How can we can create an equitable CHI

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ABSTRACT

This panel aims to generate conversation toward creating a more equitable CHI. In recognizing our community's hard work thus far, this panel seeks to engage panelists and participants with thought-provoking questions to garner and promote actionable items for the community. We intend to have an open dialogue on allyship, diversity, equity, and inclusion to achieve a CHI for all.

CCS CONCEPTS

• **Social and professional topics** → **Race and ethnicity**; **Cultural characteristics**; **People with disabilities**; **Sexual orientation**.

KEYWORDS

inclusion, equity, equality, diversity, allyship

1 MOTIVATION

Achieving equity for all members of the CHI community is a challenging task. Though this task proves challenging, open and honest dialogue about diversity, equity, and inclusion issues is necessary if we ever hope to move the needle forward. We note that diversity, equity, and inclusion are words overly used, but there is not always an appropriate action associated with them. These buzzwords have rung loud and clear throughout the CHI community for years, but

it is still an issue. In 2020, Grady et al. [1] wrote about the institutional racism that existed within the SIGCHI initiatives, and shortly thereafter others within the community spoke out. An open and honest dialogue is crucial. And conversations should be continuous and iterative as our self-awareness and knowledge of these areas evolve. Understanding how to advocate and serve as allies is vital in achieving equity.

In this panel, we will discuss what it means to be an ally and to create a supportive CHI community. We note that an ally can be everyone who is privileged in a situation. Thereby, allyship is not about demonstrating one's privilege; allies help to prevent and mitigate harm and its impact and to decrease the ingroup-outgroup gap [2]. This discussion aims to garner suggestions on how to be more inclusive and supportive of community members. Our goal is to understand the barriers to inclusion for diverse people, including personal factors such as membership in the LGBTQIA2S+ community, differences in ability, physical appearance, ethnicity, culture, and language, as well as accepting multidisciplinary views in the research community.

Overall, the panel will last 75 minutes, of which 50 minutes will entail questions posed to the panelists to share ideas for creating an equitable CHI. The remaining time involves questions from the audience. Christine Bauer will moderate the panel. Questions raised by the panelists—Rina Wehbe, Katta Spiel, Michael Muller, and Christina Harrington—will be posed to the audience to foster rich and lively discussion. We encourage everyone to view the Allyship YouTube channel,[1] which curates videos focusing on the discussion of allyship and equity.

2 PANELISTS BIOS

BIO. **Rina Wehbe**'s research is driven by the desire to drive social change for the good of all humans. Research directions include the education of individuals, the promotion of equitable thought, and persuasive methods. She is interested in augmenting public space using technology to promote community education and collaboration. She is also interested in research on usable privacy;

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[1]https://tinyurl.com/allyshipcrashcourse

animal-computer interaction; equity and inclusion in STEM; and more.

Her additional research interests include Games4Change, learning and education, affective computing, user difficulty, and expert users. She applies her work to both the domains of games, interface design, and productivity applications. Her unique interdisciplinary background B.Sc. Psychology and M.Sc. Computer Science informs her work. Following the guidelines throughout this template will also improve the accessibility of your manuscript and increase the audience for your work. Ensure that heading styles are applied as instructed, tables are created using Word's table feature (rather than an image), figures have a text equivalent, and list styles are applied as instructed.

BIO. **Katta Spiel** researches marginalised perspectives on technology. Their work informs design and engineering in critical ways to support the development of technologies that account for the diverse realities they operate in. Their research is situated at the intersection of Computer Science, Design and Cultural Studies. Drawing on methods from (Critical) Participatory Design and Action Research, they collaborate with neurodivergent and/or nonbinary peers in conducting explorations of novel potentials for designs, methodological contributions to Human-Computer Interaction and innovative technological artefacts.

BIO. **Michael Muller** works as a Senior Research Scientist in the Human Centered AI group of IBM Research AI, where his work focuses on the human aspects of data science; ethics and values in applications of AI to human issues; and human-AI collaboration and co-creativity in generative AI. He served on the Advisory Board of IBM's Racial Equity in Design initiative. With colleagues inside and outside of IBM, Michael contributes to a hybrid critical discipline at the overlap of computer science, social science, AI, design, and social justice.

Michael is an internationally recognized expert in participatory design and participatory analysis. His work in this area includes the development of methods (CARD, PICTIVE, participatory heuristic evaluation) and theory (ethnocritical heuristics), as well as the creation of taxonomies and encyclopedic descriptions of participatory methodology in handbook chapters. In 2022, Michael was co-author of Human Centered Data Science (MIT Press).

Michael serves as co-chair of ACM SIGCHI CARES; he serves as CARES liaison to several SIGCHI conferences. Michael is a member of the ACM SIGCHI Research Ethics committee. He recently served as subcommittee co-chair for DIS and for the CHI subcommittee on Critical and Sustainable Computing and Social Justice. He is an active member of Fempower.tech and AccessSIGCHI. ACM has recognized Michael as an ACM Distinguished Scientist. ACM SIGCHI has recognized Michael as a member of the CHI Academy.

BIO. **Christina Harrington** (she/her) is a designer and qualitative researcher who works at the intersection of interaction design and health and racial equity. She combines her background in electrical engineering and industrial design to focus on the areas of universal, accessible, and inclusive design. Specifically, she looks at how to use design in the development of products to support historically excluded groups such as Black communities, older adults, and individuals with differing abilities in maintaining their health,

wellness, and autonomy in defining their future. Christina is passionate about centering communities that have historically been at the margins of mainstream design. She looks to methods such as design justice and community collectivism to broaden and amplify participation in design by addressing the barriers that corporate approaches have placed on our ability to see design as a universal language of communication and knowledge. Her work has been published at CHI, CSCW, and Designing Interactive Systems conferences where she has won best paper and honorable mention awards for her work on equitable participatory design with Black communities. She has presented her work at various universities, government agencies, and industry seminars and was recently awarded the 2022 Skip Ellis Early Career Award from the Computing Research Association. Dr. Harrington is currently an assistant professor in the HCI Institute at Carnegie Mellon University where she is also the Director of the Equity and Health Innovations Design Research Lab.

3 ORGANIZERS' BIOS

BIO. **Siobahn Day Grady** is the first woman computer science Ph.D. graduate from North Carolina Agricultural and Technical State University (2018). She is an Assistant Professor and Program Director of Information Science/Systems in the School of Library and Information Sciences at North Carolina Central University, Lab Director for the Laboratory for Artificial Intelligence and Equity Research (LAIER), Co-Director for the Center fOr Data Equity (CODE), an AAAS IF/THEN ambassador, and an Office e-Learning faculty fellow at North Carolina Central University. Her research focuses on utilizing machine learning to identify sources of misinformation on social media and on improving fault detection in autonomous vehicles.

Additionally, Dr. Grady has been featured in museums nationwide, has spoken at national and international conferences, serves on multiple boards, and was featured as a statue in the world's largest exhibit of women's statues. Technology is the way of the future, and Dr. Grady has a vision for minority girls' and women's futures. She realizes that vision by providing educational opportunities through community organizations, philanthropic efforts, college courses, and research grants and publications.

BIO. **Christine Bauer** is an Assistant Professor at the Human-Centered Computing group at the Department of Information and Computing Sciences at Utrecht University, The Netherlands.. Her research activities center on interactive intelligent systems, where she integrates research on intelligent technologies, the interaction of humans with intelligent systems, and their interplay. She takes a human-centered computing approach, where technology follows humans' and society's needs. Central themes in her research are context and context-adaptivity. Recently, she has focused on context-aware recommender systems and concentrates on recommender systems in the music and media sector in particular. Core interests in her research activities are fairness in algorithmic decision-making and multi-method evaluation.

Christine has authored more than 100 publications, holds several best paper awards and several awards for her reviewing activities. She co-organizes the workshop series "Perspectives on the Evaluation of Recommender Systems (PERSPECTIVES)". She advocates

for equal opportunities and engages in initiatives such as Women in Music Information Retrieval (WiMIR) and the Allyship program at CHI.

REFERENCES

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