

## Morgan Klaus Scheuerman

Research Scientist  
AI Ethics  
Sony AI

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## Research Interests

Ethical AI, social computing, algorithmic identity, technical infrastructures, marginalized communities, social impact of emerging technologies, feminist HCI.

## Education

- 2023 **Ph.D.**, Information Science  
**Master of Science**, Information Science  
University of Colorado Boulder  
Dissertation: *Envisioning Identity: The Social Production of Computer Vision*  
Committee: Jed R. Brubaker (Chair), Casey Fiesler, Mary L. Gray, Allison Woodruff, Robin Burke
- 2018 **Master of Science**, Human-Centered Computing  
University of Maryland, Baltimore County (UMBC)  
Master's Thesis: *Exploring Technology Use for Identity Mediation by Individuals with Diverse Gender Identities*  
Committee: Stacy M Branham (Chair), Foad Hamidi, Amy Hurst, Casey Fiesler
- 2016 **Bachelor of Arts**, Communication  
Minor in Women, Gender, & Sexuality Studies Goucher College  
Intensive Course Abroad: Arts Administration in Amsterdam, Netherlands
- 2011 **Associate of Arts**, Photography  
Harford Community College

## Positions

- APRIL **Sony AI (AI Ethics)**  
2024- Research Scientist  
PRESENT
- 2023- **University of Colorado Boulder**  
2024 Postdoctoral Associate
- JAN- **Twitch**  
MARCH Research consultant  
2022
- APR-SEPT **Microsoft Research (FATE)**  
2021 Research Contractor on Gender in Image Captioning
- AUG **Google (Ethical AI)**  
2020-JAN Student Research Fellow  
2021

SUMMER **University of Colorado Boulder (CU Boulder)**  
 2021 GRA (Graduate Research Assistant)  
 Grant: Pervasive Data Ethics for Computational Research (PERVADE)

SUMMER **Google (Ethical AI)**  
 2020 Research Intern

SUMMER **Facebook (Community Integrity)** — Menlo Park, CA  
 2019 UX Research Intern

2019- **University of Colorado Boulder**  
 2020 GRA (Graduate Research Assistant)  
 Grant: Humanizing Algorithms

2016- **University of Maryland, Baltimore County**  
 2017 Research Assistant  
 Project: Exploring Ultra-Mobile Navigation Aids for Blind People  
 Research Team: Amy Hurst, Stacy Branham, Ali Abdolrahmani, William Easley

## Teaching

|                           |  |
|---------------------------|--|
| <b>Training</b>           | 2023 <b>Certificate in College Teaching</b><br>The Center for Teaching & Learning, University of Colorado Boulder  |
| <b>Courses Taught</b>     | 2023 <b>INFO 2001/4001: Portfolios and Professions</b><br>Information Science, University of Colorado Boulder  |
| <b>Teaching Assistant</b> | 2021 <b>INFO 1121: Designing Interactions</b><br>University of Colorado Boulder<br>Instructor: Laura Devendorf   |
|                           | 2019- <b>INFO 1101: Computation in Society</b><br>2018 University of Colorado Boulder<br>Teaching Assistant<br>Instructors: William Aspray, Roshanna Sylvester       |
|                           | 2016 <b>Special Topics: 3D Printing and Entrepreneurship</b><br>University of Maryland, Baltimore County<br>Volunteer Teaching Assistant<br>Instructor: Erin Buehler |
| <b>Guest Lectures</b>     | 2022 <b>Technological Benevolence</b><br>University of Colorado Boulder<br>INFO 4871/5871: Race and Technology<br>Instructor: Bryan Semaan                           |
|                           | <b>Detecting and Surveilling Gender and Sexuality</b><br>University of Michigan<br>SI 719: Gender, Sexuality, and Technology<br>Instructor: Oliver Haimson           |
|                           | 2021 <b>How We've Taught Algorithms Identity</b><br>University of Washington   |

HCDE 298: Inclusive Design

Instructor: Calvin Liang

### **How Computers See Gender**

University of Colorado Boulder

INFO 4871/CSCI 4830: Fairness and Bias in AI

Instructor: Robin Burke

#### **2020 How Computers See Gender**

Northwestern University

CS 396/496: Human Centered Machine Learning

Instructor: Stevie Chancellor

### **Gender Discourse in Facial Analysis Technologies**

MIT

Crowd Sourced City: Social Media, Technology and Planning Processes

Instructor: Catherine D'Ignazio

### **How Computers See Gender**

University of Colorado Boulder

INFO 3504: Problems in Information Science: Digital Identity

Instructor: Jed Brubaker

### **Safety on Social Media for Transgender Individuals**

Michigan Law, University of Michigan

Information Privacy, Surveillance and Exposure

Instructors: Barb McQuade, Florian Schaub

#### **2019 Designing Surveys**

University of Colorado Boulder

INFO 1111: Understanding the World Through Data

Instructor: Jed Brubaker

## **Awards**

### **Research Awards**

#### **2023 Outstanding PhD Graduate Award**

Awarded by the CU Boulder Information Science Department

#### **2022 Honorable Mention**

CSCW 2022 (Top 3%)

#### **Recognition for Contribution to Diversity and Inclusion**

CSCW 2022

#### **2021 Best Paper Award**

CSCW 2021 (Top 1%)

#### **Honorable Mention**

CHI 2021 (Top 5%)

#### **2020 Best Paper Award**

CSCW 2020 (Top 1%)

**Recognition for Contribution to Diversity and Inclusion**

CSCW 2020

**Outstanding Research Award**

Awarded by the CU Boulder Information Science Department for the 2019-2020 Academic Year

**2019 Best Paper Award**

CSCW 2019 (Top 1%)

**Interdisciplinary Ethics Tech Competition**

1<sup>st</sup> Place Winner (\$10,000 scholarship from the Daniels Fund Ethics Initiative)

Hosted Colorado Law School and Silicon Flatirons

**2018 Recognition for Contribution to Diversity and Inclusion**

CSCW 2018 (Top 5 of 61 Selected Diversity Papers)

**Best Paper Award**

CHI 2018 (Top 1%)

**Funding  
Awards**

**2023 PAC Travel Award**

Postdoctoral Association of Colorado, Boulder (PAC Boulder)

Amount: \$200

**2021 2021 Microsoft Research PhD Fellowship**

**Facebook PhD Fellowship Finalist**

(Top 3.5%)

**Google PhD Fellowship Finalist**

**Martin Graduate Scholarship**

For travel to CHI 2021

Amount: \$150

**2020 Gerald C. Bean Scholarship**

CMCI (College of Media, Communication and Information) at University of Colorado Boulder

Amount: \$500

**GPSG Travel Grant**

Graduate and Professional Student Government (GPSG) at the University of Colorado Boulder

Amount: \$100

**2019 Identity Lab Research Grant**

University of Colorado Boulder

Amount: \$1000

**CMCI Travel Grant**

CMCI (College of Media, Communication and Information) at University of Colorado Boulder

Amount: \$500

**2018 UGGS Travel Grant**

United Government of Graduate Students (UGGS) at University of Colorado Boulder

Amount: \$300

### CMCI Travel Grant

CMCI (College of Media, Communication and Information) at University of Colorado Boulder  
Amount: \$500

### Information Science PhD Fellowship

University of Colorado Boulder  
Amount: \$1750

### Graduate Student Association Travel & Presenter Grant

Graduate Student Association at University of Maryland, Baltimore County  
Amount: \$500

### 2017 Google Travel and Conference Grant

Amount: \$500 + conference registration

### Graduate Student Association Travel & Presenter Grant

Graduate Student Association at University of Maryland, Baltimore County  
Amount: \$750

## Grants

### Federal Grants

*Under Review* HCC: Small: Queer Data: Developing a Human-Centered Framework to Address Technical, User, and Organizational Needs in the Design of LGBTQ+ Data.  
National Science Foundation.  
Co-PI with Jed Brubaker (PI).

## Publications

### Journals > Peer-Reviewed > Archival

- [J10] Katy Weathington, [Morgan Klaus Scheuerman](#), and Jed R. Brubaker. **XOXO or XX/XY? Gender Essentialism and Queer Exclusion on Dating Apps.** *Proc. ACM Hum.-Comput. Interact.*, CSCW 2025.
- [J9] [Morgan Klaus Scheuerman](#), Katy Weathington, Tarun Mugunthan, Emily Denton, and Casey Fiesler. **From Human to Data to Dataset: Mapping the Traceability of Human Subjects in Computer Vision Datasets.** *Proc. ACM Hum.-Comput. Interact.* 7, CSCW1, Article 55 (April 2023), 33 pages.
- [J8] Jessica L. Feuston, Michael Ann DeVito, [Morgan Klaus Scheuerman](#), Katy Weathington, Marianna Benitez, Bianca Z. Perez, Lucy Sondheim, and Jed R. Brubaker. **“Do You Ladies Relate?”: Experiences of Gender Diverse People in Online Eating Disorder Communities.** *Proc. ACM Hum.-Comput. Interact.* 6, CSCW2, Article 420 (November 2022), 32 pages.  
(Honorable Mention Award: Top 3%. Recognition for Contribution to Diversity and Inclusion.)
- [J7] [Morgan Klaus Scheuerman](#), Madeleine Pape, and Alex Hanna. **Auto-Essentialization: Gender in Automated Facial Analysis as Extended Colonial Project.** *Big Data & Society.* December 2021, 15 pages.
- [J6] [Morgan Klaus Scheuerman](#), Jialun Aaron Jiang, Casey Fiesler, and Jed R. Brubaker. **A Framework of Severity for Harmful Content Online.** *Proc. ACM Hum.-Comput. Interact.* 5, CSCW2, Article 368 (October 2021), 33 pages.
- [J5] [Morgan Klaus Scheuerman](#), Emily Denton, and Alex Hanna. **Do Datasets Have Politics? Disciplinary Values in Computer Vision Dataset Development.** *Proc. ACM Hum.-Comput. Interact.* 5, CSCW2, Article 317 (October 2021), 37 pages.  
(Best Paper Award: Top 1%.)

- [J4] Jialun Aaron Jiang, [Morgan Klaus Scheuerman](#), Casey Fiesler, and Jed R. Brubaker. **Understanding international perceptions of the severity of harmful content online.** *PLOS ONE* 16(8): e0256762. August 2021.
- [J3] [Morgan Klaus Scheuerman](#), Kandrea Wade, Caitlin Lustig, Jed R. Brubaker. **How We've Taught Algorithms to See Identity: Constructing Race and Gender in Image Databases for Facial Analysis.** *Proc. ACM Hum.-Comput. Interact.* 4, CSCW1, Article 58 (May 2020), 35 pages.  
(Best Paper Award: Top 1%. Recognition for Contribution to Diversity and Inclusion.)
- [J2] [Morgan Klaus Scheuerman](#), Jacob M. Paul, Jed R. Brubaker. **How Computers See Gender: An Evaluation of Gender Classification in Commercial Facial Analysis and Image Labeling Services.** *Proc. ACM Hum.-Comput. Interact.* 3, CSCW, Article 144 (November 2019), 33 pages.  
(Acceptance rate: 31%. Best Paper Award: Top 1%.)
- [J1] [Morgan Klaus Scheuerman](#), Stacy M Branham, and Foad Hamidi. **Safe Spaces and Safe Places: Unpacking Technology-Mediated Experiences of Safety and Harm with Transgender People.** 2018. PACMHCI. Volume 2, CSCW Issue. *In Proceedings of the ACM on Human-Computer Interaction*, Vol. 2, CSCW, Article 155 (November 2018). ACM, New York, NY. 28 pages.  
(Acceptance rate: 25%. Recognition for Contribution to Diversity and Inclusion.)
- [C9] Dora Zhao, [Morgan Scheuerman](#), Pooja Chitre, Jerone Andrews, Georgia Panagiotidou, Shawn Walker, Kathleen H. Pine, and Alice Xiang. **A Taxonomy of Challenges to Curating Fair Datasets.** *In The Thirty-eight Conference on Neural Information Processing Systems Datasets and Benchmarks Track.* December 10-15, 2024, Vancouver, Canada.
- [C8] [Morgan Klaus Scheuerman](#). **In the Walled Garden: Challenges and Opportunities for Research on the Practices of the AI Tech Industry.** *In The 2024 ACM Conference on Fairness, Accountability, and Transparency (FAccT '24)*, June 03-06, 2024, Rio de Janeiro, Brazil. ACM, New York, NY, USA, 11 pages.
- [C7] [Morgan Klaus Scheuerman](#) and Jed R. Brubaker. **Products of Positionality: How Tech Workers Shape Identity Concepts in Computer Vision.** *Proceedings of the CHI Conference on Human Factors in Computing Systems (CHI '24)*, May 11-16, 2024, Honolulu, HI, USA. ACM, New York, NY, USA, 18 pages.  
(Best Paper Award: Top 1%).
- [C6] Jared Katzman, Angelina Wang, [Morgan Klaus Scheuerman](#), Su Lin Blodgett, Kristen Laird, Hanna Wallach, Solon Barocas. **Representational Harms in Image Tagging.** AAAI 2023.
- [C5] [Morgan Klaus Scheuerman](#), Jialun Aaron Jiang, Katta Spiel, and Jed R. Brubaker. **Revisiting Gendered Web Forms: An Evaluation of Gender Inputs with (Non-)Binary People.** *In CHI Conference on Human Factors in Computing Systems (CHI '21)*, May 8–13, 2021, Yokohama, Japan. ACM, New York, NY, USA, 27 pages.
- [C4] Cynthia L. Bennett, Cole Gleason, [Morgan Klaus Scheuerman](#), Jeffrey P. Bigham, Anhong Guo, and Alexandra To. **"It's Complicated": Negotiating Accessibility and (Mis)Representation in Image Descriptions of Race, Gender, and Disability.** *In CHI Conference on Human Factors in Computing Systems (CHI '21)*, May 8–13, 2021, Yokohama, Japan. ACM, New York, NY, USA, 31 pages.  
(Honorable Mention: Top 5%.)
- [C3] Inioluwa Deborah Raji, [Morgan Klaus Scheuerman](#), and Razvan Amironesei. **"You Can't Sit With Us": Exclusionary Pedagogy in AI Ethics Education.** *In ACM Conference on Fairness, Accountability, and Transparency (FAccT'21)*, March 3–10, 2021, Virtual Event, Canada. ACM, New York, NY, USA, 11 pages.

[C2] Foad Hamidi, **Morgan Klaus Scheuerman**, Stacy M Branham. **Gender Recognition or Gender Reductionism? The Social Implications of Automatic Gender Recognition Systems.** In *Proceedings of the 2018 CHI Conference on Human Factors in Computing Systems (CHI '17)*. Montréal, Canada. April 21-26, 2018.  
(Acceptance rate: 23%. Best Paper Award: Top 1%.)

[C1] Stacy M Branham, Ali Abdolrahmani, William Easley, **Morgan Klaus Scheuerman**, Erick Ronquillo, and Amy Hurst. **Is Someone There? Do they have a Gun?" How Visual Information about Others Can Improve Personal Safety Management for Blind Individuals.** In *Proceedings of the 19th International ACM SIGACCESS Conference on Computers and Accessibility (ASSETS '17)*. Baltimore, Maryland. October 30 – November 1, 2017.  
(Acceptance rate: 26%.)

Short Works  
> Peer-reviewed  
> Archival

[S4] **Morgan Klaus Scheuerman**. **Contesting efficacy: tensions between risk and inclusion in computer vision technology.** *Future Humanities*, 2, e12. 2024.

[S3] Jiarun Dai, Sehba Wani, Zauryn Robinson, Naila Hajiyeve, and **Morgan Klaus Scheuerman**. **Digitally Dysfunctional: How HCI Researchers Examine BIPOC Interactions with Recommendation Algorithms.** *iConference 2024*. Changchun, China. April 22 - 26, 2024.

[S2] **Morgan Klaus Scheuerman**, William Easley, Ali Abdolrahmani, Amy Hurst, Stacy M Branham. **Learning the Language: The Importance of Studying Written Directions in Designing Navigational Technologies for the Blind.** *ACM CHI Conference Extended Abstracts on Human Factors in Computing Systems (CHI EA '17)*. Denver, Colorado. May 6-11, 2017  
(Late Breaking Work | Acceptance rate: 38.7%.)

[S1] **Morgan Klaus Scheuerman** and Jed Brubaker. **Gender Recognition Technology.** In A. Goldberg, & G. Beemyn (Eds.), *The SAGE Encyclopedia of Trans Studies (Vol. 1, pp. 329-329)*. SAGE Publications, Inc. 2021.  
(Encyclopedia Entry.)

Workshops /  
SIGs Co-  
Organized  
> Peer-  
Reviewed  
> Archival

[WO4] Rida Qadri, Fernando Diaz, Alex Hanna, Nick Seaver, **Morgan Klaus Scheuerman**. **Cultures of AI and AI for Culture.** *NeurIPS 2022*. Virtual Workshop.

[WO3] **"Responsible Language Technologies: Foreseeing and Mitigating Harms."** Su Lin Blodgett, Q. Vera Liao, Alexandra Olteanu, Rada Mihalcea, Michael Muller, **Morgan Klaus Scheuerman**, Chenhao Tan, Qian Yang. *CHI 2022*.

[WO2] Michael Ann DeVito, Caitlin Lustig, Ellen Simpson, Kimberley R Allison, Tya Chuanromanee, Katta Spiel, Amy J Ko, Jennifer Rode, Brianna Dym, Michael Muller, **Morgan Klaus Scheuerman**, Ashley Marie Walker, Jed R. Brubaker, Alex A. Ahmed. **Queer in HCI: Strengthening the Community of LGBTQIA+ Researchers and Research.** Special Interest Group convened as part of the Annual ACM Conference on Human Factors in Computing Systems (CHI). Yokohama, Japan. 2021.

[WO1] Michael Ann DeVito, Ashley Marie Walker, Caitlin Lustig, Amy J. Ko, Katta Spiel, Alex A. Ahmed, Kimberley Allison, **Morgan Klaus Scheuerman**, Brianna Dym, Jed R. Brubaker, Ellen Simpson, Naveen Bagalkot, Noopur Raval, Michael Muller, Jennifer Rode, and Mary L. Gray. **Queer in HCI: Supporting LGBTQIA+ Researchers and Research Across Domains.** Special Interest Group convened as part of the Annual ACM Conference on Human Factors in Computing Systems (CHI). Honolulu, Hawaii. 2020.

Doctoral  
Consortia

[D1] **Morgan Klaus Scheuerman**. 2022.  
**Envisioning Identity: The Social Production of Human-Centric Computer Vision Systems.**

> Peer-  
Reviewed  
> Archival

In Companion Publication of the 2022 *Conference on Computer Supported Cooperative Work and Social Computing (CSCW'22 Companion)*. Association for Computing Machinery, New York, NY, USA, 210–213. <https://doi.org>

Workshop  
Papers  
> Peer-  
Reviewed  
>Non-Archival

- [WP7] Katy Weathington and **Morgan Klaus Scheuerman**. **Harm and Data Science: Framing Negative Human Outcomes as a Data Science Problem**. CSCW Workshop on *Interrogating Data Science*. October 2020.
- [WP6] Malinda Dietrich, Katy Weathington, **Morgan Klaus Scheuerman**. **Defining Data: Questions of “Numerical Facts.”** CSCW Workshop on *Interrogating Data Science*. October 2020.
- [WP5] Emily Denton, Alex Hanna, Razvan Amironesei, Andrew Smart, Hilary Nicole, **Morgan Klaus Scheuerman**. **Bringing the People Back In: Contesting Benchmark Machine Learning Datasets**. ICML Workshop on *Participatory Approaches to Machine Learning*. July 2020.
- [WP4] **Morgan Klaus Scheuerman**. **Contesting Efficacy: Tensions Between Risk and System Efficacy in Facial Analysis Software**. CSCW Workshop on *Contestability In Algorithmic Decision Making*. November 2019.
- [WP3] Anthony T. Pinter, **Morgan Klaus Scheuerman**, Jed R. Brubaker. **Designing and Carrying Out Conscientious Research with Marginalized Groups**. CSCW Workshop on *Social Technologies for Digital Wellbeing Among Marginalized Communities*. November 2019.
- [WP2] **Morgan Klaus Scheuerman** and Jed Brubaker. **Gender is not a Boolean: Towards Designing Algorithms to Understand Complex Human Identities**. CSCW Workshop on *The Changing Contours of “Participation” in Data-driven, Algorithmic Ecosystems: Challenges, Tactics, and an Agenda*. November 2018.
- [WP1] **Morgan Klaus Scheuerman**, Foad Hamidi, Stacy M Branham. **(Ab)user-Centered Design? Considering the Involvement of Abusers in the Design Process**. CHI Workshop on *Understanding “Bad Actors” Online*. April 2018.

Media  
Writings

- [M1] Foad Hamidi, **Morgan Klaus Scheuerman**, Stacy M Branham. **Can Gender Be Computed?** *Scientific American* via *The Conversation US*. May 15, 2018.  
<https://www.scientificamerican.com/article/can-gender-be-computed/>

Other  
Research  
Activities

- [O1] Informal workshop on developing gender inclusive guidelines for conducting HCI and social computing research.  
<https://www.morgan-klaus.com/gender-guidelines.html>  
CSCW 2018. Jersey City, New Jersey.

## Press Coverage

- [P23] **Facial Recognition: Coming Soon to an Airport Near You**.  
The New York Times. February 19, 2024.  
<https://www.nytimes.com/2024/02/18/travel/facial-recognition-airports-biometrics.html>
- [P22] **Machines and Masculinity with Morgan Klaus Scheuerman and Sandy Stone**.  
“The Missing Link” by The Swaddle.  
<https://open.spotify.com/episode/0eJUMauXVn8PLeloHTfMcW>
- [P21] **Why new facial recognition airport screenings are raising concerns**  
CU Boulder Today. July 11, 2023  
<https://www.colorado.edu/today/2023/07/11/why-new-facial-recognition-airport-screenings-are-raising-concerns>



- [P20] **Race, Gender, and Artificial Intelligence: Interview with Morgan Klaus Scheuerman**  
The Gadfly. October 9, 2021  
<https://www.thegadflymagazine.org/home-1/race-gender-and-artificial-intelligence-interview-with-morgan-klaus-scheuerman>
- [P19] **Examining the Consequences of Machine Learning with Morgan Klaus Scheuerman**  
KGNU's OutSources. August 16, 2021  
<https://news.kgnu.org/2021/08/outsources-examining-the-consequences-of-machine-learning-with-morgan-klaus-scheuerman/>
- [P18] **Morgan Klaus Scheuerman on Discrimination in Facial Analysis Software**  
Radio 1190. June 23, 2021  
<https://soundcloud.com/radio-1190/morgan-klaus-scheuerman-discrimination-facial-analysis-software>
- [P17] **Gender identity in data and computer systems with Morgan Klaus Scheuerman**  
Volume Podcast. March 9, 2021  
[https://open.spotify.com/episode/1dEkdEIPmAQ5BXLTMWduav?si=6Dajj\\_gURiSj7U3PKLfCg](https://open.spotify.com/episode/1dEkdEIPmAQ5BXLTMWduav?si=6Dajj_gURiSj7U3PKLfCg)
- [P16] **How computers see us: Doctoral student working to curb discrimination by artificial intelligence.**  
CU Boulder Today. February 15, 2021  
<https://www.colorado.edu/today/2021/02/15/how-computers-see-us-doctoral-student-working-curb-discrimination-artificial-intelligence>
- [P15] **FBI & Metro Police Trying to ID DC Rioters**  
Denver7 News. January 7, 2021  
<https://www.youtube.com/watch?v=M5sHesLBJmY>
- [P14] **How Computers See Gender & Implications w/ Morgan Klaus Scheuerman**  
DataTalk Podcast. October 6, 2020  
<https://www.experian.com/blogs/news/datatalk/morgan-klaus-scheuerman/>
- [P13] **Researchers discover evidence of gender bias in major computer vision APIs**  
Venture Beat. August 6, 2020  
<https://venturebeat.com/2020/08/06/researchers-discover-evidence-of-gender-bias-in-major-computer-vision-apis/>
- [P13] **Have Classification Algorithms Gone Too Far? Exploring Gender in AI with Morgan Klaus Scheuerman**  
The Radical AI Podcast. April 9, 2020  
<https://podcasts.apple.com/us/podcast/have-classification-algorithms-gone-too-far-exploring/id1505229145?i=1000470988393>
- [P12] **Colorado Edition: Algorithmic Identity**  
KUNC radio show. February 12, 2020  
<https://www.kunc.org/post/colorado-edition-algorithmic-identity>
- [P11] **Facial Recognition Makes Changing Your Name Pointless**  
OneZero article by Lux Alptraum. January 30, 2020  
<https://www.cnn.com/2019/11/21/tech/ai-gender-recognition-problem/>
- [P10] **AI software defines people as male or female. That's a problem**  
CNN article by Rachel Metz. November 21, 2019  
<https://www.cnn.com/2019/11/21/tech/ai-gender-recognition-problem/>
- [P9] **Talk nerdy to me: Gender at a glance**

*Science Node* article by Laura Reed. November 8, 2019  
<https://sciencenode.org/feature/Talk%20nerdy%2011-08-19.php>

- [P8] **Facial recognition can't classify transgender or non-binary people, study finds**  
*Mic* article by Vanessa Taylor. October 30, 2019  
<https://www.mic.com/p/facial-recognition-misclassifies-transgender-non-binary-people-study-finds-19281490>
- [P7] **New Research Reveals Facial Recognition Software Misclassifies Transgender, Non-Binary People**  
*Forbes* article by Jesse Damiani. October 29, 2019  
<https://www.forbes.com/sites/jessedamiani/2019/10/29/new-research-reveals-facial-recognition-software-misclassifies-transgender-non-binary-people/>
- [P6] **CU Boulder research shows facial recognition failures beyond traditional gender norms**  
*Daily Camera* article by Lucy Haggard. October 21, 2019  
<https://www.dailycamera.com/2019/10/19/cu-boulder-research-shows-facial-recognition-failures-beyond-traditional-gender-norms/>
- [P5] **Facial recognition AI can't identify trans and non-binary people**  
*Quartz* article by Amrita Khalid. October 16, 2019  
<https://qz.com/1726806/facial-recognition-ai-from-amazon-microsoft-and-ibm-misidentifies-trans-and-non-binary-people/>
- [P4] **Facial recognition software has a gender problem**  
*CU Boulder Today* article by Lisa Marshall. October 8, 2019  
<https://www.colorado.edu/today/2019/10/08/facial-recognition-software-has-gender-problem>
- [P3] **Amazon's Facial Analysis Program Is Building A Dystopic Future For Trans And Nonbinary People**  
*Jezebel* article by Anna Merlan and Dhruv Mehrotra. June 27, 2019  
<https://jezebel.com/amazons-facial-analysis-program-is-building-a-dystopic-1835075450>
- [P3] **AI researchers tell Amazon to stop selling 'flawed' facial recognition to the police**  
*The Verge* article by James Vincent. April 3, 2019  
<https://www.theverge.com/2019/4/3/18291995/amazon-facial-recognition-technology-rekognition-police-ai-researchers-ban-flawed>
- [P2] **AI experts are calling on Amazon to stop selling facial recognition to law enforcement**  
*Quartz* article by Dave Gershgorin. April 3, 2019  
<https://qz.com/1586544/ai-experts-want-amazon-to-stop-selling-facial-recognition-to-law-enforcement/>
- [P1] **7 problems with Trump's "American AI" Initiative**  
*Fast Company* article by Katharine Schwab. February 12, 2019  
<https://www.fastcompany.com/90305421/7-problems-with-trumps-american-ai-initiative>

## Invited Talks and Panels

2024 **Queer in AI.** SIGGRAPH 2024. Invited panelist.

**L3 Inclusive Tech Visions.** Accenture. Invited panelist.

**Workshop on Responsible Data.** CVPR 2024. Invited panelist.

**Unpacking the Influence of HITL Workers' Identities.** Humans in the Loop.

**"Envisioning Identity: The Social Production of Computer Vision Systems."** College of Computing and Informatics, Drexel University.

2023 **"Biases in Generative AI."** Invited panelist. Queer in AI Affinity Workshop. NeurIPS 2023.

**"Power Lines: The Role of Communication and Information Technologies in Advocacy."** Fletcher's 9th Annual Conference on Gender and International Affairs. Invited panelist.

**"Envisioning Identity: The Social Production of Technical Systems."** University of Memphis, Department of Computer Science.

**Lunch with a Scientist.** ScienceWriters 2023. University of Colorado Boulder.

**"How We Teach Computer Vision to See Race and Gender."** University of Michigan, School of Information.

**"How We Teach Computer Vision to See Race and Gender."** Colorado School of Mines, Department of Computer Science.

**"Envisioning Identity: The Social Production of Technical Systems."** The iSchool Inclusion Institute (i3).

**FACEing Binarism. Towards a more equitable AI.** Vrije Universiteit Amsterdam.

**"Envisioning Identity: The Social Production of Computer Vision Systems."** Institute of Computational Perception, Johannes Kepler University Linz.

**Salon Series on Responsible AI in Government.** Public Technology Leadership Collaborative (PTLC) at Data & Society.

**"Envisioning Identity: The Social Production of Computer Vision Systems."** School of Interactive Computing, Georgia Tech.

**"Envisioning Identity: The Social Production of Computer Vision Systems."** Faculty of Information, University of Toronto.

**"Envisioning Identity: The Social Production of Computer Vision Systems."** The School of Information and Library Science, University of North Carolina at Chapel Hill.

2022 **"A Participatory Approach to AI for Mental Health."** NeurIPS 2022.

**"On group identity in machine learning."** Intersectional Feminist Philosophy of Technology Working Group. TPM AI-Lab, TU Delft.

**Trans and Non-Binary Computing Panel: Expanding the agenda for inclusive policy, practices, and research regarding gender and computer science.** Sage Fox Group.

**"Belonging on Social Platforms for the LGBTQ+ Community."** Invited Panelist. TikTok (ByteDance)'s Responsible Innovation Speaker Series. Also featuring: Michael Ann DeVito, Erique Zhang, Lucy McGrath, Ashley Walker.

**"How We've Taught Algorithms to See Identity."** Humlab Talk at Umeå University.

2021 **"How We've Taught Algorithms to See Identity."** CONTINUUM Online Conference hosted by Ecole Polytechnique Fédérale de Lausanne (EPFL)'s School of Computer and Communication Sciences.

**"How We Teach Computer Vision to See Race and Gender."** Yale Law School's AI Governance Symposium.

**"Do Datasets Have Politics? Disciplinary Values in Computer Vision Dataset Development."** USC-Google MUSE - CCMI Workshop III "Context & Environment."

**"Coded Bias" virtual film screening and panel discussion.** Also featuring: Shalini Kantayya (filmmaker), Debbie Carter, Kandrea Wade. CU Boulder.

**"Tea with Interesting People"** at Harvard HCI.

**"How We Teach Computer Vision to See Race and Gender."** Feminist and Accessible Publishing/Communications Technologies Series.

**"How We Teach Computer Vision to See Race and Gender."** Keynote Speaker. Gender Identity and AI at AAAI 2021.

2020 **Queer in AI panelist.** NeurIPS 2020.

**"How Computers See Gender."** Stanford's HCI Speaker Series.

2019 **Queer in AI panelist.** NeurIPS 2019. Vancouver, Canada.

**Diversity & Inclusion Panel.** CSCW 2019. Austin, TX.

**"Gender Affirmation in Capital 'D' Design: Research Methods & Design Approaches for Trans & Non-Binary Inclusion."** Invited Speaker. Pride@Research Lunch and Learn Series. Facebook, 2019. Menlo Park, CA.

**"Implications of Gendered Infrastructures in Computer Vision."** Invited Speaker. Workshop on Fairness Accountability Transparency and Ethics in Computer Vision. CVPR, 2019. Long Beach, CA.

## Service

(\* indicates Special Recognitions for Outstanding Reviews)

University of  
Colorado  
Boulder

2022- **Information Science Graduate Student Association**  
2023 Social Chair

2020 **Information Science Prospective Student Visit Weekend**  
Lead Organizer

2019- **Information Science Graduate Student Association**  
2020 Vice President

University of  
Maryland  
Baltimore  
County

2018 **Organizing Committee for Department Fika (Coffee Hour)**  
Human-Centered Computing Department

2017 **Exhibitor for UMBC's PAD (Prototyping and Design) Lab**  
Gadgets & Gears Day  
Maryland Science Center, Baltimore, MD

Organizing  
Committees

2025 **CSCW Industry/Sponsors Co-Chair**

|  |           |   |
|--|-----------|---|
|  | 2020-2021 | <b>CSCW 2021 Student Volunteer Co-Chair</b>   |
| <b>Program Committees</b>              | 2025      | FAccT, CSCW, DIS  |
|  | 2024      | FAccT   |
|  | 2023      | CSCW  |
| <b>Journal Reviewing</b>               | 2024      | Future Humanities, Nature Communications, Scandinavian Journal of Information Systems   |
|  | 2023      | International Journal of Human-Computer Studies, ACM Journal on Responsible Computing (JRC), Journal of Computer-Mediated Communication (JCMC), TOCHI |
|  | 2022      | Patterns, Nature Human Behaviour  |
|  | 2021      | Big Data & Society, New Media & Society, The Journal of Gender Studies  |
| <b>Conference Reviewing</b>            | CSCW      | 2019*, 2020*, 2021, 2022, 2023*, 2024   |
|  | CHI       | 2018, 2020*, 2021*, 2022, 2023*, 2024*  |
|  | FAccT     | 2021  |
|  | DIS       | 2019, 2022  |
|  | CHI LBW   | 2019  |
|  | alt.CHI   | 2019  |
| <b>Other Reviewing</b>                 | 2023      | Routledge Peer Review   |
|  | 2021      | CVPR Beyond Fairness Workshop   |
| <b>Student Volunteering</b>            | 2019      | CSCW  |
|  | 2017      | ASSETS  |
| <b>Additional Professional Service</b> | 2023      | <b>Equitable AI Community of Practice</b><br>Organized by USAID, DAI, and the Atlantic Council GeoTech Center   |
|  | 2022-2023 | <b>Facial Recognition Task Force</b><br>Presidential Appointment to the Colorado Senate Facial Recognition Task Force (SB22-113)                      |
|  | 2021      | <b>Trans/Queer in HCI Mentoring Program</b><br>Mentor   |
|  | 2020      | <b>Queer in AI at CHI 2020</b><br>Volunteer Organizer & Travel Grant Issuer   |
|  | 2019-2020 | <b>SIGCHI Inclusion Team Leader for Gender Identity &amp; Sexual Orientation</b>  |
|  |           |   |

2018- **McNair Scholar Mentorship Program (CU Boulder)**

2019 Graduate Mentor

Mentors one undergraduate student in the McNair Scholars Program (serving first generation college students) for the 2018-2019 academic year

2017 **Halloween Committee (Special Events)**

ASSETS 2017

## Research Supervision

(\* indicates co-authors on academic papers)

### Grad Students

2023 Katy Weathington\* – PhD, Information Science, University of Colorado Boulder

Dylan Doyle – PhD, Information Science, University of Colorado Boulder

Samantha Dalal – PhD, Information Science, University of Colorado Boulder

### Undergrad Students

2023 Jiarun Dai – B.S., Information Science, Computer Science, Digital Studies, University of Wisconsin - Madison (2023)

*iSchool Inclusion Institute research team*

Sehba Wani – B.S., Information Science, University of Maryland, College Park (2023)

*iSchool Inclusion Institute research team*

Naila Hajiyeveva – B.S., Mathematics, University of Texas at Austin (2023)

*iSchool Inclusion Institute research team*

Zauryn Robinson – B.A., Psychology, Spelman College (2023)

*iSchool Inclusion Institute research team*

2021 Tarun Mugunthan\* – B.A., Product Design, Indian Institute of Technology, Bombay (2021)

*now an M.S. Student at University of California Berkeley*

## Memberships

2017- ACM Student Membership

PRES SIGCHI Student Membership