

Equinet Working Group on Artificial Intelligence

Agenda

April 10, 15:00 – 17:30 CET

Online as well as in Brussels, Belgium

The objectives of this meeting are to (1) share and exchange on relevant national policy and legal updates; (2) provide an overview of the adopted EU Artificial Intelligence Act and the powers of Equality Bodies and other fundamental rights authorities under the Act; (3) discuss priorities for 2025 and identify specific activities and outputs for next year to support your work.

Host: Valérie Fontaine, Moderator of Working Group on Artificial Intelligence

Join via Zoom:

<https://us02web.zoom.us/j/83536192215?pwd=MnB6QzN3SllKek9hWmdsMllmUUUvtDz09>

Meeting ID: 835 3619 2215

Passcode: 785825

Find your local number: <https://us02web.zoom.us/j/kdWRJLYwQ6>

15.00-15.10 [Welcome](#)

15.10-15.50 [Tour de Table](#)

Session description: The objective of this session is to exchange information and facilitate discussion on the latest developments at the national level, as well as relevant activities by Equality Bodies linked to the impact of AI systems on equality.

Preparation required: Identify relevant work by your equality body and developments (policy and/or legal) at the national level related to the impact of Artificial Intelligence (AI) and other forms of digital automation on the protection against discrimination.

Moderator: *Valérie Fontaine*

15.50-16.10 [The adopted European Union Artificial Intelligence Act: opportunities and limitations](#)



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Session description: This session presents select highlights from the final text of the EU Artificial Intelligence Act with a focus on the powers of Equality Bodies.

Speaker: *Milla Vidina, Equinet Secretariat*

Q&A session

Moderator: *Valérie Fontaine*

16:10 – 16:25 [Coffee break](#)

16.25-16.45 [Showcasing Equality Bodies work at the 2024 CPCD Conference: Panel on “How to Ensure Fairness and Non-discrimination in Algorithmic Hiring?”](#)

Session description: The annual conference on Computers, Privacy and Data Protection (CPDP) is Europe’s leading event on privacy and data protection. Equinet has been invited to convey the knowledge and experience of Equality Bodies in a panel [“How to Ensure Fairness and Non-discrimination in Algorithmic Hiring?”](#) The panel discusses how AI can be developed to avoid discrimination, including intersectional discrimination, and examines the labour-specific challenges faced by AI developers.

This session seeks to gather collective intelligence on Equality Bodies’ work on recruitment discrimination and how their experience and practices can be extended to scenarios of algorithmic discrimination in hiring. The discussion will focus on the following questions:

- Has your Equality Body worked on algorithmic discrimination in recruitment, and are you aware of any relevant initiatives in your country and beyond on this topic?
- Have your Equality Body engaged, or are you planning to engage with technical developers, whether in the public or private sectors?
- What has been your Equality Bodies’ work on recruitment discrimination? Do you think this work can be extended to algorithmic hiring practices, and if so, what would be some key differences?
- What is specific about non-discrimination obligations in recruitment (as opposed to, for example, obligations in areas beyond employment)? How could this present challenges for developers of algorithmic hiring tools, who want to comply with employment non-discrimination duties?

Moderator: *Valérie Fontaine*

16:45 – 17:20 [What do you want us to focus on in 2025?](#)

Session description: This session presents Equinet’s current work on AI and invites participants to brainstorm and identify topics, activities and publications for 2025 that will best support their work in the coming year.

Brief presentation of ongoing work

Speaker: Milla Vidina, Equinet Secretariat

Discussion (all participants)

Moderator: Valérie Fontaine

17.20-17.30 [Any other business](#)

16.30 [End of meeting](#)

19:30 [Dinner at Mont Liban Restaurant](#)

Equinet Meeting

Gender Equality Working Group

Agenda

10/04/2024, 15:00 – 17:30 CET, Hybrid (Brussels and [Zoom](#))

15:00 – 15:05

Welcome remarks

- Aleksandra Szczerba, Working Group Moderator, Office of the Commissioner for Human Rights of the Republic of Poland
- Marta Pompili, Policy Officer, Equinet Secretariat

15:05 – 16:05

Tour de Table

All participants share national updates regarding gender equality. Please, prepare yourselves to give short remarks on your recent work, with a particular focus on the following pieces of EU legislation:

- *Work-Life Balance Directive (to be transposed by 2 August 2022)*
- *Women on Boards Directive (to be transposed by 28 December 2024)*
- *Pay Transparency Directive (to be transposed by 7 June 2026)*

- Chaired by Aleksandra Szczerba, Working Group Moderator, Office of the Commissioner for Human Rights of the Republic of Poland

16:05 – 16:25

EU and International Updates on Gender Equality

This session is devoted to sharing the most recent updates regarding gender equality at both the European and international levels, with emphasis on the newly agreed-upon Directive on Violence Against Women and Domestic Violence and the 68th annual Commission on the Status of Women (CSW68), among other things.

- Katja Lenzing, European Commission, Directorate General Justice and Consumers, Unit D.3 – Gender Equality
- Tamás Kádár, Co-Director, Equinet Secretariat

16:25 – 16:40

Coffee break

16:40 – 17:10

Equinet Factsheet/Report on LGBTIQ+ Equality

This session is dedicated to discussing one of the 2024 outputs of the Working Group, i.e., the Factsheet/Report on LGBTIQ+ Equality, conceived as a crucial



collection of good practices implemented by Equality Bodies to ensure LGBTQI+ Equality. This publication aims to inform stakeholders and policy-makers of the key role of Equality Bodies for LGBTQI+ Equality.

Questions to discuss:

- *We propose to structure the publication around fields of life where Equality Bodies intervene to ensure LGBTQI+ Equality (such as access to health, employment, education, and hate speech), rather than structuring it around types of actions by Equality Bodies (litigation, recommendations, research, etc.). Do you agree or do you have other suggestions for the structure and scope of the publication?*
- *If you agree with our proposal, what fields of life should be included?*
- *For each field of life, the publication will present the work of Equality Bodies, the challenges they face, and a few good practices. Do you have any other suggestions on what to include?*
- *How can we include an intersectional perspective?*

- Chiara D’Agni, Communication Officer, Equinet Secretariat

17:10 – 17:25

2025 Equinet Work Plan: What would you like to focus on?

This brainstorming session is aimed to discuss what topics and priorities should be included in the 2025 Equinet Work Plan. Please, prepare yourselves to discuss and answer the following questions:

- *What would you like the Gender Equality Working Group to focus on in 2025?*
- *What should be the priorities of the Working Group that you would like to work and deepen your knowledge on?*

17:25 – 17:30

Closing remarks

- Aleksandra Szczerba, Working Group Moderator, Office of the Commissioner for Human Rights of the Republic of Poland

19:30

Dinner at Mont Liban Restaurant



The Gendered Impact of AI: Mapping the problem, exploring solutions

Joint Meeting of the Gender Equality Working Group and the Artificial Intelligence Working Group

Agenda

April 11, 9:00 – 16:00 CET

Brussels and via [Zoom](#)

This joint meeting aims to provide an overview of the multiple ways in which AI systems may impact gender equality, including intersectional forms of gender-related discrimination, and explore specific case studies that contribute to clarifying intervention strategies for Equality Bodies. Participants will be introduced to existing and new European laws and policies that are suited to address the gender-specific risks of AI and participate in an interactive exercise that will allow them to apply new learning to context-specific scenarios.

Host: Valérie Fontaine, Moderator of Working Group on Artificial Intelligence

Equinet Secretariat Leads: Gender Equality Working Group – Marta Pompili

AI Working Group – Milla Vidina

09.00 – 09.10 *Welcome*

09.10 – 10.15 *Towards Feminist AI: what is at stake, and how do we identify intervention opportunities?*

Session description: This session maps the multiple specific ways AI systems interact with gender and its intersections to influence equality and shape strategies for responding to and preventing AI-driven discrimination. What are the gender-specific risks of discrimination in the context of AI systems? What are the critical manifestations of AI's adverse impact on gender equality?

Speaker: *Dr Eleanor Drage*



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Senior Research Fellow at the Leverhulme Centre for the Future of Intelligence,
University of Cambridge

Q&A (20 minutes)

Moderator: Valérie Fontaine

10:15 – 10:45 *Coffee break*

10:45 – 11:30 *Examining the gendered impact of AI: European and international policy responses*

Session description: Starting with an introduction to the origins of algorithmic discrimination, this session takes a bird's eye view approach to the growing AI policy landscape. It highlights relevant European and global initiatives and situates them in the context of ongoing technological and legal developments.

Speaker: Fabian Lütz

Researcher and PhD-candidate, University of Lausanne (UNIL)

Q&A (15 minutes)

Moderator: Valérie Fontaine

11:30 – 11:45 *Update on relevant work by the Council of Europe*

Session description: This session gives an overview of [ongoing work](#) by the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI) on drafting a Recommendation on the impact of artificial intelligence systems, their potential for promoting equality – including gender equality – and the risks they may cause in relation to non-discrimination (due 2025). Discussions will also include updates on CoE's capacity-building programs on algorithmic discrimination, from which several Equinet members have benefitted.

Speaker: Menno Eetema

Head of Unit, Hate Speech, Hate Crime and Artificial Intelligence Unit,
Anti-Discrimination Department

11.45 – 12.00 *Group brainstorming session*

Session description: This session aims to generate collective thinking and harvest lessons from the preceding discussions to identify three specific areas, topics, or

contexts that illustrate the gendered impact of AI and which could be a priority for action by Equality Bodies.

Moderator: Dr. Eleanor Drage

12.00 – 13:00 **Lunch**

13:00 – 13.45 ***Legal responses to gender inequality in the algorithmic age: risks and opportunities***

Speaker: Fabian Lütz

Researcher and PhD-candidate, University of Lausanne (UNIL)

Session description: This session aims to introduce participants to relevant existing and new legal tools to address the gender-specific impact of AI. It will provide a general overview of relevant regulations and actors at EU and international level and complement it with a more in-depth analysis of specific legal instruments (EU AI Act) and actors (AI Office) to explore their potential and limitations for addressing and preventing algorithmic (gender-based) discrimination.

Q&A (15 minutes)

Moderator: Valérie Fontaine

13.45 – 15.00 ***Gender & AI Ideas-for- Impact Incubator***

Moderators: Dr Eleanor Drage and Fabian Lütz

Session description: This session will follow the [world café format](#) to enable collaboration, interaction, and knowledge sharing through a structured conversation approach. Discussions will be organized around three rounds of conversations, each dedicated to one priority area of gendered AI impact identified in the brainstorming session before lunch. Participants will take turns participating in all three conversations and building upon each other's insights.

Three rounds of conversation (20 minutes each; buffer time for changing tables: 5 min)

15.00 – 15.15 ***Coffee break***

15.15 – 15.45 **Feedback and discussions in plenary**

Moderators: Dr Eleanor Drage and Fabian Lütz

15.45 – 16.00 ***Closing***

16.00 **End of the meeting**