WOMEN AT THE TABLE

2024
ANNUAL REPORT

WOMEN AT THE TABLE

Feminist AI: Innovation with intent.
Our mission is to forge policy and technology
that eradicates bias and elevates gender equality.

We are based in Geneva, Switzerland.

www.womenatthetable.net

The year 2024 marked a transformative chapter in Women At The Table's mission to integrate human rights and gender equality into artificial intelligence frameworks.

Through a strategic three-pillar approach of Toolbox, Advocacy, and Community building, we have moved beyond conceptual frameworks to create tangible impacts across global governance structures and local implementation.

Key achievements include:

- The publication of a **definitive white paper** codifying the AI & Equality framework

- **Expansion of the global AI & Equality community** founded in 2024 to over 500 members spanning 57 countries

- Adaptation of the Toolbox methodology for **specific regional contexts**

- Integration into **major policy frameworks** including the Global Digital Compact

- Establishment of the **International Gender Champions Digital and New Emerging Technologies Impact Group**.
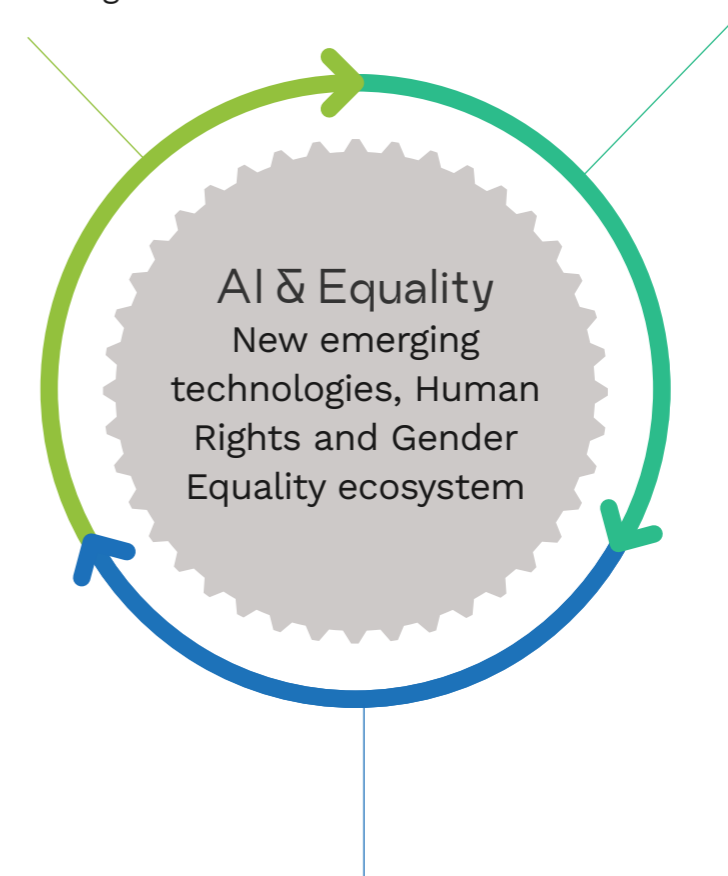
Women@TheTable's ability to simultaneously advance methodological innovations, influence policy frameworks, and nurture a vibrant global community demonstrates a mature approach to addressing the complex challenges of ensuring AI systems uphold human dignity and advance gender equality worldwide. As we approach our tenth year in operation in 2025, this maturity is more evident than ever.

Community
A global community of best practice on technology, gender equality and human rights

Toolbox
A learning platform for everyone involved in creating AI assisted systems, as well as their regulation or affected by their impact

AI & Equality
New emerging technologies, Human Rights and Gender Equality ecosystem

Advocacy
Multilateral advocacy for systems that promote human rights and have gender equality and women's rights at the core of their conception and construction

Toolbox: From Theory to Transformative Practice

Codifying the Framework

Integrating Human Rights Considerations Along the AI Lifecycle: A Framework to AI Development

FIND THE WHITE PAPER HERE

In the evolving landscape of AI ethics, 2024 represented a watershed moment for Women@TheTable's methodological approach. The publication of **"Integrating Human Rights Considerations Along the AI Lifecycle: A Framework to AI Development"** crystallized years of workshops, field testing, and refinement into a comprehensive resource that bridges theory and practice.

"What began as workshops and conversations has evolved into a structured framework that provides practical guidance at every stage of AI development" explains Emma Kallina, one of the white paper's authors. "The framework isn't just about avoiding harm—it's about proactively designing AI systems that advance human rights and dignity AND integrate seamlessly into the existing AI development processes."

The white paper's integration of the Human Rights Impact Assessment methodology with the AI lifecycle approach provides a unique contribution to the field—one that moves beyond abstract ethical principles to offer concrete guidance for practitioners. This methodological innovation comes at a critical moment when policymakers and developers are seeking frameworks that can translate human rights principles into technical implementations.

Contextualizing for Impact

Recognizing that effective tools must be adapted to local contexts, 2024 saw Women@TheTable expand its approach through strategic regional and sectoral adaptations:

In public sector contexts, a **pilot collaboration with the Alan Turing Institute and the Borough of Camden in London** demonstrated how human rights-based approaches could be integrated into municipal AI governance. A contract with the **Canton of Geneva** to translate and adapt the methodology for French-speaking contexts further illustrates the framework's adaptability to different governance structures.

The Africa Toolbox initiative, developed in partnership with the African Centre for Technology Studies, identified six priority sectors where AI applications are rapidly emerging across the continent. Through a series of consultative workshops, African experts helped shape use cases that reflect regional priorities and challenges to be published in 2025.

Similarly, the **Latin America Toolbox** collaboration with Chile's National Centre for Artificial Intelligence (CENIA) addresses regional priorities around privacy, data sovereignty, and digital inclusion. The Spanish translation of our full 5-module AI & Equality course to be published in 2025 represents a significant step toward **linguistic accessibility** in a region often overlooked in global AI ethics conversations.

These contextual adaptations demonstrate how a human rights framework can be **simultaneously universal in principles and local in application**—a critical balance for addressing global technologies with local impacts.

"

What makes this approach valuable is that it isn't imposed from outside—it starts with our specific context and builds from there. The framework supplies a structure, but the priorities are based on lived realities in Africa," noted a participant from the ACTS workshops.

Advocacy: Shaping the Global Agenda

If the Toolbox represents Women@TheTable's methodological innovation, its advocacy work in 2024 demonstrates how these frameworks can influence global governance. Through strategic multilateral engagement, the organization has positioned gender and human rights considerations at the center of emerging AI governance structures.

From Margins to Mainstream

A defining achievement in 2024 was securing a **standalone paragraph on gender in the Global Digital Compact** adopted by the UN General Assembly in September. This accomplishment, resulting from a year's worth of coordinated advocacy with partners APC, Derechos Digitales, Equality Now, Pollicy, UNFPA, UN Women, and the Web Foundation, ensures that **gender equality isn't merely an afterthought but a fundamental consideration** in global digital governance.

This paragraph may seem small, but its implications are enormous. It creates a foundation for gender-responsive approaches across all aspects of digital governance—from education to infrastructure to AI development" explains our CEO.

Similarly, Women@TheTable's contributions to **CEDAW's General Recommendation 40 on digital inclusion and women's participation** particularly focussed on curating convenings on the economy and on artificial intelligence helped ensure that this authoritative interpretation of women's rights explicitly addresses technological dimensions of gender equality.

Building Institutional Bridges

The **2024 launch of the International Gender Champions Digital and New Emerging Technologies Impact Group** represents a strategic institutional innovation. Co-chaired by Caitlin-Kraft-Buchman, Women@TheTable's CEO, alongside Doreen Bogdan-Martin, Secretary General of the International Telecommunication Union (ITU) and fellow International Gender Champions Board Member, with Ambassadors from the U.K. and Mexico, the new Impact Group creates a formal pathway for **gender considerations to influence technology governance** across multiple institutions and frameworks.

The **validation** of the AI & Equality human rights-based approach by the European Society for Engineering Education (SEFI) similarly bridges disciplinary divides, bringing human rights frameworks into technical education contexts where they can influence future generations of developers.

Throughout 2024, Women@TheTable maintained an impressive presence across **global governance forums**, participating in over 40 high-level policy discussions spanning institutions from the UN Human Rights Council to the World Trade Organization. This concentrated policy engagement positioned the organization as a pivotal voice linking gender equality, human rights, and AI governance.

As one participant in the UNESCO Women4EthicalAI Summit where Women@TheTable presented noted:

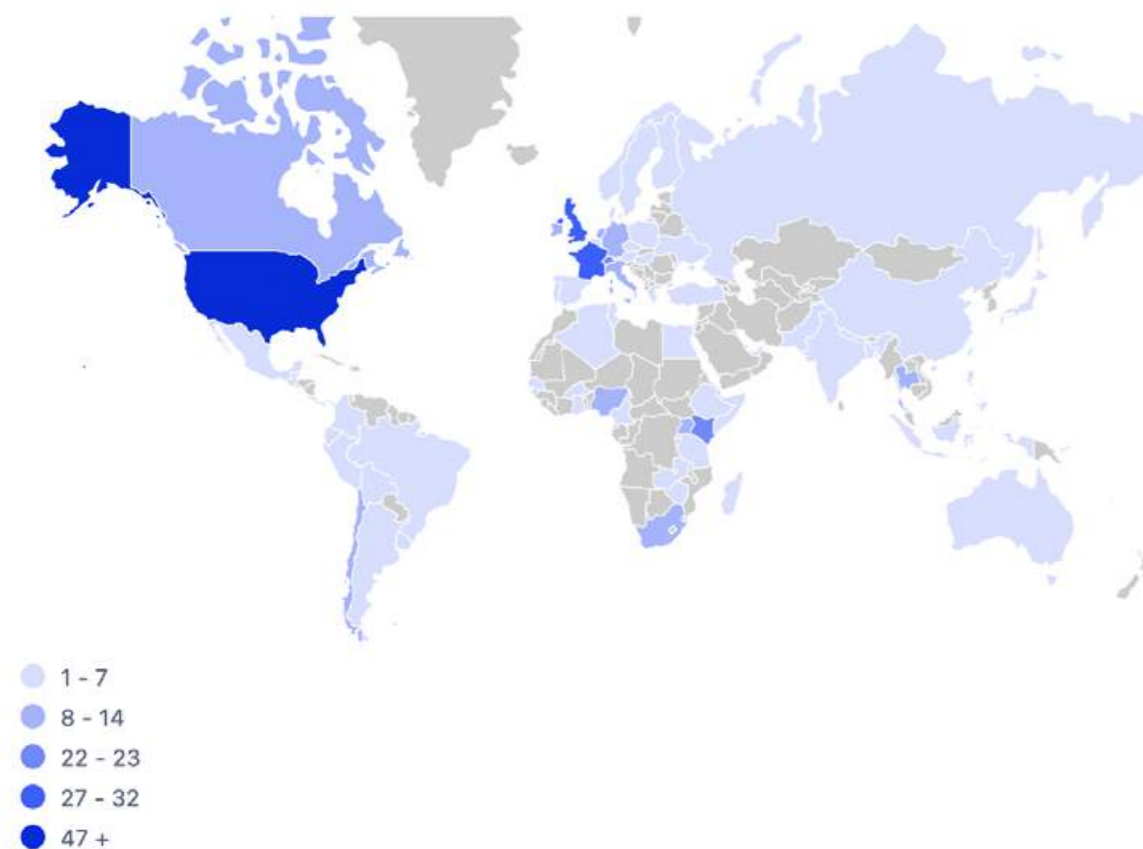"What's distinctive about their approach is how they connect technical specificity with policy relevance. They're not just talking about aspirational principles—they're showing how these principles can be operationalized in real governance contexts.

Community: Cultivating Global Expertise

The third pillar of our strategy—building a vibrant global community—demonstrates how theoretical frameworks and policy advocacy can be grounded in diverse lived experiences and expertise.

A Growing Network

- 1 - 7
- 8 - 14
- 22 - 23
- 27 - 32
- 47 +

The AI & Equality Community experienced remarkable growth in 2024, **expanding to over 500 members representing 57 countries** across five continents. This geographic diversity is matched by disciplinary breadth, with members bringing expertise from technology, social sciences, law, business, and policy domains.

Between September and December 2024 alone, the community welcomed 130 new members, reflecting growing recognition of the need for multidisciplinary approaches to AI governance. This expansion wasn't merely numerical—it represented an intentional strategy to **diversify perspectives and expertise.**

"

What drew me to this community was finding others who bridge technical and social perspectives on A. It's rare to find spaces where engineers and human rights advocates can collaborate as equals,"

explains a community member from Kenya.

Collaborative Knowledge Production

The community's vitality is evident in its outputs throughout 2024. **Eight Open Studios and panel discussions** addressed topics ranging from climate change and AI to feminist approaches to technology governance, creating spaces for knowledge exchange across disciplinary and geographic boundaries.

The community's publications further demonstrate its collaborative power. The second community publication, **"Re-Visions of Now and Future II,"** featured nine essays from diverse disciplines and backgrounds, exploring topics from far-right exploitation of AI to trauma-informed digital connections for trafficking survivors.

"These publications aren't just academic exercises," noted one of the contributors. "They're opportunities to connect our lived experiences with broader policy discussions and to imagine alternative futures for technology."

The community also embarked on an **innovative research project examining bias in Large Language Models**, demonstrating how collective expertise can be mobilized to address emerging challenges in AI development. This project exemplifies the community's ability to bridge critical analysis with technical engagement.

AI & EQUALITY
Community Publication: Re-visions of Now and Future 2

AI & EQUALITY **OPEN STUDIO**
Empowering Women G Designing for Data and
with **Saiph Savage**

Saiph is an **Assistant Professor at the Northeastern University and director of the Northeastern Civic AI Lab**, designing, building, and studying public AI tech to empower gig workers, Governments, industry actors, and NGOs to achieve their collective goals.

OPEN STUDIOS are a series of short and an open group discussion on relat and challenges, hosted by the < AI & E

Image: Wired

AI & EQUALITY
AMBASSADOR BOOK TALKS
The Good Robot: Why Technology Needs Feminism

with **Dr Kerry McInerney**

AI & Equality LLM Bias Community Project
With Sofia Kypraiou

Scaling
Knowledge Access

The preparation and launch of the **AI & Equality Human Rights Toolbox J-Term course,** a free live tutor-based 4-week course, represents a strategic approach to expanding knowledge access. The first edition, with 136 registrations from 48 countries, demonstrates the organization's commitment to democratizing access to critical frameworks for responsible AI development.

This **commitment to accessibility**—making complex frameworks understandable without oversimplification—characterizes our community-building approach. By creating **multiple pathways for engagement**, from social media to in-depth courses, the organization ensures that diverse stakeholders can meaningfully participate in shaping AI governance.

A participant from Argentina explained that:

"what makes this course different is that it doesn't require advanced technical knowledge to participate, but it also doesn't shy away from technical complexities. It creates a shared language between technical and non–technical stakeholders. 𝄡

The Power of Integration: Where Toolbox, Advocacy, and Community Converge

While each pillar of our strategy demonstrates significant impact, their true power emerges from their integration.

The community informs the development of the Toolbox, which in turn provides frameworks that strengthen advocacy efforts, creating a virtuous cycle of knowledge development and application.

This integrated approach addresses a persistent challenge in technology governance: the gap between abstract principles and practical implementation. By simultaneously developing methodologies, building communities of practice, and influencing policy frameworks, Women@TheTable has created a **comprehensive approach to ensuring human rights and gender equality are centered in AI development.**

This integration is evident in several **key achievements** of 2024:

AI & Equality's **Essential Questions framework**, initially developed through community workshops, was validated through African PhD research programs and ultimately incorporated into technical briefs used in policy contexts.

Insights from regional Toolbox adaptations informed positions in multilateral advocacy, ensuring that Global South perspectives were represented in governance discussions.

Policy frameworks influenced by Women@TheTable's advocacy created institutional demand for the practical methodologies provided by the Toolbox.

Looking Forward: Building on Momentum

The achievements of 2024 position Women@TheTable to expand its influence in several key areas:

Deeper regional implementation of the Toolbox methodologies, with particular focus on context-specific applications in Africa and Latin America.

Expanded educational offerings that build capacity across diverse stakeholder groups, from developers to policymakers.

Innovative research initiatives that mobilize community expertise to address emerging challenges in AI development

Conclusion

Women@TheTable's 2024 activities demonstrate a **mature, multifaceted approach to ensuring AI systems uphold human rights and advance gender equality.**

By integrating methodological development, policy advocacy, and community building, the organization has established itself as a pivotal actor in global AI governance.

The demonstrated adaptability of the framework across contexts, its influence on formal policy structures, and its resonance with a diverse global community suggest a **sustainable model for addressing one of the most pressing challenges** of our time: ensuring that rapidly advancing technologies enhance rather than undermine human dignity and equality.

In a field often characterized by either abstract principles or narrow technical solutions, Women@TheTable's integrated approach offers a vital middle path—one that **connects universal human rights principles with contextual realities and practical implementations**. This bridge-building function, evident across all 2024 activities, represents perhaps the organization's most significant contribution to the emerging field of AI governance.

> As one community member reflected,
>
> What's most powerful about this approach is that it doesn't treat human rights as a constraint on innovation—it shows how centering human dignity can actually lead to better, more sustainable technologies".

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