



## Call for Papers

### 4<sup>th</sup> Workshop on Gender in Adaptive Design:

How can we ensure fair access and beneficial use of digital technologies for everyone?

March 12 - 13, 2026, at the Karlsruhe Institute of Technology

The rapid evolution of AI and adaptive systems holds tremendous promise for improving fairness, accessibility, and inclusion in digital environments. At the same time, these technologies can unintentionally reproduce or amplify existing inequities—for example those related to gender, race, or other dimensions of diversity. The 4<sup>th</sup> Workshop on Gender in Adaptive Design addresses this tension by asking how digital technologies can be designed so that their benefits are shared broadly and equitably. Bringing together economists working on discrimination and diversity with researchers in AI and hybrid adaptive system design, the workshop examines how fairness considerations can be embedded directly into technological development. Our goal is to build a shared understanding of how inclusive, diversity-aware design principles can help ensure that digital technologies promote—not hinder—fair access and beneficial use for everyone.

Key questions include:

- How do AI and adaptive systems interact with existing economic and social inequalities, and how do these interactions affect access to opportunities?
- What behavioral, institutional, or algorithmic mechanisms drive unequal or biased outcomes in human-AI interaction and decision processes?
- What are the most effective technological, organizational, or policy interventions to ensure a fair distribution of the gains from technological innovations?

We are happy to confirm that **Jenny Säve-Söderbergh from Stockholm University** 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](mailto:paul.gorny@kit.edu) by January 15, 2026. Authors will be notified about acceptance by January 30, 2026. 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:

15/01/2026	Submission deadline
30/01/2026	Notification of acceptance
12/03/2026 – 13/03/2026	Workshop

Organizers: Paul M. Gorny and Petra Nieken