# Letter sent to provincial ministers of economy, finance, labour and digital transformation and cybersecurity.

Dear Minister Fitzgibbon, Minister Caire, Minister Boulet, Minister Skeet,

Dear Mr Poulin, Mr Sirois,

I'm writing to you today to discuss a crucial topic that requires immediate attention: the intersection between the adoption of artificial intelligence (AI) and gender equity.

Research shows that:

* Women are a minority in this field, whether it's in teaching, entrepreneurship or industry, and the digital divide affects them more.
* Women's salaries in AI are lower than men's in Canada, and those who are AI entrepreneurs have lower incomes.
* Women are more often the targets and victims of AI-related violence.
* Generative AI increases stereotyping, discrimination and sexualization.
* Women are more at risk of job loss from automation.
* Racialized women, Aboriginals or LGBTQ people suffer each of these impacts/challenges more significantly.

In an increasingly digital world, it is essential to ensure that technological advances such as AI do not reinforce gender inequalities, but rather mitigate them. For some years now, I've been promoting the adoption of mechanisms that can keep track of the gendered implications of AI as well as devise innovative policies. Not only is this a strategic approach in the interests of equity, but according to research, gender equity also promises a greater economic return than AI. Combining responsible AI adoption with gender equity will pay off.

I invite you to consider the inspiring example of Denmark, where a **Ministry of Gender Equality and Digital Government** has been established to address these issues in an integrated way. I have been proposing for some time the creation of an inter-ministerial committee dedicated to studying the gender implications of AI and devising proactive strategies to ensure gender equity in the deployment of this technology in Quebec. Denmark offers a remarkable example that goes beyond the simple creation of a committee, illustrating how a holistic approach can truly transform our understanding and integration of AI in society.

During the recent consultations of the Quebec Innovation Council, I had the opportunity to present this recommendation. To continue this conversation, I would like to propose an exploratory meeting. We could discuss concrete steps toward a comprehensive strategy that integrates gender equity at all levels of AI adoption in Quebec.

I sincerely thank you for your attention to this crucial issue and look forward to the opportunity to work together for a more inclusive and equitable AI adoption for all Quebecers.

Yours sincerely

Valentine

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