



The Politics of Diversity, Inclusion, and Social Justice in Technology Development

**Workshop “Understanding the Politics of Contemporary Technologies”
International Criminological Research Unit, University of Liverpool**

Laura Schelenz
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University of Tübingen, Germany



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Research activities



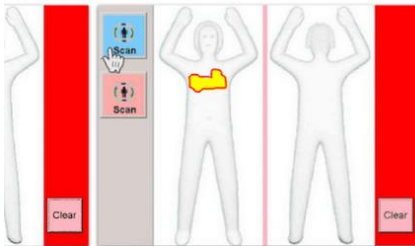
Digitalisierung
im Dialog

- Technology
- Gender
- Race/ethnicity
- Algorithmic Bias
- Social Justice
- Black Feminism

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ed in millimeter wave scanner interface, by Dr. Cary Gabriel Costello
ling While Trans: The False Promise of Better Treatment," in Trans
com/the-tsa-a-binary-body-system-in-practice_n_15540.html]

Bias in Design
(Constanza-Chock
2020)



Personalization, Popularity
Bias/Feedback Loops in
Recommendations
(Abdollahpouri 2019)



Bias in Face
Recognition Tech
(Buolamwini and
Gebru 2018)



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→ Diversity-aware technology as a solution

Technologies	Diversity features	Diversity values
<ul style="list-style-type: none"> • Recommendation Systems • Personalization • Human-computer interaction • Social computing 	<ul style="list-style-type: none"> • demographic differences • cultural differences • differences in personality • psychological aspects • (dis)ability • different social practices 	<ul style="list-style-type: none"> • tolerance • pluralism • multiculturalism • inclusion • fairness • equality



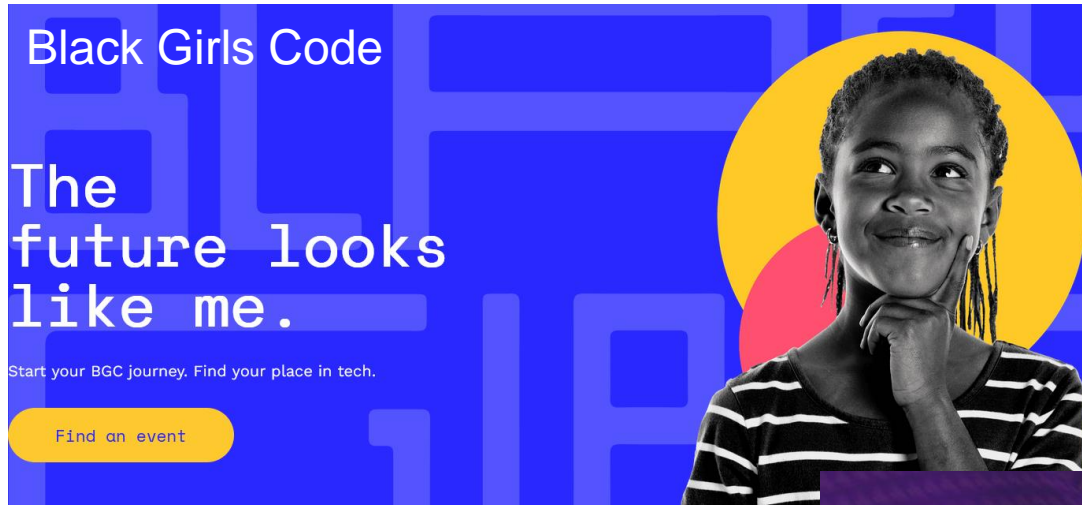
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Diversity-aware technology

- Legitimizes these technologies (cf. Vertovec 2012)
- Obscures social inequalities (cf. Dhamoon 2010; Schelenz 2022)
- Manifest mainstream markers of difference (Hanna 2020)

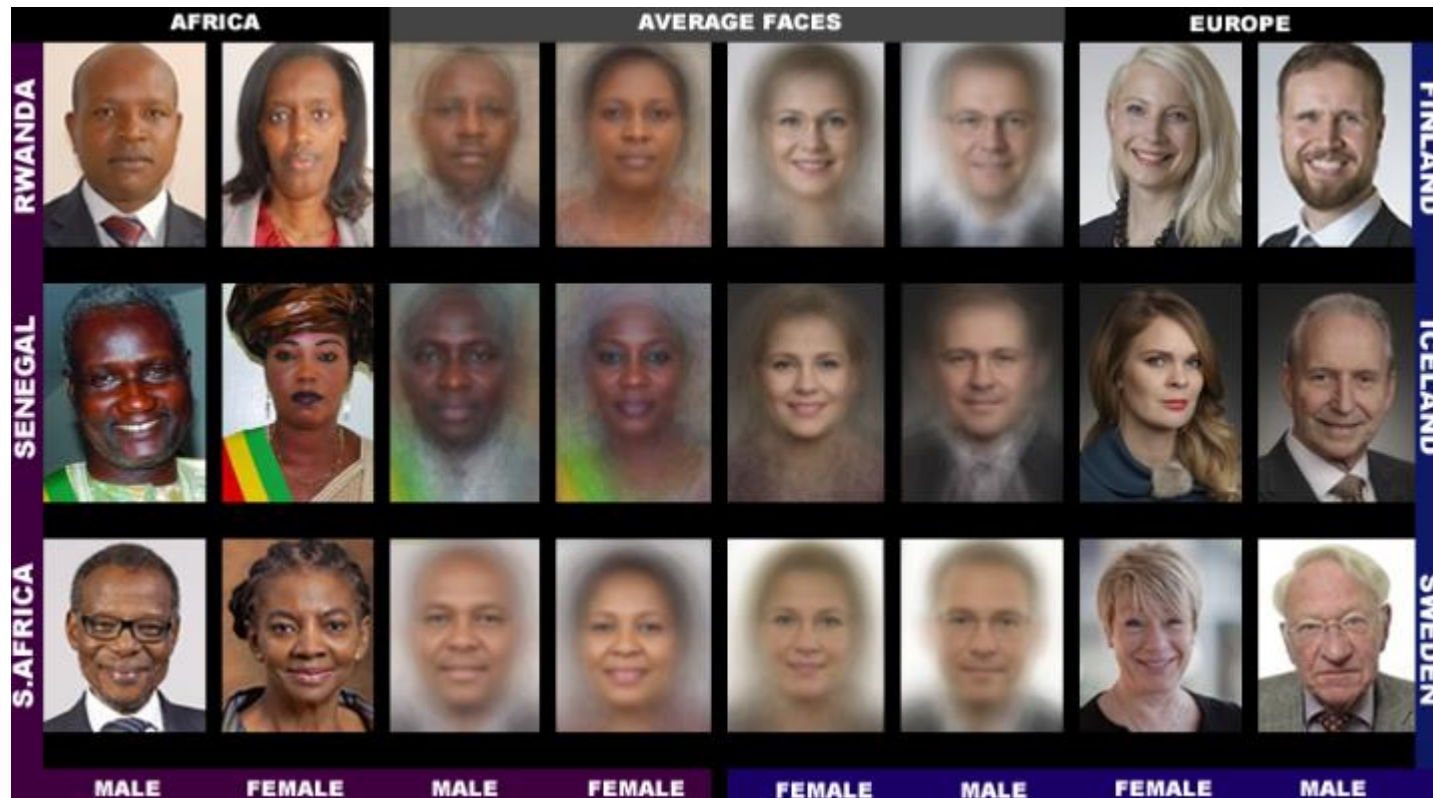


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Diversity-aware Datasets



From: Buolamwini and Gebru 2018



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Inclusion initiatives and diversity-aware datasets

- Legitimizes the status quo in companies (Ahmed 2012)
- Incorporates women into exploitative industry (Noble 2018, Zuboff 2019)
- Subjects marginalized groups to privacy loss (Hoffmann 2020)

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Safiya Umoja Noble 2018



Ruha Benjamin 2019



Sacha Costanza-
Chock 2020



Sheena Erete
2021



Jakita O. Thomas 2018



Yolanda A.
Rankin 2021

←
Ayanna
Howard 2020
→





The **Politics of Diversity, Inclusion, and Social Justice** in Technology Development

Social justice-oriented design and communities

- Contests existing power relations
- Proposes alternative futures
- Commercialization of social justice



Questions?



Thank you.

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