



Call for Papers

3rd Workshop on Gender in Adaptive Design:

How can Adaptive Systems promote Diversity in an Increasingly Digital World?

May 19 - 20, 2025, at the Karlsruhe Institute of Technology

The rapid advancement of AI and adaptive systems offers significant potential for creating more equitable and inclusive environments. Yet, these systems can also inadvertently perpetuate biases, including those related to gender, race, and other forms of diversity. The 3rd Workshop on Gender in Adaptive Design aims to explore how AI and adaptive systems can be designed to not only mitigate such biases but actively promote diversity and inclusion. This workshop brings together experts on discrimination and diversity from an economic perspective as well as specialists in the design of hybrid adaptive systems and AI to examine current insights and advancements. Our objective is to establish a collective understanding of how incorporating diversity considerations into the design of hybrid adaptive systems can lead to more equitable and inclusive solutions. Key questions encompass:

- How can adaptive systems address existing disparities in decision-making processes across diverse groups?
- What are the mechanisms through which adaptive systems can either reinforce or reduce biases?
- How can we design AI systems that actively foster inclusion and equality in areas such as economic decision-making, employment, and beyond?

We are happy to confirm that **Brice Corgnet from EM Lyon Business School** will deliver the keynote lecture. To allow for a vivid exchange, the workshop is intended to take place in person.

Submission:

The workshop will focus on behavioral and experimental studies, but relevant theoretical and empirical studies are also welcome. Please submit your paper or extended abstract (2-4 pages) to paul.gorny@kit.edu by December 15, 2024. Authors will be notified about acceptance by January 12, 2025. There will be no conference fee, but presenters must generally carry their own travel and accommodation costs. However, limited travel support is available for researchers who cannot cover travel costs by other means. We also reserved a limited number of rooms for a preferential price.

Important dates:

15/12/2024	Submission deadline
12/01/2025	Notification of acceptance
19/05/2025 – 20/05/2025	Workshop

Organizers: Paul M. Gorny, Petra Nieken, Tom F. Reuscher, and Christof Weinhardt

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