

# Invisible by Design: The Gender Data Gap and Why It Matters

## WHAT THE GENDER DATA GAP IS



Much of our world is designed using data that represents men as the “default human.”

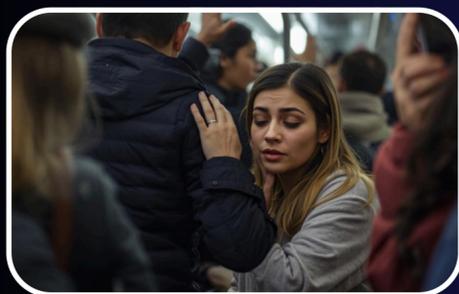
AI, city planning, safety tests, and workplace policies often exclude or generalize women’s experiences.

This isn’t intentional discrimination, it’s systemic neglect that produces invisible barriers.



### Transport

- Bias Example: Routes planned for “9-to-5 commuters.”
- Impact on women: Ignores complex caregiving travel patterns.



### Safety

- Bias Example: No clear procedures for harassment on public transport.
- Impact on women: Women’s mobility & confidence reduced.



### Workplace

- Bias Example: Work tools, protective equipment, and even office temperatures are often designed around the average male body.
- Impact on women: Increased injuries, discomfort, health issues.



### Medicine

- Bias Example: Drugs are being tested primarily on men.
- Impact on women: Higher rates of adverse reactions in women.



### Technology

- Bias Example: Algorithms trained on gender-biased data.
- Impact on women: Many tools ignoring or discriminating women - e.g. hiring tools may favour men, or facial recognition may misidentify women more often.

By teaching students to question defaults, spot bias in technology, and design solutions that include everyone, educators can help close the gender data gap.

