LEADERSHIP EXPERIENCE

Crafting Gender Inclusive Guidelines for the HCI Community

Leadership is an opportunity to build tools and resources through collaboration. In this essay, I will describe a specific instance of leadership I am most proud of. Through a yearlong effort, I led an effort to create guidelines for improving gender visibility and inclusivity in the field of human-computer interaction (HCI). Having noticed a dearth of resources for conducting and writing research that addresses gender diversity in an inclusive way, I wanted to contribute comprehensible guidelines for writers and researchers to improve their engagement with gender. To do this, I led a workshop at the social computing conference, CSCW, in 2018. I invited HCI scholars to contribute their thoughts on improving engagement with gender in a variety of applicable areas: conducting research, writing reports and papers, designing infographics, and organizing professional events. Over a dozen academics attended, contributing their thoughts and discussing their perspectives during the workshop.

I then invited academic collaborators who have been leaders on gender representation in HCI to contribute to a document of tangible gender guidelines. I led a team of four co-authors in creating the final document: "HCI Guidelines for Gender Equity and Inclusivity" [1]. Throughout the process, I managed deadlines and milestones in completing sections, communicated with previous workshop participants for iterative feedback, and assigned editors to each section of the piece.

I had no way of anticipating the far-reaching impact this document would have. After the document went live, scholars began to reach out with how they were using it in their professions and research. The document has been shared widely within HCI, and even outside of HCI, with law professionals and educators contacting me to say it has been helpful in their fields. I have been invited to give a talk on the guidelines at Facebook, showcasing its utility for industry professionals as well. Its widespread reception as a resource has proven that leadership through collaboration creates powerful outcomes—outcomes that contribute to community-wide impact and beyond. Leading—and more crucially, completing—the project took dedication, initiative, and drive.

References
1. Morgan Klaus Scheuerman, Katta Spiel, Oliver Haimson, Foad Hamidi, and Stacy M. Branham. 2019. HCI Guidelines for Gender Equity and Inclusivity. https://www.morgan-klaus.com/gender-guidelines.html