

AI for an Inclusive Future of Work

Giselle Mota
Principal Future of Work, ADP

@imgisellemota



Bias issues of data sets

BIAS BY US

Whoever codes the system embeds her views...

Machine Neutrality?

Machine learning is increasingly become part of daily life. We have learned how to use data sets to teach machines to detect faces and predict patterns. However bias in training data used in machine learning leads to bias in the systems that are created. Algorithmic bias results in discriminatory practices and exclusionary experiences.

Unmasking Algorithmic Bias

THE CODED GAZE

In attempting to build an Acquire Mirror that could

The Coded Gaze Exhibition unmasks algorithmic bias through bar real world frus

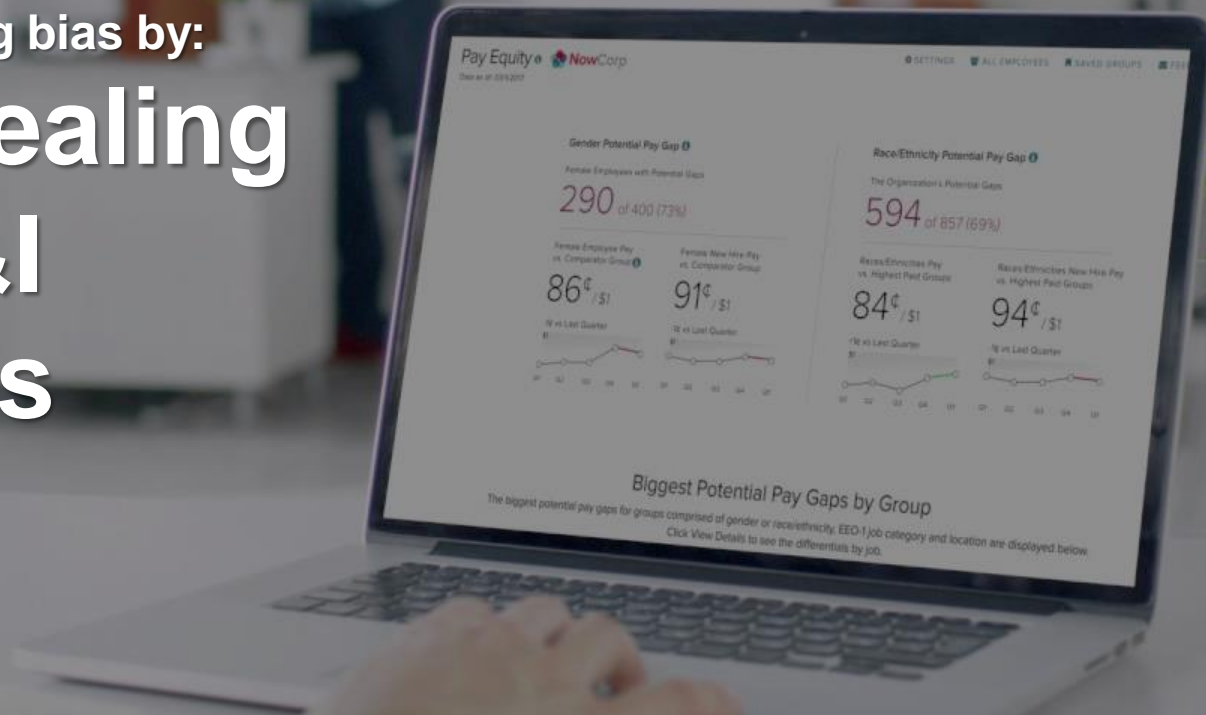
Experience the wonder of smart mirrors and take selfies to contribute to the

1.

Mitigating Bias

Mitigating bias by:

Revealing DE&I Gaps



A photograph of two men in a meeting room. One man is pointing at a computer monitor while the other looks on. The room has a whiteboard with diagrams in the background. The image is overlaid with a semi-transparent grey filter.

Mitigating bias by:

Focusing on Skills

A woman with curly hair, wearing a bright yellow dress, stands in the center of a meeting, holding a large blue and white striped folder. She is pointing at a document inside the folder. To her left, a man in a black and white checkered shirt is looking towards her. In front of her, a woman with long blonde hair, wearing a teal shirt, is looking at the folder. To the right, a man with a beard and glasses, wearing a maroon polo shirt, is also looking towards the woman in yellow. The setting appears to be a modern office or meeting room with large windows in the background. The overall tone is professional and collaborative.

Mitigating bias by:

Fostering Learning

2.

Opportunities Ahead

Advancing AI Use Cases For DE&I

- Bias Detection
- Organizational Network Analysis (ONA)
- Personalization
- Immersive Experiences
- Ethics & Governance

AI Opportunities:

Inclusive Language Detection



A photograph of three people sitting around a wooden table in a meeting or collaborative work environment. On the left, a woman with blonde hair is seen from the back, looking at a laptop. In the center, a woman with long brown hair is smiling and looking towards the man on the right. On the right, a man with dark hair and glasses is smiling and looking at a laptop. The table has two laptops, a notebook, and glasses of water. The background is a textured wall with some faint patterns.

AI Opportunities:

Organizational Network Analytics



AI Opportunities:

Personalized Recommendations & Guidance

A man with a beard, wearing a brown turtleneck and a VR headset, is seated at a desk. He has his hands raised in front of him, as if interacting with a virtual environment. On the desk, there is a large monitor displaying a 3D model of a green cylindrical object with a grid overlay. To the right of the monitor is a laptop, also displaying a similar 3D model. A yellow coffee cup, a mouse, and a desk lamp are also visible on the desk. The background shows a modern office or home workspace with a stone wall and framed pictures.

AI Opportunities:

Immersive Experiences



AI Opportunities:
**AI Ethics
& Data
Governance**

**Thanks,
Let's connect**

Giselle Mota
Principal Future of Work, ADP

@imgisellemota

