

SIE Advocacy Paper on AI

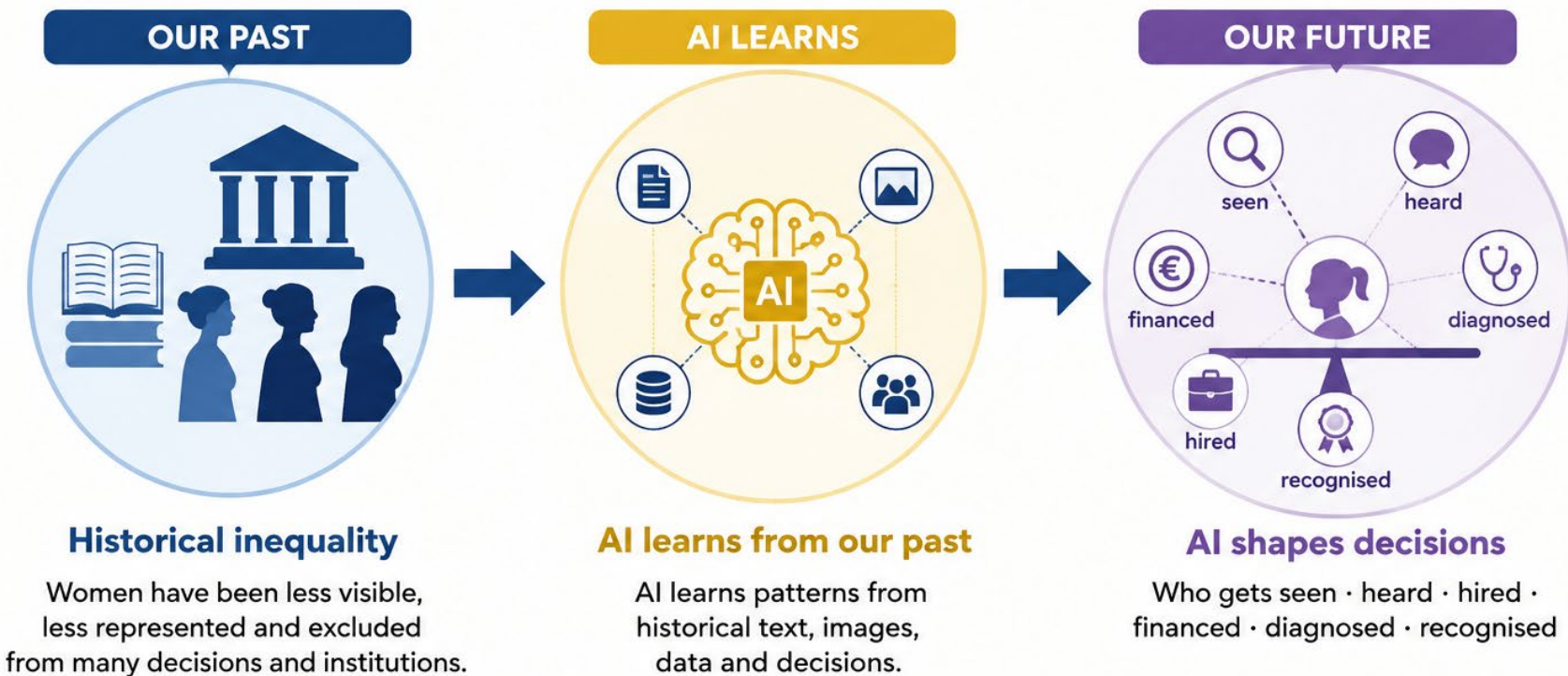
Designing Gender-Equal AI

Artificial Intelligence (AI) and Women's Advocacy
Eliminating Gender Bias through Algorithmic Design

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AI Taskforce of Soroptimist International Europa

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Don't Let AI Automate Inequality

Why SIE needs to Engage.



Without intervention, AI can turn
HISTORICAL INEQUALITY into **DIGITAL INEQUALITY**.

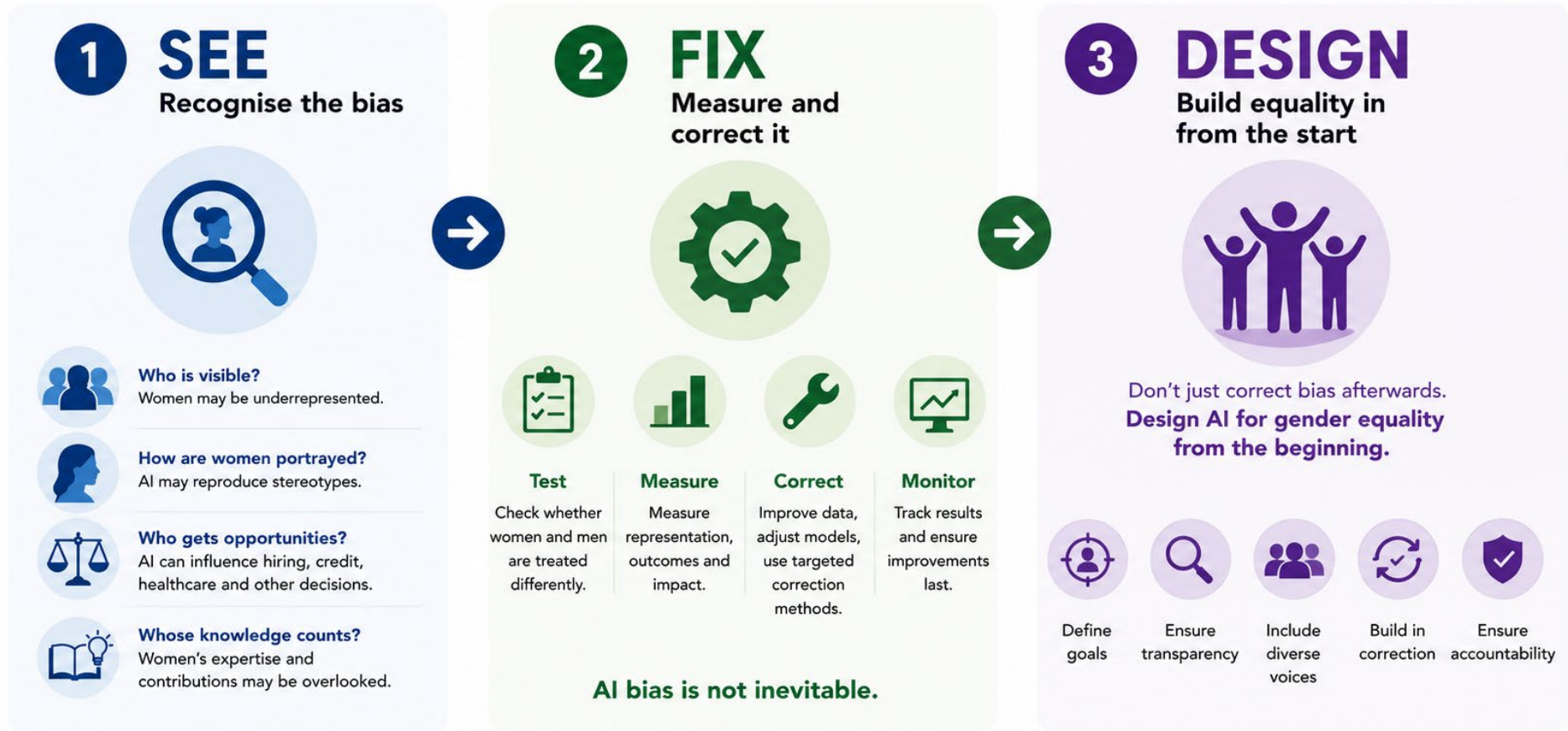


That makes AI a women's rights issue —
and an **SIE** advocacy issue.



Advocate for “Designing Gender-Equal AI”

What we propose to do about it.



AI BIAS IS NOT INEVITABLE. GENDER EQUALITY CAN BE DESIGNED IN.



From Awareness to Advocacy to Agency

How SIE can make a difference.

1 RAISE AWARENESS



Make gender bias in AI visible.

In our clubs, networks
and communities.

2 ADVOCATE FOR GENDER-EQUAL AI



**Demand fairness,
transparency and accountability.**

Influence standards, regulation
and the organisations developing
and deploying AI.

3 WOMEN SHAPE AI



**Move from representation
to participation.**

Women as designers, researchers,
developers, entrepreneurs,
auditors, regulators and leaders.



We need women to shape AI — not only to be represented in it.

SIE can help women participate in how AI is **designed, built, used and governed.**





**As Soroptimists we want to be
the voice of women
– also in the age of AI.
Let's make sure,
that AI can hear us.**

JOIN THE JOURNEY

URGENCY TO ACT!

From Advocacy to Projects

What Soroptimists can do.

Illustrative examples



1 AI FAIRNESS CHECK

- Test chatbots and AI applications for gender bias.
- Compare across countries, languages and over time.
- Create evidence for advocacy and change.



Example: AI Chatbot Check with shared prompts ("Name 10 leading scientists.")



2 GIRLS SHAPE AI

- Support girls in STEM, AI literacy, ethics and law.
- Provide role models, mentorship and hands-on learning.
- Empower the next generation of women in tech.



Example: "Girls Shape AI Day" with schools and universities



3 HUMANS STAY IN CONTROL

- Promote human oversight and accountability.
- Ensure the right to challenge AI-supported decisions.
- Encourage independent auditing and transparency.



Example: "Human in the Loop" checklist for key sectors



4 WOMEN AT THE AI TABLE

- Ensure women design, develop, test and audit AI.
- Promote women in decision-making and governance.
- From representation to real power and influence.



Example: Women in AI boards, committees and standards bodies



EDUCATE



TEST



INFLUENCE



SHAPE



“Artificial Intelligence and Women’s Advocacy: Eliminating Gender Bias Through Algorithmic Design”

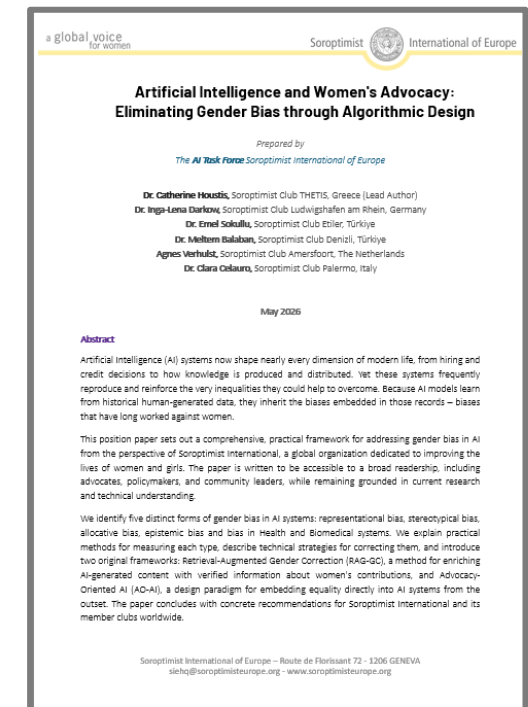
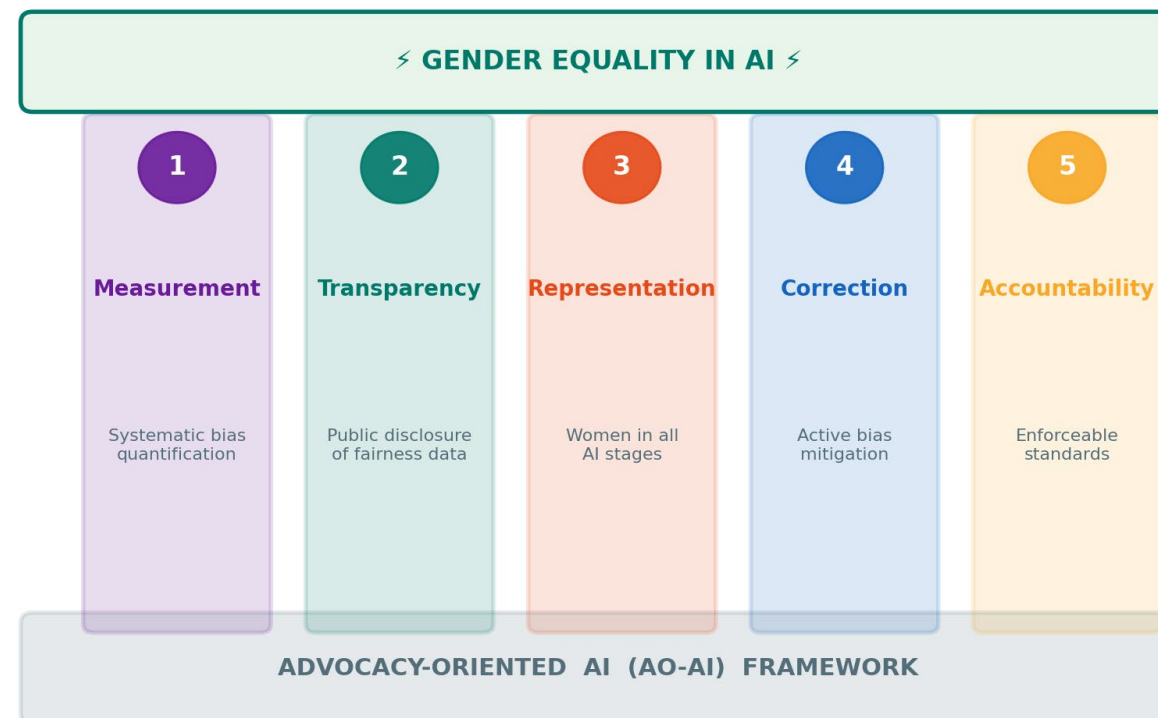
Dr. Catherine Houstis, Soroptimist Club THETIS, Volos and SIE AI Taskforce members

Core idea:

AI systems learn from historical data that reflects centuries of gender inequality, and in doing so, they reproduce and reinforce that dimension of contemporary

Advocacy-Oriented AI, or AO-AI. AO-AI is a design paradigm that integrates gender equality not as an afterthought or a corrective add-on, but as a foundational principle from the earliest stages of AI development.

AO-AI: Five Pillars for Equality by Design



“Artificial Intelligence and Women’s Advocacy: Eliminating Gender Bias Through Algorithmic Design”

Dr. Catherine Houstis and SIE AI Taskforce – May 2026 (Part 1/2)

- Here is a summary of the position paper:

Core Argument

AI systems learn from historical data that reflects centuries of gender inequality, and in doing so, they reproduce and reinforce that inequality. Addressing AI bias is not a technical afterthought – it is a central dimension of contemporary women’s advocacy.

Four Forms of Gender Bias in AI

1. Representational bias – women appear less frequently in training data (scientific publications, news, professional directories), so AI systems underestimate women’s presence in expert and leadership roles.
2. Stereotypical bias – AI associates gender with certain attributes (e.g., nurses as female, surgeons as male), influencing hiring tools and content recommendations.
3. Allocative bias – AI systems discriminate via proxy variables (employment gaps, part-time work history) without using gender explicitly, as in the famous Amazon hiring algorithm case.
4. Epistemic bias – AI surfaces male voices and experts more often, shaping public understanding of who holds authority and knowledge.

How to Measure Bias

Four practical methods are described: representation ratios, sentiment asymmetry analysis, counterfactual testing (same prompt with gender swapped), and longitudinal monitoring over time.

Technical Correction Strategies

- RAG-GC (Retrieval-Augmented Gender Correction): connects AI to a curated knowledge base of women’s verified contributions to counteract omission bias.
- Fairness-constrained model training: builds gender fairness requirements mathematically into the training process itself.
- Human-in-the-loop auditing: expert review, with Soroptimist’s global network well suited for this role.
- Explainability tools (XAI): expose hidden mechanisms driving biased outputs.



“Artificial Intelligence and Women’s Advocacy: Eliminating Gender Bias Through Algorithmic Design”

Dr. Catherine Houstis and SIE AI Taskforce — May 2026 (Part 2/2)

The AO-AI Framework (Advocacy-Oriented AI)

A proactive five-pillar design paradigm: Measurement, Transparency, Representation (women in AI development teams), Correction, and Accountability. The aim is to embed gender equality from the outset, not patch it in after the fact.

Available Tools

The paper catalogues key tools: Fairlearn and IBM AIF360 for classical ML systems; HELM, HONEST, StereoSet, and CrowS-Pairs for benchmarking LLMs; Guardrails AI and LangKit for runtime monitoring of chatbots.

Policy Recommendations for Soroptimist International

- Advocate for mandatory, independent gender bias audits in high-stakes AI domains.
- Engage UN, UNESCO, and OECD AI governance forums to embed women’s rights standards.
- Establish member club monitoring networks to document AI bias across countries.
- Develop multilingual education toolkits for Soroptimist members in affected professions.
- Support interdisciplinary research and open gender bias datasets.
- Champion diverse AI development teams through STEM education advocacy.

Ethical Nuances Addressed

The paper honestly tackles tensions around correction vs. accuracy, intersectionality (race, geography, disability compounding gender bias), cultural sensitivity in global application, and the risk of performative compliance by AI developers.

Conclusion

The fight for women’s rights must extend to the digital sphere. AI systems increasingly determine who is heard and who is overlooked. Soroptimist International is uniquely positioned — technically, politically, and globally — to lead on algorithmic justice as a natural extension of its founding mission.



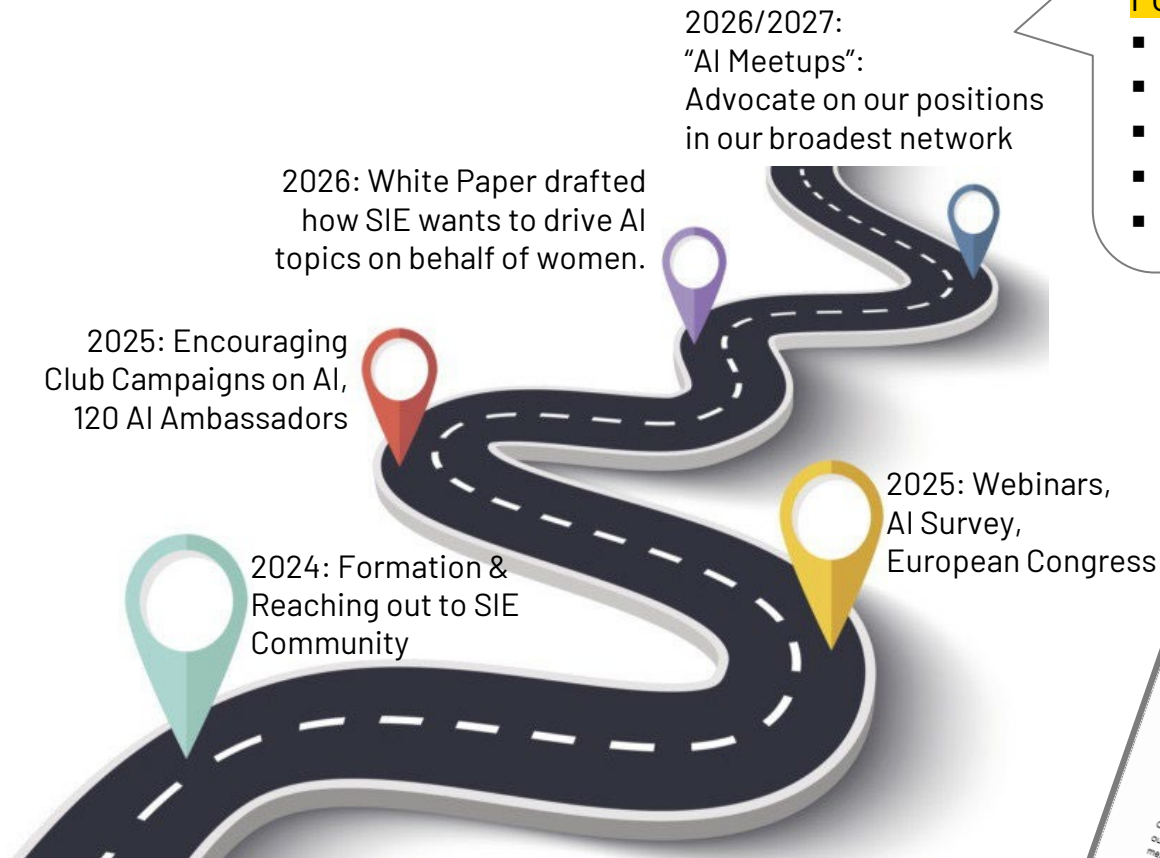
AI Taskforce at Soroptimist International Europe (SIE) – Role, Direction & Activities

Strategic Role:

Cross-functional group of AI experts supporting the organization to navigate AI transformation with a gender perspective.

Objectives: Raise awareness, build capacity, foster dialogue and define positions on AI's impact on women and girls.

Roadmap: 2024-2027



2026-2027:

Focus on Advocacy on AI & Women Rights:

- Expand Education,
- Define SIE Positions on AI,
- Strengthen Partnerships,
- Monitor AI trends,
- Encourage Club activities on AI

