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 overlayed 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

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.

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.

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

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

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 data comes from an Ipsos gender equality survey earlier this year which polled 17,551 male and female adults in 25 countries. (2017)
Figure A: Countries that criminalise lesbians and bisexual women

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

THE EFFECTS OF CRIMINALISATION on Lesbians and Bisexual Women

- Stigma associated with being criminalised
- Arrest, detention and prosecution
- Family control and coercion
- Physical and sexual violence by families, communities and State actors
- Forced or pressured marriage
- Lack of autonomy over sexual and reproductive health and choices
- Removal of children upon discovery of mother’s sexual orientation
- Discrimination in education, employment, health and housing
- Mental health issues and suicide

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

https://ilga.org/ilga-world-maps
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 it 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 that 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

ANALYSIS
LOGIC
IDEA
FACTS
MATH
TRAINING

CREATIVITY
INTUITION
ARTS
CREATION
FEELING
IMAGINATION

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?
Immersieve technologieën in de samenleving

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
- Infrastructuur
  - Werkprocessen optimaliseren
  - Testen met digitale representatie
- Kantoor
  - Samen leren op afstand
- Kunst
  - Nieuwe uitingsvormen
  - Uitbreiding culturele ervaring.

Maatschappelijke risico's
- Privacy
  - Misbruik zeer intieme informatie
  - Geen garantie anonimité
  - Doelverschuiving
  - Dataverzameling niet-gebruikers
- Democratie
  - Vervaging nep en echt
  - Desinformatie
  - Afhankelijkheid grote techbedrijven
- Gezondheid
  - Virtuele agressie en geweld
  - Afleiding
  - Virtueel bekleden
- Duurzaamheid
  - Energieverbruik
  - Grondstoffenverbruik
  - Groeiende digitale kloof

Zelfbeschikking
- Manipulatie
- Verlies vrijheid van gedachten
- Identiteitsmisbruik

Participatie, inclusiviteit en non-discriminatie
- Gebrek aan representativiteit
- Ontoegankelijkheid

Bron: https://www.rathenau.nl/nl/digitalisering/doorbraak-van-immersieve-technologieen-leidt-mogelijk-tot-problematische
How? → Actionable items

- Best Practices
- Topical (such as benchmark categories)
- IBM Maturity framework
- Rome embassy advocate model

What does that look like?

- At all times - Human Rights
- Workplace - eliminate discrimination, provide support
- Marketplace - prevent other human rights violations
- Community - act in the public sphere

Proof? → 😊

- Report
- Measure
- Compare benchmark

Learn & improve

Universal Human Right
UN LGBT Business Standards
Sustainable Development Goals
Constitutions

Universal Human Right
UN LGBT Business Standards
Sustainable Development Goals
Constitutions

Story telling, case stories
Employee networks
Allies
Executive sponsorship
Visiblity Opportunities
HR Practices
Policies
Non-discrimination
Equalize employee, partner and family benefits
Support & Benefits
Inclusion & Engagement
Safe & Great place to work
Leverage the network for good
Business & Supplier Engagement
Etc.
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/learn-more/)
Let's take away hurdles
Let’s create an inclusive future together

Marion Mulder

+31642111245
info@muldimedia.com
https://www.linkedin.com/in/marionmulder/
https://muldimedia.com/