

# Faculty Information Exchange: Equity, Diversity & Inclusion

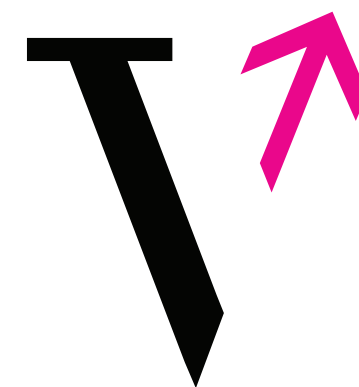
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**care-ai**



VECTOR  
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VECTEUR

**CIFAR**

# About Me



- Leads Machine Learning Research Group @ U of G
  - EDI in attracting and nurturing talent
- Academic Co-Director CARE-AI
  - AI for Good
- Research Director at Vector Institute
  - 700+ research community
- Advisor to tech start-ups through NextAI/CDL
  - Products & services / capacity

# Key Learnings

- People are not diverse, teams are diverse
- The “leaky pipeline” is a damaging analogy
- There’s no such thing as “non racist”



# Expanded Learnings — Ten simple rules for building an antiracist lab

## Ten simple rules for building an antiracist lab

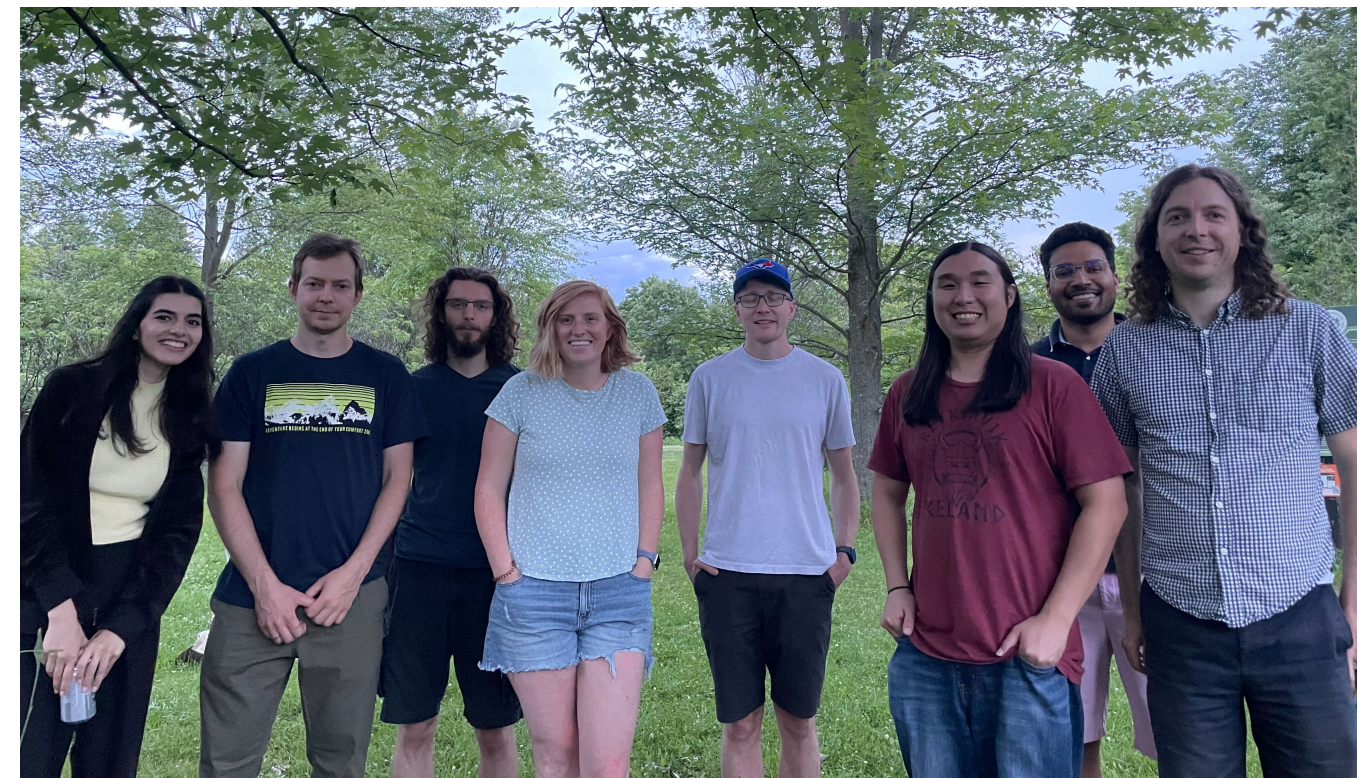
From Chaudhary and Berhe 2020

1. Lead informed discussions about antiracism in your lab regularly
2. Address racism in your lab and field safety guidelines
3. Publish papers and write grants with BIPOC colleagues
4. Evaluate your lab's mentoring practices
5. Amplify voices of BIPOC scientists in your field
6. Support BIPOC in their efforts to organize
7. Intentionally recruit BIPOC students and staff
8. Adopt a dynamic research agenda
9. Advocate for racially diverse leadership in science
10. Hold the powerful accountable and don't expect gratitude



# In the lab: 1) Lead informed discussions about antiracism

- Read articles
- Invite speakers
- Normalize conversations about racism and intersectionality
- Create a welcoming environment and opportunities for education

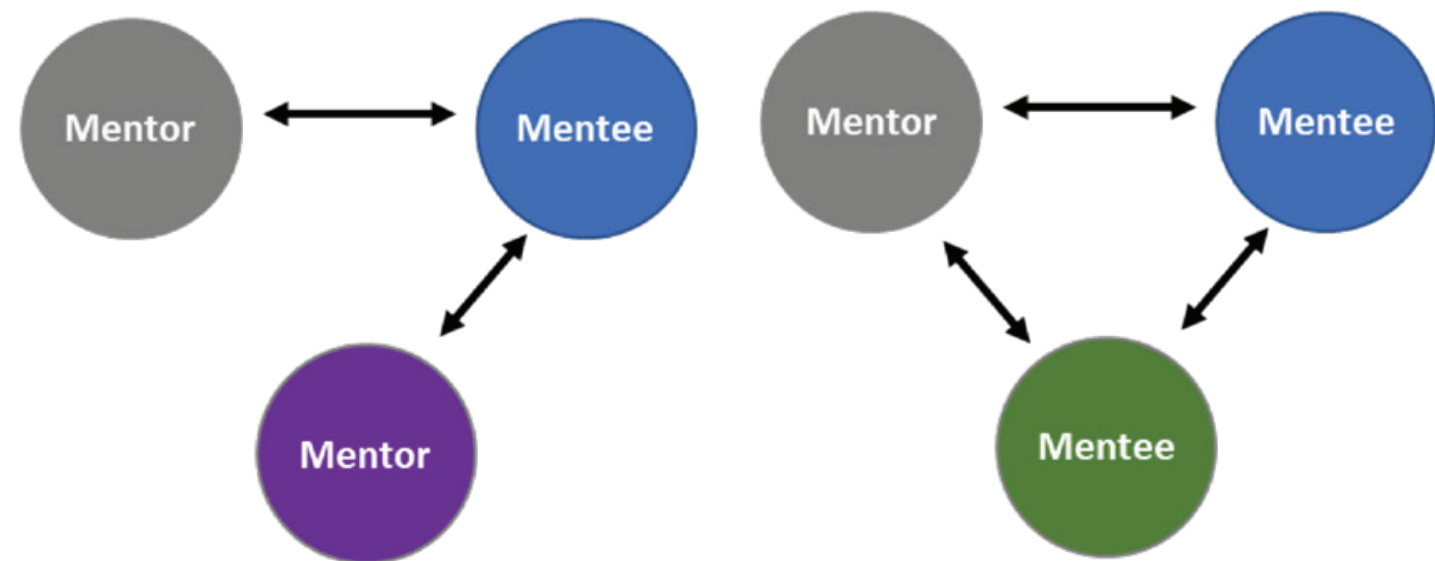


# In the lab: 4) Evaluate lab mentoring practices

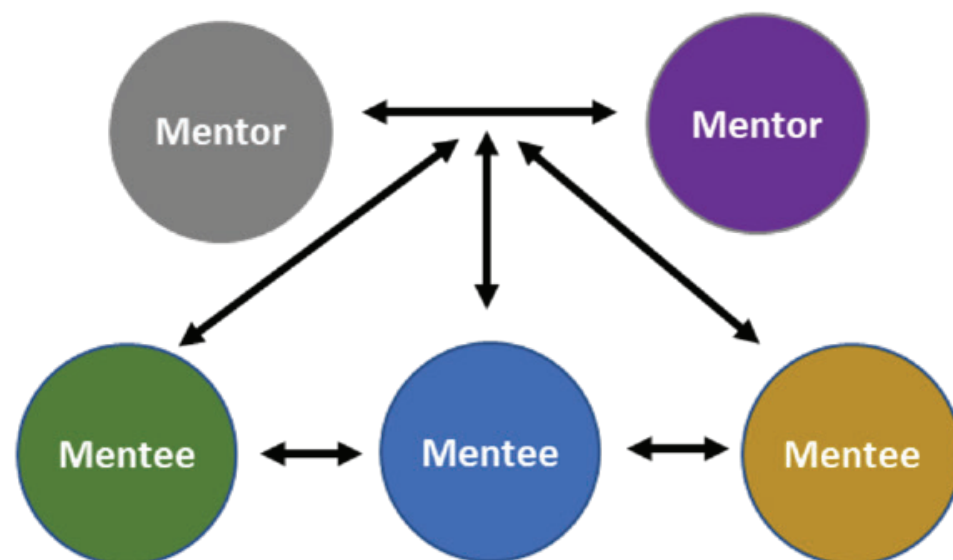
A. Dyad



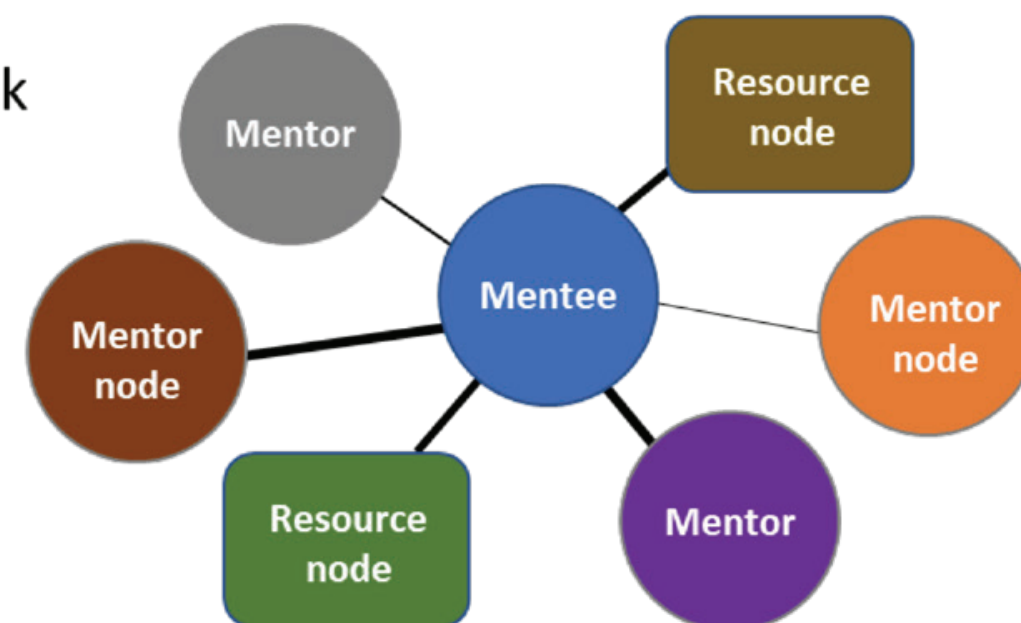
B. Triads



C. Collective or Group



D. Network





# In the lab: 7) Intentionally recruit BIPOC students and staff

- Hire a diverse group after work has been done to ensure an inclusive and equitable workplace
- Focus on retention, not just recruitment





# CIFAR Deep Learning Summer School



- 2018 DLSS in Toronto at Vector Institute
- Rigorous application process and volunteer team reviewed 1,250 applications
- Accepted 270 participants, 30% female identifying
- Less than 10% of applicants identified as female
- Stochastic selection mechanism

# Empowering Black & Indigenous Students in Machine Learning

Vector's Introduction to machine learning course enables Black and Indigenous post-secondary students to develop market-ready skills in model-building, optimization techniques, and other machine learning-related concepts.



“The Introduction to ML course offered by Vector Institute is a great, flexible and insightful program. It exposes one to the fundamentals (both theory and practical) in Machine Learning, ranging from supervised learning, unsupervised learning, etc. I highly recommend this program.”

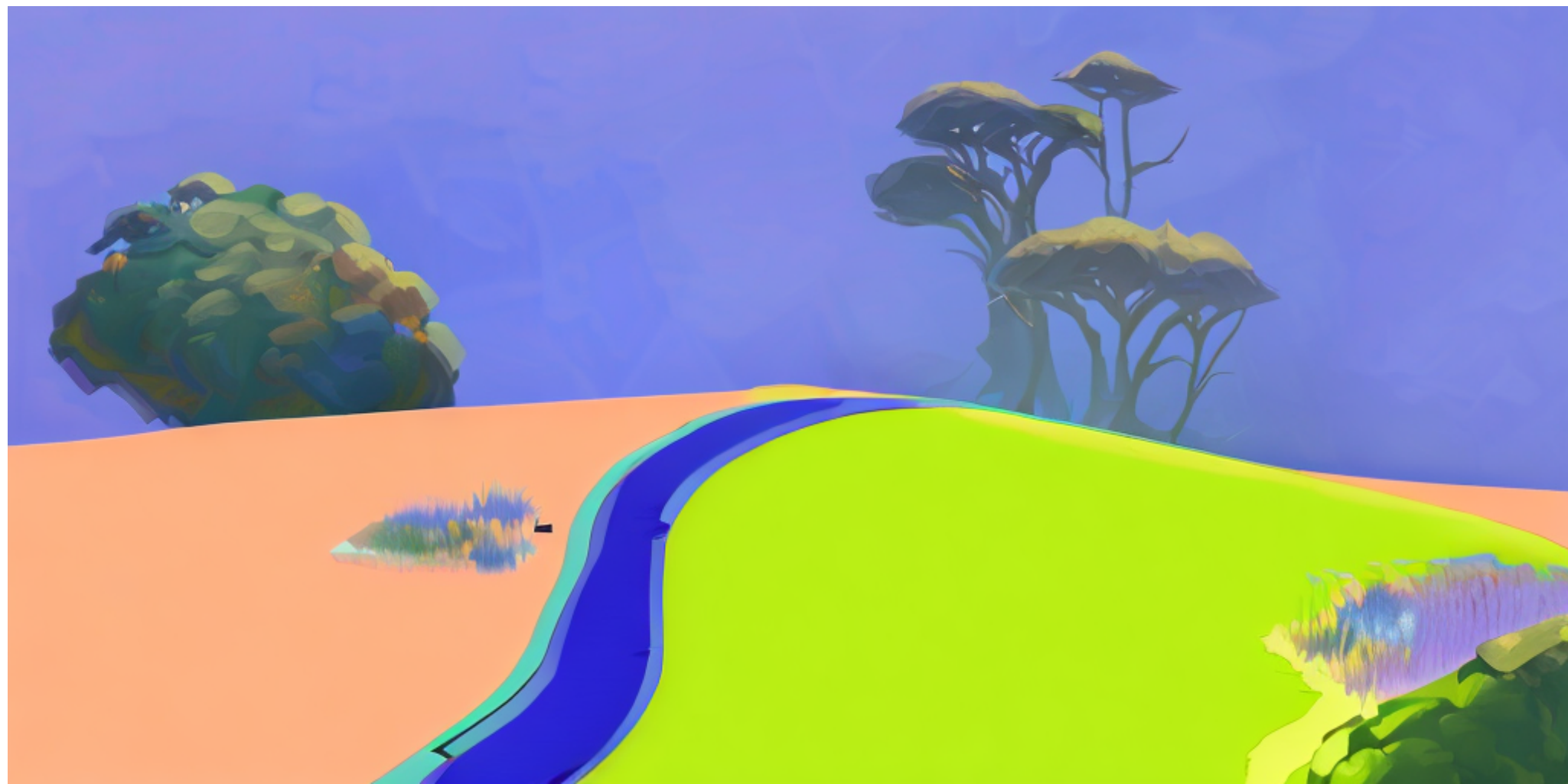
— Oluwabukola (Grace) Adegboro, Program participant



# Developing fair AI systems

To tackle the challenges of developing fair AI systems, three important actions for success are:

- Build diverse teams and consult with experts with diverse expertise
- Develop a fairness framework
- High-quality data and algorithms





# A cautionary tale on faking diversity...



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CARE-AI  
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Thank you:

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