

# Diversity in the Machine Learning Age

ERC Annual Conference  
2023: Research on  
Diversity & Diversity in  
Frontier Research

28 November, 2023



Prof. Louise Amoore, Durham University

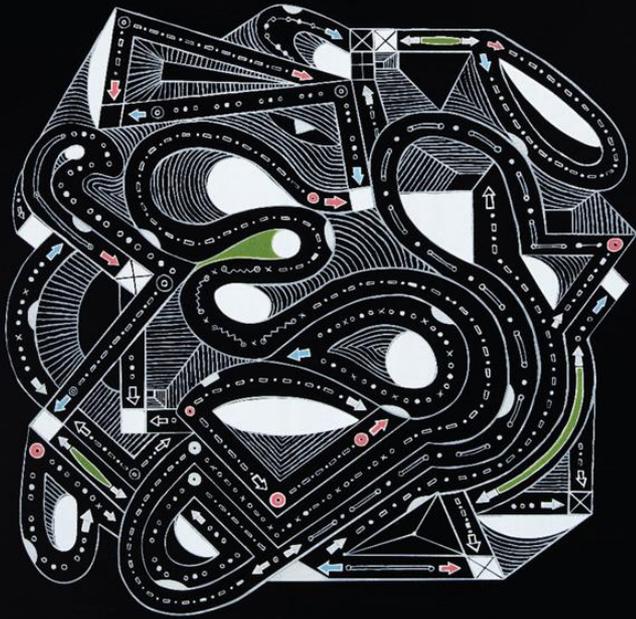
@AmooreLouise

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# The diversity question



## ON BEING INCLUDED

*Racism and Diversity in Institutional Life*

Sara Ahmed

“What does diversity do? What are we doing when we use the language of diversity?” (Ahmed, 2012: 1).

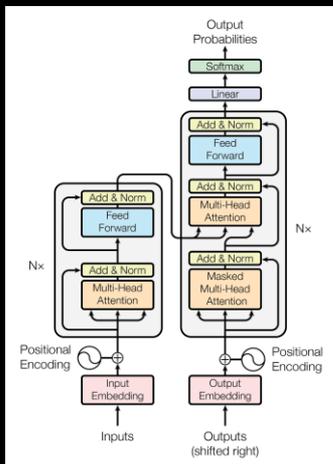
“The promise of diversity could then be described as a problem: the sign of inclusion makes the signs of exclusion disappear” (Ahmed, 2012: 65).



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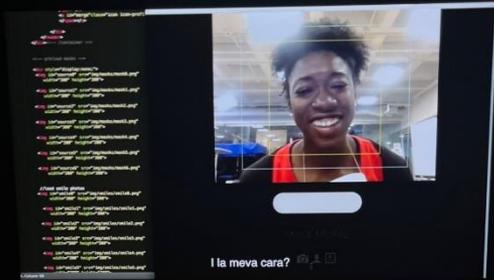
# Generative AI & homogeneity

“Foundation models have led to an unprecedented level of homogenization [...] Almost all models are now adapted from one of a few foundation models. All AI systems might inherit the same problematic biases of a few models” (Stanford HAI, 2022).



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Joy Buolamwini, "White Mask",  
2018



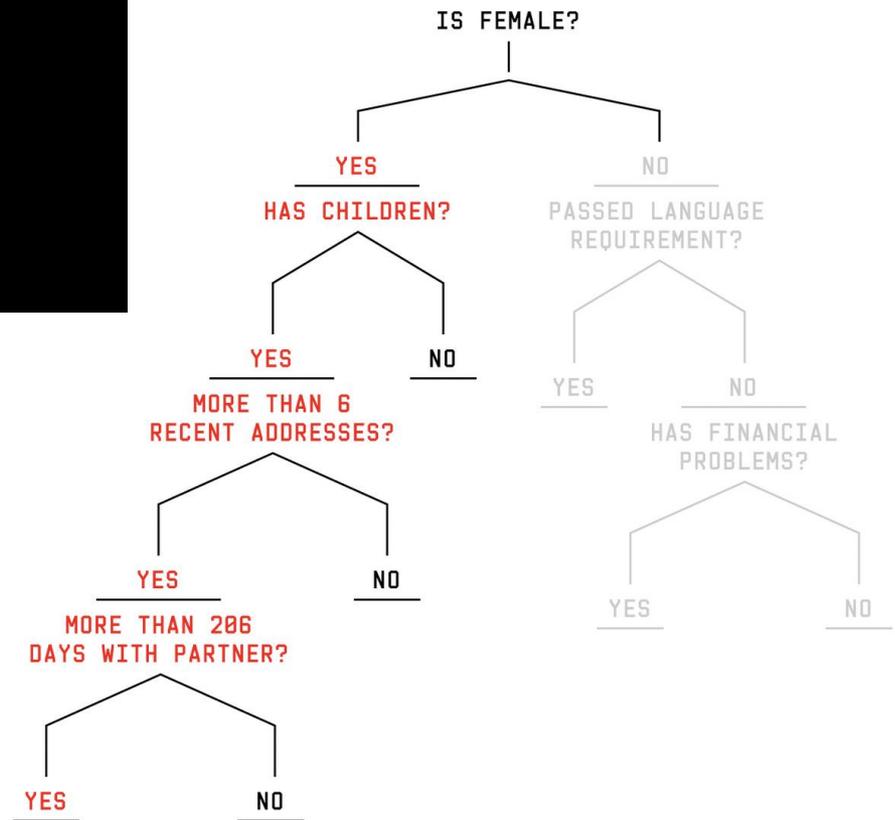
## RISK RANKING

# 29,110

NOT KNOWING DUTCH

At their last meeting, Sara's caseworker noted in her file that "**clothing, makeup, and/or hairstyle are unsuitable for job application**" and that she was struggling to deal with setbacks because of a **lack of flexibility**.

Even these subjective observations influence the fraud algorithm.



Wired, "Inside the Suspicion Machine", 6 March 2023.

# AI and “generating diversity”

## Diversity



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Jacobsen, 2023, Big Data & Society

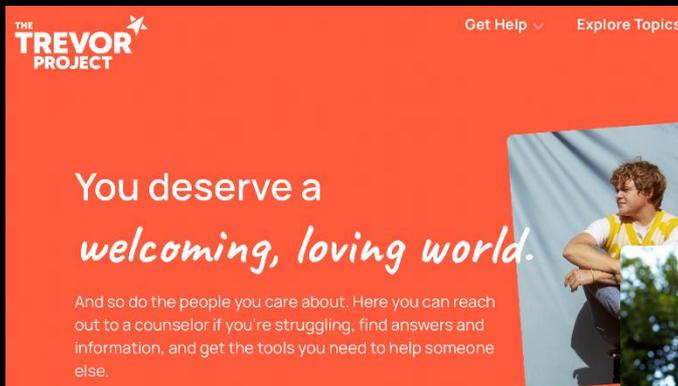
<https://journals.sagepub.com/doi/epub/10.1177/20539517221>

145372

# AI and “engaging diversity”

“The Trevor Project is a safe issue because it is just training suicide hotline staff to talk to real disturbed teenagers” (Ilya Sutskever, *OpenAI*, 2022).

“Riley is mimicking a teen who feels anxious and depressed [...] trained on hundreds of past role plays” (*OpenAI*, 2022).



The screenshot shows the top portion of the Trevor Project website. The header is orange with the logo 'THE TREVOR PROJECT' on the left, which includes a small star icon. To the right of the logo are the links 'Get Help' and 'Explore Topics'. Below the header, the main content area has a white background. On the left, the text reads 'You deserve a welcoming, loving world.' in a mix of black and orange fonts. Below this is a paragraph: 'And so do the people you care about. Here you can reach out to a counselor if you're struggling, find answers and information, and get the tools you need to help someone else.' On the right side of the content area is a photograph of a young man with curly hair, wearing a yellow and white striped shirt, standing outdoors with his arms crossed.



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# AI, diversity and discrimination

“We will move from nationality to person-based risk profiles” (UK Government “AI hackathon”, 2022).

“When the model is learning about salient features from the data, its racialised assumptions will exceed the categories of the input data and extend to the groupings created by the machine learning process” (Amoore, Machine Learning Political Orders, 2022).

AI

## UK commits to redesign visa streaming algorithm after challenge to ‘racist’ tool

