PLEDGE: Diverse Representation in AI Education and Training
March 8, 2022

Dear Current and Future Collaborators of the AI Community,

AI is experiencing extraordinary growth as blockchain-based projects like NFTs take the world by storm. One pillar of blockchain technology, which has been instrumental in fueling its popularity, is its potential to offer access to utilities that transcend geographic and financial limitations that excluded groups in the past.

Yet, historically marginalized groups find themselves underrepresented in the blockchain space — an extension of the systemic lack of diversity in social discourse. For example, the largest tech companies on the planet average a workforce of only 34.4% women (as of June 2021). The gender disparity is even more apparent when you put a microscope on the crypto community. Less than 5% of crypto entrepreneurs are women, and all of them have at least one male co-founder. Also, more men than women invest in crypto (16% vs 7%) across all racial and ethnic groups.

There is plenty of data that shows that diverse and inclusive teams perform better and are more innovative. Companies that score high in gender diversity on executive teams are 25% more likely to have above-average profitability. When companies have more than 30% women executives, they are more likely to outperform companies that only have between 10-30%. Overall, teams that are gender-diverse are better at making business decisions 73% of the time. However, companies are still falling short in creating equal representation internally to reflect the diverse world.

With AI in its nascent stages, we are well-positioned to establish foundations that equalize the playing field and embody the technology's promise of global inclusion. Unstoppable Women of AI (UnstoppableWOAI) is a group of women and allies hailing from various AI and Web2 groups, focused on educating and empowering the next generation of AI talent. By instituting practices that invite and uplift historically marginalized groups, we can champion diversity early on in the AI era.

Please join us in calling on all organizations to feature work that has been created by historically marginalized groups in at least half of all materials used for AI education. This includes, but is not limited to, work created by the following underrepresented groups: women, racial and ethnic minorities, people identifying as LGBTQIA, and those from economically disadvantaged backgrounds. Inclusive education requires diverse teachers, not just diverse students.

We commit to inclusive education as we participate in the AI movement. By making diversity an integral part of encouraging everyone to learn, engage, and thrive in AI, we prove that we don't just believe in a more inclusive and decentralized future, we're actively building it.

WAGMI (We're All Gonna Make It),
UnstoppableWOAI