REPORT on CSCW 2018 Diversity & Inclusion Lunch
Monday 5th November 2018

D&I Chairs of CSCW 2018:
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The Diversity and Inclusion Lunch at ACM CSCW 2018 brought together participants at CSCW 2018 to discuss the topic of inclusion both for conference participants and in research presented at the conference. Diversity lunches are common at ACM conferences such as CHI and serve as an effective way to raise awareness and build community around this important issue.

The lunch included a panel of four speakers to discuss relevant issues around diversity and inclusion in technology development and usage. During this event the diversity and inclusion co-chairs awarded five “Recognitions for Contribution to Diversity and Inclusion” to authors of top papers within the conference, recognizing their efforts to promote inclusion by studying or serving an underrepresented minority.

We structured this report as follows: the organization of the lunch, details to the panel and recognized papers, before we show some lessons learned for future events.

Organisation
CSCW hosted the diversity and inclusion lunch on Monday 5th November 2018 (12:30-2:30) at the conference hotel. During lunch we celebrated papers recognized for their efforts to serve under-represented and marginalized communities and heard from a panel of experts on the topic. Due to limited space, we asked participants to register for the raffle if they would like to join. For that, we used a survey linked to the conference website (https://cscw.acm.org/2018/program/inclusion.html) for asking their interest for participation, their dietary preferences, and additionally, the reasons for their interest to the D&I lunch. Besides practical information this was very interesting to see what CSCW conference participants interested most in such an activity. The most relevant remarks were:

- Many were very curious about how to implement a discussion in such a community to be inclusive (in times when so much exclusivity is going on overall).
- Some wanted to see how diversity is incorporated in CSCW’s work and agenda. (This is a new issue in this format!)
- Some wanted to meet people they otherwise wouldn’t have a chance to. Some knew these lunches from CHI and wanted to experience it again here. Lunch is a good setting to meet others informally.
- Some considering themselves as part of a minority wanted to meet other people in the CSCW community who also considers themselves a minority.
• Some wanted to find a partner/peer to talk about their research program focusing on a minority, wanted to hear others’ experiences, and share their experiences with others.
• Some wanted to discuss opportunities and challenges for CSCW systems to help us feel safe, heard, and included. Such events are good opportunities to bring people together to facilitate a rational discourse.
• Some were interested to find out how our diversity of experiences shifts our perspectives in the research and design of computing systems. Some were wondering how an inclusive research look like. One was even interested in computational models of diversity and wanted to understand how such algorithms can be applied in practice to serve under-represented and marginalized people.

One remark was: “Diversity & Inclusion is the FUTURE!”

The lunch was organized in a hall that could host more than 200 participants (see the photo below). We could offer 165 lunches that was financed by ACM and by the conference itself. The original planned budget was:

• $4000 to cater lunch
• $1000 travel support for the organizers

The hotel had to organize the lunch boxes, because this was their policy, which we were not aware of by the time of planning the lunch. This was an unpleasant surprise and it raised the price of the lunch boxes incl. service to $50 instead of $15 as we calculated in our proposal. Seeing the number of the participants who registered for the D&I lunch, we asked the conference organisation whether they can help us. Fortunately, they offered us the gap to order as many lunch boxes as the participants who has registered for the D&I lunch. We did not raffle. We are grateful for this support!
Panel
We started the D&I lunch with a panel. We created a list of potential panelists that we contacted after seeing the finalized conference program. We invited only panelists to the lunch who has already registered for the conference. This way we did not need to cover traveling costs for the panelists.

At the lunch our panelists were (see the photo, from left to right):

- Pernille Bjørn, University of Copenhagen, Denmark
- Rosta Farzan, University of Pittsburgh, USA
- Lynn Dombrowski, Indiana University Purdue Univ. Indianapolis, USA
- Robert James Comber, KTH Royal Institute of Technology, Sweden
- Niloufar Salehi, (Organizer & D&I Co-Chair)
- Hilda Tellioglu, TU Wien, Austria (Organizer & D&I Co-Chair)

During the panel there was an interesting discussion between the participants and the panelists. Here some impressions from the panel and the discussion afterwards.
Recognitions
For the first time in the history of ACM CSCW conferences, we introduced “Recognitions for Contribution to Diversity and Inclusion” to authors of top papers within the conference, recognizing their efforts to promote inclusion by studying or serving an under-represented minority.

The selection process was as follows:

- Reviewers nominated papers for the recognition.
  - 23 papers in the online first round
  - 38 in the second round of reviews
- Diversity and inclusion chairs reviewed the papers independently and nominated 10–15 each. We based this phase on the following criteria:
  - WHO: Does this paper serve an under-represented or marginalized group of people?
  - ETHICS: Are the authors considerate of the ethical implications of their work?
  - Potentially negative societal impacts: Are there any potentially harmful implications that would disqualify the paper? (Luckily, we found none.)
- We narrowed the selection to five papers while making an effort for those papers to be inclusive in terms of gender/age/disabilities.

Our detailed questions in the reviewing and selection process were:

- Does this paper seek to serve the interests of an underrepresented minority?
- Does the paper consider ethical aspects in the research approach (theoretically and conceptually) and methodologies (practically), especially in dealing with the persons involved in the study?
- How inclusive is the paper to different age groups, people with diverse culturally and linguistically backgrounds or gender?
- Is the term diversity used as acceptance and respect in the paper? (That means understanding that each individual is unique and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.)
- Does the paper explore these differences in a safe, positive, and nurturing environment?
- Does the paper suggest solutions to identified problems related to diversity issues? Are these solutions inclusive?
- Does the paper acknowledge and engage with questions of potentially negative societal impacts of the research?
- Does the paper reflect on its approach and methodologies from diversity and inclusion point of view?
- Does the paper contain/provide lessons learned regarding improving diversity and inclusion support in research?
The result was the selection of five papers:

- **Care as a Resource in Underserved Learning Environments**  
  Naveena Karusala, Georgia Tech  
  Aditya Vishwanath, Georgia Tech  
  Arkadeep Kumar, Georgia Tech  
  Aman Mangal, Zeotap GmbH  
  Neha Kumar, Georgia Tech

- **Social Photo-Elicitation: The Use of Communal Production of Meaning to Hear a Vulnerable Population**  
  Aakash Gautam, Virginia Tech  
  Chandani Shrestha, Virginia Tech  
  Deborah Tatar, Virginia Tech  
  Steve Harrison, Virginia Tech

- **Personal Informatics in Interpersonal Contexts: Towards the Design of Technology that Supports the Social Ecologies of Long-Term Mental Health Management**  
  Elizabeth Murnane, Stanford University  
  Tara Walker, University of Colorado Boulder  
  Beck Tench, University of Washington  
  Stephen Voida, University of Colorado Boulder  
  Jaime Snyder, University of Washington

- **Safe Spaces and Safe Places: Unpacking Technology-Mediated Experiences of Safety and Harm with Transgender People**  
  Morgan Klaus Scheuerman, University of Maryland, Baltimore County  
  Stacy M Branham, University of Maryland, Baltimore County  
  Foad Hamidi, University of Maryland, Baltimore County

- **Digital Technologies and Intimate Partner Violence: A Qualitative Analysis with Multiple Stakeholders**  
  Diana Freed, Cornell Tech  
  Jackeline Palmer, City College of New York  
  Diana Elizabeth Minchala, Hunter College  
  Karen EC Levy, Cornell University  
  Thomas Ristenpart, Cornell Tech  
  Nicola Dell, Cornell Tech

In the following we added some impressions of the awarding part of the lunch.
Recognition of Contribution to
DIVERSITY & INCLUSION

New York City's Hudson River, USA, November 3-7, 2018

Vanessa Evers & Max Naaman
General Chairs

Niloufar Salehi & Hilda Tellioğlu
Diversity & Inclusion Chairs

H. Tellioğlu
**Lessons Learned**

Some feedback to our D&I Lunch from the participants’ point of view can be summarized as follows:

- Participants liked it, got to us, and congratulated the new approach.
- Winners of the recognition were very excited and surprised that their effort was recognized this way.
- Participants were really listening to the statements of the panelists.
- There were very interesting questions from the audience to the panelists that they could answer very professionally.
- Organizers of the conference were really positively surprised that we created something new and interesting around the topic D&I, asked the chairs to continue with this idea and format in the next conferences.

We know now that D&I Lunch at CSCW 2018 was a success and moved a lot of things in the heads of conference participants. Besides the very interesting panelists who shared different aspects of diversity and inclusion in their academic work and research subjects, the recognition of papers with a focus on diversity and inclusion made this subject more relevant and interesting to consider in future research work. We wanted to show that these categories are important ones and our colleagues should really think about to include diversity and inclusion aspects in their methodologies, theories they use or create, as well as in the analysis of their work. We think that this was a good step forward to that direction.

To establish such a paradigm shift in CSCW research needs sustainability of the activities. We think that these D&I Lunches with a panel and recognition of papers should continue in future conferences.