Gender and AI Ethics Training Course

Professional Development Training Course Outline

Category	Gender Studies	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s rapidly evolving digital landscape, Artificial Intelligence (AI) is reshaping industries, governance, and social interactions. However, the deployment of AI technologies often reflects gender biases, perpetuating inequities in decision-making, resource allocation, and access to opportunities. Gender and AI Ethics Training Course equips participants with critical insights into responsible AI development, inclusive innovation, and ethical decision-making, ensuring AI systems uphold equity, fairness, and transparency. By integrating gender perspectives into AI frameworks, organizations can foster diverse and inclusive digital ecosystems that empower all communities.

This course combines cutting-edge AI ethics frameworks with gender-responsive strategies, highlighting real-world case studies from sectors such as healthcare, finance, education, and governance. Participants will explore bias mitigation, inclusive data practices, ethical algorithm design, and policy frameworks that promote accountability and social justice. Through practical exercises, collaborative projects, and expert-led discussions, learners will develop the skills and knowledge to lead ethically responsible AI initiatives, ensuring that technological progress aligns with global standards of equity, diversity, and inclusion.

Programme Curriculum

Gender and AI Ethics Training Course

Introduction

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10 days

Course Objectives

By the end of this course, participants will be able to:

1. Analyze AI systems through a gender lens to identify biases and inequities.
2. Apply ethical AI frameworks to organizational decision-making.
3. Integrate gender-responsive policies in AI governance and deployment.
4. Assess the impact of AI technologies on women and marginalized groups.
5. Develop strategies for inclusive AI design and innovation.
6. Implement fair data collection and management practices.
7. Advocate for transparency and accountability in AI applications.
8. Design bias mitigation techniques in machine learning algorithms.
9. Evaluate AI policies against global ethical and human rights standards.
10. Promote intersectional equity in AI workforce and leadership.
11. Lead organizational initiatives for ethical digital transformation.
12. Understand legal and regulatory frameworks affecting AI ethics.
13. Collaborate with stakeholders to foster socially responsible AI solutions.

Target Audience

- AI developers and engineers
- Data scientists and analysts
- Policy makers and regulators
- Gender equality advocates
- Technology project managers
- Social innovation leaders
- Academics and researchers in AI ethics
- Nonprofit and civil society professionals

Course Modules

Module 1: Introduction to Gender and AI Ethics

- Define AI ethics and its relevance to gender equity.
- Explore historical cases of gender bias in AI.
- Examine global ethical AI standards.
- Discuss social and economic implications of AI inequities.
- Case Study: Gender bias in recruitment algorithms.

Module 2: AI Bias and Discrimination

- Identify sources of algorithmic bias.
- Understand intersectionality in AI systems.
- Explore ethical dilemmas in predictive analytics.
- Examine data-driven discrimination examples.
- Case Study: Facial recognition failures on women of color.

Module 3: Gender-Responsive Data Practices

- Collect inclusive and representative datasets.
- Analyze gender-disaggregated data.
- Address privacy and consent challenges.
- Implement equitable data pipelines.
- Case Study: Gendered healthcare data gaps.

Module 4: Ethical AI Frameworks

- Review AI ethical principles (fairness, transparency, accountability).
- Apply frameworks to real-world projects.
- Explore global AI ethics guidelines.
- Integrate gender perspectives in ethics checklists.
- Case Study: Ethical dilemmas in autonomous vehicles.

Module 5: Inclusive Algorithm Design

- Build algorithms that reduce bias.
- Conduct fairness audits.
- Test models for discriminatory outcomes.
- Integrate human-centered design principles.
- Case Study: Gender-neutral language models.

Module 6: AI in Healthcare and Gender Equity

- Assess AI tools in diagnostics and treatment.
- Explore disparities in health AI applications.
- Address gender-specific ethical concerns.
- Discuss inclusive health policy integration.
- Case Study: AI triage systems favoring men over women.

Module 7: AI in Finance and Employment

- Examine AI-driven credit scoring.
- Analyze hiring algorithms for bias.
- Implement inclusive financial technology.
- Evaluate ethical compliance in employment AI.
- Case Study: Loan approval algorithms discriminating against women entrepreneurs.

Module 8: AI in Governance and Public Policy

- Assess AI-based public decision-making tools.
- Integrate gender-responsive policies.

- Examine algorithmic transparency requirements.
- Promote equitable citizen participation.
- Case Study: Predictive policing AI bias.

Module 9: Legal, Regulatory, and Human Rights Perspectives

- Review AI regulations and human rights standards.
- Understand GDPR and global compliance issues.
- Explore ethical responsibilities of AI practitioners.
- Develop policy recommendations for gender equity.
- Case Study: Gender discrimination in AI surveillance systems.

Module 10: Intersectionality and AI Ethics

- Address multiple axes of discrimination.
- Examine social identity impacts in AI design.
- Integrate intersectional principles in AI audits.
- Create inclusive impact assessments.
- Case Study: Bias against LGBTQ+ and women in AI hiring tools.

Module 11: Gender in AI Workforce Development

- Promote women in tech leadership roles.
- Explore gender gaps in AI education.
- Implement mentorship and inclusive recruitment.
- Build capacity for ethical AI practice.
- Case Study: Women-led AI startups driving equity.

Module 12: Stakeholder Engagement and Ethical Collaboration

- Map stakeholders in AI projects.
- Facilitate inclusive decision-making.
- Conduct participatory design workshops.
- Ensure community accountability.
- Case Study: Collaborative AI governance in civic tech projects.

Module 13: AI Audit and Impact Assessment

- Conduct ethical AI audits.
- Measure gender equity outcomes.
- Develop risk mitigation strategies.
- Create transparency and reporting mechanisms.
- Case Study: Gender impact assessment of AI hiring platforms.

Module 14: AI and Social Justice Innovations

- Leverage AI for gender equality initiatives.
- Integrate ethical considerations in social innovation.
- Scale AI solutions for marginalized groups.
- Evaluate social impact metrics.
- Case Study: AI-powered programs reducing gender-based violence.

Module 15: Future Trends and Ethical Leadership in AI

- Explore emerging AI technologies and risks.
- Develop strategic foresight for ethical AI.
- Cultivate leadership skills for gender-inclusive innovation.
- Promote lifelong learning in AI ethics.
- Case Study: Ethical leadership in AI startups.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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