



## Press release

# The DIVERSIFAIR project concludes with tools and training to help advance intersectional fairness in AI

After three years of collaboration across Europe, DIVERSIFAIR, an Erasmus+ project has finalised and deployed a comprehensive ecosystem of open-access resources. Designed for developers, policymakers, data scientists, and civil society, the initiative has successfully mobilised a network of over 10,000 cross-sector professionals and advocates, providing critical infrastructure to identify socio-technical risks and advance intersectional fairness throughout the AI lifecycle.

AI increasingly shapes access to critical opportunities, services, and rights. However, standard testing often treats algorithmic bias as a simple technical "bug" to be patched. DIVERSIFAIR operates on the reality that bias is inherently socio-technical and structural - deeply embedded in how data is collected and how automated systems interact with complex human societies. Because algorithmic bias cannot be completely "fixed" or eliminated, the project focuses on translating rigorous research into practical tools that systematically uncover hidden, compounding discrimination across dimensions like gender, ethnicity, disability, age, and socio-economic.

### **CLOSING EVENT IN BRUSSELS**

To mark the project's conclusion and share practical takeaways, DIVERSIFAIR hosted its Closing Event on Tuesday, 19 May 2026, at Les Ateliers des Tanneurs in Brussels. The event convened researchers, practitioners, and community voices for a day of discussion and hands-on learning focused on what intersectional fairness looks like in practice and how to implement it.

The programme opened with remarks from Iliana Georgieva (TNO) and "Fair AI in Practice" keynote by Dr Gemma Galdón-Clavell (Eticas Foundation), followed by a panel on why AI is not neutral and what it takes to design systems that better reflect human complexity.

In the afternoon, participants engaged in parallel, hands-on sessions covering teaching AI fairness, the launch of the Community-led AI Auditing Guide, and an interactive Fair AI Scrum workshop for integrating fairness into agile development processes.



The day then moved to a second panel on power, intersectionality, and AI blind spots, featuring perspectives from industry, academia, and European institutions, before closing with a keynote by Dr Alessandra Sala (Shutterstock / UNESCO Women for Ethical AI / Women in AI) on building excellence through a more diverse AI ecosystem. The event ended with closing remarks and networking drinks.

## PRACTICAL RESOURCES TO SUPPORT FAIRER AI

DIVERSIFAIR's final outputs are designed to support action across the full chain, from defining AI harms, to strengthening governance, to operational implementation and skills-building:

- **Defining the Challenge:** Research on intersectional fairness in AI and AI Harm Typologies to build an evidence-based understanding of how systemic discrimination manifests in tech.
- **Influencing Better Governance:** Policy Recommendations to advocate for frameworks that prioritise intersectional fairness and protect marginalised communities.
- **Operationalising Fairness in Tech:** The Fair AI Scrum Handbook to integrate fairness checks into development sprints across the technical lifecycle.
- **Bridging the Gap to Communities:** The Community-led AI Audit Guide to move beyond technical checklists and involve stakeholders in accountability processes.
- **Broadening Your Talent Pool:** An AI Language Tool to identify biased phrasing in job ads and support more inclusive recruitment.
- **Building Internal Expertise:** A Certified AI Ethics Course providing practical and "soft" skills needed to lead fairness initiatives internally.
- **Empowering Evidence-Based Advocacy:** Educational Toolkits for industry, civil society, and policy audiences to advance fairness in and for AI.

These resources are intended for AI developers and data scientists; educators and trainers; auditors, compliance and risk teams; policymakers and public sector stakeholders; civil society organisations; and anyone working to ensure AI systems are fair, transparent, and accountable.

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## CONSORTIUM PARTNERS

### **TNO - The Netherlands (coordinator)**

The Nederlandse Organisatie voor Toegepast Natuurwetenschappelijk Onderzoek (TNO) is an independent research organisation in the Netherlands, specialising in applied science. Their mission is to foster innovation by connecting people and knowledge, enhancing industries' competitive strength, and promoting societal well-being sustainably.

[tno.nl](https://tno.nl)

### **CorTexter Technologies B.V. - The Netherlands**

CorTexter is a digital recruitment assistant powered by AI's computational linguistics. They guide recruiters in writing better job vacancies, resulting in more candidates progressing in the selection process. They also check for vague language, biases, and optimise text elements like length, complexity, and SEO keywords.

[cortexter.com](https://cortexter.com)

### **Eticas Research and Innovation - Spain**

Eticas Research and Consulting is a Spain-based SME specialising in the legal, ethical, and social impact of security policy, innovation, and technology development. They focus on data protection, algorithmic fairness, and the interaction between societal values, engineering possibilities, and fundamental rights.

[eticas.ai](https://eticas.ai)

### **University College Dublin - Ireland**

University College Dublin (UCD) is a prestigious public research university in Dublin, Ireland. As Ireland's largest university and a member of the National University of Ireland, it offers a wide range of academic programmes to its 38,417 students. [ucd.ie](https://ucd.ie) Institut d'études politiques de Paris - France The Paris Institute of Political Studies, also known as Sciences Po, is a renowned public research university located in Paris, France. It provides high-quality education and conducts impactful research in various fields.

[sciencespo.fr](https://sciencespo.fr)

### **Turing College - Lithuania**

Turing College is an online AI college for busy professionals. Affiliated with Woolf, a European higher education institution, they offer world-class programmes led by Google-level engineers, providing opportunities for Cambridge University PhDs.

[turingcollege.com](https://turingcollege.com)

### **The Women4Cyber Foundation - Belgium**

Women4Cyber is a non-profit European private foundation with the objective to promote, encourage and support the participation of women in the field of cybersecurity.

[women4cyber.eu](https://women4cyber.eu)

### **Women in AI - France**

Women in AI (WAI) is a nonprofit do-tank working towards inclusive AI that benefits global society. We are a community-driven initiative bringing empowerment, knowledge and active collaboration via education, research, events, and blogging.

[womeninai.com](https://womeninai.com)