



CONCEPT NOTE

First Session of the Global Dialogue on AI Governance
6–7 July 2026 | Palexpo, Geneva

Workshop on “Equity Lens: AI Guardrails for Fair Talent Selection, Recognition, and Opportunity”

Date & Time: Monday, 6 July 2026 | 14:00–14:45 CEST

Organizers:

[Working Group on Equal Opportunities \(AKC\) of the German Physical Society \(DPG\)](#)

Co-organizer: [Sumiko Shimo](#), Expert member of UNESCO AI Ethics without Borders & Women for Ethical AI, G20 Technical Facility, ISO/IEC SC42 on AI

Contributors:

[Dr. Iris Traulsen](#), AIP Leibniz Institute for Astrophysics Potsdam

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Background and focus

As AI becomes part of institutional decision-making, including decisions about selection, recognition, funding, leadership opportunities, and career advancement, governance frameworks must ensure that these systems do not reproduce existing inequities. Many selection processes are already shaped by unconscious bias and structural patterns that are difficult to detect, such as reliance on familiar names, concentration within certain institutions or networks, repeat visibility, and unequal assessment across career stages. Equity Lens responds to this challenge by exploring how AI-supported transparency mechanisms can help make such patterns visible before decisions are finalized.

This workshop invites participants to co-design the next stage of **Equity Lens**, a prototype transparency tool designed to support fairer, more evidence-based selection processes. Rather than automating decisions or replacing human judgment, Equity Lens provides privacy-preserving, aggregated indicators of potential structural bias before committees reach final decisions. The tool does not rank candidates, recommend outcomes, collect individual votes, or influence committee choices. Its purpose is to help decision-makers recognize patterns that might otherwise remain invisible, support informed reflection, and keep responsibility firmly with human decision-makers.

This session is for participants who want to help turn AI governance principles into practical tools for fairer decision-making. Participants will test the Equity Lens concept, share concerns and use

cases from their own sectors, and help define the requirements, safeguards, and design priorities for an open-source version of the tool. By joining, participants can contribute directly to a practical requirements specification and help shape an approach that organizations with different levels of technical capacity could adapt for responsible, rights-respecting selection processes.

Speakers and Format

Format: Interactive co-creation workshop

This workshop brings together perspectives from scientific practice, equality initiatives, AI ethics, standardization, and responsible technology governance. It moves beyond knowledge exchange toward developing practical requirements for ethical transparency tools.

Provisional speakers:

Ruzin Aganoglu, PhD – Physicist, CTO of Lab-on-Fiber GmbH, and Deputy Spokesperson of the Working Group on Equal Opportunities (AKC) of the German Physical Society (DPG). She advances equity initiatives in physics, promotes STEM role models, and builds national and international networks. She will provide a science–industry innovation perspective and introduce practical challenges from research communities and professional societies that motivated Equity Lens.

Sumiko Shimo – Independent researcher and expert member of UNESCO AI Ethics Without Borders, Women4Ethical AI, the G20 Technical Facility, ISO SC42 on AI standardization, and CAIDP. She specializes in responsible AI, ethical innovation, bias mitigation, and inclusive technology governance. She will facilitate ethical reflection, connecting Equity Lens with principles of fairness, transparency, privacy protection, accountability, and human oversight.

Agenda:

- 5 min** – Introduction and context
- 10 min** – Prototype demonstration and roadmap
- 20 min** – Discussion and feedback
- 10 min** – Next steps

The workshop will deliver a stakeholder-informed framework defining ethical principles, governance safeguards, and technical requirements for transparent selection processes.

Focal Point/Contact:

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