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# Can Evaluation Be Both Feminist and AI-Powered?

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**gLOCAL Webinar: Feminist Evaluation in the Age of AI**



[www.glocalevalweek.org](http://www.glocalevalweek.org)

# Roadmap

**01**

## What is Feminist Evaluation?

*Mertens' transformative paradigm*

**02**

## Historical Evolution

*From gender-blind to gender-transformative*

**03**

## Can AI Become Feminist?

*Intersectional analysis of AI & power*

**04**

## Opportunities & Challenges

*AI in feminist evaluation practice*

**05**

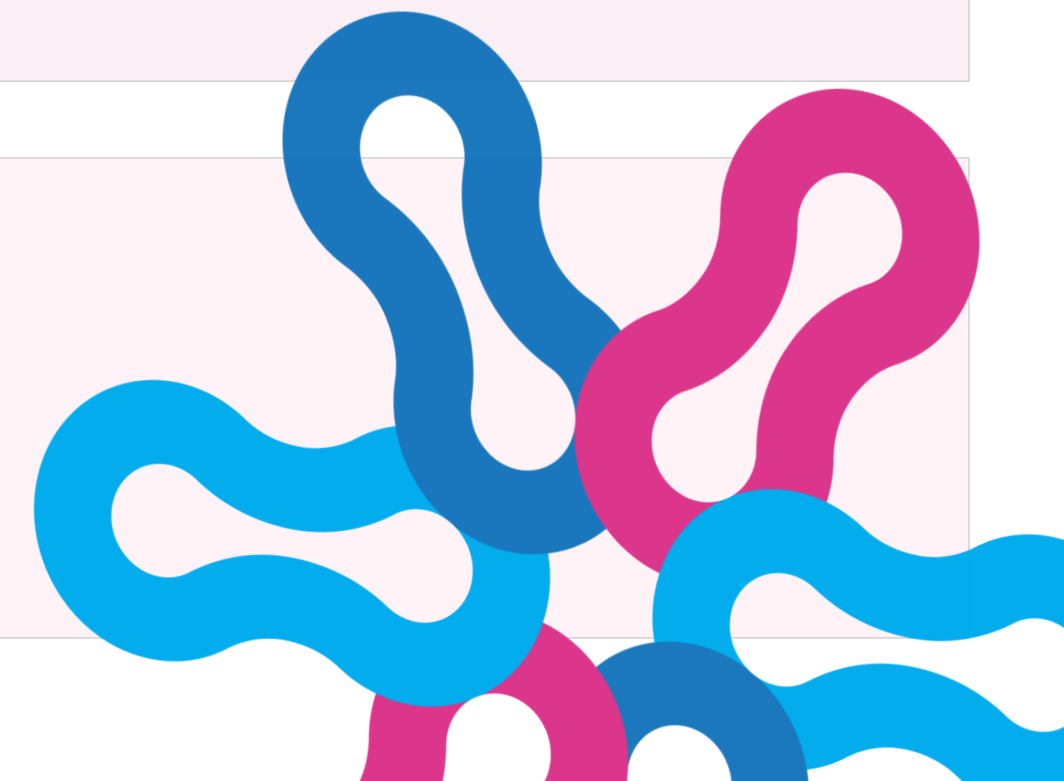
## Good Practices

*AI solutions supporting feminist evaluations*

**06**

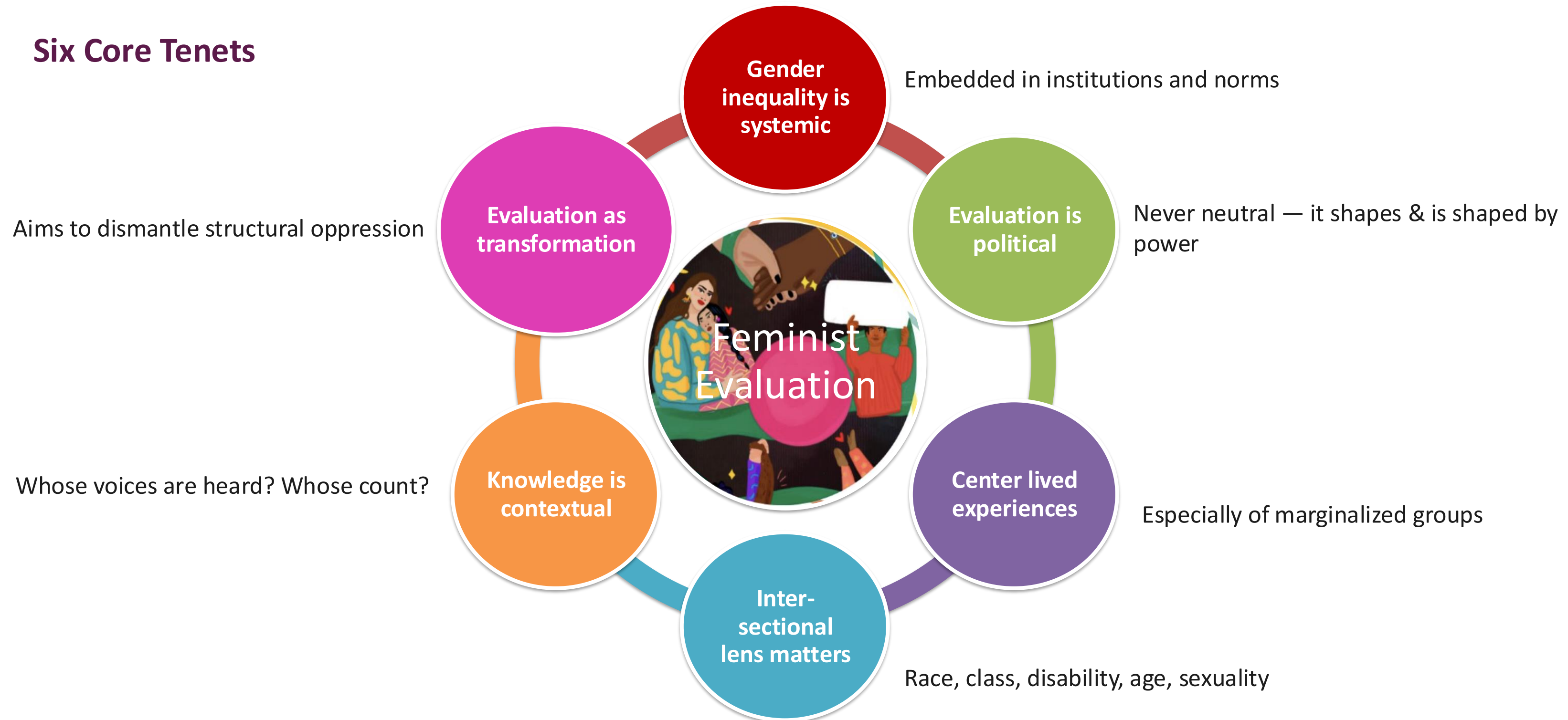
## Resources & Weblinks

*Toolkits, guides, and networks*



# What is feminist evaluation?

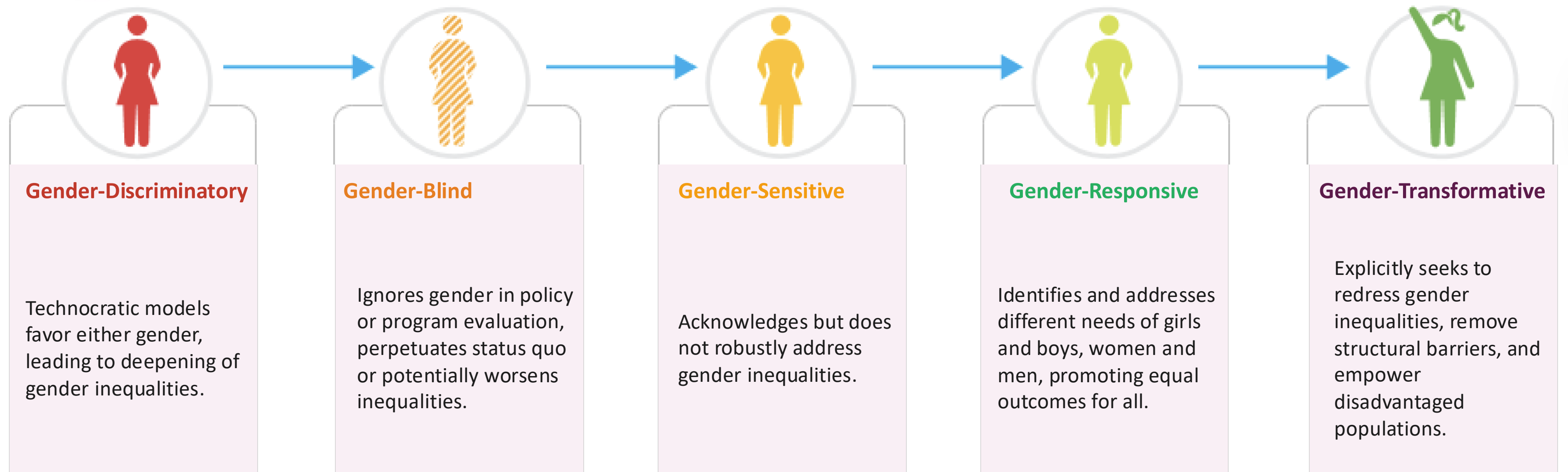
## Six Core Tenets



*"How do the policies either support an oppressive status quo or how do they support human rights? Cultural differences and **power relations need to be examined**. In cases of policy where inequities are evident, the positions of those who are dominant need to be critically examined to shift the balance of power **so that greater justice can prevail**."*

— Donna M. Mertens (2018, p. 261)

# From Technocratic to Transformative Evaluations



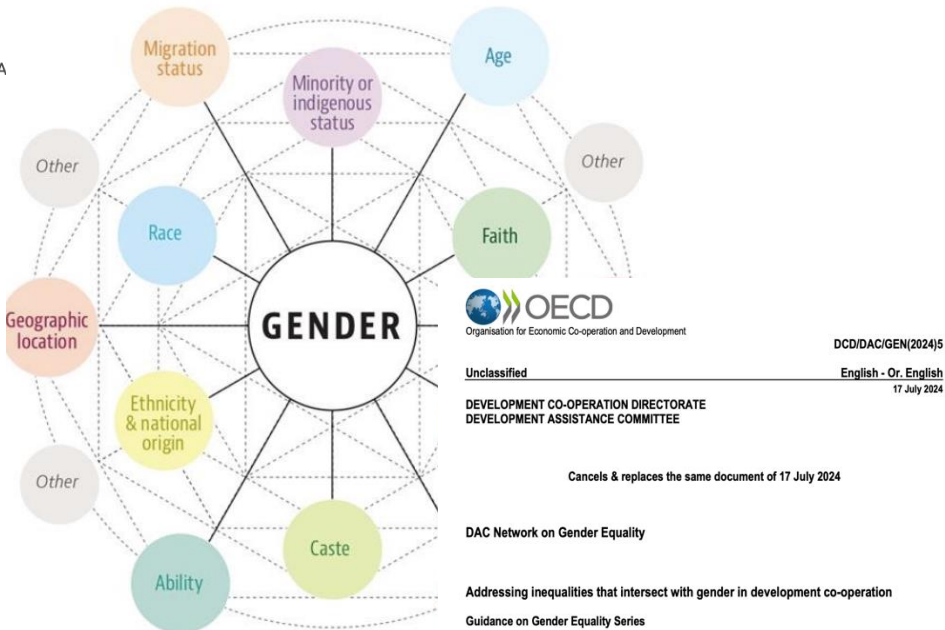
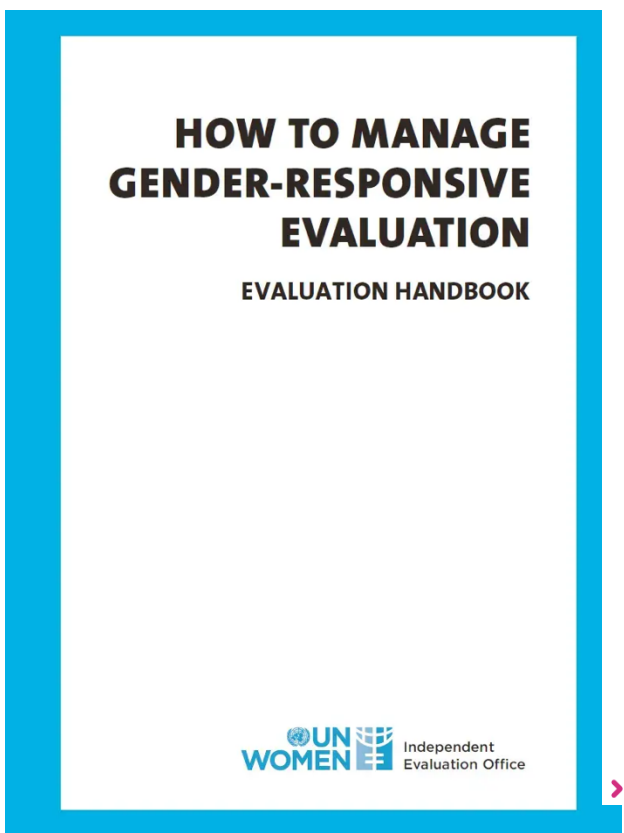
Source: UNICEF Innocenti 2021, adapted from WHO 2011, see also CLEAR South Asia 2024

# Growth of Gender-Responsive Evaluation

Numerous international bodies (UN Women, UNEG, UNFPA, the World Bank, and OECD-DAC) have **institutionalized gender considerations** into their evaluation systems (see Table 1).

| Stakeholder                                                      | Approach to Gender in Evaluation                                                                                                          |
|------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| UN Women – Independent Evaluation Service (IES)                  | Mainstreaming gender equality across all evaluations; developing feminist and gender-responsive evaluation approaches; capacity-building. |
| UN Evaluation Group (UNEG)                                       | Embedding gender and human rights across UN evaluations; establishing standards and norms.                                                |
| OECD-DAC Evaluation Network                                      | Integrating gender into international evaluation criteria and donor reviews.                                                              |
| World Bank – Independent Evaluation Group (IEG)                  | Strengthening gender outcomes and indicators in project and policy evaluations.                                                           |
| UNFPA Evaluation Office                                          | Applying gender-sensitive methodologies in SRHR and population evaluations.                                                               |
| EvalGender+ (Global Partnership)                                 | Transnational coalition advancing feminist and equity-focused evaluation; community of practice.                                          |
| Global Evaluation Initiative (GEI)                               | Global network supporting national M&E systems; disseminates feminist approaches through BetterEvaluation.                                |
| Africa Gender and Development Evaluators Network (AGDEN) / AfrEA | Regional evaluator network advancing equity, gender, and rights-based evaluation approaches.                                              |
| European Institute for Gender Equality (EIGE)                    | Provides tools for integrating gender into EU policy monitoring and evaluation.                                                           |
| Global Affairs Canada (GAC)                                      | Pioneering feminist foreign policy integrated into evaluation practice.                                                                   |

Source: Rahm & Ravit forthcoming



## AI encodes existing power structures

- Training data reflects historical inequalities. Algorithmic bias reproduces gendered, racial & class hierarchies (Browne et al. 2023).

## Intersectional harms of AI

- Effects of AI are not gender-neutral: they intersect with ethnicity, race, class, disability, sexuality & age. Most AI systems lack diverse, representative data. “Diversity situation in AI is alarming” (Ulnicane 2024).

## AI & epistemic injustice

- Who designs AI evaluation tools? Whose knowledge is embedded? Who has access to AI? Digital gender divide manifests globally, in relation to access to technology, and in learning and skills (Wajcman & Young 2023).

## Potential feminist applications

- AI can expand and speed up evaluation, surface patterns in large datasets, and potentially amplify marginalized voices (Albrecht 2025) – IF designed with feminist principles (Masikini & Modi 2025).

# *Can AI Become Feminist?*

*Intersectional Analysis of Gendered AI*

## ✓ Opportunities

### Scale & reach

Rapidly analyze large volumes of qualitative data — interview transcripts, policy documents, program reports — to identify gendered patterns (Stecker et al. 2026).

### Language & translation

Support multilingual feminist evaluation in low-resource settings; increase participation of non-English-speaking communities.

### Predictive analytics

Foresight-driven evaluation: anticipate gendered impacts of policies — function as early warning systems (Rahm & Ravit 2026).

### Visual & narrative data

AI tools for image analysis and speech-to-text can capture data that would otherwise be invisible in quantitative systems.

## ✗ Challenges

### Algorithmic bias

AI trained on biased data reproduces and amplifies gender, racial & class inequalities - undermining the feminist commitment to equity.

### Data extractivism

Risk of exploiting data from marginalized communities without consent, reciprocity, or benefit — replicating colonial research practices.

### Loss of positionality

AI cannot adopt the critical reflexivity, *ethical* commitment, and power-sensitivity central to feminist evaluation.

### Accountability gaps

Who is responsible when AI produces discriminatory findings?  
Governance frameworks for AI in evaluation remain underdeveloped (Stecker et al. 2026).

# Good practices

01

## Participatory AI Design

Co-design evaluation tools with communities being evaluated.

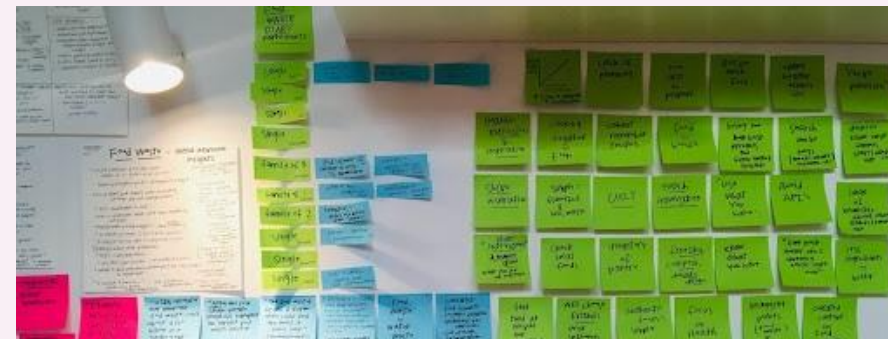


Example: [AYSRHR Scorecard](#)

02

## Qualitative AI Analysis

Use NLP/AI to code large volumes of interview transcripts. Human feminist evaluators retain interpretive authority.



Example: [EvalCommunity](#)

03

## A+ Alliance

Incubator for feminist AI and f<A+I>r. showcasing survivor-led front-end tech solutions.



Example: [Evaluation of SOF+IA](#): GenAI chatbot to audit and respond to tfGBV

04

## Feminist AI in Crisis Settings

AI-powered rapid gender assessments in conflict & humanitarian settings.



Example: [PRISM Monitor](#)

05

## LNOB Principle

Real-world applications needed that benefit people most in need.



Example: [Responsible AI In Health. Solutions from the Global South](#)

06

## Responsible AI Governance

Feminist evaluators must advocate for fair, equitable, and inclusive AI systems for development.



Example: [Artificial Intelligence for Development \(AI4D\)](#)

# Resources and weblinks



Toolkits

- Feminist Evaluation in Crisis Toolkit**  
Rai Sengupta (2026) — Practical guidance for feminist evaluation in humanitarian and crisis settings.
- Feminist Analysis of AI & Emerging Technology**  
Masikini & Modi (2025) — Intersectional feminist framework for AI governance in evaluation.



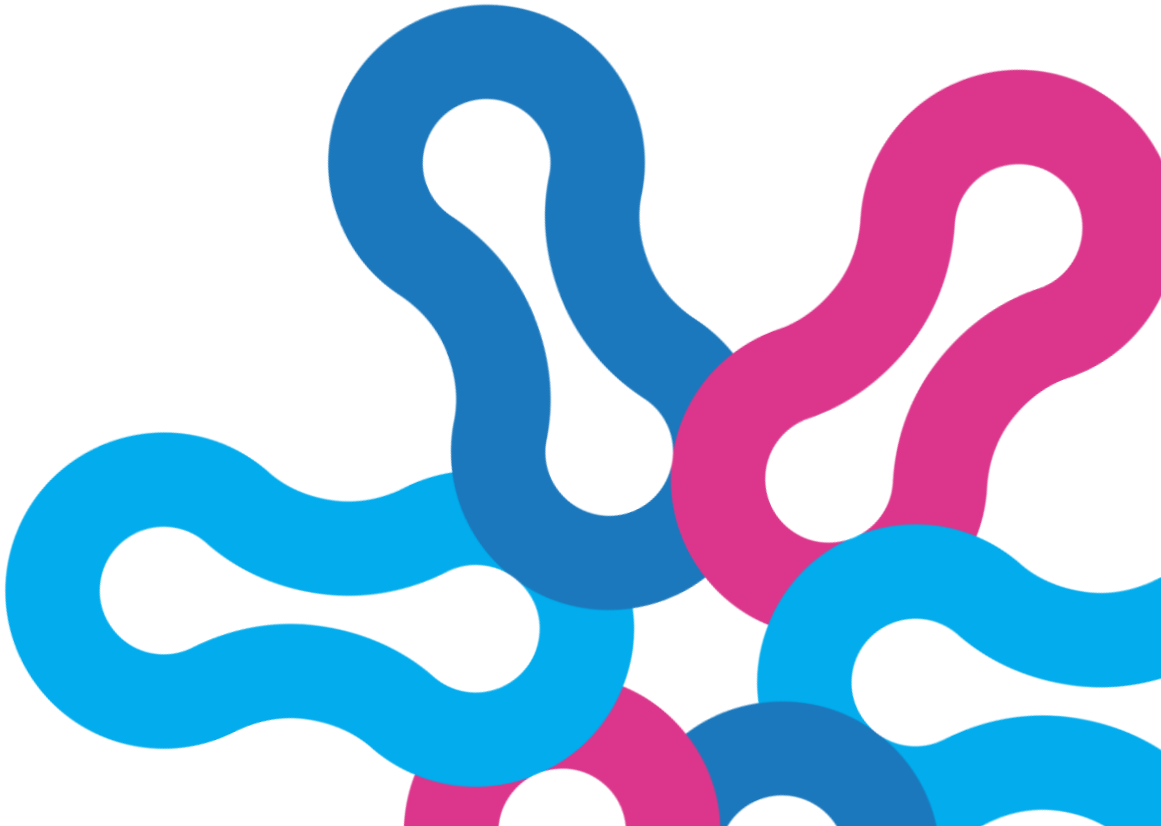
Key Readings

- Feminist AI: Critical Perspectives on Algorithms, Data, & Intelligent Machines**  
Browne et al. (2023) — Intersectional analysis of algorithmic power.
- AI and Gender**  
Stecker et al. (2026) — Opportunities and challenges of AI for gender-responsive evaluation.
- Gender & Policy Evaluation**  
Rahm & Ravit (2026, Palgrave Handbook) — Review of feminist evaluation theory & practice.



Online Platforms

- BetterEvaluation.org**  
Feminist Evaluation page — ↗ <https://betterevaluation.org/>
- Feminist AI**  
Using AI and innovation for structural change is the focus of the [< A+ > Alliance for inclusive algorithms.](#)
- EvalGender+ (Global Partnership)**  
Transnational coalition for equity-focused evaluation. Knowledge briefs, webinars. ↗ <https://www.evalgender.org>



# Conclusions

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**01**

## **Feminist evaluation is not a method - it is a paradigm**

It is a commitment to centering power, lived experience, intersectionality, and structural transformation in every stage of evaluation (Mertens 2009; Rahm & Ravit 2026).

**02**

## **AI is not neutral**

Without feminist design principles, AI replicates and amplifies gender, racial, and class inequalities. Intersectional analysis of AI is essential (Johnson 2025; Masikini & Modi 2025).

**03**

## **Opportunities are real - but so are risks**

AI can extend the reach of feminist evaluation; but data extractivism, loss of positionality, and accountability gaps require feminist governance frameworks (Stecker et al. 2026).

**04**

## **The post-2030 agenda demands transformation**

Solution-oriented, intersectional, foresight-driven evaluation - with feminist principles at the core — is essential for gender justice and inclusive governance (Rahm & Ravit 2026).





global  
**evaluation**  
initiative

# Thank you!

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