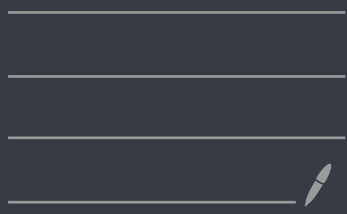
INCLUSIVE DESIGN



DOES PARTICIPATORY DESIGN WORK?

- WHAT PERSPECTIVES WERE REPRESENTED AT YOUR TABLE?
- WHICH WERE MARGINALIZED?
- WHO SPOKE THE MOST?
- WHO SPOKE THE LEAST?
- WHOSE PERSPECTIVE WAS MOST REPRESENTED BY YOUR SUMMARY?
- WHOSE PERSPECTIVE WAS LEAST REPRESENTED?
- WHAT WERE POINTS OF DISAGREEMENTS? HOW DID YOU RESOLVE THEM?
- DID YOU FEEL COMFORTABLE TO SPEAK AND DISAGREE?
- DO YOU THINK OTHER PEOPLE FELT COMFORTABLE SPEAKING & DISAGREEING? DID YOU CHECK?
- DID YOU UNDERSTAND OTHER PEOPLE'S PERSPECTIVES? DID YOU CHECK?

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1. Angwin, Julia, et al., Machine Bias: There's software used across the country to predict future criminals. And it's biased against blacks, *ProPublica* (2016)
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9. Lohr, Steve. Facial Recognition Is Accurate, if You're a White Guy, *The New York Times* (2018).
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11. Obermeyer, Ziad, et al. "Dissecting racial bias in an algorithm used to manage the health of populations." *Science* 366.6464 (2019): 447-453.
12. Sloane, Mona, et al. "Participation is not a Design Fix for Machine Learning." *arXiv preprint arXiv:2007.02423* (2020).
13. "Predictive Policing Algorithms Are Racist. They Need to Be Dismantled." MIT Technology Review. 2020.
14. Green, Ben. "Data science as political action: grounding data science in a politics of justice." Available at SSRN 3658431 (2020).
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PROBLEM: WE HAVE DESIGN BLINDSPOTS

- PERSPECTIVE GAP
- DATA GAP
- NEGLECT OF THE SOCIAL SYSTEM

SOLUTION: PARTICIPATORY DESIGN

- DIVERSIFY THE DECISION MAKING SPACE
- BUILT ON LIVE-EXPERIENCE

PROBLEM: THERE ARE BARRIERS TO PARTICIPATION!

- PEOPLE DON'T FEEL COMFORTABLE PARTICIPATING
  - "MICRO-AGGRESSION"
    - ↳ "GATE-KEEPING" → "INSIDE JOKES" "JARGON" "EXCLUSIVE VALUE SIGNALING" "STANDARDS"
    - ↳ "STEREO-TYPE THREAT/LIFT"
- IT TAKES ALOT OF WORK TO PARTICIPATE!
  - "INVISIBLE LABOUR"
    - ↳ EMOTIONAL, TIME, UNPAID, UNRECOGNIZED
- BECAUSE YOU'RE HARD TO TALK TO!
  - "PRIVILEGE HAZARD" → "SUCCESS HAZARD" "SURVIOR HAZARD"

- YOU DON'T EVEN KNOW WHO TO TALK TO!
  - "VISIBLE VS INVISIBLE AXES OF MARGINALIZATION"
    - ↳ "GENDER PRESENTATION" U.S "GENDER IDENTITY"

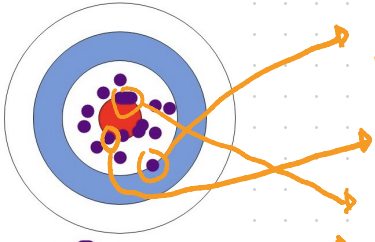
SOLUTION: ACTIVELY DISMANTLE BARRIERS!

1. RECOGNIZE & UNDERSTAND → APPLY THEORETICAL FRAMEWORK
2. INTERVENE → IDENTIFY: • INSTITUTIONAL • PERSONAL
3. BE PREPARED TO BE WRONG!

① RECOGNIZE & UNDERSTAND

EX: BIAS VS VARIANCE

PERSON A



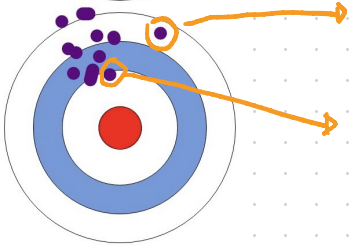
"I'VE ALSO HAD BAD DAYS/SET-BACKS/STRUGGLES"

"WHEN I WORK HARD GOOD THINGS HAPPEN TO ME"

"MY ADVERSITY MADE ME STRONGER"

$\mathbb{E}_{\text{inter-actions}}[\text{OUTCOME}(\text{EFFORT})] = \text{OUTCOME}(\text{EFFORT})$

PERSON B



"MAYBE YOU HAD A BAD DAY"

"MAYBE THAT PERSON WHO MISTREATED YOU WAS HAVING A BAD DAY"

"MAYBE IT'S JUST ONE BAD APPLE"

$\mathbb{E}_{\text{inter-actions}}[\text{OUTCOME}(\text{EFFORT})] \neq \text{OUTCOME}(\text{EFFORT})$

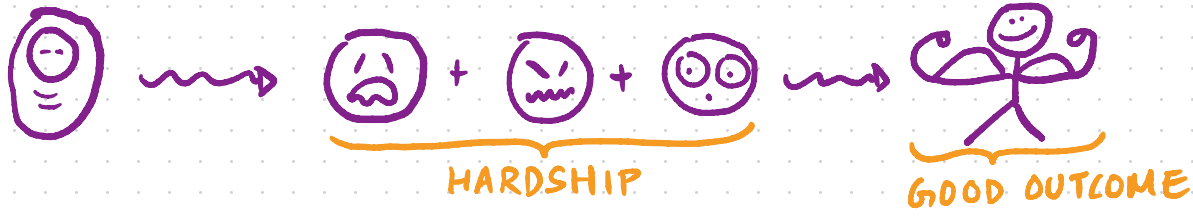
SOLUTION: ACTIVELY DISMANTLE BARRIERS!

1. RECOGNIZE & UNDERSTAND → APPLY THEORETICAL FRAMEWORK
2. INTERVENE → IDENTIFY: · INSTITUTIONAL · PERSONAL
3. BE PREPARED TO BE WRONG!

① RECOGNIZE & UNDERSTAND

EX: TELEOLOGICAL & MODAL SCOPE FALLACIES

"IT HAPPENED SO IT MUST HAVE HAD TO HAPPEN"



TELEOLOGICAL: "BECAUSE A HAPPENED THEN B HAPPENED, THEREFORE A CAUSED B"

MODAL SCOPE: "BECAUSE A, B RESULTS IN C, THEREFORE A AND B ARE NECESSARY FOR C"

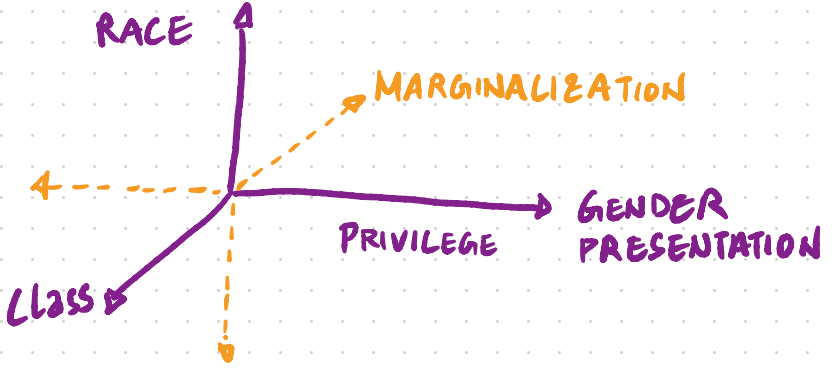
SOLUTION: ACTIVELY DISMANTLE BARRIERS!

1. RECOGNIZE & UNDERSTAND → APPLY THEORETICAL FRAMEWORK
2. INTERVENE → IDENTIFY: • INSTITUTIONAL • PERSONAL
3. BE PREPARED TO BE WRONG!

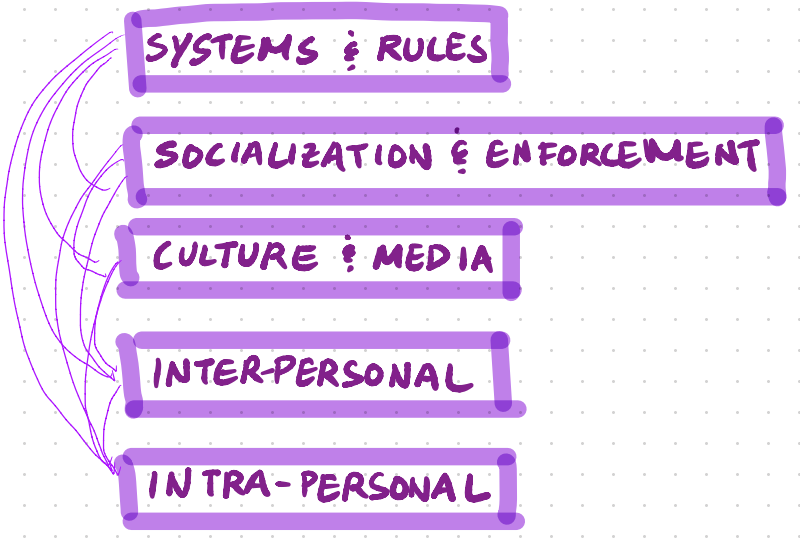
① RECOGNIZE & UNDERSTAND

EX: INTERSECTIONALITY

"EACH EXPERIENCE OF EACH PERSON IS A (NON) LINEAR COMBO OF IDENTITIES (BASIS ELEMENTS)"



EX: MATRIX OF DOMINATION



THIS IS A COMPLETE GRAPH!