

Women, AI & Work

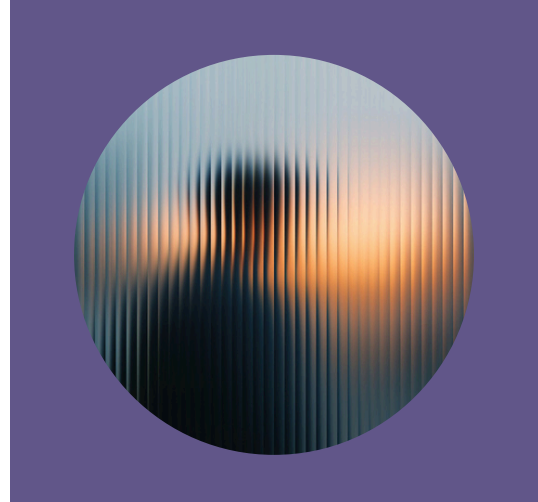
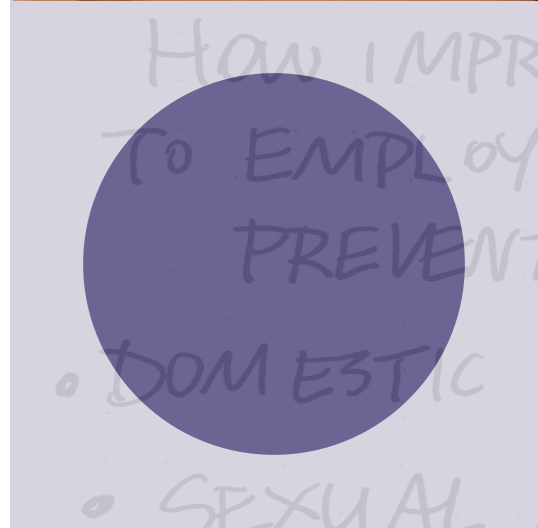
How can we use AI to address the systemic barriers women face in the workplace today?

Through our newly launched Center for Economic FUTURES, we are reimagining economic opportunity for low-income workers, survivors, women, and youth. We can't think of the future of work without assessing the opportunities and risks of AI.

FUTURES brought together women in the AI ecosystem to discuss the ways that AI could offer solutions to the systemic barriers that women face in the workplace. The conversation inspired three goals around our AI work that will increase economic opportunity for low-income workers, survivors, women, and youth. We will:

Increase Access to Employment Rights for Women

FUTURES will release its first generative AI tool in September 2026. The tool will translate complex employment laws into clear, personalized guidance to help survivors. From information on safe leave, reasonable accommodations, and anti-discrimination protections, to



Center for
Economic
FUTURES

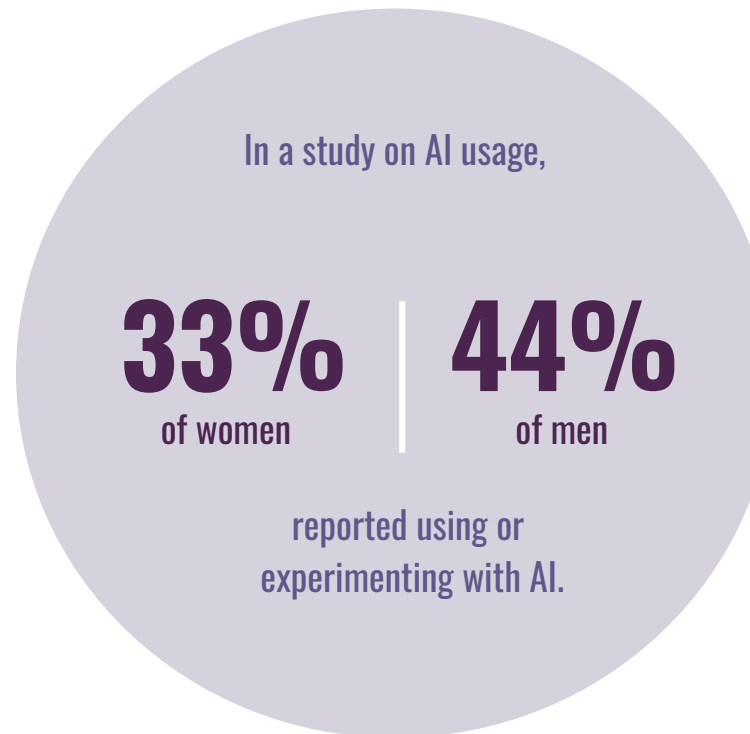
connecting survivors to legal advocates, the tool will bring clarity to survivors around state and federal laws that can help.

Support Women's Use of AI to Address Barriers at Work

FUTURES seeks to combine AI-powered learning, human-centered design, and model workplace policies and practices to transform how women identify and address workplace toxicity, bias, and violence.

Respond to Threats AI Causes Women in the Workplace

Through FUTURES Workplaces Respond National Resource Center, we will offer trainings on how to prevent and respond to technology-facilitated abuse for employers and advocates seeking to combat this harm that interrupts work and opportunity for women.



Why is our work so urgent?

AI Adoption and Digital Literacy Gap

Globally, women use and experiment with AI tools at a lower rate than men, which can hinder their career advancement. In low-income communities, the gender digital divide is particularly stark, with far fewer women and girls having internet access or basic digital skills. Deloitte reported that in 2024, only 33% of women in the U.S. used or experimented with generative AI, compared to 44% of men.

Trust and Privacy Concerns

Studies show women are less trusting of AI and are concerned with data security, especially around sensitive topics like personal health. This can inhibit full participation in new AI applications.

Disproportionate Risk of Job Automation

Women are more likely than men to work in jobs with high potential for generative AI automation, such as administrative, customer service, and human resource roles. This puts women at higher risk of job displacement if they do not receive adequate reskilling and upskilling opportunities.

Gender-biased AI Models

AI systems often perpetuate and amplify historical biases found in their training data. Nearly 45% of AI systems analyzed in one study exhibited gender bias. Examples include biased hiring algorithms that discriminate against female candidates and less accurate healthcare diagnoses for women due to male-centered data.

Safety and Personal Threats

The rise of AI, particularly generative AI, enables new forms of abuse. From AI-generated deepfakes to higher rates of AI-facilitated online harassment, stalking, and digital abuse, AI will pose new safety concerns for women. In addition, women often feel helpless and lack information or resources to protect themselves when facing online risks.

Underrepresentation in AI-Related Technical Fields

Globally, women comprise only about 22% of the AI talent pool, and less than 15% at senior executive levels. Furthermore, women in AI frequently face biased workplace cultures, including harassment, discrimination, and a persistent pay gap. Women in AI need support to stay in the field and provide their perspective as the field evolves.

Sources:

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