The Alliance
for Inclusive AI

Supporting Data Science Diversity

July 2020

BerkeleyHaas

The Fisher Center
For Business Analytics
Berkeley Haas School of Business

Institute for
Business Innovation

HUMANS
FOR AI

LePont

The need for a diverse data future

The lack of diversity in the data science / AI field is reflected in **heavily biased technology,** results, and data interpretation that work against the interests of many, especially **against women and minorities**

20%
of the data science workforce are women

<10%
of the workforce at top tech companies is Black and Latinx combined

$15.7
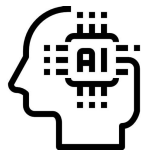trillion will be contributed by AI to the global economy by 2030

40%
of companies are very concerned with prospective reputational damage of having biased AI

Our vision

At AIAI, **we inspire, train,** and **empower** women, underrepresented minorities, and people from disadvantaged economic backgrounds to successfully pursue a **career** and learning journey in **analytics**

The problem

AI is man-made

AI systems in general and data analytics in particular are biased because they are made by humans, **they mirror society at the time of their creation**

AI is not diverse

Most large-scale AI systems are developed in leading tech companies and elite university labs, **where employees tend to be white, affluent, and male**

<30%
of data science positions in the U.S. are held by women

+ 80%
of tech executives are White

<3%
of the technical workforce at top tech companies is Black

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You can make the difference

Your help is critical to make the AI and data science fields more **equitable, fair and accurate**, **positively impacting everyone**

Our partners and numbers

Proudly sponsored by:

Google

UC Berkeley Extension

Levi's

Cognizant

HUMANS FOR AI

The Fisher Center For Business Analytics — Berkeley Haas School of Business

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10+
Countries represented: U.S., Mexico, France, Spain, UK, Brazil, Morocco, India, China, etc

>60%
Of the program's trainees are women

60
Mentor-mentee pairs since 1st cohort

100+
Berkeley Global certificates have been issued

1000+
Students have taken this course

$350k
Raised from corporate sponsors

The AIAI offering

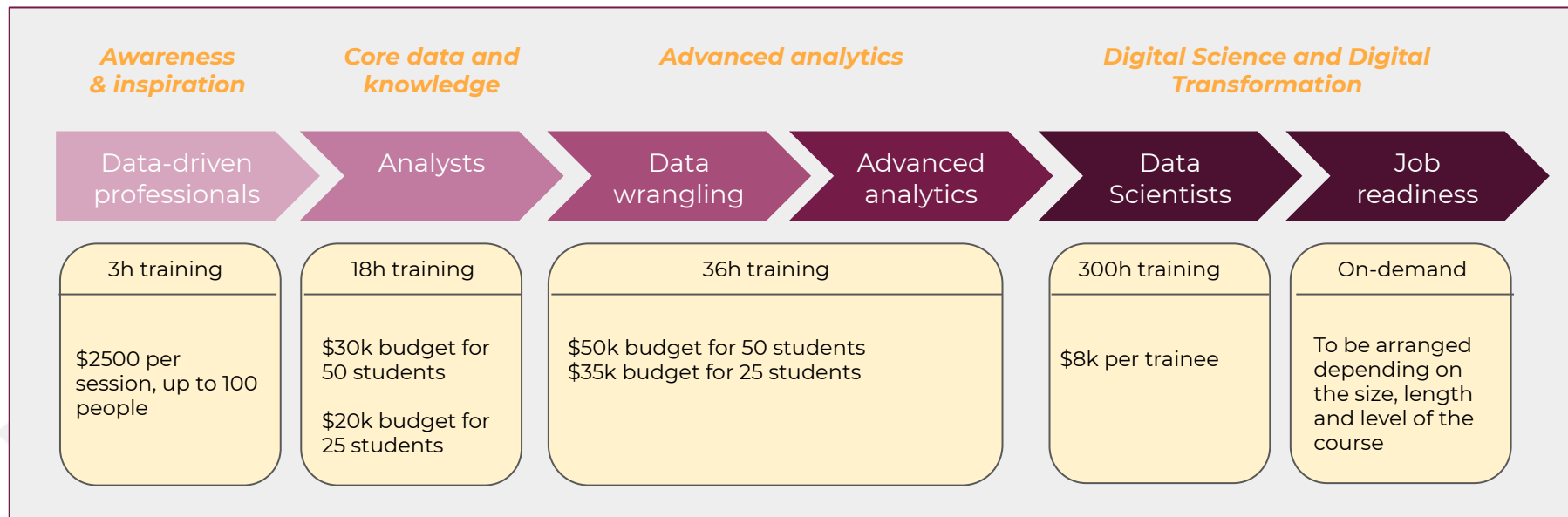## For aspiring data professionals

AIAI **empowers** diverse and underrepresented minorities with the **right skills, tools, and ecosystem** to thrive as data-fluent professionals

For diversity aware corporate donors

AIAI helps partner organizations to access **diverse, data-driven talent** while they **upskill their own employees** witin an inclusive and diverse ecosystem

We help you get up to speed with one of the most pressing needs in the corporate world: data-literacy training that is **accurate, unbiased and diverse**
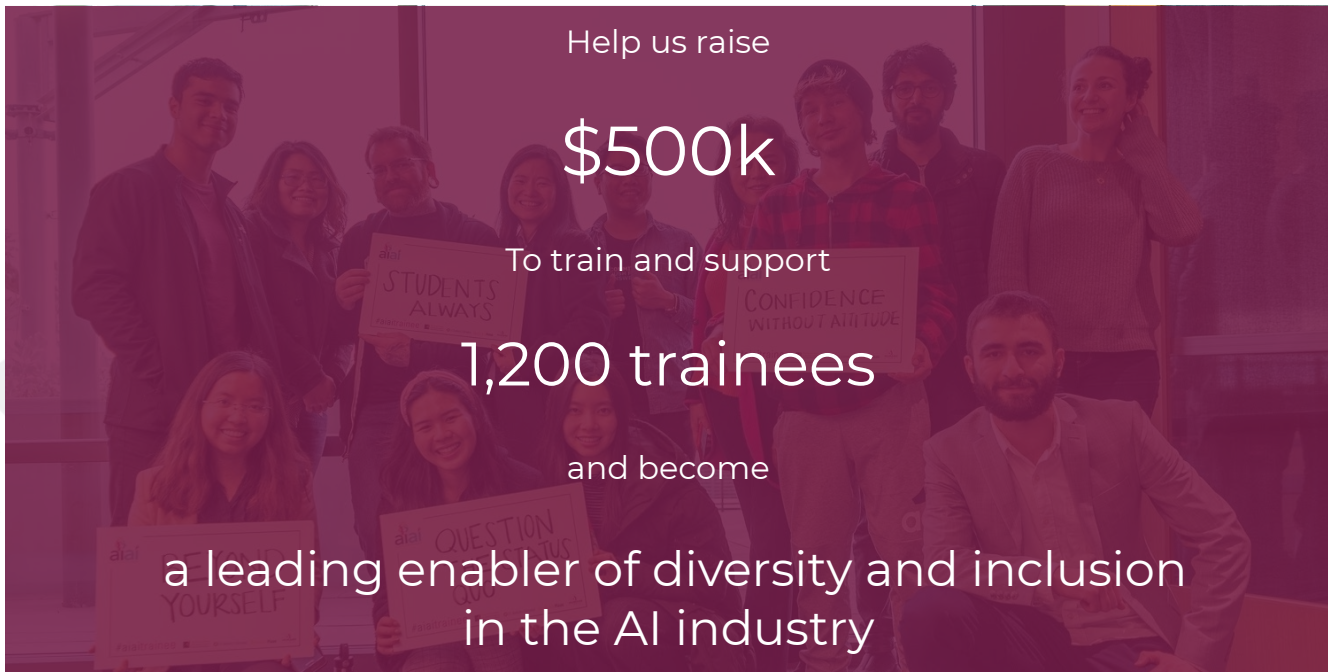
Training journey

Awareness & inspiration	**Core data and knowledge**	**Advanced analytics**		**Digital Science and Digital Transformation**	
Data-driven professionals	Analysts	Data wrangling	Advanced analytics	Data Scientists	Job readiness
3h training	18h training	36h training		300h training	On-demand
$2500 per session, up to 100 people	$30k budget for 50 students $20k budget for 25 students	$50k budget for 50 students $35k budget for 25 students		$8k per trainee	To be arranged depending on the size, length and level of the course

Each training includes a UC Berkeley Global certificate and a Fisher Center for Business Analytics badge

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Berkeley Global

Fisher Center for Business Analytics — PIONEER

Our pledge

Help us raise

$500k

To train and support

1,200 trainees

and become

a leading enabler of diversity and inclusion in the AI industry

How your investment works

You give

Your donation or investment at work

Training

70%

Training Delivery

30%

- Research
- Events & promotion
- Support Berkeley D&I initiatives

Development

15%
Funds our research budget within the Fisher Center

10%
Directly donated to the Haas of Office of Equity and Diversity

5%
Covers our ongoing SG&A in between courses

You help us build

Capabilities, traction and success stories

that will allow us to

scale and bring our impact to the next level

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Fundraising options

Become a donor

> **Help AIAI grow one training at a time**

- Donations are welcome starting at $1,000

- The funds will help grow all the ad-hoc activities (speakers, capsule workshops, etc.) while ensuring AIAI keeps running and growing, one training at a time

- You receive regular invitations to Haas and UC Berkeley Data events.

Become an AIAI fellow

> **Drive D&I in analytics, train your employees and sponsor our trainees**

*3-day module		Participants	Sponsorship amount
	Bronze	Train **5** employees **Sponsor 10 students**	$8,000
	Silver	Train **15** employees **Sponsor 30 students**	$30,000
	Gold	Train **25** employees **Sponsor 50 students**	$45,000

You become a speaker for AIAI and FCBA for inclusion and diversity
You receive invitations to Haas and UC Berkeley data events

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Name the initiative - program endowment

The AIAI program is also seeking larger donations to build an endowment

The initiative will be named after the donor and will ensure the long-term success and exponential growth of the initiative

Reach out to learn more about our endowment fund strategy, terms, and opportunities that this gift option offers

Long-term investment in our mission

$5,000,000 endowment

Help trailblaze AIAI's growth and impact

If you want to understand our work better, here a few articles...

RELATED EXPERTISE: DIVERSITY & INCLUSION, BIG DATA & ADVANCED ANALYTICS, PEOPLE & ORGANIZATION

What's Keeping Women Out of Data Science?

MARCH 06, 2020

By Sylvain Duranton, Jörg Erlebach, Camille Brégé, Jane Danziger, Andrea Gallego, and Marc Pauly

"Women and minorities are not building AI, and therefore, they are not being represented in popular algorithm-based products"

Sam DeBrule   Follow
Dec 9, 2019 · 2 min read

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Five Years of Tech Diversity Reports—and Little Progress

In 2014, when Silicon Valley companies began disclosing the demographics of their workforces, advocates hoped for change. It hasn't worked out that way.

Forbes

Sep 28, 2017, 05:00pm EDT

The Data Science Diversity Gap

Priceonomics Former Contributor ⓘ
Policy

🕐 This article is more than 2 years old.

f   How diverse will a lucrative, growing field like data science be *in the future*?

MIT Technology Review

Tech policy / AI Ethics
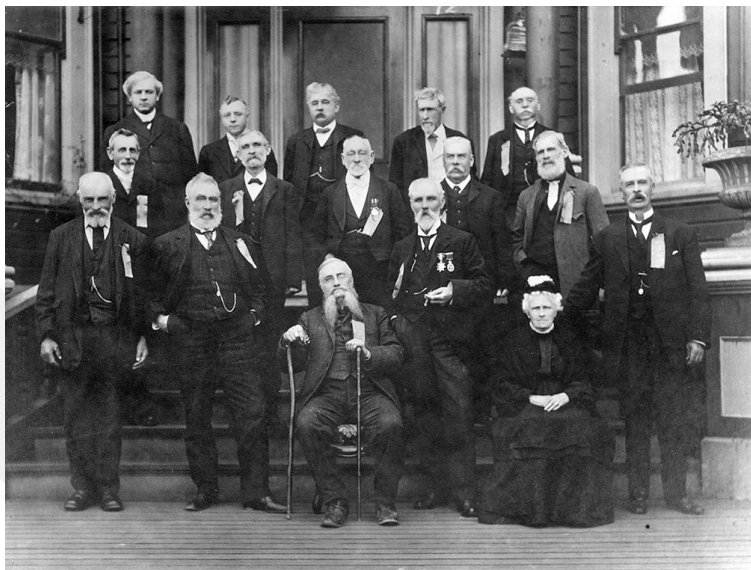
The problems AI has today go back centuries

Algorithmic discrimination and "ghost work" didn't appear by accident. Understanding their long, troubling history is the first step toward fixing them.

by **Karen Hao**   July 31, 2020

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Our promise

If your data team looks like this...

We'll help make it look like this:

One of our amazing 2020 cohorts!