

BLACK FUTURES BY DESIGN ADVANCING RACIAL JUSTICE IN CANADA'S AI GOVERNANCE

REPORT 2026

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Thank you." — Jake Okechukwu Effoduh, Assistant Professor, Lincoln Alexander School of Law. Convener, Black Futures by Design.

About Black Futures by Design

Advancing Racial Justice in Canada's AI Regulation

Artificial intelligence (AI) is neither neutral nor purely technical. It is a socio-legal construct that reflects and reinforces the power structures within which it is developed. As critical scholarship continues to demonstrate, AI systems have inherited and amplified historical inequities, particularly racial biases embedded in data, design, and deployment processes. Even in the Canadian context, the systemic marginalization of Black communities across sectors such as criminal justice, employment, and financial services is increasingly reproduced through algorithmic technologies that lack transparency, accountability, and community oversight.

Given this technology landscape, it should come as no surprise that Black voices have remained largely absent from shaping AI governance in Canada. The conference, Black Futures by Design: Advancing Racial Justice in Canada's AI Regulation, offers a small but important corrective to this lapse. The conference marks the first

national community-centered forum in Canada dedicated specifically to examining AI regulation through a Black racial justice lens, intervening in this exclusion by centering Black scholarship, activism, and community knowledge at the heart of AI policy deliberation.

The conference provided a necessary forum for Black Canadians to articulate a collective vision for the governance of AI that is anchored in the traditions of intersectionality, critical race theory, and epistemic justice, especially one which upholds equity, justice, and democratic participation. In doing so, the conference reflected the core mission of the Law Commission of Canada's Living Law, Pursuing Justice, Renewing Hope. The conference offered an opportunity to re-understand that Black communities cannot afford to be mere subjects of AI systems but should also be architects of a future in which these systems serve all equitably.

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Introduction



“A historic, first-of-its-kind convening of Black excellence at the intersections of law, technology, justice, and imagination.”

– **Donna Young**

*Founding Dean & Professor,
Lincoln Alexander School of
Law*

Artificial intelligence (AI) is increasingly embedded in the allocation of rights, risks, and resources across Canadian society. Decisions that were once principally mediated through human discretion are now routinely shaped by automated systems in areas such as employment screening, credit assessment, policing, immigration processing, and access to public benefits. These systems do not operate in a social vacuum. They are produced within legal, economic, and institutional contexts that already structure (and are structured by) inequality, and they derive their authority from governance frameworks that determine whose interests, values, and knowledge count.

AI is not an inevitable force operating outside human control. Decisions about whether, where, and how AI systems are developed

and deployed are shaped by law, policy, economic incentives, and institutional choice. However, given that AI systems are already integrated into core public and private infrastructures in Canada, this report proceeds from a practical governance orientation, focusing on how to ensure that existing and emerging deployments are subject to democratic oversight, legal accountability, and race-conscious design.

Accordingly, centering Black voices in Canada’s emerging AI governance is not merely a matter of symbolic inclusion; it is a necessary demand of structural integrity. Black communities are disproportionately impacted by automated decision-making systems while remaining underrepresented in the institutions responsible for designing, regulating, and overseeing them. This asymmetry creates a democratic deficit in AI

governance, where those most exposed to harm have the least influence over the rules that shape technological power.

From a legal perspective, the exclusion of Black communities from AI governance raises serious concerns about the legitimacy and adequacy of regulatory design. Canadian equality law, administrative law, and human rights frameworks are premised on the idea that decision-making systems must be accountable, reviewable, and responsive to lived realities. When those most affected by algorithmic systems are absent from rulemaking processes, regulatory responses risk overlooking race-specific and intersectional harms and producing protections that fail to reflect lived experience. Yet AI systems often obscure decision pathways, mask proxy discrimination, and diffuse responsibility across public and private actors. A related but distinct challenge is that existing Canadian equality law, administrative law, and human rights frameworks were not developed with automated, data-driven decision-making systems in mind. As a result, even where formal legal protections exist, they are frequently ill-equipped to address technologically mediated discrimination.

The absence of Black leadership in AI policy development also constitutes a form of epistemic marginalization. Knowledge drawn from lived experience and community advocacy is sometimes routinely discounted as subjective in favour of technical expertise, which is often framed as neutral or objective. This hierarchy of knowledge privileges dominant perspectives while sidelining insights from those who best understand the experience of surveillance, data extraction, and automated decision-making, including how it intersects with histories of racial profiling, economic exclusion, and state control. Effective AI governance requires both technical competence and contextual intelligence grounded in social reality.

Prevailing international developments further underscore the urgency of centering Black voices and race-conscious approaches in AI governance. As global regulatory models increasingly influence domestic AI policy, there is a growing risk that Canadian frameworks could

import approaches that are incongruent with domestic race-conscious analysis or that prioritize innovation over accountability. Without deliberate safeguards, Canada's AI governance regime may entrench a formal commitment to fairness while failing to address the substantive conditions that produce racialized harm.

Law plays a critical role in operationalizing this shift. Race-conscious AI governance strengthens, rather than undermines, the rule of law by ensuring that emerging regulatory frameworks are responsive, evidence-based, and just. Centering Black voices enhances the legitimacy, effectiveness, and durability of AI regulation by aligning technological governance with constitutional values, human rights obligations, and principles of democratic participation.

This conference represents an intentional effort to rethink current trajectories that fail to account for racialized experiences. By convening Black scholars, legal practitioners, technologists, public servants, and community leaders, *Black Futures by Design* creates space for participatory governance grounded in democratic legitimacy. It affirms that those most affected by AI systems must be recognized as co-authors of regulatory futures, rather than treated solely as stakeholders.

At its core, the rationale for centering Black voices in AI governance is a forward-looking one. It reflects a commitment to building systems designed from the outset to distribute power more equitably, rather than responding to harm only after it occurs. As Canada charts its AI future, the inclusion of Black leadership is not optional; it is foundational to ensuring that AI serves the public good rather than reproducing structural exclusion.

This report synthesizes selected cross-cutting themes, tensions, and priorities that emerged across the conference discussions. It does not seek to provide an exhaustive account of all panels, interventions, or working-group deliberations. Rather, it offers an analytically curated overview of recurring issues and shared directions that participants identified as central to advancing racial justice in Canada's forthcoming AI governance apparatus.



The Rationale for Centering Black Voices in Canada's Emerging AI Governance



"Those who are absent when the house is built cannot complain about where the door is located."

— **Jake Okechukwu Effoduh**

*Assistant Professor, Lincoln Alexander School of Law,
Convener, Black Futures by Design Conference*

AI systems are not neutral. It has never been neutral. It is a system of choices, made by people with histories, assumptions, and power. What gets called "data" is the residue of human decisions, who to watch, who to count, who to exclude. What gets called "objectivity" is often the refusal to name the perspective from which one sees. Research does not merely suggest that AI inherits racial bias; it confirms what Black communities have long known: that technologies of measurement and prediction have always been instruments of control.

In Canada, AI systems are already shaping who receives credit, who is flagged by the RCMP and CBSA, who is

hired, and who is deemed eligible for public services. These are not technical questions. There are questions about freedom, belonging, and justice. And they are being answered, right now, in rooms where Black experts also deserve to be present and contributing. This absence cannot be seen as only accidental but as a continuation of a longer pattern, the systematic exclusion of Black voices from the spaces where law is written, where policy is designed, and where the terms of our collective life are decided. Algorithmic governance, without intervention, may repeat history in digital form. And ironically, it will call that repetition progress.

The threat of digital discrimination is not only political; it is epistemological. When AI systems are trained on datasets that centre only whiteness and Eurocentricity, they do not simply fail Black people (amongst others); they render Black experience invisible, unintelligible, or even deviant. When Black communities are absent from governance, it is not only their interests that are ignored but also their knowledge, their judgment, and perhaps their authority to speak on what harms them. This is a form of silencing that could masquerade as science, and we refuse to accept it.

This conference is not merely an academic gathering. It is a declaration. It brings together Black youth, scholars, legal practitioners, community leaders, and technologists, not to

observe Canada's AI future from the margins, but to shape it. It affirms a principle that should not need stating but does: AI governance developed about Black communities, without the full participation and leadership of Black communities, is not governance. It is an imposition.

This convening takes place in a moment of deliberate forgetting, when diversity is cast as divisive, when critical race scholarship is suppressed, and when those who name injustice are accused of creating it. Against this erasure, we gather. Against this silencing, we speak. The documented harms of facial recognition, predictive policing, automated hiring, and algorithmic credit scoring are not abstractions. They are the lived realities of Black people navigating systems designed without them in mind.

Law must do more than observe this harm. It must prevent it. It must remedy it. It must hold accountable those who benefit from its continuation. This conference is a step toward that accountability, a participatory, justice-oriented intervention that insists Black Canadians be architects, not afterthoughts, in the governance of technologies that govern their lives. What we build here is not merely policy. It is a refusal to be written out of the future. It is an insistence that Canada's digital landscape be grounded in racial justice, democratic participation, and the leadership of those most impacted by algorithmic power.

The conference

Black Futures by Design Advancing Racial Justice in Canada's AI Governance

examined four high-stakes areas where AI is already reshaping opportunities for Black and racialized communities in Canada:

● FINANCE,
LABOUR, AND THE
ECONOMY,

● HEALTH
AND HUMAN
DEVELOPMENT,

● KNOWLEDGE,
CULTURE, AND
IDENTITY,

● GOVERNANCE
AND JUSTICE.



Participants across multiple thematic areas emphasized how AI technologies inherit and intensify systemic inequities. They warned that without race-conscious intervention, AI will move beyond reflecting historical injustice to actively operationalizing and entrenching it. A recurring theme was the urgent need to close policy gaps: many AI systems operate with little oversight, obscure accountability, and offer limited legal recourse.

Participants called for national, lifecycle-based AI oversight, with mechanisms to codify race-conscious protections in employment and hiring systems and to reform financial algorithms in support of economic justice for Black and racialized communities. They also advocated for regulating AI in

healthcare, agriculture, and food systems through privacy-centered, culturally competent frameworks, and for establishing a centralized, transparent algorithm registry with enforceable compliance mechanisms.

This report distills the key insights, tensions, and actionable recommendations generated at the Black Futures by Design conference. It offers a working roadmap for lawmakers, policymakers, regulators, institutions, and funders seeking to embed justice at the core of Canada's AI future. AI governance must be participatory, enforceable, and accountable to the communities most affected. In doing so, Canada can ensure that AI does not deepen exclusion, but instead becomes a force for liberation, dignity, and shared prosperity.

Contextualizing the Canadian Opportunity for Embedding Justice in AI Development

Canada's Ministry of Artificial Intelligence and Digital Innovation, led by Minister Evan Solomon, spearheads the federal government's strategy to position the country as a global leader in AI while addressing privacy, safety, and digital sovereignty risks. Although Canada is yet to produce a comprehensive regulatory framework on AI (with prior efforts with legislation like the Artificial Intelligence and Data Act having stalled), the government's evolving legal policy centers on a renewed national AI strategy (2025-2027) that blends principle-based governance, enhanced public sector AI standards, and consultations with industry and civil society. This forward-looking approach aims to balance innovation and oversight, align with international norms, and prepare for more robust legal frameworks in the near future.

Through the Canada Strong Budget 2025, the Government of Canada signalled a growing commitment to advancing innovation, economic resilience, and public-sector modernization through AI and digital transformation. The budget included multi-year investments in sovereign AI infrastructure, digital capacity within government, and support for domestic innovation, positioning AI as a central component of Canada's economic and technological future. Since the release of Budget 2025, this focus on AI has continued to evolve. In September 2025, the Honourable Evan Solomon, Canada's first Minister of Artificial Intelligence and Digital Innovation, announced the creation of a national AI Strategy Task Force, alongside a public engagement process to inform the next phase of Canada's federal AI strategy.

Government institutions and human rights bodies have emphasized the integration of equity and human rights protections into Canada's evolving AI policy landscape, stressing that existing legal safeguards must be actively and effectively enforced when decisions are made through automated or algorithmic systems. These interventions reflect a growing recognition that AI governance cannot be treated as just a technical or economic exercise, but must be grounded in principles of fairness, transparency, and democratic accountability. In response to this, the Minister also signalled a broader long-term policy trajectory for Canada's AI



"The fight Canada faces is not to prevent change, is not to constrain change, is not to scare people. It is to define it, to shape it and to lead it"

- The Honourable Evan Solomon

Minister of Artificial Intelligence and Digital Innovation, June 2025.

governance framework, pointing toward a shift from short-term consultation to sustained institutional design. The Minister further indicated an intention to introduce legislative measures addressing AI governance and data protection. Digital sovereignty was framed as a central pillar of Canada's AI future, highlighting the need to build and maintain national strength in data, computing infrastructure, and cloud technologies. Accordingly, there is a perceptible connection between economic priorities, and democratic oversight, prompting important questions about who holds authority over the architecture of AI, which values shape its designs, and how the public interest is protected as these systems become more deeply integrated into national infrastructure.

Taken together, these developments within governance point to a national approach that understands AI as a domain requiring inclusive and enforceable governance structures. It is within this evolving policy environment that the *Black Futures by Design* conference took place.

I.

FINANCE,
LABOUR, AND
THE ECONOMY

Discussions within this theme examined the role of AI systems in shaping access to economic opportunity, income security, and material well-being. Finance and labour have emerged as two of the most impactful sites of AI deployment. AI automation has held a central role in allocating employment opportunities, financial resources, and pathways to economic mobility. Participants emphasized that, for Black communities in Canada, who continue to face systemic barriers in employment, entrepreneurship, and wealth accumulation, the use of AI in these sectors poses a heightened risk of compounding exclusion, making finance and labour critical sites for race-conscious governance and regulatory intervention.

AI is actively shaping who gets jobs, loans, and promotions across various industries in Canada, including banking, telecommunications, and transportation. Without strong regulatory frameworks, this technology threatens to perpetuate systemic discrimination, particularly against Black-owned businesses and Black workers, who already face deeply rooted barriers in hiring, career advancement, and leadership. Participants emphasized that AI should

be understood as a product of historical data, institutional practices, and inherited patterns of inequality.

Many AI systems are trained on legacy data and institutional norms that, historically, have been inequitable and unfair, generating outcomes that appear technical but function as discriminatory. For example, an AI system's logic of pattern-matching can reinforce the idea of an "ideal" candidate or borrower by sidelining people with African or Caribbean names, non-linear career paths, or experience rooted in community leadership. Participants expressed deep concern over AI tools that operate as "black boxes," systems that reject applicants without clear reasoning, accessible explanations, or meaningful appeal routes. This opacity sometimes undermines procedural fairness, making it increasingly difficult to challenge discriminatory outcomes under admin and human rights law. In the federal public service, where systemic barriers for Black applicants have been well documented, the use of opaque, AI-enabled screening tools adds another layer of exclusion, making systemic discrimination harder to see, contest, or even fix.

Black communities enter this current AI moment with pre-existing disadvantages across employment, education, access to capital, and wealth, conditions that AI can operationalize and scale. In the financial sector especially, AI can transform seemingly neutral variables, such as postal codes, surnames, or immigration history, into proxies for race, subtly reducing credit scores or



“If AI is tuned to those big-loan objectives, it will deprioritize and overlook the small, vital loans that keep local businesses alive.”

- Mohamed Elmi

Executive Director, Diversity Institute.

increasing the cost of borrowing.

Discussants noted that, with unsupervised models, the conduits of bias are often invisible, yet the consequences are real: steady businesses denied loans, newcomers misclassified as high-risk, and promising entrepreneurs turned away for reasons they'll never see. The discussion highlighted how geographic markers like postal codes can encode neighbourhood segregation, surnames can act as stand-ins for ethnicity, and immigration status can correlate with thin credit files. These are not abstract risks; they are built into model logic. One speaker warned: *“The risk is not that AI creates bias ex nihilo, but that it operationalizes and scales historical bias through automated processes that govern jobs, credit, housing, and access to essential services.”*

Panelists also highlighted a systemic mismatch between the needs of Black-owned businesses, and how Canadian banks and the AI systems they use define lending success. Most Black small businesses operate in low-margin sectors and require small-ticket capital, often just a few thousand dollars, to stay viable and grow. Yet many bank systems are optimized for large loans and prioritize borrowers who already fit conventional credit moulds. “If AI is tuned to those big-loan objectives,” one participant noted, “it will deprioritize and overlook the small, vital loans that keep local businesses alive.” This structural blind spot forces many Black entrepreneurs to turn to high-cost credit options like credit cards or payday lenders, entrenching a cycle of debt and disadvantage. An AI-embedded financial system must be calibrated to see “viability at small scale” as success, not risk.

Labour concerns were no less urgent. While participants acknowledged the potential for AI systems to enhance productivity and create new types of jobs, they were also clear-eyed about the risks. AI, they noted, is already displacing jobs, particularly in sectors where racialized people are overrepresented, such as administrative roles, transportation, and clerical work. In Quebec



“Economic resilience in AI-enabled financial systems is built not only on innovation, but on strong governance frameworks that protect data integrity, system reliability, and public confidence.”

— Kelly Onu

Senior Cybersecurity Consultant, Ernst & Young



“Accountability and data governance are central to the integrity of AI-enabled financial systems, especially in contexts where automated tools increasingly shape investment and lending decisions.”

— **Sarra Ali**

CEO & Founder, Diaminate.

alone, participants cited projections that 800,000 jobs could be lost to automation in the next decade. Even where new jobs are created, participants were skeptical that Black communities would equitably access them without systemic intervention. As one speaker explained, *“The creation of new jobs per se is not necessarily the problem... it doesn’t necessarily mean that Black populations would have a share of the new job market.”*

AI-based hiring systems also raised alarm: models trained on data that overvalue elite institutions, North American degrees, or Western-sounding names can systematically deprioritize qualified Black applicants. This concern was highlighted by a participant, who emphasized the specific risks that AI transformation poses for Black professionals within the public sector. As Onu noted, *“ensuring that Black professionals are not displaced by AI transformation in the public sector must be a priority. The innovation and reach of AI should be beneficial to the public good.”* She further stressed that without proactive government intervention, AI adoption could deepen existing inequities, arguing that *“governments should consider funding skills development for marginalized groups who are likely to be most affected by the AI boom.”* Without accountability, Black workers could be locked out of future labour opportunities, mirroring

patterns of historic exclusion from past labour markets. It’s against this backdrop that participants advanced a series of forward-looking recommendations grounded in three interlinked duties: audit, assess, and protect choice, each essential to ensuring fairness in the use of AI in employment and finance. AI systems are still an infrastructure that can be governed at this stage. With intentional governance strategies grounded in equity across data, design, and deployment, Canada can ensure that AI expands access to economic opportunity for all. But this requires moving beyond abstract principles into enforceable policies, through audits, REIAs, opt-out and appeal rights, small-business aligned underwriting, and transparent reporting on automation’s impacts. Only then can AI systems become a tool for economic justice, and not digital redlining.



“We have heard the stories, Black workers doing the hidden, precarious labour that trains AI. This is why a just tech economy requires a re-engineering of the pipeline: investment in skills and ownership, and replacing extraction with mobility, so that marginalized communities can move from the margins of innovation to its center.”

— **Joyce Ayoson**

AI Governance and Automation Ethics Consultant, CI Financial

II.

HEALTH
AND HUMAN
DEVELOPMENT

Under this theme, the conversation focused on the use of AI in health and social care systems, where algorithmic tools are increasingly shaping access to diagnosis, treatment, and essential supports. Health and human development were identified as particularly high-risk domains of AI deployment, given that decisions made in these contexts carry immediate and long-term consequences for bodily integrity, dignity, and survival. Drawing on lived experience and critical scholarship, participants underscored that for Black communities in Canada, whose experiences with medical racism and systemic exclusion remain well documented, AI governance must be grounded in human rights and race-conscious frameworks that correct, rather than reproduce, structural inequities.

The expanding role of AI in health-related sectors, from clinical decision support and diagnostic tools to insurance eligibility algorithms and digital wellness trackers, marks a critical turning point for health systems in Canada. While these technologies promise enhanced efficiency and potentially transformative outcomes in care delivery, they also carry the profound risk of entrenching



“AI systems are frequently treated as authoritative and unquestionable. People don’t question it because AI has a god-like existence, allowing biased outputs to carry unwarranted finality.”

— **Uche Ngwaba**

Associate Professor, Lincoln Alexander School of Law.

historical and ongoing inequities, particularly for Black communities. Participants underscored the urgent need for a race-conscious, human rights-centered approach to AI regulation that places Black health futures at the core of Canada's emerging policy frameworks. As Alexis Riley emphasized, *“health, in a lot of ways, is built off of the harm done to a lot of people, particularly Black people,”* including medical research rooted in slavery and Jim Crow-era experimentation. Against this backdrop, she cautioned that *“it’s hard to imagine that a lot of AI tools right now could be helpful for Black people”* if they are trained on datasets that erase or distort Black health experiences. Without deliberate and corrective governance structures, AI stands to calcify systemic racism within health systems, reproducing rather than redressing injustices long faced by Black individuals across the wide range of care settings.

A central concern raised was that many AI systems in healthcare are trained on incomplete, biased, or non-representative datasets, inherently reflecting and amplifying the structural discrimination embedded within healthcare institutions and data infrastructures. Black patients have long endured racial profiling in medical contexts, from the minimization of pain to misdiagnoses and exclusion from clinical trials. When AI systems are trained on data that encodes these injustices, whether through underrepresentation or



“If tech and AI are not built with people of colour, particularly Black people, in mind, how can you be sure that it’s actually going to do its job?”

— **Alexis Riley**

JD Candidate Lincoln Alexander School of Law.



“An AI system that fails the most marginalized is not intelligent, it is unjust because a system that excludes cannot be trusted to save lives”

— **Chidinma Nwankwo**

Lawyer and Workplace Investigator; Human Rights, Healthcare Public Policy and Governance.

skewed clinical outcomes, they risk transforming deeply human disparities into rigid, digital certainties. As a participant pointed out, AI systems are frequently treated as authoritative and unquestionable, noting that *“people don’t question it because AI has a god-like existence,”* allowing biased outputs to carry unwarranted finality. As a result, AI outputs can attain unwarranted authority, cloaking decisions in the false neutrality of algorithmic logic while reinforcing the very racism they are intended to dismantle.

Compounding these issues is the extractive nature of data practices involving racialized communities. Local communities are rich sources of data and critical information that can be mobilized to inform policy decision-making processes. When public and private sector actors extract information without free, prior, and informed consent, they risk replicating colonial paradigms that exclude community members from ownership, control, and the derived benefit of their data. As a participant cautioned, *“not having control of your data is another form of colonization,”* describing contemporary health data practices as a continuation of colonial extraction through digital means. Questions of data sovereignty, medical ethics, and justice become even more pressing in light of how AI systems are currently being developed, deployed, and commercialized. Without structural interventions, the harms experienced by Black communities risk becoming “baked in” to future health

technologies, reducing complex lives to variables in opaque systems with little room for challenge or recourse. For example, a Toronto hospital once piloted a triage algorithm trained on past emergency data; because Black patients historically received fewer pain interventions, the model ranked them as “lower risk,” delaying care until clinicians overrode the system after a Black woman with severe complications was nearly sent home.

To pre-empt these algorithm-induced harms, it was advocated for a bold reimagining of AI governance in health, one that embeds racial equity, justice, and epistemic inclusion from the outset. Tokenistic inclusion is not enough. Black voices must be integral at every stage of AI system design, deployment, and oversight. As Prof Uche Ngwaba stressed, *“if tech and AI are not built with people of colour, particularly Black people, in mind, how can you be sure that it’s actually going to do its job?”* This means not only hiring Black developers and Black health AI policy makers but also ensuring their insights fundamentally shape models, objectives, and success metrics. A human rights-based framework must serve as the scaffolding of all AI used in healthcare, anchoring systems in the principles of accessibility, acceptability,

availability, and quality, and ensuring they are built to serve, not surveil, Black communities.

Mental health systems present parallel and compounding equity challenges that warrant explicit attention within AI governance. Longstanding gaps in access to culturally appropriate mental health services, persistent underrepresentation of Black practitioners, and well-documented mistrust of health institutions already shape how Black communities engage with care. In this context, the rapid emergence of AI-enabled mental health applications, including digital companions, therapy chatbots, and automated wellness tools, raises distinct risks. When these systems are designed around narrow assumptions about users, emotional expression, and therapeutic norms, they may reproduce cultural erasure, misinterpret distress, or offer responses misaligned with lived experience, thereby reinforcing rather than alleviating harm. A human-rights-based and race-conscious approach to health AI must therefore extend beyond physical health to encompass mental health, requiring meaningful Black participation in system design, rigorous impact assessments, and safeguards that ensure dignity, agency, and culturally responsive care.



“Integrating a decolonial approach to AI governance involves recognizing persistent colonial repercussions, leading to biases in AI solutions and disparities in AI access based on gender, race, geography, income and societal factors.”

— **Jude Kong**

Assistant Professor, Dalla Lana School of Public Health; Director, Africa-Canada AI & Data Innovation Consortium (ACADIC); Director, Global South AI for Pandemic & Epidemic Preparedness Network.

There was no general consensus that healthcare data practices should move away from so-called “colour-blind” extraction models. Rather, the central point of contention was whether race-based data should be collected at all. Some participants argued that the absence of race and social identity variables entrenches existing inequities by rendering systemic harms invisible to AI systems, while others expressed concern that such data could be misused or further stigmatize marginalized groups. The debate, therefore, did not centre on technical feasibility, but on fundamentally different views about whether equity requires the explicit recognition of race in health data or its deliberate exclusion. A point was however made about equity-centred data governance and giving equity-deserving and vulnerable groups real authority and disclosure over how their data are used, interpreted, and corrected. Without this, AI simply learns from a system that already misdiagnoses, undertreats, and excludes.

To this end, participants proposed the need for regulatory structures that mirror those in other high-risk domains, such as a dedicated “Health AI Authority” with investigatory, enforcement, and pre-deployment approval powers. Such a “Health AI authority” would ensure that systems undergo rigorous racial and human rights impact assessments, are trained on demographically diverse and representative datasets, and demonstrate proactive mitigation of historical harms. It would also require evaluation of the environmental and energy

footprint of AI systems, including the disproportionate burden of data center energy use, water consumption, and ecological strain on Black, Indigenous, and other marginalized communities, particularly those in remote or resource-stressed regions.

In tandem, a funding apparatus should be developed to support Black-led research and development in health AI, recognizing that justice-driven innovation cannot emerge from the margins. As a participant emphasized, meaningful progress requires *“putting specific funding aside for Black applicants and expanding long-term support for Black research,”* so that AI systems are trained on data that reflects Black health realities rather than defaulting to white-centred case studies. Strategic economic incentives designed to make equity a

profitable pursuit can shift capital toward technologies that explicitly serve Black needs, encouraging entrepreneurship grounded in lived experience and social accountability.

AI systems in healthcare can be mobilized not only to treat illnesses but also to advance justice. But doing so requires an unflinching acknowledgment of past and present injustices, a willingness to redistribute power, and a commitment to building systems that prioritize the dignity, autonomy, and well-being of Black people too. Only through such intentional, justice-centred, inclusive design can AI fulfill its promise, not just as a tool but a vehicle for systemic transformation in healthcare and wellness.

III.

KNOWLEDGE,
CULTURE, AND
IDENTITY

Under this theme, AI was examined as a form of knowledge and cultural power that shapes visibility, value, and marginalization. Participants explored how AI systems, grounded in data and cultural assumptions, raised urgent questions of epistemic justice, data sovereignty, and cultural survival. Throughout the discussion, contributors emphasized that, without deliberate intervention, AI risked entrenching colonial hierarchies behind claims of technical neutrality, reinforcing which knowledge is valued, which identities are rendered legible, and whose experiences are erased in digital systems.

Participants emphasized that the term “artificial intelligence” itself must be critically contested, as it reflects a narrow, technocratic and business-driven framing of intelligence that emerged from corporate and military research contexts rather than from culturally diverse understandings of human knowledge. They argued that AI is not a universal concept, but one shaped by market logics and extractive data practices that privilege computational efficiency over relational, spiritual, historical, and community-based forms of knowing. From this perspective, the language of “intelligence” attached to the technology risks erasing traditional knowledge



“AI systems are frequently treated as authoritative and unquestionable. People don’t question it because AI has a god-like existence, allowing biased outputs to carry unwarranted finality.”

— **Nicholas M. Thompson**
President & CEO, Black Class Action Secretariat

systems by positioning them as informal or inferior to machine-based models. Reframing and challenging the term are therefore necessary to recognize multiple forms of intelligence and to resist reducing culture, identity, and lived experience to data points optimized for profit rather than social meaning.

The governance of AI in Canada must then begin with a fundamental reorientation around whose knowledge is centred, whose cultural frameworks shape the design, and whose identities are made legible or erased by the systems we build. AI development in North America is overwhelmingly guided by Euro-American technocratic and market-driven paradigms that have long marginalized Indigenous, Black, and other racialized knowledge systems. This kind of exclusion is not merely academic as it materializes in the absence of culturally relevant datasets, in biometric technologies



“In regulating the influence of technology in the copyright system, the default approach should aim to objectively balance the interests of stakeholders to the extent possible”

— **Justice Ogoroh**

Assistant Professor, Ted Rogers School of Management

that disproportionately misidentify Black and Indigenous people, and in educational systems that gatekeep AI literacy and exclude Black intellectual traditions. Participants highlighted the colonial continuities of data extraction from racialized communities, often conducted without free, prior, and informed consent, and the lack



“Building equitable systems requires institutional structures that centre diverse forms of knowledge, lived experience, and community participation in decision-making”

— **Sharmaine McKenzie**

Executive Director Strategic Innovations and Operations, Lincoln Alexander School of Law.

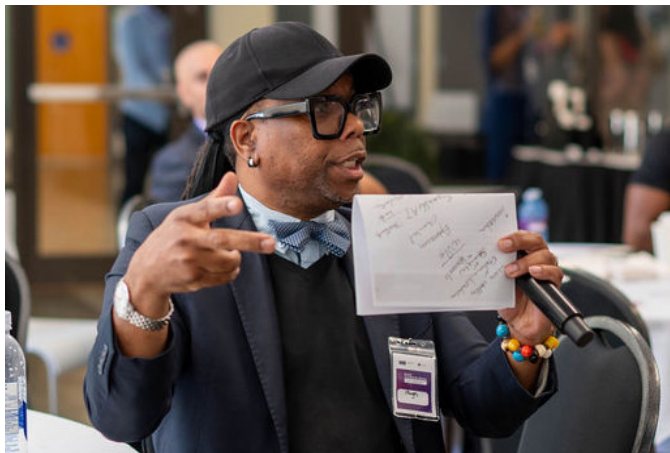
of data sovereignty as a pressing human rights concern. Discussions also foregrounded Afro-futurist traditions and practices of Black future-making as critical sites of intervention in AI governance. These perspectives emphasize the importance of imagining and constructing technological futures in which Black communities are not merely represented, but exercise authorship, creative control, and institutional power. Participants underscored that Black identity is not monolithic, encompassing Africans, people of African descent, Caribbean Black communities, Black Canadians, and Indigenous Black peoples, each with related and distinct histories, cultural expressions, and relationships to data. AI systems that flatten this diversity by homogenizing categories or by reproducing historically inaccurate representations risk reproducing epistemic erasure at scale. Questions of representation, intersectionality, historical accuracy, and narrative control, therefore, become technical design issues that shape dataset construction, labelling practices, model objectives, and evaluation benchmarks. Race-conscious AI governance must require that data and models reflect plural Black realities and that communities retain meaningful influence over how their histories and identities are encoded into digital systems. In this context, participants emphasized the need to

fundamentally rethink ownership and control over data used to train AI systems, stating that *“individuals should be able to own their data if it’s used to train models. Black voices are required to build AI systems, and there needs to be thorough conversations about data sovereignty, especially with data used to train AI models. How is the data shared? Who can access it? Can it be sold to other jurisdictions?”* This intervention underscored the importance of treating data governance not as a technical afterthought, but as a core issue of autonomy, consent, and cultural survival. Inclusive AI governance requires that Black communities be meaningfully involved at the earliest stages of problem definition, system objectives, and model design, rather than consulted only after technologies have already been built or deployed.

As AI becomes increasingly embedded in decision-making across education, the stakes for marginalized communities have never been higher, and the question of which perspectives and knowledge are recognized and valued is more critical than ever. Regulatory approaches

must actively dismantle the historical privileging of Eurocentric systems of thought and instead foster inclusive, pluralistic frameworks that also honour oral, land-based, and communal epistemologies. This requires robust investment in Black and Indigenous scholarship, the development of AI tools that reflect diverse linguistic and cultural identities, and education systems that equip racialized communities to be not just consumers but architects of AI futures.

Participants called for a regulatory shift from narrow compliance checklists to a lifecycle-based approach that embeds equity from design to deployment, prioritizing community-led testing, racial impact assessments, and algorithmic transparency. Crucially, meaningful consultation must be periodic, proactive, and rooted in community-based knowledge production, ensuring that regulatory decisions reflect the lived realities of those most affected. As one participant noted, *“AI is not just a technology issue, it’s a knowledge and justice issue.”*



Afrofuturism offers a powerful framework for reimagining technology through Black histories, languages, and futures, challenging dominant narratives that erase Black presence from the story of AI. Despite this erasure, Black scholars, engineers, artists, and communities have made foundational contributions to AI (from early algorithmic thinking and cybernetics to contemporary language, vision, and ethical systems) yet these innovations are rarely acknowledged or credited. Participants stressed that Canada has a unique opportunity to draw on Afrofuturist thought by recognizing Black linguistic and cultural diversity as a technological resource rather than a barrier. The thousands of languages, dialects, and cultural knowledge systems across the African and Black diaspora represent living archives of intelligence that can shape more inclusive AI design, enrich language technologies like NLP, and ensure that future systems reflect the full complexity of human knowledge rather than a narrow, extractive vision of innovation.

“Canada’s digital future must mirror our human one: a mosaic where Black people are also visible, valued, and equally empowered in the age of AI.”

Hugh Anthony Simmonds

Professor, Toronto Metropolitan University; Board Member, Canadian Black Policy Network; Co-Founder, The New Humanity Initiative.

IV.

GOVERNANCE
AND JUSTICE

The discussions under this theme examined AI governance as a matter of legal accountability, state power, and access to justice. Participants analyzed the growing deployment of AI systems in law enforcement, immigration, surveillance, and public administration, and the profound implications these uses have for civil liberties, equality before the law, and democratic legitimacy. The discussion made clear that without enforceable, race-conscious oversight, AI governance frameworks risked entrenching discriminatory practices while shielding both public and private decision-makers from meaningful accountability.

AI is reshaping everyday life in ways that both reveal and intensify long-standing racial inequities. As a participant warned, *“We cannot regulate AI through race-neutral systems that obscure harm. We must embed intersectional equity into every layer of its lifecycle.”* AI systems, far from being neutral or objective, are designed by people, trained on biased data, and shaped by structures of power. Their deployment, particularly in immigration and policing, has already begun to reinforce racial hierarchies under the guise of innovation. AI has functioned as a mechanism of surveillance, exclusion, and control, particularly impacting racialized



“The absence of meaningful legislation has meant that efforts to regulate AI largely take the form of voluntary codes promulgated by governments, organizations and even technologists themselves.”

- Abdi Aidid

Assistant Professor, Henry N.R. Jackman Faculty of Law, Canada Research Chair in Artificial Intelligence and Access to Justice.

communities.

A participant shared troubling examples of smartwatches and fingerprint scanners used to track Black farmworkers, sometimes even in dormitories. Such use of AI tools raises serious concerns. Particularly, facial recognition software has been shown to disproportionately misidentify individuals from Black, Indigenous, and other marginalized groups, resulting in unjust stops, detentions, and investigations. These issues are not merely abstract but systemic, immediate, and cumulative. As such, a comprehensive, risk-based framework that includes monitoring, accountability, explainability, assessment, and transparency for/of AI systems is essential to prevent discrimination by AI.

Participants stressed that AI could reproduce and scale existing barriers in access to credit, jobs, housing, and opportunity. The concept of context collapse emerged as a key concern, highlighting how AI systems trained on Western-centric datasets fail to capture cultural or regional nuance, resulting in real-world harms to people whose lives do not fit neatly into algorithmic templates. Even when race is removed as a variable,



“Governance frameworks for emerging technologies must move beyond transparency alone. We need to embed accountability and rights-based protections that address how data systems can reproduce structural inequalities”

— **Dr. Jane Ezirigwe**

Senior Research Fellow, Nigerian Institute of Advanced Legal Studies



“Even more troubling is that machine learning can still learn fallacious, prejudicial, and even discriminatory patterns from humans, without realizing that this is what is happening. Sometimes the data matches our intuition because both of them are simply wrong.”

— **Omar Ha-Redeye**

(Lawyer & Professor, Toronto Metropolitan University)

systems infer it through proxy indicators like postal codes, school histories, or surnames, tools that mask racial discrimination in the language of technical efficiency.

A participant illustrated this issue with the case of *R v. Ali*, 2022 SCC 1 (CanLII), in which a Black appellant raised a claim of racial profiling in the context of a police stop and search, highlighting the persistence of racially disparate law enforcement practices within Canadian criminal justice systems. In that case, the court examined how flawed data and racialized assumptions shaped police suspicion and investigative decision-making, ultimately finding that the process was affected by bias. While the case did not directly involve AI, participants highlighted its operational relevance: when biased inputs are later embedded into automated or data-driven systems, the resulting harms are magnified, scaled, and rendered less visible. The case highlights how discriminatory assumptions, once operationalized through technology, can lead to systemic injustice with limited avenues for challenge or correction. Meanwhile, biometric tools misidentify Black and Indigenous individuals at far higher rates,

compounding harm through flawed but authoritative outputs. For example, facial recognition technologies deployed by police services in multiple jurisdictions have been documented to produce significantly higher false-positive rates for Black individuals, leading to wrongful arrests and investigations before any human verification occurs. For example, one participant cited evidence that Facial recognition technology has a 34 per cent error rate in identifying Black women compared to 0.8 per cent for white males.

Some participants cited several examples where the use of AI *“is seriously hurting Black people in Canada”*, including the documented use of facial recognition technology (FRT) by two federal government agencies, IRCC and the CBSA. The cases of Ms. Asha Ali Barre and Ms. Alia Musa Hosh were mentioned, where the refugee status of these two Somali women was to be revoked because their faces were falsely matched against those of two other persons who entered Canada as Kenyan citizens. There have been over six reported cases from the Federal Court alone, challenging the false reliance of FRT, all of which involve Black people (and five of them involve Black women specifically).

Participants were clear that governance structures must move beyond principles into enforceable policy. Current trends that encourage reliance on industry self-regulation and “innovation-first” strategies, which delay accountability in favour of economic growth, were sharply critiqued. The group advocated for national AI legislation that defines private-sector accountability, supports sector-specific oversight, and embeds race-conscious frameworks in both public and private deployments. Drawing on some of the EU AI Act’s wins, the conversation highlighted a gap in Canada’s policy frameworks for accounting for legal, structural and intersectional discrimination in AI systems.

The Ministry of Artificial Intelligence and Digital Innovation, through the AI Strategy Task Force, presents a crucial opportunity to address this gap by using its mandate to empower racial impact assessments, ensure dataset diversity, enforce algorithmic explainability, and uphold privacy and informed consent. These safeguards must be grounded in epistemic justice, ensuring that African, Indigenous, and other marginalized knowledge systems are not treated as peripheral but central to informing AI governance. This also means regulating the use of surveillance technologies across Canada’s diverse economic and social sectors. The economic implications of AI governance were also examined,

particularly for Black-owned small businesses. Participants raised concerns that poorly designed regulations, if not equity-focused, could inadvertently stifle Black innovation. High compliance costs, compute capacity constraints, and unequal access to cloud infrastructure create a divide in which compliance is achievable only for large-scale technology companies, while small Black businesses are overwhelmed and phased out of participation. The group called for graduated regulation, tailored funding supports, and racial equity impact frameworks that level the playing field rather than deepen existing divides.

In legal terms, accountability was a recurring challenge. Participants described the following: the need to interpret equality under section 15 of the Canadian Charter of Rights and Freedoms as a substantive mandate to detect, prevent, and remedy algorithmic discrimination rather than merely prohibit intent; embed impact-before-deployment duties grounded in administrative law principles of reasonableness, procedural fairness, transparency, and justification (e.g., requiring race-disaggregated audits,



“At the end of the day, we need to transform AI law from a compliance regime into a justice architecture oriented toward repair, accountability, and collective flourishing.”

— **Dr. Ifeoma Nwafor**

Cyber and AI Policy Advisor, UNDP.

community consent, and explainability standards for AI used by the state); recognize data as a site of power and dispossession, invoking Indigenous data sovereignty models and extending them to Black communities through collective data rights, limits on carceral and predictive analytics, and remedies under privacy law (PIPEDA, PHIPA etc); mandate public sector algorithm registries, rights to contest automated decisions, and reparative governance mechanisms where harm is proven.

They also mention the need to prohibit “high-risk” uses of AI in Canada that undermine dignity (mass biometric surveillance, predictive policing, risk scoring in child welfare or immigration); enforce Charter-aligned proportionality tests (minimal impairment, rational connection, and demonstrable justification under section 1) for any AI that restricts rights; and adopt an Afrofuturist regulatory imagination that centers Black futures, technological self-determination, and

community-led design as sources of normative authority.

A participant from the legal profession explained that even when harm is recognized, liability remains obscured by third-party tools, complex supply chains, and corporate veils. The absence of clear legal pathways makes it difficult for affected communities to seek justice. This is exacerbated by the lack of legal protections for individuals against private entities and the high threshold for proving systemic discrimination under human rights laws. Participants endorsed the development of an AI Governance Action Plan, modelled after equity planning cycles in employment law, where institutions must report on dataset composition, representational diversity, bias mitigation strategies, and community consultation outcomes. As this session made it clear, if Canada wants to lead in AI innovation, it must also lead in accountability, equity, and justice.

Five Recommendations Building on *Black Futures by Design*:

Advancing Racial Justice in Canada's AI Governance



I. Amending Federal Algorithmic Impact Assessment protocols to mandate race-disaggregated auditing and racial equity impact evaluations

Canada's existing Algorithmic Impact Assessment tool, while pioneering as a public-sector risk assessment mechanism, does not explicitly require departments to evaluate how automated decision systems may produce racially disparate outcomes or compound historical discrimination against Black Canadians. The Black Futures by Design conference made clear that this gap allows AI systems to replicate patterns of exclusion in employment screening, credit adjudication, immigration processing, and public benefits allocation (precisely the high-stakes domains where Black communities face compounding disadvantage). The Ministry of Artificial Intelligence and Digital Innovation, working with Treasury Board Secretariat, should amend the Directive on Automated Decision-Making to require that all Level III and Level IV impact systems undergo mandatory pre-deployment racial equity impact evaluations, with outcomes disaggregated by race, immigration status, and other intersecting identity categories. These assessments should be conducted by independent reviewers with demonstrable expertise in algorithmic discrimination and critical race scholarship, rather than by internal compliance officers. Implementation should require departments to publish racial impact findings alongside standard AIA scores on the Open Government Portal, establish binding thresholds for racially disparate outcomes that trigger automatic suspension of system deployment pending remediation, and create a clear appeal pathway through the Canadian Human Rights Commission for individuals who experience algorithmic harm. This reform transforms an existing governance architecture into a substantive racial accountability mechanism, operationalizing Section 15 of the Charter as a proactive design constraint rather than a reactive litigation remedy.



II. Black AI Governance and Innovation Council as an advisory body within the Ministry of Artificial Intelligence and Digital Innovation

The conference underscored a profound democratic deficit: Black Canadians remain disproportionately impacted by algorithmic systems while being systematically absent from the institutions responsible for designing, regulating, and overseeing them. The Ministry should establish a Black AI Governance and Innovation Council (BAGIC) as a permanent, mandated advisory body with meaningful authority to join in shaping Canada's national AI policy. The Council's mandate should extend beyond consultation to include formal review capacity over proposed AI legislation and regulatory guidance, the power to commission independent research on racial impacts of emerging AI applications, and a dedicated secretariat with sufficient resources to convene national consultations with Black communities across provinces and territories. Crucially, the Council should be empowered to issue public recommendations that require written ministerial response, ensuring accountability rather than tokenistic engagement.



III. AI Enterprise and Research Investment Fund with dedicated commercialization support, and equity-oriented underwriting standards

The conference revealed a structural mismatch between Canada's AI investment ecosystem and the needs of Black entrepreneurs and researchers. Black-

owned small businesses typically operate in low-margin sectors requiring small-ticket capital that conventional bank AI systems deprioritize, while Black researchers remain underrepresented in the compute-intensive research environments that Canada's Sovereign AI Compute Strategy is designed to support. Budget 2025's investment in sovereign AI infrastructure and the AI Compute Access Fund present an immediate opportunity to embed racial equity into the architecture of Canada's innovation economy. The Ministry should carve out a dedicated stream within existing compute and commercialization programs (e.g., a Black AI Enterprise and Research Investment Fund, with a minimum allocation over a number of years, administered in partnership with Black-led financial institutions, community development organizations, and the National Artificial Intelligence Institutes (Mila, Vector, Amii). The Fund should provide subsidized or open compute access for Black-led AI startups and researchers, commercialization grants structured around equity-oriented underwriting that recognizes small-scale viability as success rather than risk, and mentorship pathways connecting Black entrepreneurs with established AI leaders. The Fund could require recipient institutions to report on racial diversity metrics in hiring, procurement, and partnership development, with funding contingent on demonstrable progress. This approach ensures that Canada's AI leadership does not reproduce the pattern of innovation wealth flowing predominantly to already-advantaged communities, but instead cultivates Black technological self-determination as a cornerstone of our national competitiveness.



IV. Legislative prohibitions on High-Risk AI Applications with demonstrated racially disparate impacts, including mass biometric surveillance and predictive systems in policing, immigration, and child welfare

Governance frameworks must move beyond voluntary principles into enforceable prohibitions on AI applications that systemically undermine the dignity and rights of Black and racialized communities. Canada's forthcoming AI legislation, should establish categorical prohibitions on the use of real-time facial recognition in public spaces, predictive policing algorithms trained on historically biased crime data, algorithmic risk scoring in child welfare and immigration adjudication, and biometric surveillance of workers in agricultural and temporary foreign worker

programs. These prohibitions should be enforced in partnership with the Canadian Human Rights Commission with expanded investigatory powers, meaningful penalties, and a private right of action that allows affected individuals to seek remedies without bearing the impossible burden of proving algorithmic causation in individual cases. The legislation should require that any high-impact AI system affecting rights-bearing decisions undergo Charter-aligned proportionality analysis (demonstrating minimal impairment, rational connection, and proportionate benefit) before deployment. This approach aligns Canada with the risk-based prohibitions in the EU AI Act while embedding distinctively Canadian constitutional values, ensuring that innovation proceeds within boundaries set by democratic deliberation rather than technological determinism.



V. Afrofuturism as a generative framework for Black technological self-determination

Canada's AI governance discourse must also move beyond the defensive posture of harm prevention to embrace the generative possibilities of Black technological imagination. Afrofuturism, a cultural, aesthetic, and philosophical tradition that reimagines technology through Black histories, diasporic knowledges, and liberated futures, offers a powerful framework for this reorientation. As the Black Futures by Design conference affirmed, Black communities across the African continent and its diaspora have made foundational contributions to computational thinking, algorithmic design, and the ethical frameworks that should guide AI development, yet these innovations remain systematically uncredited and undervalued. The thousands of languages, oral traditions, and knowledge systems within the Black diaspora represent living archives of intelligence that can enrich natural language processing, inform culturally responsive AI design, and challenge the narrow, extractive vision of innovation that currently dominates the sector. Believing in Black innovation means recognizing that Black creativity is not merely a resource to be mined for training data, but a source of normative authority that should shape what AI systems are built for, by whom, and toward what ends. Canada has a unique opportunity to position itself as a global leader not only in AI safety and sovereignty, but in cultivating AI ecosystems that honour plural forms of knowledge, support Black-led technological entrepreneurship, and ensure that the digital futures we build reflect the full complexity of human experience. This is not a departure from Canada's economic competitiveness; it is, in fact, a precondition.

Conclusion

The Black Futures by Design conference was not merely an academic exercise; it was an act of collective construction. It marked the first national, community-centered forum dedicated specifically to understanding and shaping AI governance in Canada through a Black racial justice lens. This work began with a refusal to allow the language of innovation to mask the reproduction of historical exclusion. It also began with a refusal to accept that our national future should be shaped by AI without our control. We take a proactive, not reactive, stance toward AI governance, joining in the construction of something more durable: a vision for regulation grounded in justice, accountability, and

the democratic participation of those whom algorithmic power most directly touches.

Canada stands at a decisive juncture. The choices made in the coming months and years about AI legislation, investment, oversight, and participation will determine whether AI becomes another instrument of exclusion or a vehicle for shared prosperity and dignity. The path forward requires more than good intentions; it demands structural change, sustained resources, and the redistribution of power to those who have been systematically denied it.



CONFERENCE SCHEDULE

**WED. 23RD
JULY, 2025**

**9:00 AM
TO
5:00 PM**

7th Floor, Ted Rogers School of Management, Toronto Metropolitan University, 55 Dundas Street West, (between Bay & Yonge) Toronto, ON M5C 2C3

60

Mins

9:00 a.m. - 10:00 a.m.

Registration and Breakfast (TRS Commons)

60

Mins

10:00 a.m. - 11:00 a.m. [Hybrid] 

Introductions (TRS Commons)

Housekeeping (5 minutes)

Opening Remarks by Danna Young, Dean, Lincoln Alexander School of Law (5 minutes)

The Need for a 'Black Futures by Design: Advancing Racial Justice in Canada's AI Regulation' by Jake Okechukwu Effoduh, Conference Convener + Assistant Professor, Lincoln Alexander School of Law (10 minutes)

Table Topics: Black Futures Fast Forward (35 minutes)

Overview of Expert Clusters (5 minutes)

90

Mins

11:00 a.m. - 12:30 p.m. [Hybrid] 

Expert Cluster Breakout Sessions

What should Canada's forthcoming AI regulation take into cognizance when it comes to Black Futures in the following categories?

Expert Cluster 1: Governance and Justice (Room 1-029 with Kien Saningong Azimwi)

Expert Cluster 2: Finance, Labour and the Economy (Room 1-031 with Damilola Awotula)

Expert Cluster 3: Health and Human Development (Room 1-051 with Suwayda Sheikh-Mohamed)

Expert Cluster 4: Knowledge, Culture and Identity (TRS Commons with Joshua Wallace)

60

Mins

12:30 p.m. - 1:30 p.m.

Lunch (TRS Commons)

30

Mins

1:30 p.m. - 2:00 p.m.

Expert Cluster Wrap-up (in Breakout Rooms)

30

Mins

2:00 p.m. - 2:30 p.m.

Entertainment Interlude

90

Mins

2:30 p.m. - 4:30 p.m.

Plenary Discussions: Expert Cluster Report Submission and Analysis (TRS Commons)

Expert Cluster 1: Governance and Justice (30 minutes)

Expert Cluster 2: Finance, Labour and the Economy (30 minutes)

Expert Cluster 3: Health and Human Development (30 minutes)

Expert Cluster 4: Knowledge, Culture and Identity (30 minutes)

30

Mins

4:30 p.m. - 5:00 p.m.

Next Steps (TRS Commons)

Outline of Report to be Submitted to Minister of Artificial Intelligence and Digital Innovation (20 minutes)

Closing Remarks (5 minutes)

Group Photo (5 minutes)

List of Experts

Abdi Aidid	Assistant Professor, Henry N.R. Jackman Faculty of Law; Canada Research Chair in Artificial Intelligence and Access to Justice
Ademola Adeyoju	Manager Corporate Services Expert, CGI
Aderomola Adeola	Director of Global Engagement Network on Internal Displacement in Africa, Refugee Law Initiative
Adewale Adeyeye	PhD Candidate, Osgoode Hall Law School
Adryen Do Nascimento	Community Advocate, Creator of Signed and Seen
Akinbowale Akin-Taylor	Senior Software Engineer, Yelp
Alexis Riley	JD Candidate, Lincoln Alexander School of Law
Aminah Haghighi	JD Candidate, Lincoln Alexander School of Law
Anne Imouza	PhD Candidate, McGill University
Beryl Kem	Campaigns and Education National Lead, Canadian Federation of Students
Bolarinwa Balogun	Software Engineer, Reddit Inc.
Chantal Edwards	Canadian Black Policy Network
Chidinma Nwankwo	Lawyer and Workplace Investigator; Human Rights, Healthcare Public Policy and Governance
Christelle Tessono	Tech Policy Researcher; PhD Candidate, University of Toronto Faculty of Information
Chukwukelo Ileka	Associate, Jackson, Etti & Edu
Damilola Awotula	Lawyer; PhD Candidate, McGill University
Dana Alexander	Manager, Operations and Special Projects
Dave D'Oyen	Articling Student, McMillan LLP
Ebrahim Bagheri	Professor, University of Toronto Faculty of Information
Ephraim Ajijola	Digital Creator; PhD Candidate, Osgoode Hall Law School
Erin Peterson	JD Candidate, Lincoln Alexander School of Law
Eyako Klu	Senior Financial Analyst, IAMGOLD Corporation
Fikayo Aderoju	Chairman, YUBAN; President, CYEF; Founder, PIL; Chair, Future of AI Summit
Gavin N. Bennett	Managing Partner & CEO, Bennett & Associates LLP
Hannah Flores	Graduate Teaching Assistant, University of Toronto
Hannah Oommen	Legal Research Assistant, Federation of Black Canadians

List of Experts

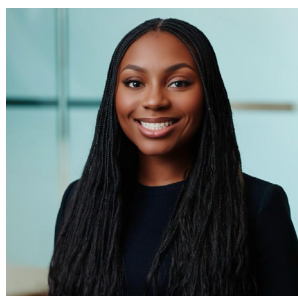
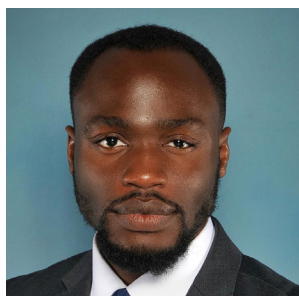
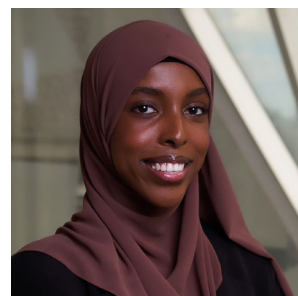
Hugh Anthony Simmonds	Professor, Toronto Metropolitan University; Board Member, Canadian Black Policy Network; Co-Founder, The New Humanity Initiative
Ifeoma Nwafor	Cyber and AI Policy Advisor, UNDP; Adjunct Professor, Lincoln Alexander School of Law
Ijeoma Itanyi	Public Health Physician
Jake Okechukwu Effoduh	Assistant Professor, Lincoln Alexander School of Law
Jane Ezirigwe	Senior Research Fellow, Nigerian Institute of Advanced Legal Studies
Joannes Yimbessalu	Executive Director & Founder, Africa Skills Alliance
John Beckles	Research and Data Analyst, Gradient Spaces
Joshua Wallace	Associate, McCarthy Tetrault
Joyce Ayoson	AI Governance and Automation Ethics Consultant, CI Financial
Jude Kong	Professor, Dalla Lana School of Public Health; Director, Africa-Canada AI & Data Innovation Consortium (ACADIC); Director, Global South AI for Pandemic & Epidemic Preparedness Network
Justice Ogoroh	Assistant Professor, Ted Rogers School of Management
Kat Martins	Equity, Diversity & Inclusion Advocate
Kelly Onu	Senior Cybersecurity Consultant, Ernst & Young
Kem-Laurin Lubin	PhD Candidate, University of Waterloo
Kenneth Collins Ajagu	Senior Consultant, Privacy & Cybersecurity, PwC Canada
Kien Azinwi	JD Candidate, Lincoln Alexander School of Law
Koby Biya	Undergraduate Student, Lincoln Alexander School of Law
Leonicka Valcius	Literary Agent & Entertainment Lawyer, Maud Media
Lesly Nzeusseu Kouamou	PhD Candidate, University of Montreal
Liban Abokor	CEO, Reimagine LABS
Malcolm Katrak	PhD Candidate, Osgoode Hall Law School
Malcom Mokwe	CEO, Untoldcine
Mohamed Elmi	Executive Director, Diversity Institute
Nafiu Mohammed	Software Developer
Nicholas M. Thompson	President & CEO, Black Class Action Secretariat
Odunayo Olowookere	PhD Candidate, Osgoode Hall Law School

List of Experts

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Oluwaseun Cardoso	Software Engineer and Machine Learning Researcher
Oluwole Ogunwale	Senior Analyst, Global Data & AI Strategy, Sanofi
Omar Ha-Redeye	Lawyer & Professor, Toronto Metropolitan University
Paschal Obiora	Assistant Crown Attorney, Crown Attorney's Office
Peter Zehdee	Account Executive, PointClickCare
Rekha Sadasivan	Director, Marketing and Communications, Lincoln Alexander School of Law
Sakaria Moallim	Black Class Action Secretariat
Samuel Segun	Senior Researcher, AI Trust & Safety, Global Center on AI Governance
Sarra Ali	CEO & Founder, Diaminate
Shahnaz Alarna McKie	Event Coordinator, City of Pickering
Sharmaine McKenzie	Executive Director Strategic Innovations and Operations, Lincoln Alexander School of Law
Stephanie Clark	Assistant to the Dean, Lincoln Alexander School of Law
Suwayda	JD Candidate, Lincoln Alexander School of Law
Sheikh-Mohamed	
Temiloluwa Odesanya	Responsible AI Leader, AIG
Tinuola Akinwande	Public Affairs and Policy Analyst
Uche Ngwaba	Associate Professor, Lincoln Alexander School of Law
Veronica Kiang	JD Candidate, Lincoln Alexander School of Law

Conference Organizing Team

Damilola Awotula	Thematic Lead/Rapporteur	PhD Candidate, McGill University
Deborah Efechaobor	Management/Supervision	JD Candidate, Lincoln Alexander School of Law
Ife Hyacinth	Management/Supervision	Information and Communication Technology Expert
Jake Okechukwu Effoduh	Convener	Assistant Professor, Lincoln Alexander School of Law
Joshua Wallace	Thematic Lead/Rapporteur	Associate, McCarthy Tetrault
Kien Azinwi	Thematic Lead/Rapporteur	JD Candidate, Lincoln Alexander School of Law
Oluwaseun Cardoso	Management/Supervision	Software Engineer and Machine Learning Researcher
Suwayda Sheikh-Mohamed	Thematic Lead/Rapporteur	JD Candidate, Lincoln Alexander School of Law



Suggested Reading List

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