

Equinet Webinar

Artificial Intelligence & Intersectionality: How to Prevent and Counter Discrimination

14/06/2024, 15:00-17:00, CET, Online via Zoom

CONCEPT NOTE

As reflected by the recently adopted Pay Transparency Directive and the European Commission Gender Equality Strategy 2020-2025, there is an increasing recognition in law and policy of the strong link between gender inequality and intersectional discrimination and the need to protect and empower those at risk of gender-based discrimination through measures that promote and advance an intersectional perspective on equality. At the same time, there is extensive evidence about the strong gendered impact of AI technologies, which threaten to reproduce gender-based discrimination at scale and in invisible and unintelligible ways. This webinar will examine the concept of algorithmic intersectional discrimination and clarify its relevance concerning the impact of AI on gender equality. Participants will also be introduced to concrete possibilities under existing law for addressing AI-enabled intersectional violations of equality.

Host: Milla Vidina, Coordinator of Equinet Working Group on Artificial Intelligence

Equinet Secretariat Leads: Gender Equality Working Group – Marta Pompili
Artificial Intelligence Working Group – Milla Vidina



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DRAFT AGENDA

15:00 – 15:05 Welcoming remarks

- Marta Pompili, Policy Officer, Equinet
- Milla Vidina, Senior Policy Officer, Equinet

15:05 – 15:35 When algorithms discriminate at the intersections: examining the intersectional gendered impact of AI

This session explores and maps various ways in which AI systems may implicate intersectional forms of gender-related discrimination, highlighting specific case studies. It will explain the concept of intersectional discrimination from an interdisciplinary perspective and clarify its enhanced relevance in the context of AI systems. The session will also explore why AI technologies could lead to intersectional discrimination and identify possible drivers and promising good practices.

- Dr. Kerry McInerney (née Mackereth), Senior Research Fellow at the Cambridge University Leverhulme Centre for the Future of Intelligence and Research Fellow at the AI NOW Institute

Q&A (10 minutes)

Moderator: Milla Vidina

15:35 – 15:05 Legal responses to intersectional inequality in the algorithmic age: opportunities for improving the protection offered by Equality Bodies

This session will provide a general overview of various legal tools for addressing algorithmic intersectional discrimination and clarify and assess their relevance. The discussion will be complemented with a more in-depth analysis of specific legal instruments and, as relevant, European case-law which Equality Bodies could use in their legal casework. Particular attention will be given to possibilities for enhancing transparency through easing the reversal of the burden of proof and overcoming the limitations of the grounds-based approach.

- Raphaële Xenidis, Assistant Professor in European Law, Sciences Po

Q&A (10 minutes)

Moderator: Milla Vidina

16:05 – 16:55 Artificial Intelligence & intersectionality: an evolving agenda

This session aims to facilitate an interactive conversation between speakers and participants, creating an opportunity to raise new questions and delve more in-



depth into aspects mentioned in preceding sessions. Participants will be asked to submit questions before the webinar, which the speakers will address in an interview-style exchange.

- Discussion panel (speakers)

16:55 – 17:00

Closing remarks

- Valérie Fontaine, AI Working Group Moderator
- Aleksandra Szczerba, Gender Equality Working Group Moderator

