

7 takeaways from the Gender Analytics: Possibilities conference

Recognize that data is not objective

1 “We tend to think of data as objective, but remember that it is embedded within knowledge systems. The information derived from data comes from, and reflects, our worldviews.”



See biases as systemic, not personal



2 “Equity-centered design requires acknowledgment that biases are built into our systems and intentional identification of what those biases are.”

Fix the system, not the women

3 “Why do few women invest? It is neither because they are not good investors, nor because they are unwilling to take on risk. It is largely because the financial sector is built by men for men.”



Question the status quo



4 “Contracts govern who has the power to manage contingencies and is meant to protect my interests. What if we use this power to protect not just my risks and returns, but also other people?”

Design with communities, not for them

5 “When it comes to nothing about us without us, involve people with lived experience that you probably don’t have.”



Value multidisciplinary worldviews



6 “AI is an artifact of humanity and is not agnostic to our reality. We should make sure that reality is captured in the design and development process, working with people coming from different disciplinary backgrounds.”

Include everyone, including our future selves

7 “We are all bound to some form of disability. Why aren’t we making products and experiences more accessible? If not for others, for our future selves?”



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