



ARTIFICIAL INTELLIGENCE (AI), RACE AND GENDER WORKSHOP EVALUATION REPORT

Introduction

The Royal Military College's (RMC) commitment to Equity, Diversity, and Inclusion (EDI) led the EDI team to explore the nexus of artificial intelligence (AI), gender, and race. On March 27, 2024, RMC engaged the services of Caitlin Kraft-Buchman, the CEO/Founder of Women At The Table and the <A+> Alliance for Inclusive Algorithms. The lecture provided emerging research on AI, race and intersectionality. This lecture was organized under the leadership of Ana Androsik, the Equity, Diversity, and Inclusion Officer at RMC, with support from the Vice Principal of Research, Dr. Cecile Malardier-Jugroot. The 90-minute lecture outlined the landscape of gender and racial bias in AI. University leaders—Dr. Jill Scott, the Principal of RMC, and Dr. Cecile Malardier-Jugroot, RMC Vice Principal Research attended the workshop along with 21 faculty members from various departments and representatives from the Canadian Defence Academy - West Point. At the end of the workshop, participants were asked to provide feedback through an online survey. Overall, we received 7 responses (six in English and one in French). The next section presents high-level findings from the evaluation.

Workshop Experience and Engagement

The feedback from the participants showed they had a positive experience with the workshop. All participants rated the workshop between 9 and 10 on a scale of 1 to 10. Five participants rated the workshop a 10, and two rated it a 9. This results suggest that participants had a very positive experience and a high level of engagement with the content shared during the workshop.

Participants' Expectations

Based on the results of the survey, participants reported that the workshop exceeded their expectations. Five rated it a 10, and two rated the workshop a 9 on a scale of 1-10.

Confidence in Applying AI, Gender, and Race Lens

Another key result from the survey was participants' confidence in applying an AI, Gender, and Race in their work. When asked, "Do you feel more confident in applying an AI, Gender, and Race lens in your work?" five out of the seven participants responded yes, while two indicated no. This shows that while the majority of participants felt more confident in applying these perspectives, there is still room for improvement to ensure all participants feel equally prepared.

Areas for Further Training

The results from the survey showed that the workshop provided a positive experience for participants to learn more about how to apply AI, race, and gender in their work. However, when asked whether participants felt they required more training or information, all of them responded that they needed more training in this area and would like to pursue further learning.

Suggestions from Participants

When asked if workshop participants had any suggestions, most of them responded that they were very satisfied with the depth of the workshop and would be interested in attending a similar workshop in the future. Additionally, some participants suggested they would need a list of resources and training opportunities to provide a starting point to further their learning in AI, race, and gender topics.

Conclusion

The results from the survey showed that the workshop provided a good starting point for faculty and staff to learn about ways in which they can bring AI, race and gender lens in their work. Participants expressed a strong interest in deepening their understanding of these topics. Therefore, it is crucial for RMC to continue offering workshops and resources to support ongoing learning among faculty in applying AI, gender, and race lenses in their work.