



Sebastian @sebastianprost · Apr 23

So dating sites influence how we date but it's ok that dating sites reproduce sexism and racism because it leads to more dates. #chi2018 #chiversity

↑ it's not OK !! ↑

let's not magnify such
de-humanisation....

What are
the ground rules
for language + topics /
publishing in ACM publications
such as Xroads?

Make the publication screening
editorial decisions explicit pledge

CHAIN OF INTIMIDATION



WHAT ACM WOULD NOT

PUBLISH:

fabricated
data ...

- things that might get them sued
- anything that is offensive

EVERY -
THING IS
POLITICAL

Who decides?

on both fall
sides!

it is more
emotional for the
side that does
NOT have the
power

Alternative Publication models:

→ put EVERYTHING on

GitHub / GitLab / Bitbucket

i.e. Paper, data, videos, code, ...

RE: a Creative Publication

models

i.e. babbar, ~~gaurav~~, Mishra, 'CRAZY'....
→ put FERRY/ANB on GRABs

i.e. ~~Red Paper~~ ~~the id~~ ~~code~~ (if applicable)
BIPPRKJG

ambary FINESKITHING ON

of some creative duplication models:

ACM (or Sheridan?)

process is a bit slow in finalizing and publishing. There were months between submission of camera ready to receiving verification and confirmation from the editors.

This long process is easily seen as tedious, old-fashioned, non-interactive, rigid, ~~bureaucratic~~ bureaucratic, etc.

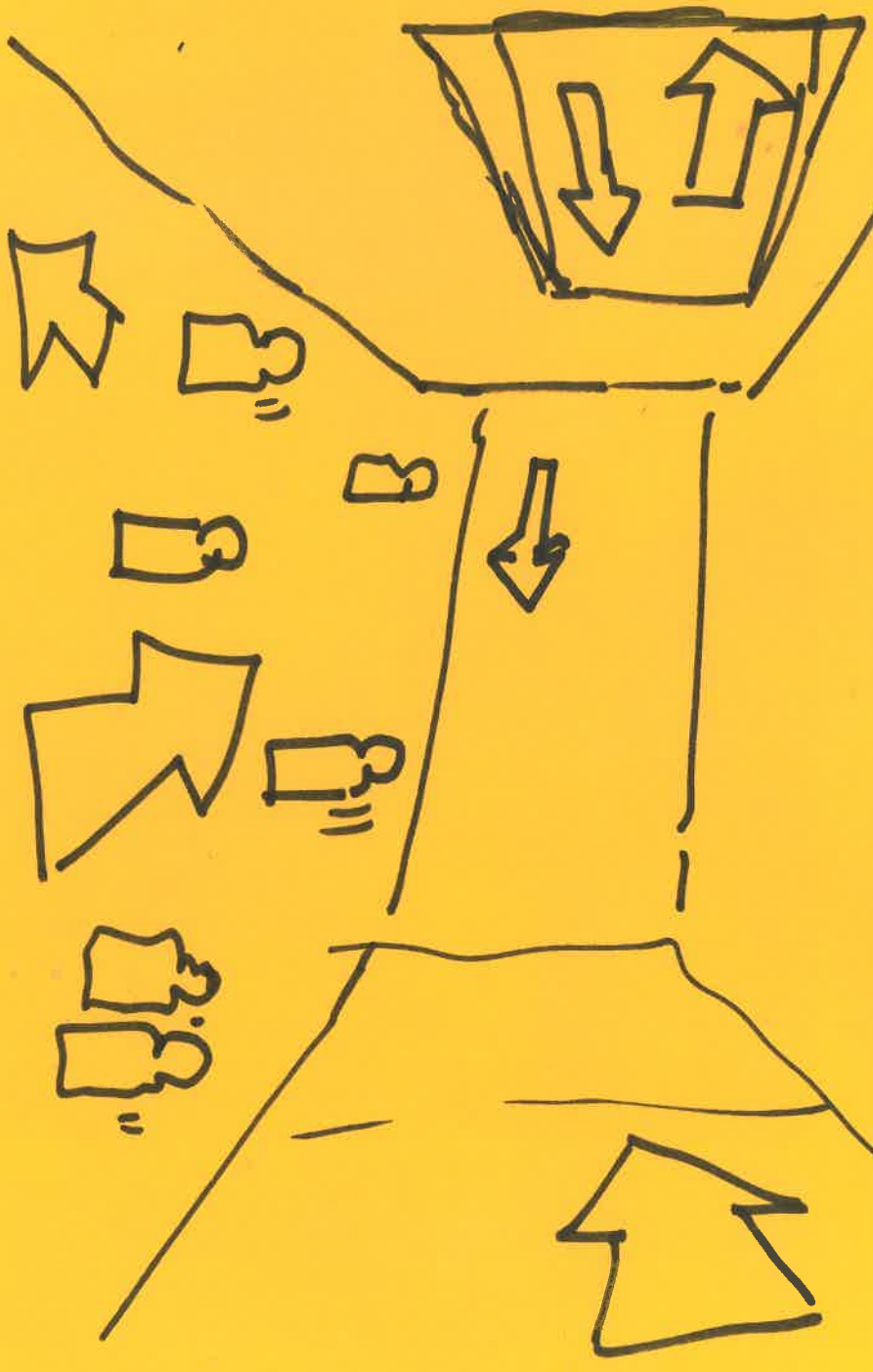
Ah, what I wrote might be less relevant than I thought. What I want to stress is how the publication process can complicate these issues related to content approval.

One thing I've been thinking about is
How to pay more attention to ~~some~~ attendees.
While some students definitely are successful in
publishing and socially with others, others ~~students~~
might be intimidated b/c they don't know
many people, don't have works to present,
or are ~~straight~~ ignored by senior ones.

ACM would probably not want to
publish on seniors (~~or~~ people with
less power, from ~~minority~~, etc),

the experiences of attending
ACM conferences from

Dyslexia friendly CH1



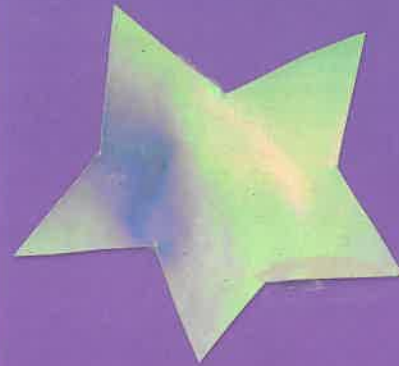
LIST of collected IDEAS

- ▶ help line, support volunteers
- ▶ continue the Listening Post at Ctl19
- ▶ maintain the discussions that started at Ctl18, don't let them fall asleep and wait until 19 to pick them up again
- ▶ give space for micro-initiatives
- ▶ ongoing chill out / evening crafty niceness throughout the conference
- ▶ make the organisation of the conference more understandable for the "common" Ctl-attendee
- ▶ more silent sessions - meditation? at beginning / end of day
- ▶ diversity sense-check for keynote abstract (maybe by Ctl-community)
- ▶ re-shuffle program to make conference less intense (workshops in middle of week?)

Cultural Diversity



Food of the GHI
countries taster?



Sustainability

- use mugs instead of paper cups
- local food / veg options

TELL US MORE
ABOUT THE CITY

- portion sizes: let us help ourselves



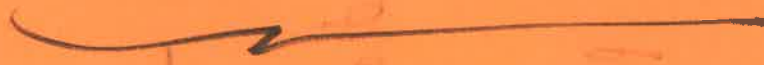
Student volunteers

at CH11 - ignored +

not included in discussions -

[seen as people who are 'serving']

Why is "sex"
a cursed word?!



+ biology

verminen

Verminen, J.

Self care zones

CRAFTIVISM

Windows

with cushions, music, tea ☕



#Chiversity



• alternative socials without alcohol & loud music

→ Encountering Sig meet-ups ✓

Mentoring ♥♥♥

TWITTER 
WAS A
VEHICLE TO START
COLLECTIVE ACTION 
#CHiversity

what about folks not
on twitter? how do we
expand the reach?

So many gender talks! 
Where are the
panels & sessions? 
on anti-racism?

Autism Spectrum

friendly Ch.

Not that
carpet





Wreck this CHI programme

- Rip and stick your events
- Eat your breakfast off your program
- Spontaneous business card
- RPG Researcher character sheet.
- Authorisation certificate
 - I am allowed to talk to post-docs.
- Get a local to write in your programme
- Achievement unlocked.



LOVE

THE ONES WHO
ARE NOT LIKE YOU



JUST



LETTERS

SARAH

or
R
UP

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ill
e

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hous
d

Key Things to remember:

It will always be a battle for
you wherever you go... NEVER
GIVE UP

Voice your opinions even if
it will make you stand out

you may fall many times
but eventually you will
get back up and rise

Before loving anyone else
learn to LOVE yourself

We make our own happiness
and comparing yourself to others
will only make you feel bad

Be Good & do Good wherever
you go!!!

Be
Kind

to each other

Acknowledge

#C#iversity

Spread the

LOVE



Gine

Fun

Warmth

Happiness

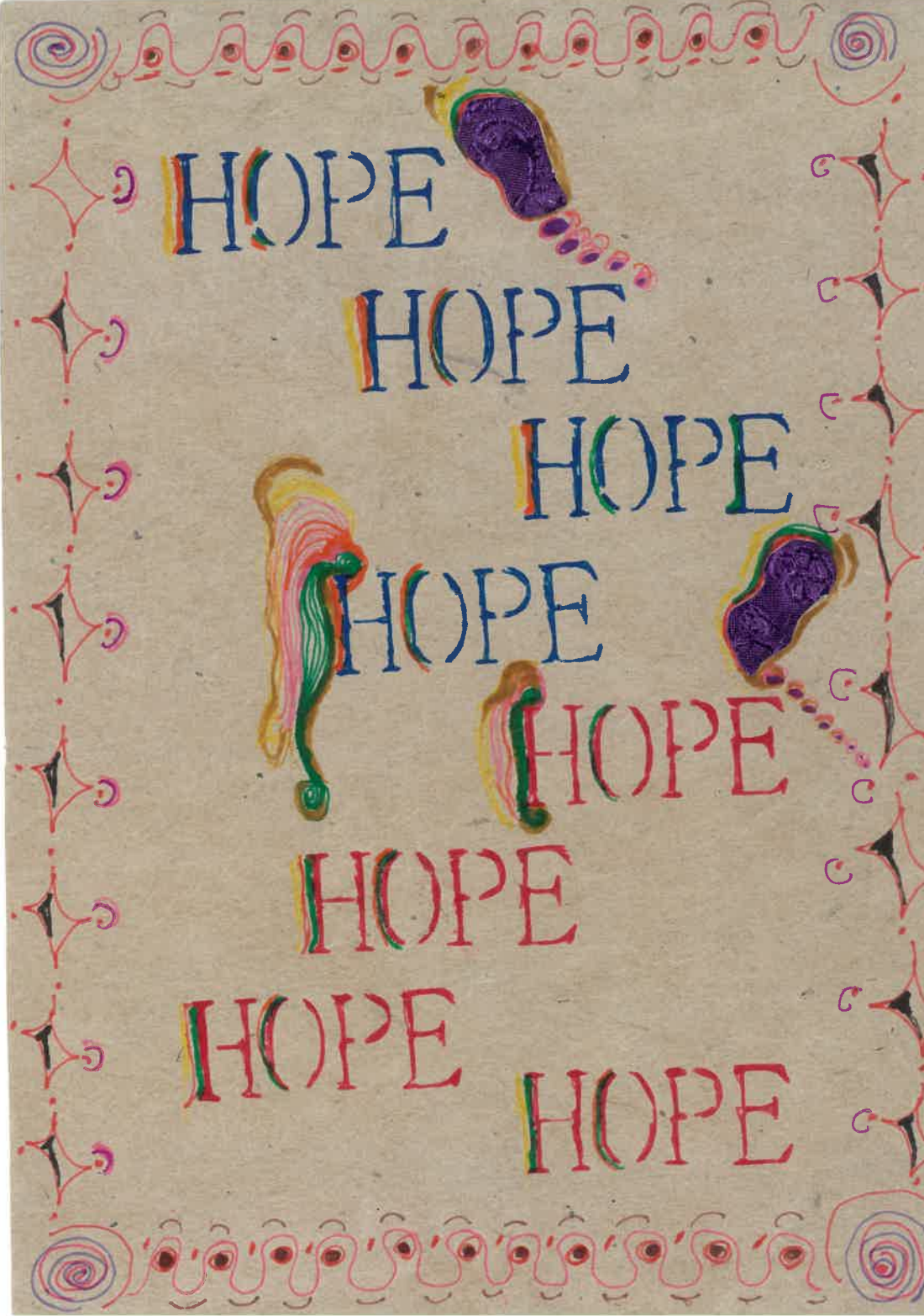
Love

Elegance

Intelligence

Smart

Kindness



HOPE

HOPE

HOPE

HOPE

HOPE

HOPE

HOPE

HOPE





CHI

 into a

caring
community.

JOY ROOMS

(not in a kinky way but provide space for people to do something nice and enjoyable)



WHAT THE
F*CK IS
WRONG WITH
MASCULINITY
IN ACADEMIA?

SEXUAL
HARASSMENT
& ASSAULT

- MALE LECTURERS
ABUSING POSITIONS
OF POWER
- TARGETS OF ABUSE
INTIMIDATED INTO
SILENCE

MACHISMO
ATTITUDES

- TOXIC MASCULINITY
IS A CYCLE OF
VIOLENCE, HOSTILITY
AND EMOTIONAL
REPRESSION LEADING
TO...

ATMOSPHERE

OF COMPETITION

- NEED TO BE 'BETTER
THAN', 'SMARTER THAN',
'MORE QUALIFIED THAN...'

DOMINATION
OF CONVERSATION

- NON-MALE VOICES
SUPPRESSED IN SEMINARS
AS WELL AS LARGER-
SCALE DISCOURSE

SOLUTIONS LIE
IN SOLVING THE
ROOT CAUSE: AGGRESSIVE
IDEAS OF MASCULINITY

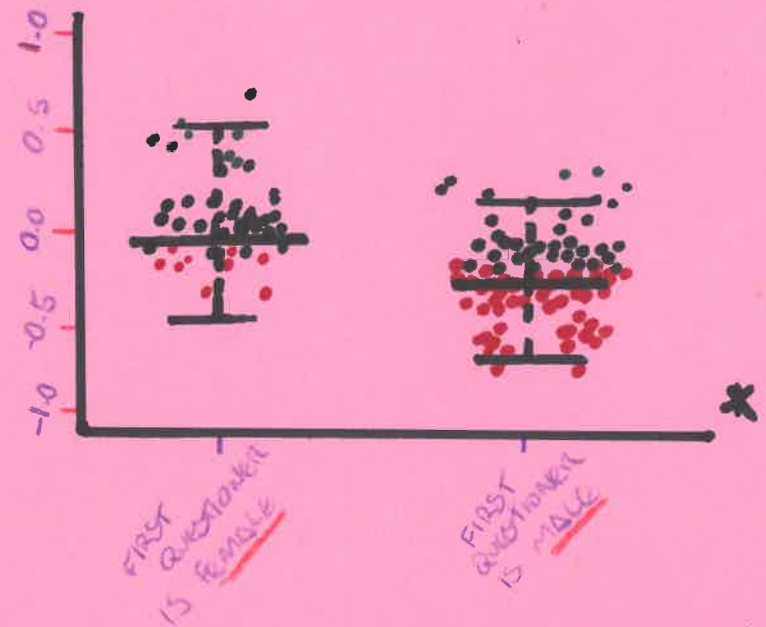
WHERE DO MANSPLAINERS GO
FOR WATER?



TO A WELL, ACTUALLY

WHOSE VOICES ARE HEARD?

WHEN THE FIRST QUESTION IN A PANEL IS ASKED BY A WOMAN, THE OVERALL BALANCE IS GREATER THAN IF THE FIRST QUESTION IS FROM A MAN.



TAKING THE FIRST QUESTION FROM A WOMAN PRODUCES A MORE BALANCED, REPRESENTATIVE ENVIRONMENT

* CARSER, CROFT, LUKAS, SANDSTROM (2017)

// Reach beyond those doors //

Wider outreach!



Morgan Klaus @morganklaus · 19h

Thank you to @fempowertech and the wider community for presenting a collaborative letter on #CHIversity and inclusion in @sig_chi @sigchi and @TheOfficialACM



Don't keep it in one room!

"if the people in this room
could solve it, they would
have by now." alone

- D.

ARE WE PART OF THE PROBLEM? (as men at CHI)

Aggressive
Cishet
Men

?

Am I Part of
this machinery?

How can I stop

?

rosie @Rosie Bellini · Apr 23
It sure is well crafted satire for CHI to boast on a record year for diversity and inclusion & then has an opening keynote that talks about 'ugly' and 'hot' women #CHI2018

#CHIiversity

Addressing
unconscious
biases...

Ariane Preuter @ariapreut · 19m
Thank you @tripsandflips & @empowertech for an inspiring speech and making me feel very emotional. #CHI2018 #CHIiversity

rosie @Rosie Bellini · Apr 23
It sure is well crafted satire for CHI to boast on a record year for diversity and inclusion & then has an opening keynote that talks about 'ugly' and 'hot' women #CHI2018

It's NOT
"OKAY"
to AGREE to
DISAGREE



rosie and 15 others Retweeted
tempowertech @tempowertech · Apr 21
#chi2018 is starting today, so let me introduce #Chiversity to you! A bottom-up campaign for diversity and inclusion at CHI!

Gavin Wood and 3 others Retweeted
CHinoSaurus Rex @_CHINOSAUR · Apr 23
I FELL ASLEEP AND HAVE AWOKEN IN 1973 #CHI2018 #CHIVERSITY

ACE-A-CARDO

bottom-up campaigns can smash the Atmosphere of Hegemony!

- similar stories

'Federal US ops' Å Gabriele

- studied country
used the word 'yo'

must ~~the~~ use the word you

- Vagon is not ok

Pin ← (self censorship) Å Tore

- plenary as a case study
on what is appropriate

'are we becoming
what we criticize?'

Å Gards

Let's have a space to Å Tom

discuss as a community

who challenge us / makes us
'cringe'