ARLETTE D. ROMÁN, PHD

Human Rights Lawyer | Artificial Intelligence (AI) Ethicist |
Independent Consultant in Sustainable Business

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Swiss B-Permit |Spanish (Native) English (Fluent) German (B2.2)

PROFESSIONAL SUMMARY --- -

Arlette combines 5 years of industry experience and 4 years as PhD researcher with an entrepreneurial spirit and expertise in legal compliance, privacy, technology risks and ethics, social impact, and sustainability. Her analytical acumen and innovative skills are underscored by her **authorship on technology co-design in an A+ journal, Management and Information Systems Quarterly (MISQ).**

AREAS OF EXPERTISE --

- Project Management
- Impact Measurement
- Quantitative & Qualitative Research

- Sustainability and AI
- Stakeholder Engagement
- Online Experiments in Human Computer Interaction

- Communication Skills
- Legal Risk & Compliance
- Corporate Social Responsibility and Human Rights

- Responsible AI & Fairness
- Data Ethics & AI Ethics
- Product Management &Technology Co-Designing

EDUCATION --

University of Mannheim, Faculty of Sustainable Business | Doctoral Degree with Focus on Technology Design and AI Ethics, PhD | Mannheim, DE | Sept 2020 - Jan 2024 | Magna Cum Laude Konrad Adenauer Stiftung (KAS) Scholarship Recipient.

University of Bristol, School of Public Policy | Master's Degree, MSc | Bristol, UK | Sept 2017- Dec 2018
Ministry of Science, Technology and Education (MESCYT) Scholarship of the Dominican Republic

Universidad Iberoamericana, School of Law | Bachelor in Law | Santo Domingo, DR | Sept 2012 - June 2016 | Magna Cum Laude

PROFESSIONAL EXPERIENCE --

ETH Zürich;   **Switzerland Sept 2024 – Present**
Postdoctoral Researcher

- Research scientist leading initiatives to integrate ethics into computer science and engineering. I execute research that bridges theory and practice in ethical technological development while co-designing solutions to enhance technology adoption.

FCCI Cacao, Harvard University & Mannheim University- Lead PhD Researcher; Remote *June 2021 – Oct 2023*

- Published article in top journal and carried out stakeholder engagement with cacao farmers to co-design an educational technology platform, surveying main needs and most pressing educational topics serving 500 farmers with funding from the United States Department of Agriculture (USDA).

SAP & Wider Sense – Lead Independent Consultant on Data Privacy and Artificial Intelligence; Berlin *June 2023 – Oct 2023 (Freelance Project)*

- Developed a framework based on the Value Balancing Alliance methodology to measure the social impact of enhancing information security and data privacy in generative AI SAP products.
- Translated AI Ethics and trustworthy AI principles, human rights, and compliance regulations into actionable KPIs and designed online experiment for empirical evidence of privacy enhancing benefits.
- Achieved reduction of project's deadline by delivering results 1 month before the official deadline.

Daimler AG & Wittenberg Center for Global Ethics – Consultant (Part-Time); Remote   *March 2021 – July 2021*

- Conducted a thorough analysis of Daimler's competitive landscape and international standards compliance, assessing, and benchmarking the company's position against industry for ethical lobbying practices.
- Crafted a methodology for evaluating responsible lobbying in the automotive industry.

- Conducted targeted stakeholder engagement to understand Daimler AG's perception of lobbying efforts.

Ministry of Women of the Dominican Republic - Director of Gender and Inclusion.
Santo Domingo, Dominican Republic   *Nov 2016 – Sept 2017*
- Collected and analyzed data to develop the country report for the United Nations' Committee on the Elimination of All Forms of Discrimination Against Women (CEDAW); represented the country in Taiwan.
- Led a project to raise awareness of street and sexual harassment and teenage pregnancy to more than 160 students in public schools.

United Nations Development Programme (UNDP) and Office of the Vice-President of the Dominican Republic - Head of Research and Innovation Santo Domingo, Dominican Republic   *May 2013 – Nov 2016*
- Recommended policies to improve the lives of 800,000 families involved in the cash transfer programs, expanding access and social impact; crafted periodic human rights violations' reports.
- Speech writing, policy analysis, and periodic investigation of public issues.

SPEAKER AT CONFERENCES ---

- November, 2023. "Gender stereotypes in Business" **Swiss Diversity Leaders Club Event**. Bern, Switzerland.
- October, 2022. "Motivational Appeals to Overcome Biases in Technology Design" **Bits & Bäume Conference.** Technische Universität Berlin. Berlin, Germany.
- August, 2022. "How to make Black Lives Matter to White AI Programmers – The Role of Motivational Appeals" **Academy of Management (AOM)** Gender and Diversity in Organizations. Seattle, United States.
- June, 2022. "How to make Black Lives Matter to White AI Programmers – The Role of Motivational Appeals " **Business and Society Conference,** Audencia Business School. Nantes, France.
- April, 2022. "Co-Designing Technology-Enhanced Learning through Critical Digital Pedagogy among Cacao Farmers in Nicaragua" **ENGAGE EU Conference,** Université Toulouse Capitole. Toulouse,France.
- June, 2021. "Exploring the Roots of Historical Bias Amplified by Artificial Intelligence" **Business and Society Conference** at University of Namur. Namur, Belgium.
- October, 2020. **Cumbre Internacional de Jóvenes Líderes**, "Artificial Intelligence and Inclusion for Latin America", Online. Puerto Rico.
- August, 2020. **UNIDAS Dialogue on COVID-19 from a Gender Perspective**, German Foreign Ministry, Berlin, Germany.
- November, 2019. **How an understanding of gender inequalities informs policies to tackle global poverty?** University of Washington Rome. Rome, Italy.

PUBLICATIONS ---

- Román Almánzar, A.D. (2022) **Who defines consciousness? Cultural Perspectives on the Moral Status of AI and Implications for Global AI Ethics (Google)**. CAN AN AI BE SENTIENT? Multiple perspectives on sentience and on the potential ethical implications of the rise of sentient AI. Global AI Ethics Institute https://globalethics.ai/wp-content/uploads/2022/10/Goffi-Momcilovic-et.-al.-2022-Can-an-AI-be-sentient-1.pdf
- Román Almánzar, A. D., Ruehle, R. C., McDonald-Bärtl, A.-J., Martin, C. D., Edinger-Schons, L. M., & Agarwal, A. (2024). ***Small-scale farmers as experts: Mitigating secondary injustices by co-designing technology-enhanced learning through critical digital pedagogy***. **MIS Quarterly, 48**(4), 1842–1847. https://doi.org/10.25300/MISQ/2024/19277
- Román Almánzar, A. D., Grüning, D. J., & Edinger-Schons, L. M. (2024). *It wasn't me: **The impact of social responsibility and social dominance attitudes on AI programmers' moral imagination**. AI and Ethics*. https://doi.org/10.1007/s43681-024-00516-4
- Román Almánzar, A.D., Edinger-Schons, L. M., & Grüning, D. J. (2023, March 13). **Persuading programmers to detect and mitigate bias in technology design: The role of motivational appeals and the speaker.** https://doi.org/10.31234/osf.io/jbxeq *Revise & Resubmit decision in the Computers in Human Behavior Journal (CHB).*

- Román Almánzar, A. (2019) **How Should an Understanding of Gender Inequalities Inform the Design and Delivery of Policies to Tackle Global Poverty?** BC Publishing House. Review of Socio-Economic Perspectives (RSEP) Rome, Italy.

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