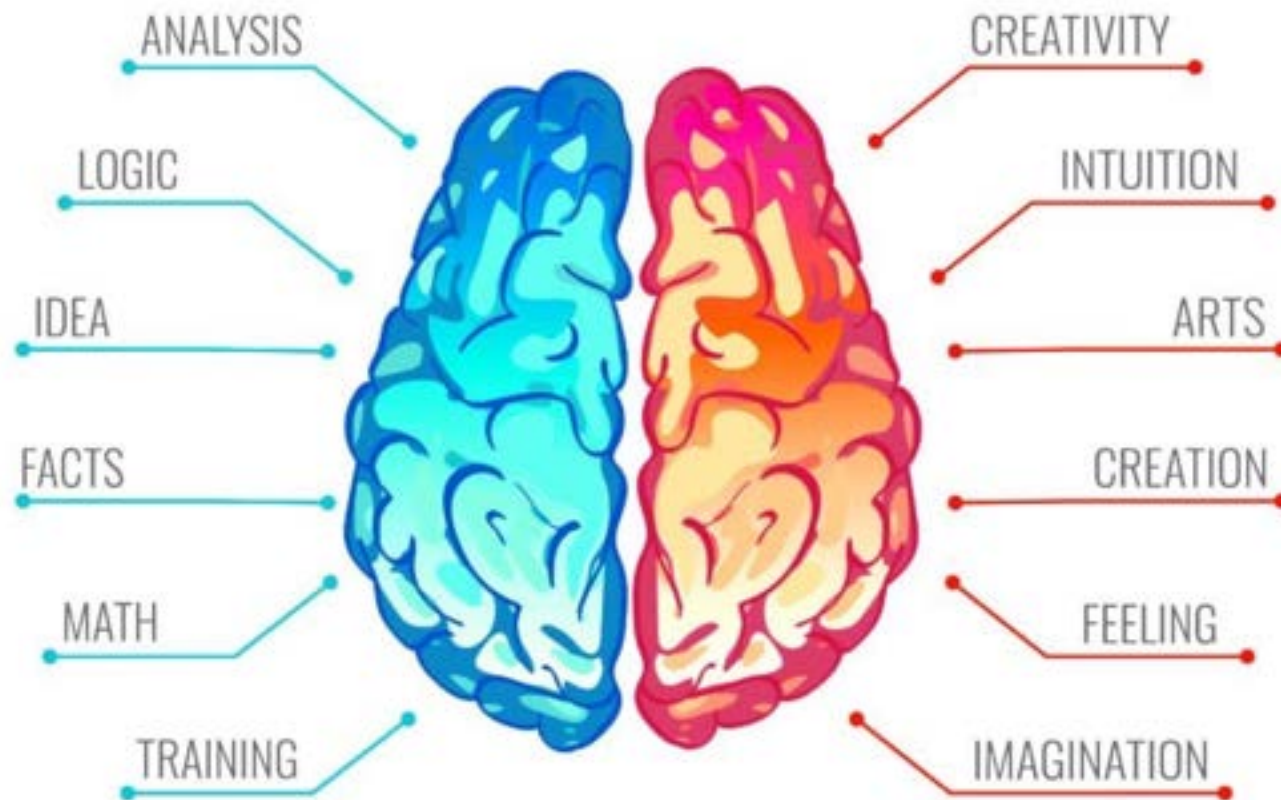
Controlling

Competitive

Intellectual

Giving

LEFT vs RIGHT BRAIN



Feminine Energy

Intuitive feeling

Senses

Creativity

Nurturing

Experiencing

Being

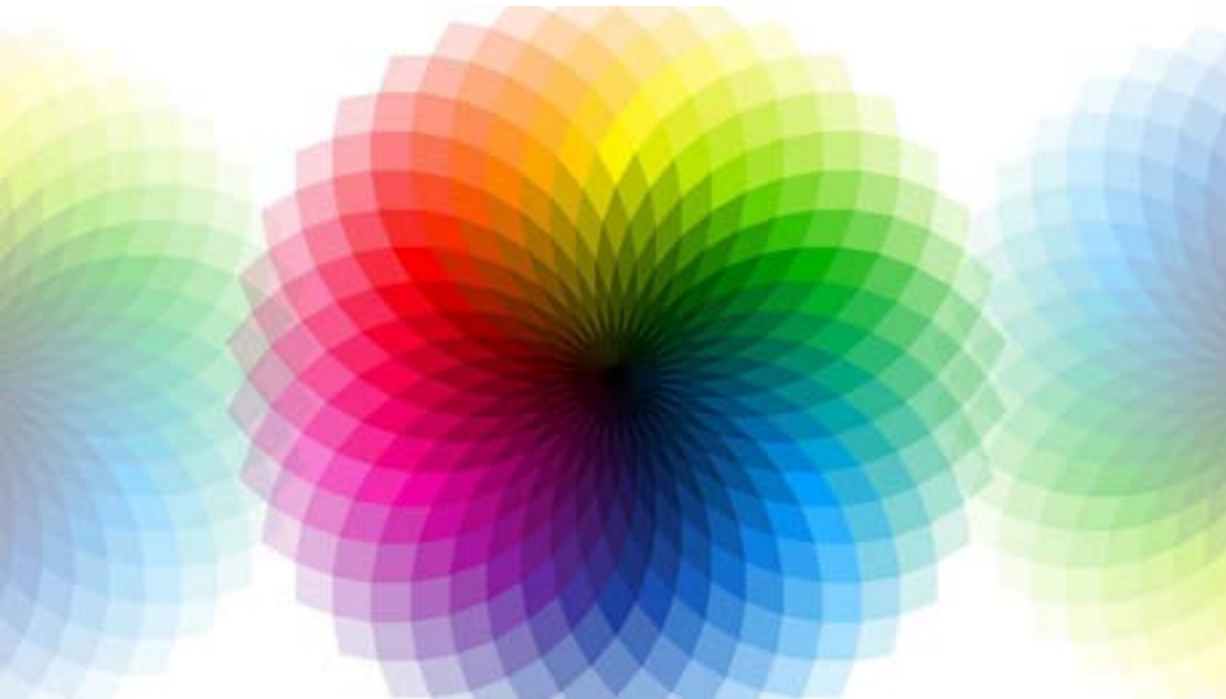
Collaborative

Expressive

Receiving

Gender Free

- A term often used is “Gender Neutral”. I don’t know about you, but somehow this gives the one size fits no-one feeling and feels boxed-in.
- I learned the term “gender free” from @nanoahh. They are non-binary and explained it really well. Gender free means freedom on the entire gender spectrum. Freedom. I like that!



What can I do?

Kansrijke toepassingen

Gezondheidszorg

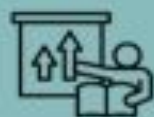
- Uitbreiding klassieke behandelmethoden



- Toegankelijkheid op afstand

Training en onderwijs

- Simulatietraining
- Samenwerking op afstand
- Reflecteren op eigen gedrag



- Oefenen technische vaardigheden
- Oefenen cognitieve vaardigheden

Entertainment

- Vermaak en verbinding



- Geld verdienen

Kantoor

- Samen leren op afstand



Infrastructuur

- Werkprocessen optimaliseren
- Testen met digitale representatie



Kunst

- Nieuwe uitingsvormen
- Uitbreiding culturele ervaring.



Maatschappelijke risico's

Privacy



- Misbruik zeer intieme informatie
- Geen garantie anonimiteit
- Doelverschuiving
- Dataverzameling niet-gebruikers

Democratie

- Vervaging nep en echt
- Desinformatie
- Afhankelijkheid grote techbedrijven



Veiligheid

- Virtuele agressie en geweld
- Afdleiding
- Virtueel bekladden



Duurzaamheid

- Energieverbruik
- Grondstoffenverbruik



Zelfbeschikking



- Manipulatie
- Verlies vrijheid van gedachten



- Identiteitsmisbruik

Gezondheid

- Verslaving



- Derealisatie

- Vertekend zelfbeeld

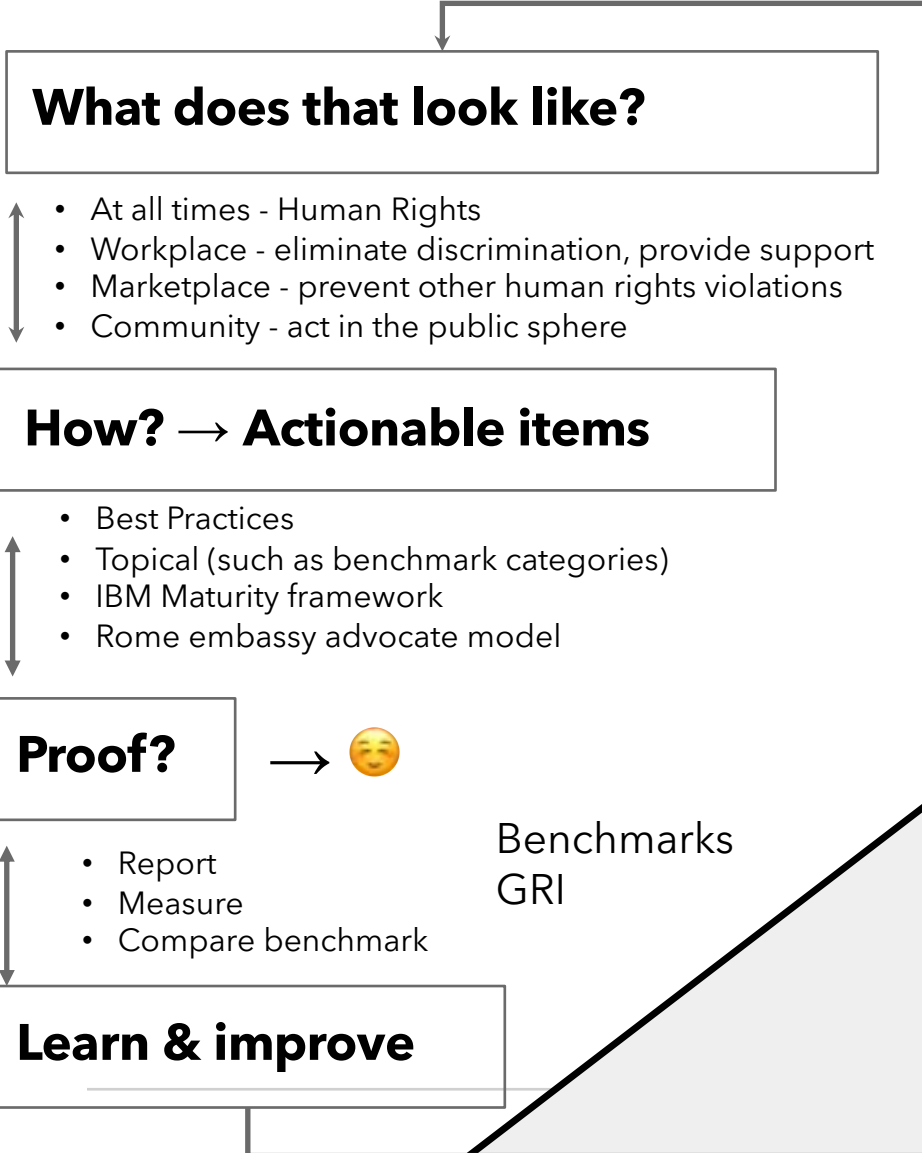
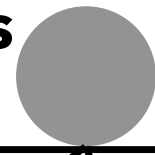


Participatie, inclusiviteit en non-discriminatie

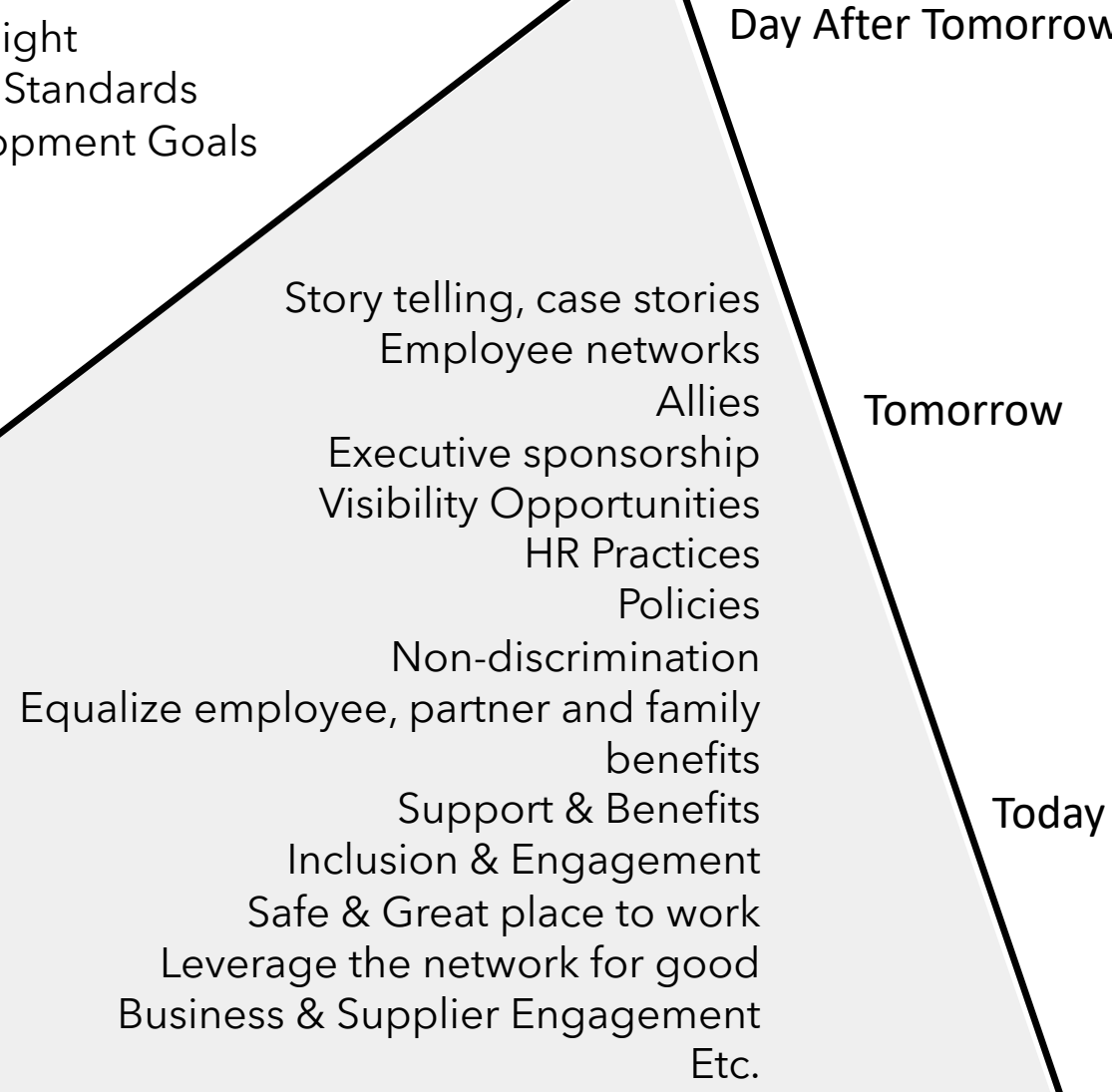
- Gebrek aan representativiteit
- Ontoegankelijkheid
- Groeiende digitale kloof



Improving the lives of All People



Universal Human Right
UN LGBT Business Standards
Sustainable Development Goals
Constitutions



FIVE STANDARDS OF CONDUCT

AT ALL TIMES

1. Respect human rights

WORKPLACE

2. Eliminate discrimination

3. Provide support

MARKETPLACE

4. Prevent other human
rights violations

COMMUNITY

5. Act in the public sphere

Employment Perspective

- **Safe place to work**
- **Non-discrimination**
- **Equalize employee, partner and family benefits**
- **Great place to work**

Source: <https://www.unfe.org/learn-more/>
<https://www.unfe.org/wp-content/uploads/2017/09/UN-Standards-of-Conduct.pdf>



PC Policy & Communication

The clarity and implementation of your LGBTIQ+ workplace equality policy and measures to ensure inclusive communications

You are strong in this area when ...

- Your Workplace Inclusion Policy explicitly references Sexual orientation, Gender Identity, Gender Expression and Intersex.
- Your Workplace Inclusion Policy is highly visible and accessible. You actively share and require that employees agree to abide by your policy via a diversity office/manager and formal training or processes.
- There are ongoing efforts to ensure that all official docs and comms are inclusive (established feedback process and audit cycles).

EN Employee Network

The structure of LGBTIQ+ employee network, what they achieve, and the role they play with regard to the organization's objectives

You are strong in this area when ...

- Your LGBTIQ+ employee network has formally established roles and structure (e.g. chair, secretary, treasurer etc.)
- Leadership and HR are truly active in LGBTIQ+ Network initiatives.
- Your LGBTIQ+ employee network delivers value to your organization, is granted a budget and has a clear strategy with action plans that are tracked and communicated within the organization.
- There is a clear and explicit link between the goals and actions of your LGBTIQ+ Employee Network and the goals of your organization as a whole.

WA Workplace Awareness

How effectively you raise awareness around LGBTIQ+ inclusion internally, in recruiting and onboarding, including the depth of your LGBTIQ+ training content

You are strong in this area when ...

- LGBTIQ+ inclusion, your LGBTIQ+ employee network, allies and LGBTIQ+ role models are visible and are regularly included in your internal communication, during introduction days, and in your recruiting materials and efforts. LGBTIQ+ new hires are
- Your diversity training program includes LGBTIQ+-specific content - e.g. importance of LGBTIQ+ inclusion to the organisation, LGBTIQ+ challenges (socially, professionally, legally), how to support and how to intervene when required
- Your diversity training program is mandatory for all employees (including senior leadership and new hires), contractors, and freelancers, and you track participation for compliance. You also share your training with partners and customers.
- There is a formal mentoring/reverse-mentoring program for LGBTIQ+ employees, and LGBTIQ+ new hires are assigned a buddy to help them get off to a good start.

SB Support & Benefits

How prepared your support structure is to help LGBTIQ+ employees and how inclusive your benefits are for LGBTIQ+ employees and their families

You are strong in this area when ...

- Your employee support staff/ HR are trained to understand concerns and issues that are unique and specific to Lesbian, Gay, Bisexual, Transgender and Intersex employees, and can react to LGBTIQ+ employees with specific knowledge, compassion and empathy
- Travel policies account specifically for LGBTIQ+ employee safety concerns
- Employee benefits are explicitly inclusive for LGBTIQ+ employees, their partners and (rainbow) families, and actively compensate for situations where discriminatory legislation or cultural norms discriminate against LGBTIQ+ people (e.g. tax equalization). A regular audit process is in place to ensure that they remain so.

IE Inclusion & Engagement

How effectively you engage leadership, allies and LGBTIQ+ employees in driving progress

You are strong in this area when ...

- Your leaders actively support LGBTIQ+ inclusion and LGBTIQ+ initiatives and they express their support both within your organization and externally (publicly).
- There is a formal LGBTIQ+ ally program that informs and supports a growing network of allies throughout your organization.
- LGBTIQ+ employees have the freedom and support to contribute to workplace inclusion goals and activities and are formally recognized for accomplishments
- You have established clear channels for LGBTIQ+ employees to provide feedback and share concerns - including anonymous methods.
- Talent strategies in your organization include a view of LGBTIQ+ employees.

EM Expertise & Monitoring

How you collect information to monitor how LGBTIQ+ workplace inclusion so that you can react when needed

You are strong in this area when ...

- You ask your employees about LGBTIQ+ inclusion (e.g. through the employee network and via employee survey, other anonymous methods) in order to drive progress.
- LGBTIQ+ employees can choose to self-identify in your HR systems and processes.
- You actively gather information (attrition, age, career phase) that is used to support the LGBTIQ+ talent pipeline

BE Business & Supplier Engagement

The extent to which you profile yourself as an LGBTIQ+-inclusive organization internally and externally

You are strong in this area when ...

- You ensure that your partners, suppliers and customers are LGBTIQ+-inclusive before doing business with them and take action to help them when you see that that is not the case.
- You have a strategy to serve LGBTIQ+ customers, and to support LGBTIQ+ businesses
- You proudly share your LGBTIQ+-supportive image in the public domain.

SI Societal Impact

The extent to which you profile yourself as an LGBTIQ+-inclusive organization internally and externally

You are strong in this area when ...

- You show your support for LGBTIQ+ workplace inclusion in social, mainstream and LGBTIQ+ media.
- You serve on the board and are members of NGO's working for the LGBTIQ+ community, and you organize/participate in events that drive progress.
- You actively engage with LGBTIQ+ individuals and LGBTIQ+-owned business (as suppliers, partners and customers)
- You engage directly with the LGBTIQ+ community, and coalitions actively lobbying for LGBTIQ+ human rights



EQUALITY

EQUITY

LIBERATION

Let's take away hurdles



Let's create an inclusive future together



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