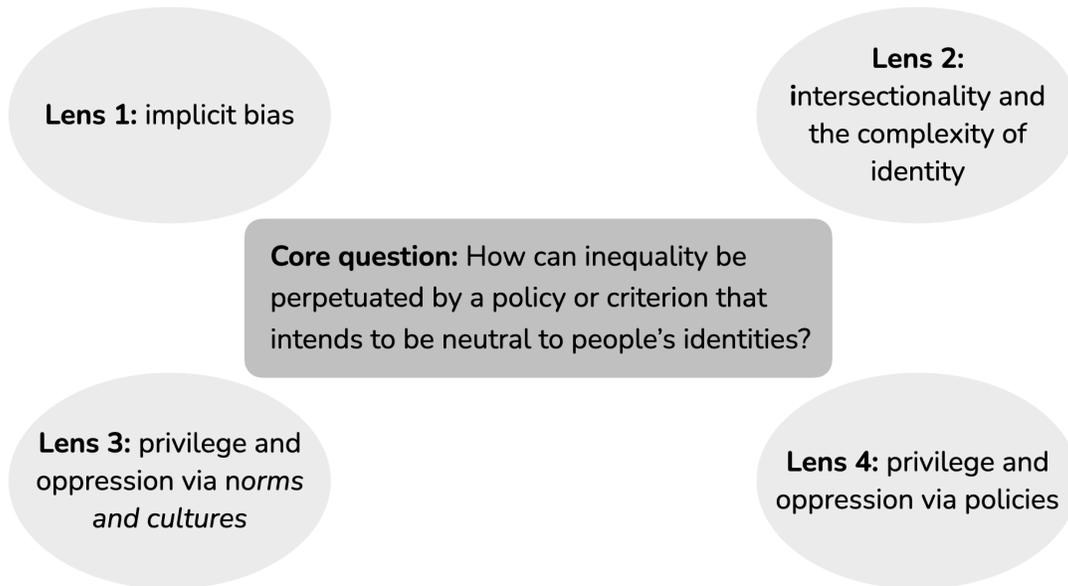


Week 2 Pre-Class Activity

Due 11:59pm Wednesday, Feb 9 via Canvas.

This week's **core question** and **lenses**¹ (diagrammed below) are motivated by the complex ways in which policies, norms, and other practices can reinforce patterns of inequality, even if (a) they appear neutral (do not explicitly treat different people differently), and (b) the individuals enacting these practices intend to be fair.



Instructions

Goals of this activity:

- ✓ Hone your *own perspective* on the core question by exploring evidence related to your [assigned lens](#)².
- ✓ Prepare to bring helpful evidence, framed through your own perspective, to in-class discussion.

1. Engage with 2+ different sources on your lens for 45+ minutes.

As you go, document points that relate to the core question, and which you think might be helpful to share with your peers in class. These can be, e.g., definitions, examples, resources, questions, arguments, self-reflections.

- For an intro to your lens, see the “topic introduction” sources (also, recall the [Class Glossary](#))
- You can also introduce your own sources (they need not be in English).

2. Summarize the points you want to share in 150+ words and submit this response on Canvas.

For some options on what you can write in this response, see [slide 2 of this presentation](#).

¹ The **core question** is the central question guiding our thinking this week. Answering this question requires considering many different fundamental concepts. We will look at this question through several such concepts, known as **lenses**.

² You are free to trade lenses with your group members, as long as all lenses are covered.

Lens 1: Implicit Bias

Source	Description
Topic introduction	
The Chase (Ch 1 of <i>The End of Bias</i>) (Nordell 2021)	A book chapter providing an introduction to Implicit Bias, describing how the concept was initially discovered and how it works. <u>(this is an outstanding reading!)</u>
Inside the Biased Brain: (Ch 2 of <i>The End of Bias</i>) (Nordell 2021)	A book chapter providing examples and details about how the way our brains incorporate information can lead to confirmation bias, stereotyping, and prejudice.
Confirmation Bias (Ethics Unwrapped 2022)	A written article and video that give an introduction to the idea of <i>confirmation bias</i> , which is bias toward ideas and information that confirm our existing beliefs.
Real-world impacts of implicit bias	
How much does everyday bias matter? (Ch 3 of <i>The End of Bias</i>) (Nordell 2021)	A book chapter providing details on impacts of implicit bias.
Informal Biases Impede Women and Minorities at “Pathways“ Leading into Academia (Dziedziech, 2014)	A written article about research on professor response rates to fictional students inquiring about research opportunities in the lab. Study shows that professors are more likely to respond to students with names suggesting certain identities.
The thick skin bias in judgments about people in poverty (Cheek et al. 2020)	A written article about biases often held about those who live in poverty, and the real impacts of these biases.
	CW: classism

Lens 2: Intersectionality and the complexity of identity

Source	Description
Topic introduction	
Professor Kimberlé Crenshaw Defines Intersectionality (Crenshaw, TED, 2018)	A video introduction to intersectionality from Professor Kimberlé Crenshaw, who coined the term.
What Does Intersectionality Actually Mean? (Blasingame et al. , 2021)	A podcast introducing the concept of intersectionality through the lens of the Atlanta spa shootings, and how it relates to gender, sexuality, race, and class. CW: references to racism, xenophobia, violence
Diverse experiences and identities within a single identity	
Black is Over (or, Special Black) from <i>Thick</i> (Cottom, 2019)	A written essay in which Professor Tressie McMillan-Cottom discusses how her experiences in American academic spaces illuminate the multidimensionality of black experiences in the US. CW: racism, occasional use of the “n” word
The inadequacy of the term “Asian-American” (Zhou, 2021)	This written article traces the etymology of “Asian American”, and discusses who might be included or left out by this term.
Applying intersectionality in practice	
Ten tips for putting intersectionality into practice (TheOpportunityAgenda, 2017)	A written article describing tips for how intersectionality, a theory, can be applied in daily life.
Straighten Up and Fly Right: Rethinking Intersectionality in HCI Research (Rankin, 2019)	An academic article on the importance of meaningfully incorporating intersectionality into HCI (human and computer interaction) research.
Exploring gender stereotypes from an intersectional perspective (Kelty-Stephen et al., 2018)	A written article describing how simple linear models used in technical research often fail to capture intersectionality, and one alternative modeling approach attempting to better capture it.
Intersectional impacts (case study: healthcare)	
Beyond the White Male Pale: Why our conversations around Autism and disability need to be intersectional (Garcha, 2021)	This written article provides examples and evidence motivating the need to consider broader identities and intersections of identities in how we think about, talk about, and research autism and disability. CW: Racism, Ableism, Sexist Language and reference to eating disorders.
Black Women's Health Through the Twin Pandemics (Intersectionality Matters, 2021)	An episode of the podcast Intersectionality Matters! led by Kimberlé Crenshaw, talking about the unique experiences of black women in the US medical system during the current pandemic, both as physicians and as patients. CW: Racism, Sexism, Classism

Lens 3: Privilege and oppression via *cultures and norms*

Source	Description
Topic introduction	
Power and Privilege (U. of Washington 2021)	A short blog post by the University of Washington introducing the concept of privilege.
Unpacking the Invisible Knapsack of White Privilege (McIntosh,1989)	One of the most widely cited written articles about the idea of privilege, what it looks like, where it comes from, and how it is sometimes perceived. This paper comes with a 24 Question True/False Self-Assessment , which can be used to identify privileges you may not be aware of.
Fact-sheet on Oppression (Ferber et al., 2010)	A written fact sheet on the topics of oppression and privilege and how they relate to identity.
How Studying Privilege Systems Can Strengthen Compassion (TED, McIntosh 2012)	A TED talk (video) by Peggy McIntosh, the author of one of the most foundational articles on privilege, describing the concept of privilege and the importance of studying it.
Personal experiences in computer science	
What Happens to Us Does Not Happen to Most of You (McKinely, 2018)	A written article describing first-hand gendered experiences of several female researchers in the field of computer architecture. CW: sexual harrasment
Lenore Blum shocked the community with her sudden resignation from CMU. Here she tells us why. (Certo, 2018)	A written interview with Professor Lenore Blum, discussing subtle but pervasive examples of sexism that occurred during her tenure at CMU.
Considering the culture of math and computer science	
Deconstructing CS Culture (Ko, 2021)	A recorded talk given by UW CS professor Amy Ko on how various aspects of computer science culture, such as its focus on objectivity and clean abstractions, can advantage dominant groups and contribute to disparities.
Why are there so few women mathematicians? (Hu, 2016)	A written article describing cultural features of math and related fields, such as the assumed requirement of “raw talent” [e.g] and focus on “objectivity” that can advantage dominant groups and contribute to disparities.
Examining culture through media	
Skirt Chasers: why the Media Depicts the Trans Revolution in Lipstick and Heels (Ch. 2 of <i>Whipping Girl</i>) (Serano, 2007)	A book chapter discussing the ways transgender and transsexual people are often inaccurately portrayed in the media, and the impacts of these portrayals. (Note: Ch.1 is also included at the link - it gives a nice intro to the book).

Lens 4: Privilege and oppression via *policies*

Source	Description
Topic introduction	
Power and Privilege (U. of Washington 2021)	A short blog post by the University of Washington introducing the concept of privilege.
Unpacking the Invisible Knapsack of White Privilege (McIntosh, 1989)	One of the most widely cited written articles about privilege: what it looks like, where it comes from, and how it is sometimes perceived. It comes with a 24 Question True/False Self-Assessment , which can be used to identify privileges one might not be aware of.
Fact-sheet on Oppression (Ferber et al., 2010)	A written fact sheet on the topics of oppression and privilege and how they relate to identity.
How Studying Privilege Systems Can Strengthen Compassion (TED, McIntosh 2012)	A TED talk (video) by Peggy McIntosh, the author of one of the most foundational articles on privilege, describing the concept of privilege and the importance of studying it.
Social implications of computational tools	
Predictive Policing in Pittsburgh (CAPP-PGH, 2020)	A recorded talk given by three CMU PhD students (two in CSD) on predictive policing in Pittsburgh, CMU's involvement, and the implications of this practice for communities in Pittsburgh. CW: Racism, Policing
Assessing Risk, Automating Racism (Benjamin, 2019)	A written article about the impact of technology on automating racial discrimination via case studies.
When policies overlook the existence or unique experiences of certain identities	
My search for a restroom is blocked by binary bathrooms and cisgender math equations. (Ross, 2021)	A written article by a CMU Assistant Professor describing the Allegheny County Plumbing Code and its impacts for non-cisgendered people.
Racial Color Blindness: Emergence, Practice, and Implications (Apfelbaum et al., 2012)	An academic paper describing the practice of color blindness, critiques of the practice from multiple disciplines, and suggestions for alternative practices.
Enduring inequalities resulting from historical housing segregation policies in the US	
How redlining's racist effects lasted for decades (Badger, 2017)	A written article describing how US housing policies in the 1900s created patterns of racial inequality that still persist today in the US, and which pervade many social systems beyond housing. CW: Racism
Housing segregation in everything (Gutierrez et al., 2018)	A short video (plus a longer podcast) describing how US housing policies in the 1900s created patterns of racial inequality that still persist today in the US, across many social systems beyond housing.