

Analysis of the Ethical Implications and Effects of AI in Diversity and Inclusion Initiatives

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ABSTRACT

The incorporation of artificial intelligence (AI) within diversity and inclusion (D&I) initiatives has the potential to significantly assist organizations in achieving equity and reducing bias, while simultaneously fostering environments that promote diversity. Nonetheless, this integration presents complex and multifaceted ethical challenges within these domains. This paper explores some of these pros and cons of AI initiatives in the arena of D&I, including the unintended effects of automated decision-making on privacy concerns, transparency, and algorithmic bias. In this analysis, I will make an assessment of the ethical responsibilities of organizations that can guide and mitigate the risks of AI and how its careless design and monitoring can perpetuate and enhance the current state of inequality. The paper also delves into how AI affects stakeholder trust, workplace culture, and decision-making processes. This article presents guidance and recommendations for ethical guideline preparation and best practice in the development and application of AI in organizational D&I, as well as considerations of how AI can facilitate the achievement of authentic diversity and inclusion goals from a neutral standpoint.

Keywords: Artificial Intelligence (AI), Diversity and inclusion, Ethical implications.

