



Women in AI

FAI Institute

Foreword

The rapid pace of digital transformation is driving change in many industries, and the field of AI is playing a crucial role in this transformation. Women are making significant contributions to the field of AI and are at the forefront of driving innovation and progress. Women in the technology space provide new perspectives and ideas to enable new growth and functions. FAI Insitute is taking action to embrace women in technology as well as providing opportunities for women to build their careers on a global scale. FAI Institute has established its first Women in AI internship thanks to the partnership of Flapmax and Wentors. The Women in AI internship and apprenticeship serves to support women in AI and the tech industry while helping them gain exposure to the African and global startup ecosystem. FAI Institute aims to provide high-quality education, close mentorship, and employment opportunities.

About the FAI Institute



UNIVERSITY-QUALITY RESEARCH, INDUSTRY-SCALE IMPACT

FAI Institute is designed to fuel the growth of talent all over the world, and to provide necessary skills to upcoming professionals. We're committed to advancing education through different projects, developing facilities, supporting learners, and empowering start-ups.

RESEARCH

Research engagement with industry and university partners, focusing on AI and emerging technologies

TRAINING

Apprenticeship and industrial training programs, help to empower unconventional talent, combat low employment rates, and address diversity and inclusion

EDUCATION

Education program partnerships with universities, including certification courses, externships, and senior design programs

Advancing human potential through research, education and training programs built for the workforce of the future.



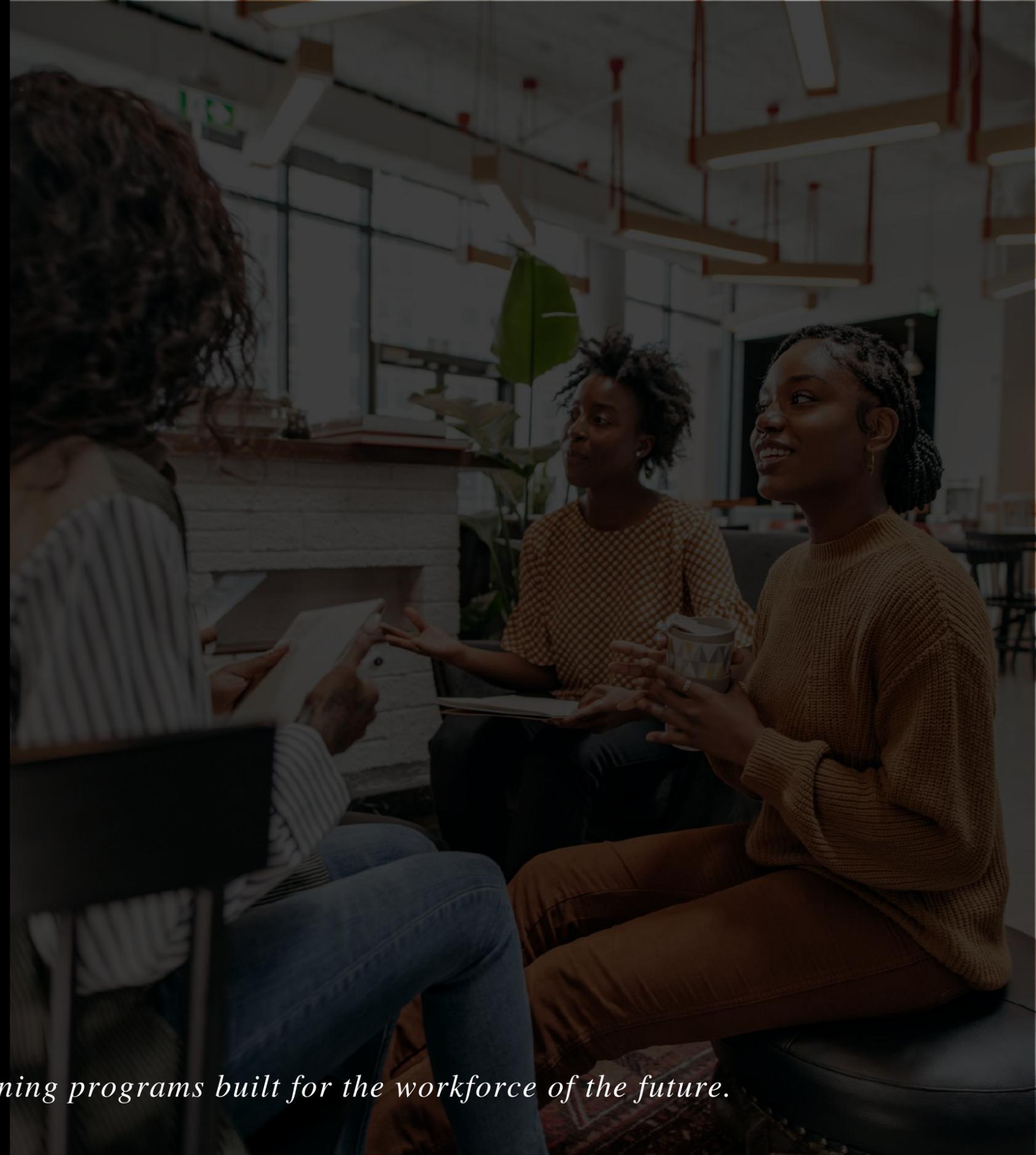
About the FAI Institute

WOMEN IN AI INTERNSHIP 2022

FAI Institute kicked off the season with its first internship program, Women in AI, thanks to the partnership of Flapmax and Wentors. Flapmax worked hand-in-hand with Wentors, a global community of women in technology, to select the first cohort of AI interns from over 350 applications received globally, including Nigeria, Kenya, the United States, South Africa, and Ghana, as well as New Zealand, Cyprus, Saudi Arabia, Singapore, and Poland. A total of 50 applicants were selected for two training tracks: Business and IT.



Advancing human potential through research, education and training programs built for the workforce of the future.



About the FAI Institute

WOMEN IN AI INTERNSHIP 2022

During the 12-week training program, the interns engaged in hands-on industry projects and benefited from both technical and non-technical mentorship. The participants received access to specialized courses to enhance their learning outcomes while earning new certifications to increase their career market values. Additionally, the interns gained exposure to startups from Africa and other emerging markets as well as collaborated with industry players through joint research, co-publications and storytelling to expand their professional development and increase their career options. At the completion of the program, the interns have officially joined Flapmax's talent network and benefit from long-term work opportunities with Flapmax global partners.

Within the technology track, interns gained empirical experience in emerging AI technology fields and develop both conventional and unconventional skills, including building AI models “responsibly.” As well as analyzing and unlocking data targeting underserved industries while improving market visibility and ecosystem partnerships. With strong data integrity and data modelling skills, these future AI professionals will help businesses in their own regions embrace innovative approaches and technology solutions, including helping support Flapmax's goal to ignite the tech industry across Africa. On the business side, interns worked alongside Flapmax professionals to learn the ins and outs of business operations.

Advancing human potential through research, education and training programs built for the workforce of the future.

Application Demographics

WOMEN IN AI INTERNSHIP 2022

Nigeria

Ghana

Ireland

Zambia

Cyprus

Canada

Kenya

Egypt

New Zealand

Western Cape, SA

Saudi Arabia

Nauru

United States

Luxembourg

Johannesburg, SA

Rwanda

United Kingdom

Singapore

Gauteng, SA

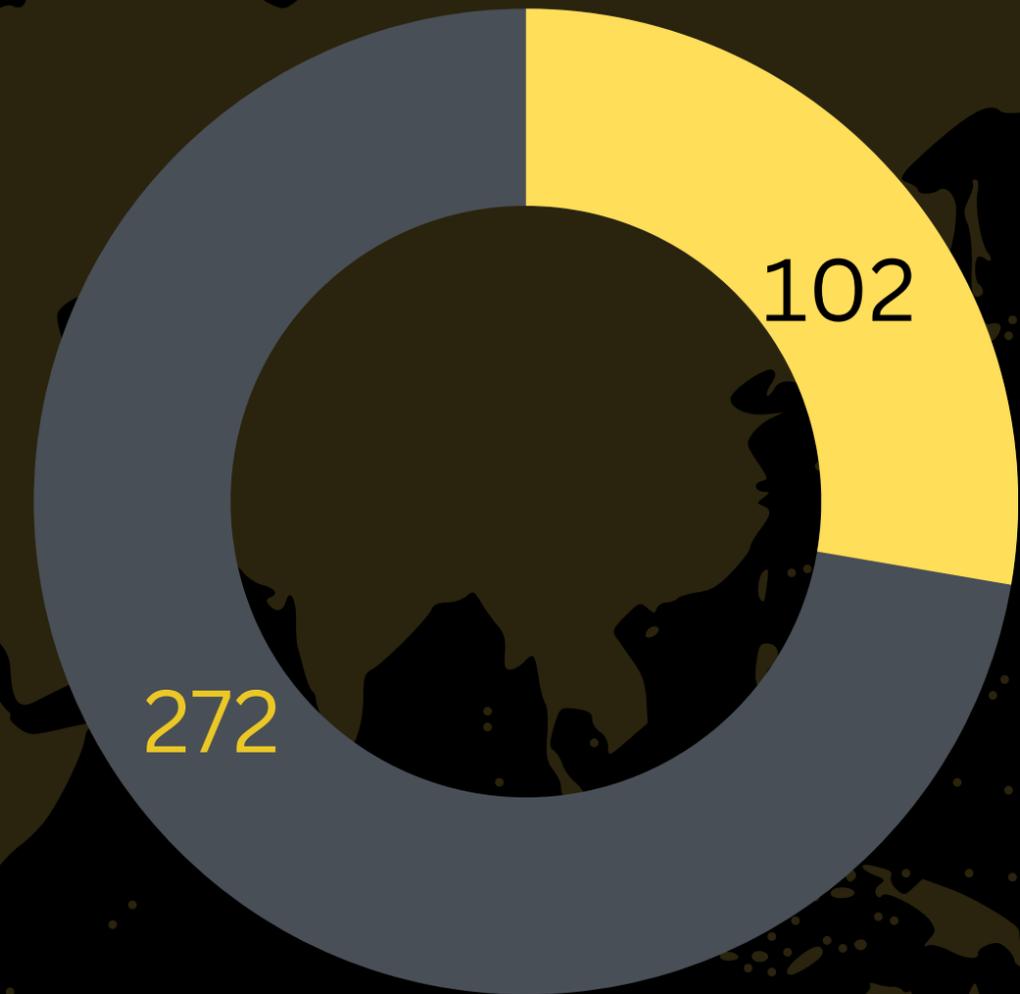
Botswana

Uganda

Mauritius

Australia

Poland



 Business Track

 Technology Track

Over 350 applications submitted from candidates worldwide seeking to accelerate and upskill their careers.

The XHAIL Internship/Apprenticeship Program provides upskilling and training opportunities in the AI technology space, targeting both technical and non-technical professionals. This program is a technology accelerator expanding opportunities for technology innovation and implementation worldwide, targeting underserved populations. Its platform is improving collaboration across geographic borders, and helping startup companies optimize the use of AI-models.

TRAINING APPROACH



LEARNING

Experiential learning or hands-on training in technology and AI/cloud industries and Close mentorship



CERTIFICATION

LEARN certification courses: technical and non-technical courses, startup masterclass



DEVELOPMENT

Access to Digital transformation and AI tools. Working directly with innovative early-stage startups



VALUE

Portfolio building through research projects, publications, conference presentations, podcasts

Advancing human potential through research, education and training programs built for the workforce of the future.

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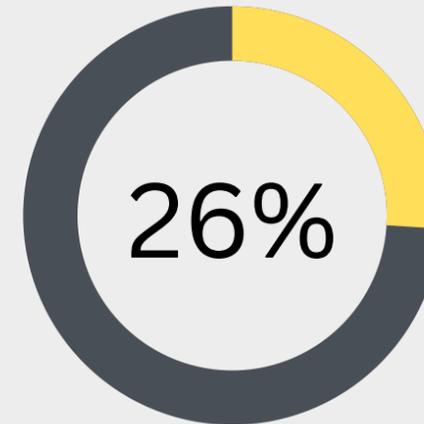
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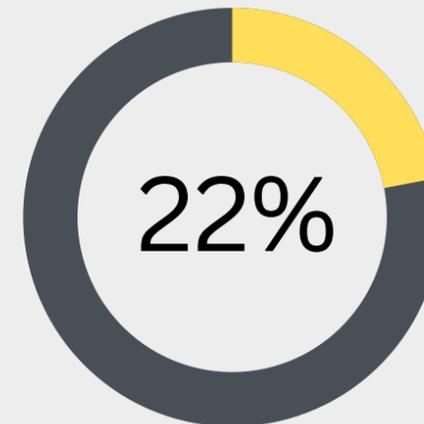
Expanding the Standard

The Position of Women in AI Today

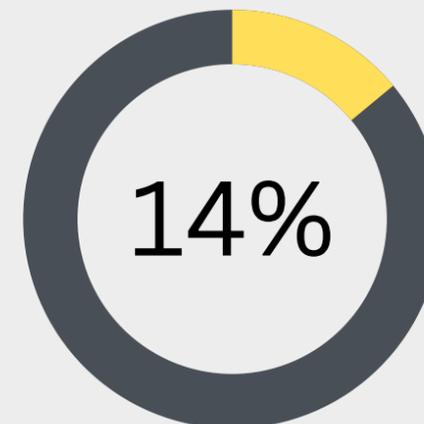
Technology and Artificial Intelligence are rapidly developing and many organizations and businesses are working to increase their AI hiring needs. The demand for AI continues to grow, but so does the need to diversify the AI workforce. Many enterprises are handicapping themselves, but not considering Women in the IT, tech, and AI fields. Women seeking to pursue a career in AI face many different boundaries and barriers to getting their foot into the door, including a lack of resources, guidance, mentorship, and education. However, findings have shown an increase in the interest and development of women in AI. As more women continue to join the technology industry, there has been a surplus of talent across all sectors. So the question is, how do we increase and address the potential and opportunities for these Women in AI?



Women in Data and AI Workforce



AI and computer science Ph.D. programs earned by Women (only 4% higher than nearly a decade earlier)



Women AI Researchers

Value of Women in AI

Why Diversity in AI Matters?

Technology and AI are altering human behavior and lifestyles beyond universal control. AI can predict, analyze, and even develop self-driving cars. Hence, diversity in Artificial Intelligence is a necessary component to avoid bias in the deep roots of the various systems. The drive for inclusion and diversity in the AI industry aids in identifying the polarization and systemic demands. Allowing for a diverse set of perspectives and lived experiences is critical to eradicating unconscious bias and developing effective AI. Over 78% of AI-skilled professionals are male a result creating a gender gap 3 times larger than in other industries. Data shows that women are less likely to be placed in senior AI roles, making them less likely to gain the opportunity to develop expertise in high-profile and emerging skills.



Why Diversity in AI Matters?

According, the Diloitte's Women in AI survey which captured findings of women and men working in AI and machine learning further demonstrated that having more women within an organization can only benefit a business.

71%

Companies that promote and elevate diverse groups within their organization will benefit as a result.

66%

Having more women in managerial, leadership, and role model positions directly benefits an organization's employees.



Why Diversity in AI Matters?



Diversity across a number of criteria aids in the incorporation of a diverse set of perspectives and lived experiences into the design and implementation of an AI system.

Maureen Mbugua
FAI Institute Intern
Flapmax/FAI Institute

Current Perspectives

Meet the first cohort of FAI Insitute's Women in AI

The inaugural cohort of the FAI Women in AI internship program included an assembly of highly professional, inquisitive, and determined women looking to make an impact in the AI field. The interns worked in the various departments of Flapmax while also presenting forth self-initiative projects. Flapmax presented an opportunity for these inspiring women to experience working the AI and Tech industry hands-on and independently. Many of these interns presented high-quality projects, oversaw team members and push for more growth within the company. The women in AI interns greatly showed the meaning behind company culture and shaped it for the better.

The Women presented in this document are now currently serving employment roles for Flapmax. We commend them for their efforts as they have now worked towards joining the Flapmax team. These women are now creating a pathway in real time for Women in AI!

FAI Women in AI Testimonials

"The Women in AI internship was an all-round learning experience with lots of growth opportunities. I was able to interact and network with other interns from different parts of the world, moderate my first panel session at the FAI Summit, and execute business process automation projects within the business track."

Adepeju Shittu

FAI Insitute Intern/ Operations Analyst

Flapmax/FAI Institute



FAI Women in AI Testimonials



"I have always believed that opportunities don't exist you create them. At Flapmax, I had the flexibility to create those opportunities in a way that allowed me to tap my unexplored potential in product management and as a panelist in the sustainability space."

Divya Vellanki

FAI Institute Intern - Product Management

Flapmax/FAI Institute

FAI Women in AI Testimonials

"This internship made me appreciate the importance of working at an organization where personal values align with Company's core values/goals. I enjoyed seeing how my daily tasks contributed to building the bigger picture.

Thank you Flapmax x Wentors!"

Sophia Ekeh

FAI Insitute Intern/Executive Operations Assistant

Flapmax/FAI Institute



FAI Women in AI Testimonials



"I have gained new skills during my internship with Flapmax, and I am grateful for the opportunity to have interacted with such a diverse team. I have learned from others carrying out their roles, these skills have inspired me, and I intend to apply them. Thank you for the opportunity."

Anuoluwapo Tayo-Alabi
FAI Institute Business Intern
Flapmax/FAI Institute

FAI Women in AI Testimonials

"It has been life changing and I know that this experience will help grow more in this field and also continue to pursue tech especially AI and data science. The Women in AI internship Program has been a way to get more knowledge about the growing things in AI and get inspired working with various startups in Africa, and I must say AI in Africa will be a boom. I appreciate the chance given to be part of the program; it has been enriching."

Betty Wairegi

FAI Insitute Business Intern

Flapmax/FAI Institute



FAI Women in AI Testimonials



"This internship has definitely increased my interest in pursuing a career in project management and laying a good foundation for career planning. I also developed my skills in terms of communication, time management, and critical thinking. "

Eniwoghale Ekpoh

FAI Insitute Intern - Product Management

Flapmax/FAI Institute

FAI Women in AI Testimonials

"I have grown professionally and personally from this internship experience as I now know how a global tech team runs across diverse time zones. I am very satisfied with the business operations professional I have now stretched to upon the end of this internship. Prior to this internship, I had very little knowledge about VC. However, throughout this internship, I got to learn understand how it works. And this experience has spurred my interest to pursue courses or bootcamps in VC the coming year."

Uzunma Chikezie

FAI Insitute Business Intern

Flapmax/FAI Institute



FAI Women in AI Testimonials



"During my internship at Flapmax, I was able to develop my soft skills like communication, critical thinking, teamwork, collaboration, and problem-solving, to mention a few. This internship definitely increased my interest in pursuing a career in product management. "

Jennifer Obi

FAI Insitute Intern - Product Management

Flapmax/FAI Institute

FAI Women in AI Testimonials

"Growth has been an important part of my path, and I'm excited to say that I've achieved it. I'm honored to say that, in addition to completing the responsibilities assigned to me, I gained so much knowledge from my mentor and Flapmax as a whole. I felt at ease since I felt a part of the Flapmax community, especially when interacting with my mentor. Because she established a welcoming environment, I was able to hone my skills and discover new ones that will help me in my future professional endeavors. "

Ebby Kianga

FAI Insitute Intern - Marketing

Flapmax/FAI Institute



FAI Women in AI Testimonials



"I have learnt to ask for help from other interns and mentors in performing tasks and meeting deadlines. I am much more confident in my ability to use the skills that I have learnt from theoretical courses in real live practical experiences. Personally, I have made friends with other interns and have learnt from their deep wells of information and knowledge."

Ebiuwa Egbon

FAI Insitute Intern - Product Management

Flapmax/FAI Insitute

FAI Women in AI Testimonials

"I started off the internship with various expectations of what my experience would be and what was achievable. I learnt how to define and manage a product, take charge of proceedings and people management, and lastly work-life balance."

Modupeola Savage
FAI Insitute Business Intern
Flapmax/FAI Institute



FAI Women in AI Testimonials

Overall Satisfaction Rate

4.6





2022

CERTIFICATE OF INTERNSHIP

THIS CERTIFICATE IS PRESENTED TO

a community member of  wentors

who has successfully completed the FAI Institute Internship Program for
Data Science from September 2022 to December 2022

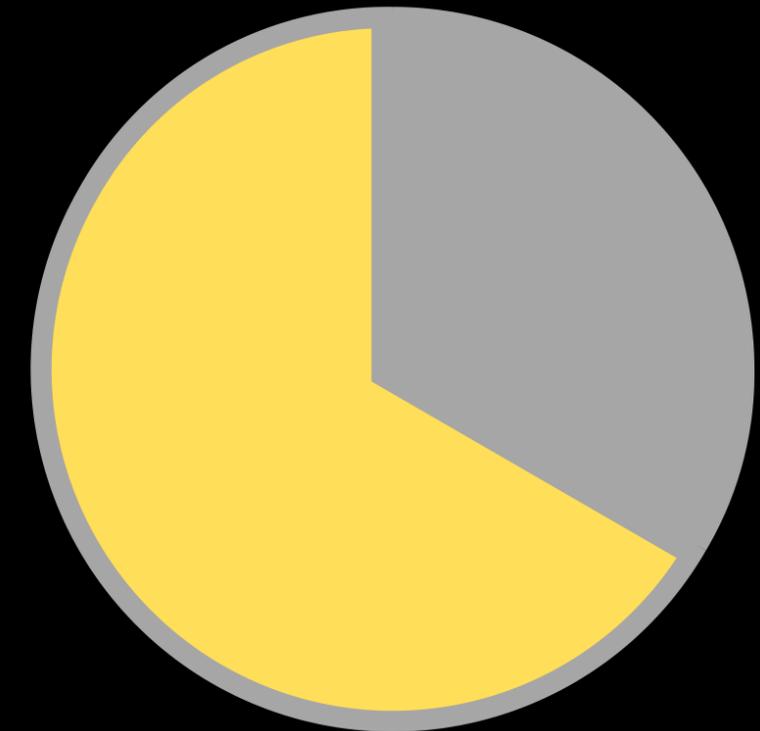
DAVE OJIKI, PhD
CEO



Retaining the Diversity

Behind the support, resources, and motivation of Women transitioning in to Tech

Only about 25% of women in Tech receive the support they need to thrive in the AI and technology environment. Despite the growth of women in the industry, they remain dramatically underrepresented in AI and Tech positions. FAI Institute has made its mission to create and establish opportunities for women in AI. A series of data has shown that women are subject to biases that discourage them from advancing or ultimately leaving the tech industry. However, research has presented that women who elevate to the top of the tech industry have a strong sense of self-efficiency, vehemence, and receive positive support at work. Gaining a mentor is essential for women who are transitioning in tech. FAI Insitute has provided the means for women transitioing into the tech space to thrive and succeed.



2 out of 3 Women in Tech Quit Within 15 Years

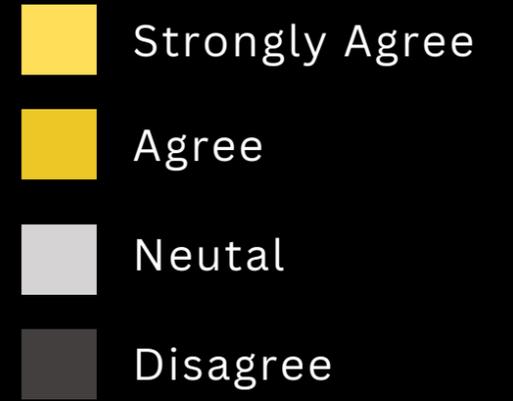
Retaining the Diversity



FAI Institute is working to retain the level of women in tech by building an inclusive culture, connecting mentors to prospective personnel, providing challenges in assignments to develop and learn new skills, and investing in these women by offering development opportunities. Within the inaugural launch of the Women in AI internship, interns acquired direct mentors and resources to gain the needed skills in the AI and business space. Interns also worked closely with Flapmax partners and organizations, gaining genuine experience within the corporate field. FAI also provided educational and certification opportunities to upskill and grow their portfolio for future endeavors. FAI Institute aims to prepare and upskill women within the AI space.

Retaining the Diversity

Women in AI Training Experiences



The Path Forward

Women in AI for FAI Institute Partners

FAI Institute strongly believes the Women in AI program launch will serve current and future partners well in many endeavors. The Women in AI internship kicked off with the help of partners Flapmax and Wentors. An initiative within the program supports apprentices and partners by allowing program participants to formally join Flapmax's talent network and benefit from long-term work opportunities with global partners.

It is trite that issues of gender diversity in technology as well as female participation and leadership are crucial. Thus, Women in AI will assist partners in advocacy, that is, raising awareness through the stories/testament of their journeys in tech and the support received at each stage. This act of paying it forward will encourage other women to embrace tech, boost their confidence and in the long run eliminate gender gaps.



The Path Forward

How FAI Institute is building a better future for Women in AI

FAI Institute is looking towards creating a world where Women in AI is a normalized concept. FAI Institute and its partners are working to create opportunities for underrepresented communities, especially women in the technology sector.

This is evident in the Institute's program which fosters education - [debiasing technology], training, social inclusion, mentorship and advocacy of technology and its impact in the world.

Through FAI Institute women not only gain skills but also sharpen them from hands-on experience in real-world setting. The women do these with support from mentors which boosts their confidence and performance in the workforce.



Resources

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