
Women in Data Science and AI Project: Diversity Dashboard

Project Overview

The [Women in Data Science and AI](#) research project at The Alan Turing Institute is working to map the participation of women in data science and AI in the UK, and to investigate diversity and inclusion in tech workplace cultures, and bias in the design of AI systems. The project aims to increase the number of women in data science and AI through the development of data-based policy recommendations, thereby addressing the risks posed by the lack of diversity in these fields.

Diversity Dashboard

The [Diversity Dashboard](#) is a beta tool, available via the [Women in Data Science and AI Hub](#), which we have developed to offer insights into gender inclusion within the workplace. The Dashboard is designed for use by tech companies and runs internally on top of the tools GitHub and Slack. GitHub is a version control and workflow management tool for software development, and Slack is an internal workplace messaging tool.

The Dashboard measures and highlights, in real-time, potential differences between the treatment of men and women in the workplace. It is designed to provide insights into how to improve inclusion, whilst keeping the privacy of both companies and employees front of mind. It can examine, for instance, whether women are assigned as many issues on GitHub as their male colleagues, and whether they receive as many replies to their messages on Slack.

The Dashboard is intended to improve understanding around the attraction and retention of diverse tech talent, making workplaces more inclusive of traditionally under-represented groups, and rendering the broader tech industry less exclusionary towards women and minorities.

Data access and protection

The data accessed through the Diversity Dashboard comes from the GitHub and Slack APIs, which must be authenticated with personal access tokens. The Dashboard consequently has the same authentication as a Slack bot or a GitHub app while it is running, and the user is able to revoke these privileges at any time. The tool is only accessible through the creation of a password protected user account.

All data is anonymised and aggregated, and we cannot see the content of any messages or code. Data are only collected when there are enough members of the gender group to ensure anonymity. For example, if there are fewer than 5 women in a development team, no data will be collected. The project has passed a thorough ethics review process at the Turing.

We will use the aggregated data you share with us to find trends and insights that can help foster diversity in your workplace, and improve the equity, inclusion and retention of women in the tech sector.

If you have any further questions, please contact:
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Visit turing.ac.uk/WiDSA/ for more information.