**Permanent Mission
of the Federal Republic of Germany
to the United Nations
New York**

67th session of the Commission on the Status of Women at the United Nations

High-level side event with the Federal Minister for Women, Lisa Paus,

"Inclusive Algorithms and Artificial Intelligence –

Gender Equality in the Digital Age"

7 March 2023 at 9:15 a.m.

German House, Auditorium

In many areas of our everyday lives, **algorithms and artificial intelligence (AI)** are playing an increasingly important role. There are multiple fields of application, ranging from online search engines, language recognition software and digital news and social media feeds to chatbots in customer support, healthcare apps and digital administrative services. Standardised tasks are increasingly carried out by algorithmic systems in the business world, too, for example when choosing suitable candidates for a position or when targeting online advertisement to specific groups. Algorithms and AI are also used, however, in diagnostic medical procedures, in law enforcement and the judiciary.

In these areas, algorithms carry out automated decision rules to distinguish people on the basis of certain characteristics. **(Potential) discrimination risks** arise if these characteristics are protected by law (in particular age, gender, ethnic origin, religion, sexual orientation or physical impairment). As a consequence, people will then be wrongly placed in certain categories and systematically put at a disadvantage. Many risks of discrimination arise if data is used that reflects former unequal treatment, resulting in algorithmic systems and AI reinforcing existing inequalities.

The side event will discuss discrimination risks posed by algorithms and AI with a special focus on **discriminatory effects on women and girls as well as LGBTIQ+ persons** against the backdrop of equal participation in digital transformation, technologies and innovations. A key question in this regard is where discrimination emerges and where solutions need to be applied. The event aims to bring together relevant stakeholders from politics, the digital economy and digital civil society to discuss the necessity of a **new ethics in developing and applying algorithms and AI**. Participants are invited to share their views on a responsible use of algorithmic technologies and their opportunities for gender equality. Participants are encouraged to adopt an intersectional perspective during the discussion at all times.

The side event aims to provide a forum for discussing the following questions:

- To what extent and at what locations do algorithmic systems and AI-based technologies result in the unequal treatment of women and men as well as LGBTIQ+ persons and in gender-specific discrimination?
- To what extent can international and national policies support the recognition and elimination of (potential) discrimination risks posed by algorithms and AI? To what extent policymakers, the business community and civil society have to work together to ensure gender-transformative digitalisation?

Permanent Mission
of the Federal Republic of Germany
to the United Nations
New York

- To what extent can algorithmic systems and AI-based technologies contribute to achieving gender equality? What opportunities does digital transformation hold for women and men in all their diversity with regard to their equal participation?

Objectives of the panel discussion:

- Educating and raising awareness of (potential) discrimination risks posed by algorithmic systems and AI-based technologies
- Bringing together relevant stakeholders and exchanging a variety of perspectives
- Discussing solutions by policymakers, the business community and civil society
- Discussing the extent to which automated systems can contribute to achieving gender equality

The side event will be **moderated by Monika Remé,** Policy Advisor for International Gender Equality Policy at the **National Council of German Women's Organizations (Deutscher Frauenrat e. V.).**

Interpretation (English/German) will be provided throughout the event.

Agenda:

Introduction	**Monika Remé,** Moderator
Welcoming words & opening statement	**Lisa Paus,** Federal Minister for Family Affairs, Senior Citizens, Women and Youth of Germany
Keynote	**Prof. Hilke Schellmann,** Emmy-Award winning Journalism Professor at New York University & Freelance Reporter covering AI
Panel discussion	**Lisa Paus,** Federal Minister for Family Affairs, Senior Citizens, Women and Youth of Germany **Patricia Georgiou**, Director of Policy at Jigsaw (Google/ Alphabet) **Ivana Bartoletti,** Global Chief Privacy Officer at Wipro & Co-Founder of Women Leading in AI **Prof. Hilke Schellmann,** Emmy-award winning Journalism Professor at New York University & Freelance Reporter covering AI
Q&A	Questions to the panellists & Minister Paus
Closing Remarks	**Monika Remé,** Moderator