

ANGELIKA STROHMAYER, SAMANTHA MITCHELL FINNIGAN

COMBINING BOTTOM-UP AND TOP-DOWN APPROACHES TO EQUALITY, DIVERSITY, AND INCLUSION IN ACADEMIA



MISSION STATEMENT

WELCOME TO FEMPOWER.TECH, WE ARE A GROUP OF INTERSECTIONAL FEMINISTS WHO AIM TO RAISE AWARENESS OF FEMINIST ISSUES IN HCI BY BEING OVERTLY CRITICAL AND POLITICAL OF THE FIELD, RAISING VOICES OF UNDERREPRESENTED GROUPS AND TOPICS, PRESENTING TANGIBLE OUTCOMES, AND TAKING ON AN ACTIVIST ROLE FOR THIS. WE CREATE A SUPPORTIVE AND COLLABORATIVE ENVIRONMENT WITHIN OPEN LAB, ACADEMIA, INDUSTRY, AND BEYOND.

WE ARE FEMPOWER.TECH

MISSION STATEMENT

WELCOME TO FEMPOWER.TECH, WE ARE A GROUP OF INTERSECTIONAL FEMINISTS WHO **AIM TO RAISE AWARENESS** OF FEMINIST ISSUES IN HCI BY BEING OVERTLY CRITICAL AND POLITICAL OF THE FIELD, RAISING VOICES OF UNDERREPRESENTED GROUPS AND TOPICS, PRESENTING TANGIBLE OUTCOMES, AND TAKING ON AN ACTIVIST ROLE FOR THIS. WE CREATE A SUPPORTIVE AND COLLABORATIVE ENVIRONMENT WITHIN OPEN LAB, ACADEMIA, INDUSTRY, AND BEYOND.

WE ARE FEMPOWER.TECH

MISSION STATEMENT

WELCOME TO FEMPOWER.TECH, WE ARE A GROUP OF INTERSECTIONAL FEMINISTS WHO AIM TO RAISE AWARENESS OF FEMINIST ISSUES IN HCI BY BEING **OVERTLY CRITICAL AND POLITICAL OF THE FIELD**, RAISING VOICES OF **UNDERREPRESENTED GROUPS AND TOPICS**, **PRESENTING TANGIBLE OUTCOMES**, AND TAKING ON AN ACTIVIST ROLE FOR THIS. WE CREATE A SUPPORTIVE AND COLLABORATIVE ENVIRONMENT WITHIN OPEN LAB, ACADEMIA, INDUSTRY, AND BEYOND.

WE ARE FEMPOWER.TECH

MISSION STATEMENT

WELCOME TO FEMPOWER.TECH, WE ARE A GROUP OF INTERSECTIONAL FEMINISTS WHO AIM TO RAISE AWARENESS OF FEMINIST ISSUES IN HCI BY BEING OVERTLY CRITICAL AND POLITICAL OF THE FIELD, RAISING VOICES OF UNDERREPRESENTED GROUPS AND TOPICS, PRESENTING TANGIBLE OUTCOMES, AND TAKING ON AN ACTIVIST ROLE FOR THIS. WE CREATE A SUPPORTIVE AND COLLABORATIVE ENVIRONMENT WITHIN OPEN LAB, ACADEMIA, INDUSTRY, AND BEYOND.

WE ARE FEMPOWER.TECH

OPEN LAB, NEWCASTLE UNIVERSITY, AND BEYOND

OUR MEMBERS



fempower.tech: combing bottom-up and top-down approaches to EDI | Nov. 2018 | Newcastle, UK | @fempowertech

WORKING WITHIN NEWCASTLE UNI

- peer networks
- paper sense-check events
- 'writing bootcamp'
- (in)formal peer support networks
- pro-active critique of policies
- involvement in other networks



#CHIVERSITY

- Twitter hashtag
- Feminist conference Programme
- Collaborative crafting
- Producing and sharing a zine
- #CHiversity launch event
- Collective action & public letter
- Publication



working to develop bottom-up approaches to systemic problems
while working with the institution to influence top-down
policymaking.





WORKING TO DEVELOP A PRACTICE OF PREFIGURATIVE POLITIC

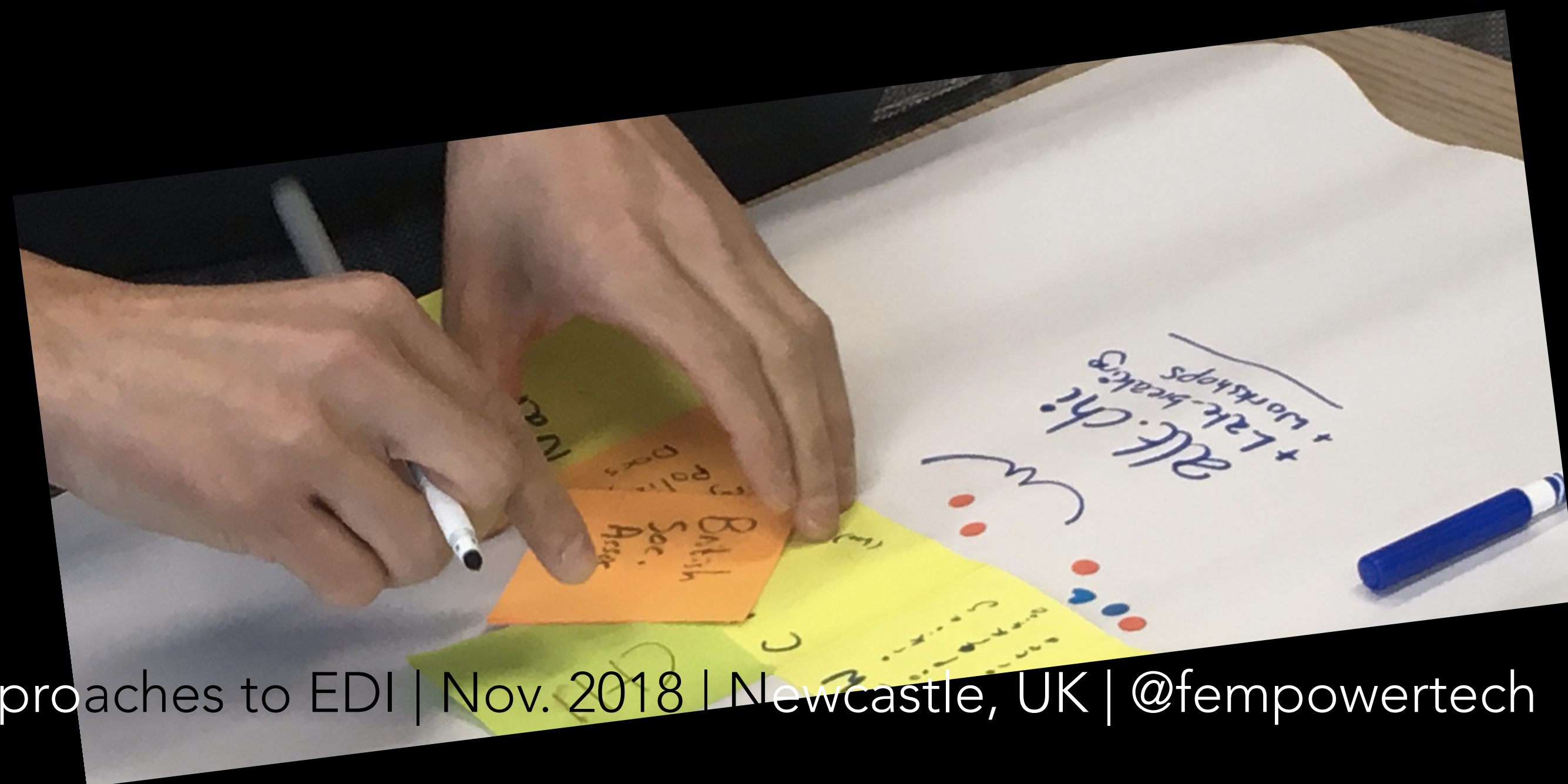
FEMPOWER.TECH IN OPEN LAB

- we wanted better workplace culture
- we wanted more nuanced research
- so we build a better space



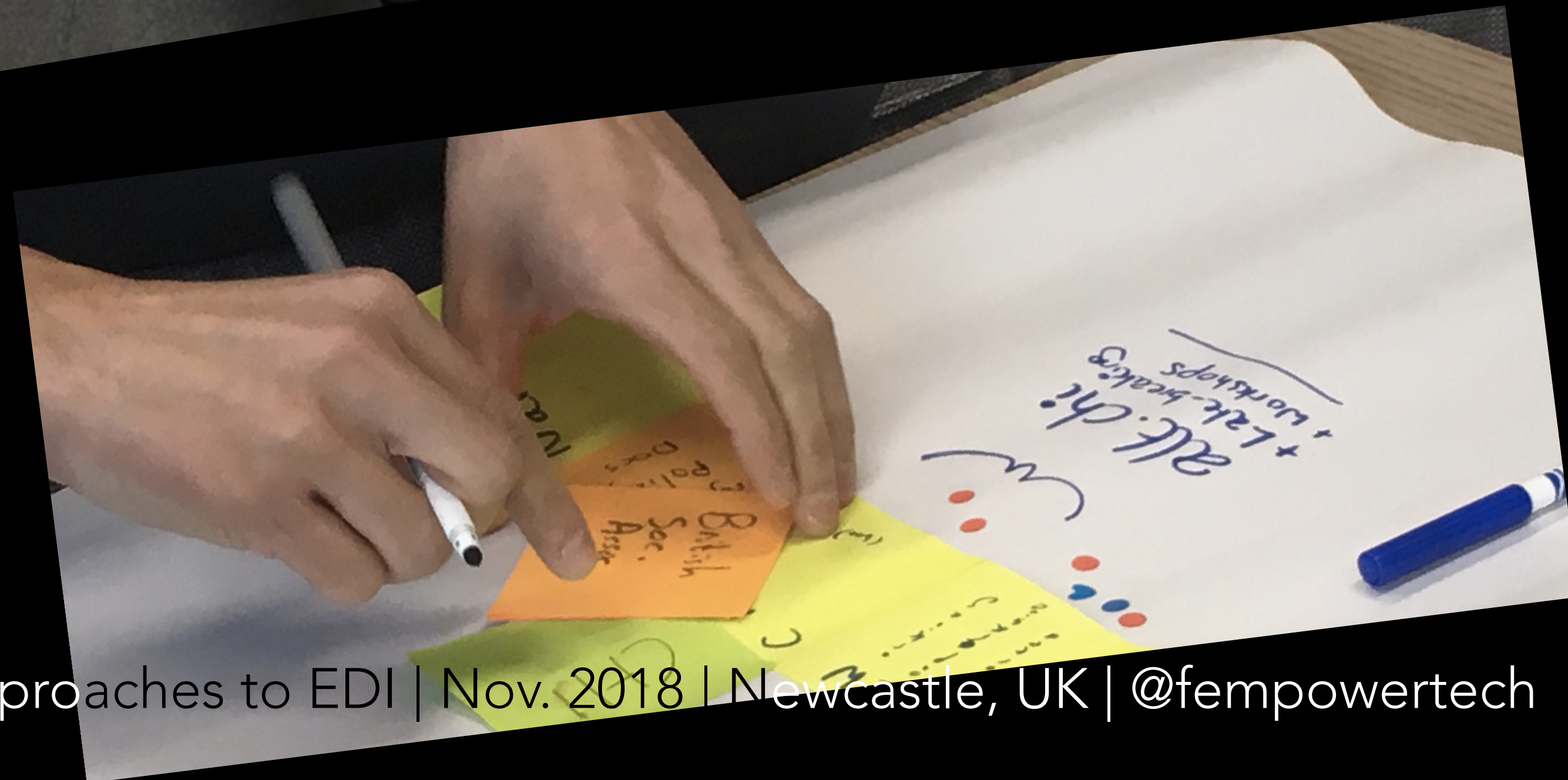
FEMPOWER.TECH IN OPEN LAB

- we wanted better workplace culture
- we wanted more nuanced research
- so we build a better space



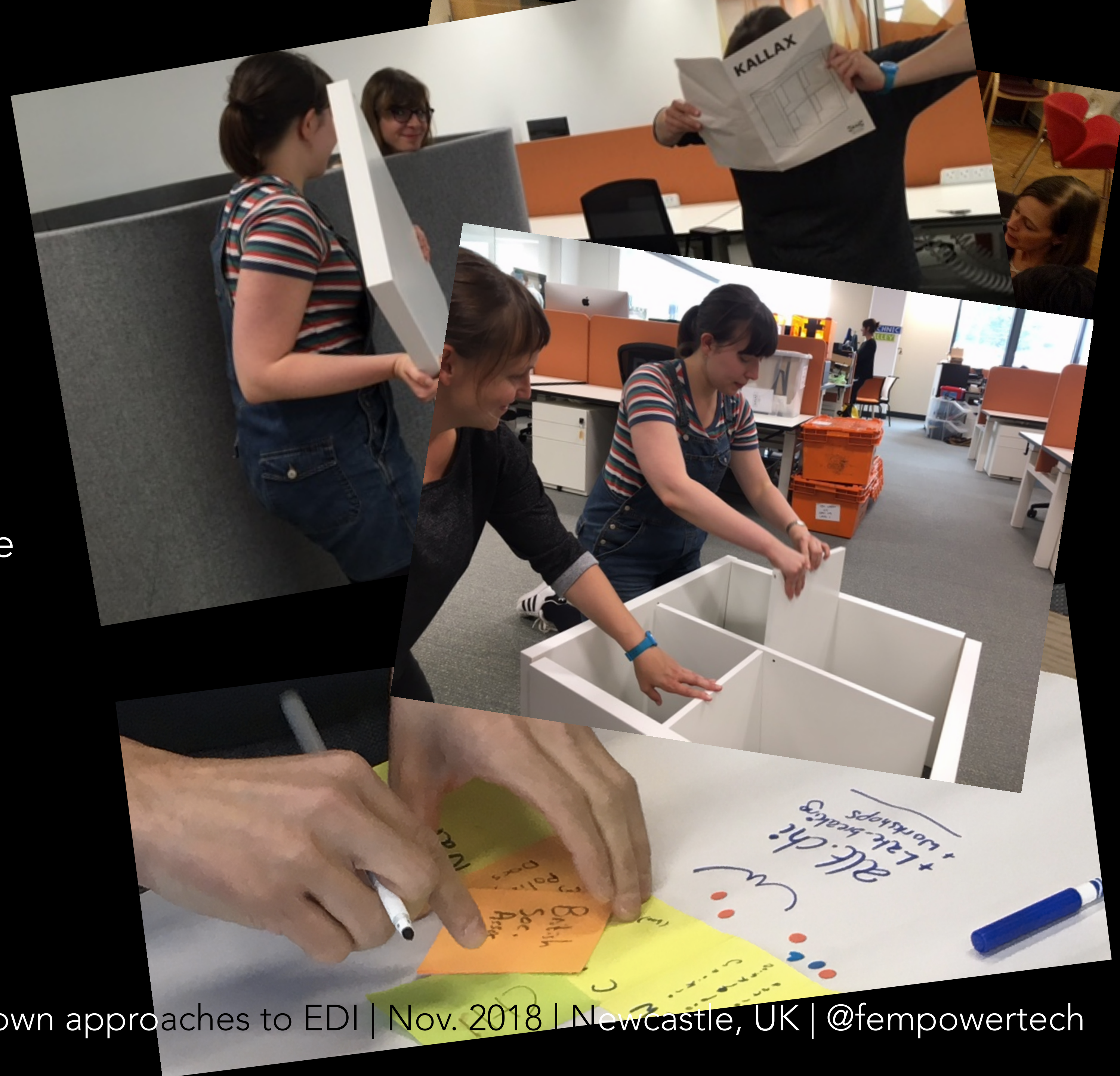
FEMPOWER.TECH IN OPEN LAB

- we wanted better workplace culture
- we wanted more nuanced research
- so we build a better space



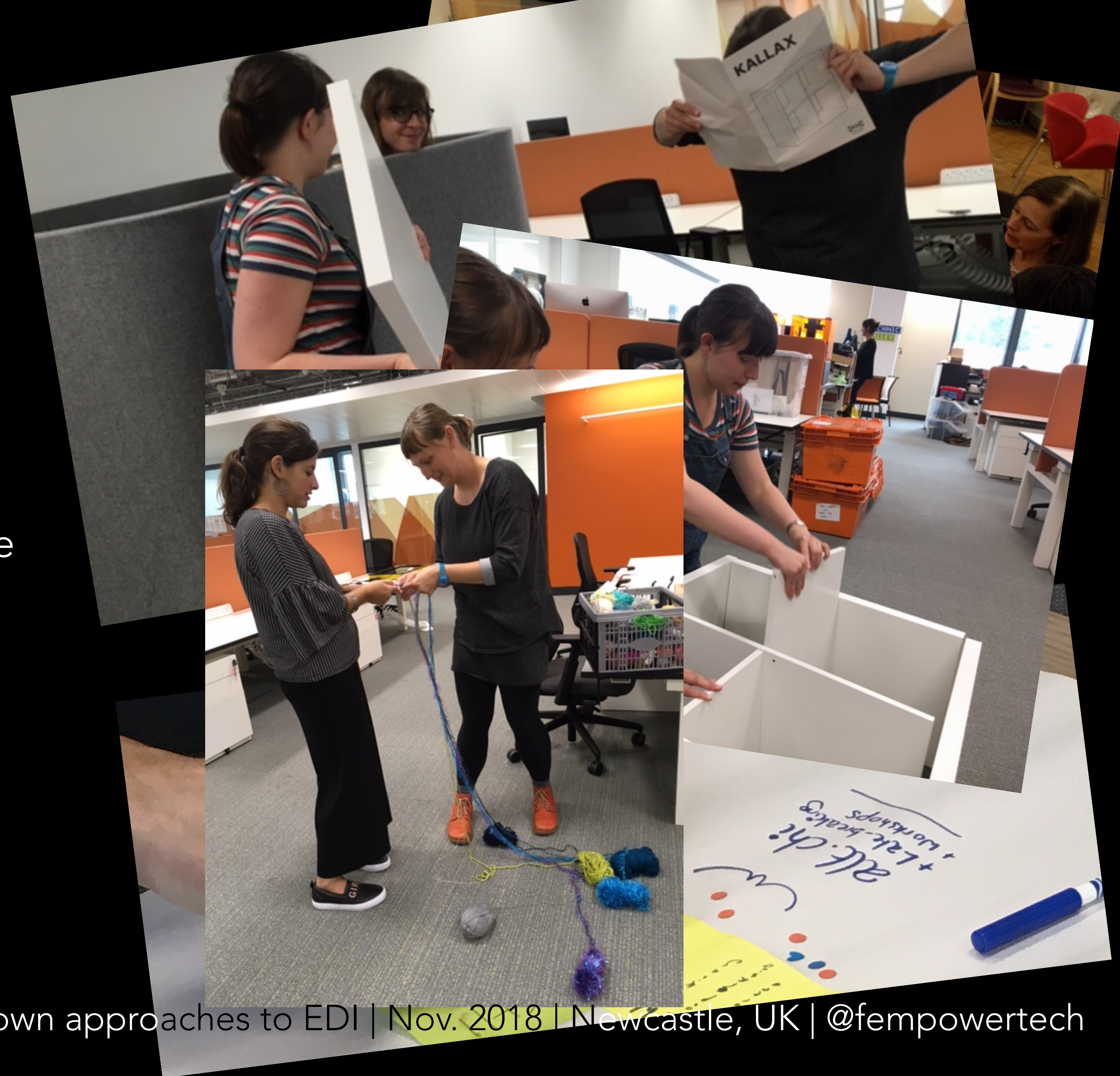
FEMPOWER.TECH IN OPEN LAB

- we wanted better workplace culture
- we wanted more nuanced research
- so we build a better space



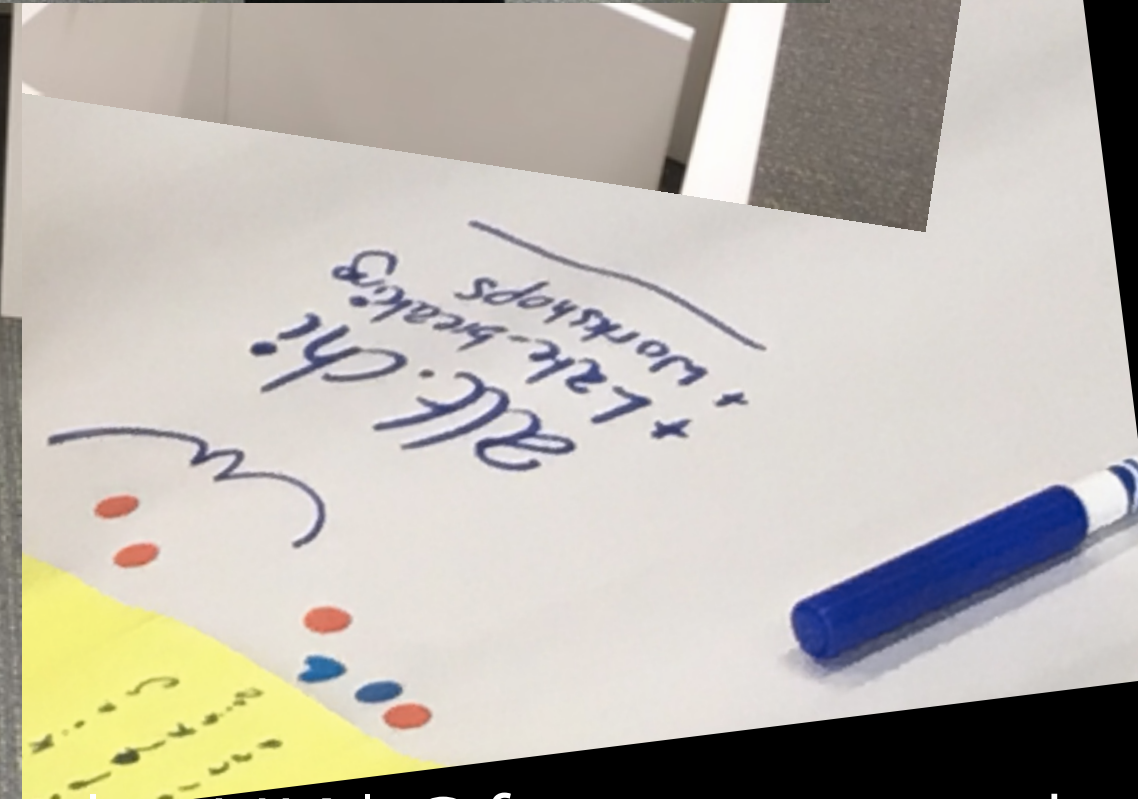
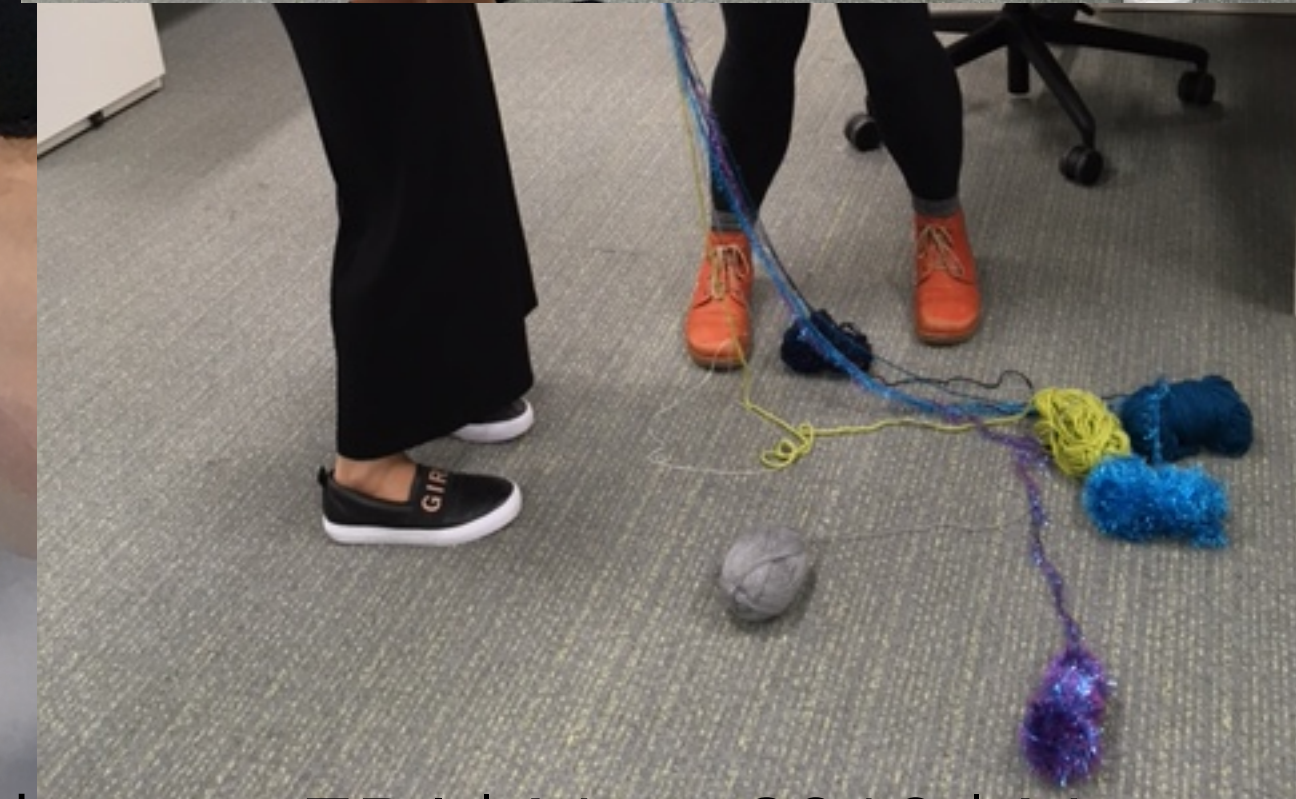
FEMPOWER.TECH IN OPEN LAB

- we wanted better workplace culture
- we wanted more nuanced research
- so we build a better space



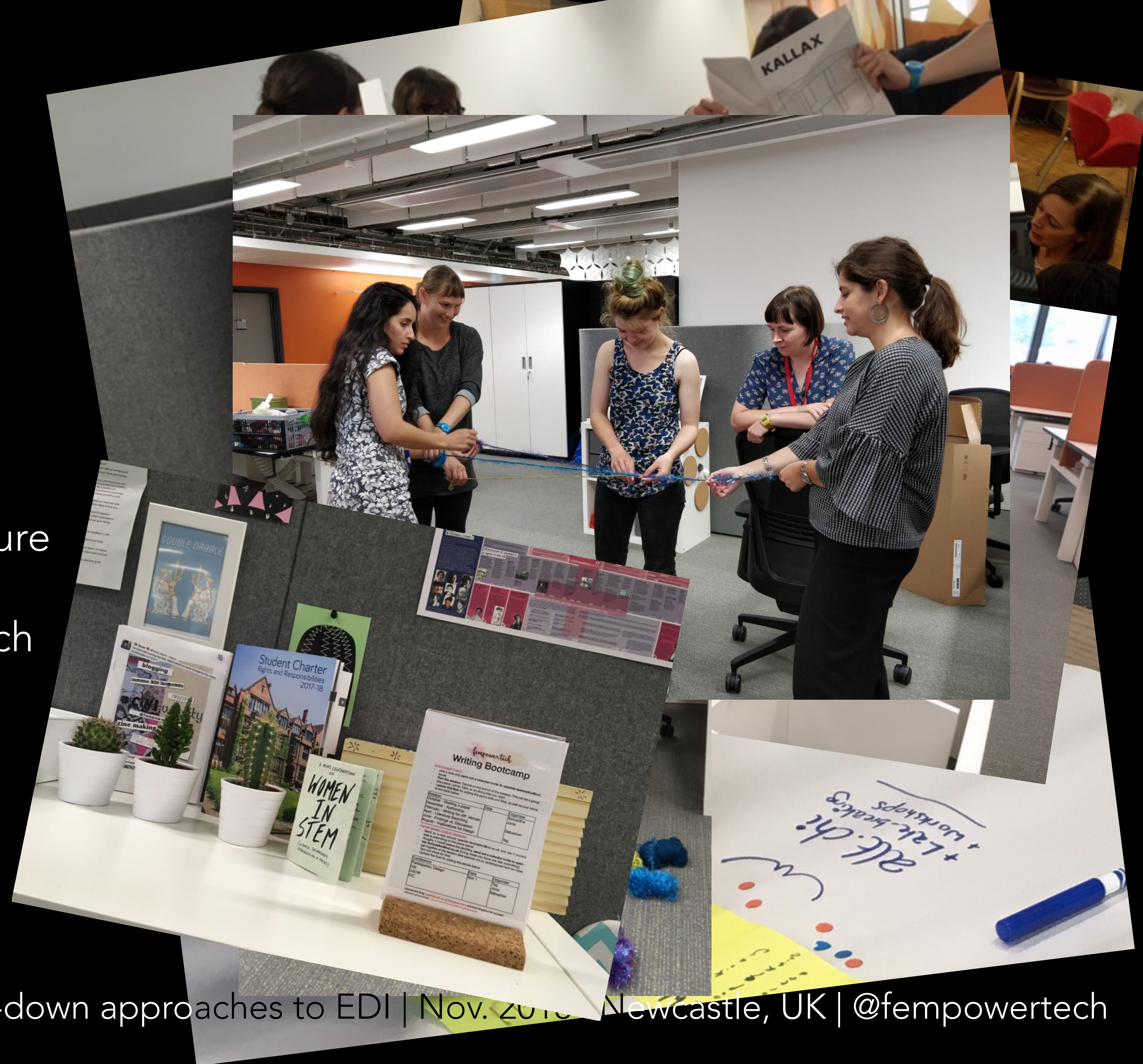
FEMPOWER.TECH IN OPEN LAB

- we wanted better workplace culture
- we wanted more nuanced research
- so we build a better space



FEMPOWER.TECH IN OPEN LAB

- we wanted better workplace culture
- we wanted more nuanced research
- so we build a better space



FEMPOWER.TECH AT CHI

- we wanted a better culture
- we wanted institutional change
- so we work towards this



FEMPOWER.TECH AT CHI



- we wanted a better culture
- we wanted institutional change
- so we work towards this

LIST of collected IDEAS

- ▶ help line , support volunteers
- ▶ continue the Listening Post at CHI19
- ▶ maintain the discussions that started at CHI-18, 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" CHI-attendee
- ▶ more silent sessions - meditation? at beginning / end of day
- ▶ diversity sense-check for keynote abstract (maybe by CHI-community)
- ▶ re-shuffle program to make conference less intense (workshops in middle of week)

FEMPOWER.TECH IN HCI PUBLISHING

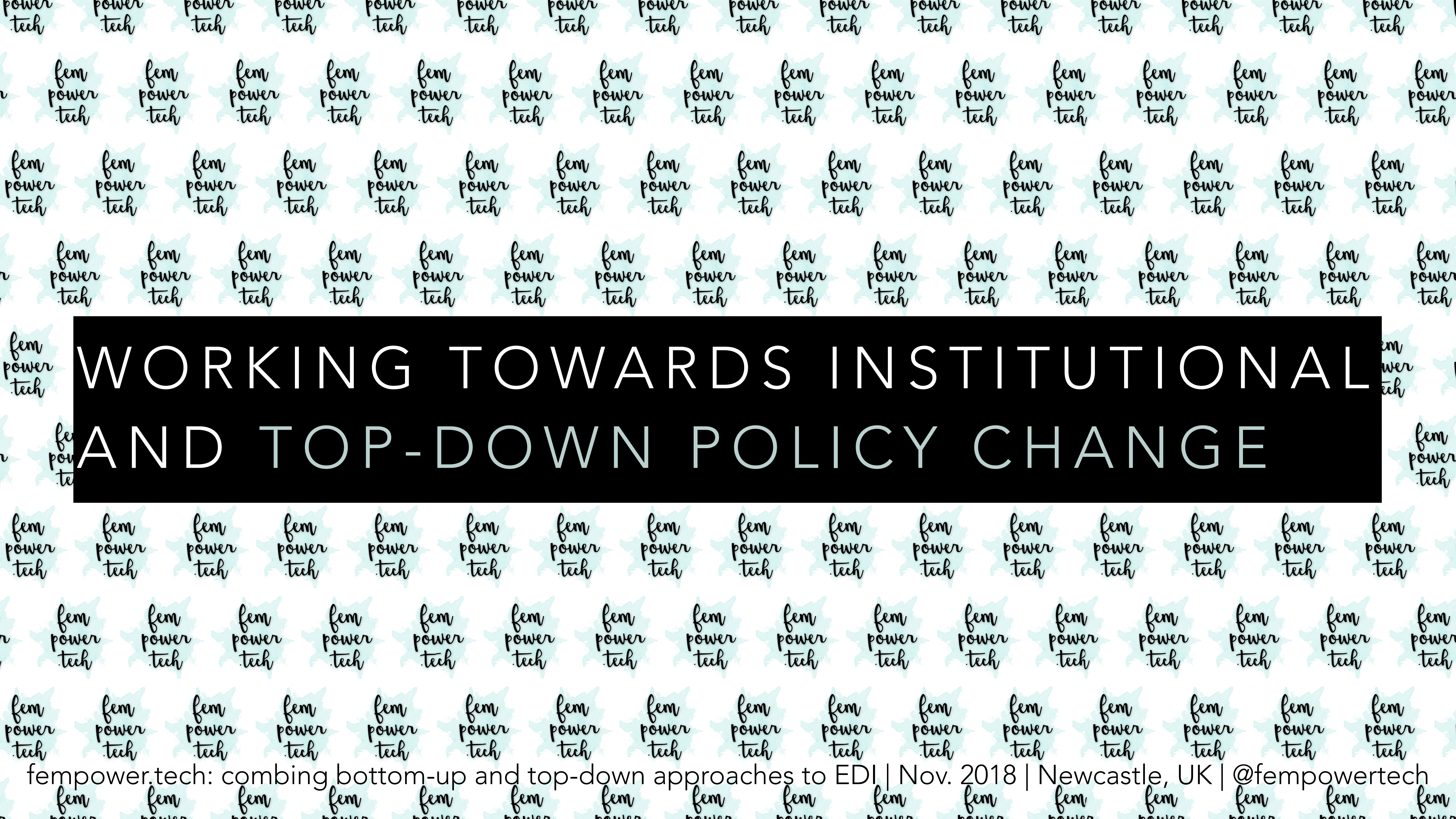
- we wanted institutional acknowledgement of #CHIiversity
- we wanted more feminist nuance
- we work towards including marginal voices

1 [#CHIiversity: Implications for Equality, Diversity, and Inclusion Campaigns](#)
 [Angelika Strohmayer](#), [Rosanna Bellini](#), [Janis Meissner](#), [Samantha Mitchell Finnigan](#), [Ebtisam Alabdulqader](#), [Austin Toombs](#), [Madeline Balaam](#)
April 2018 CHI EA '18: Extended Abstracts of the 2018 CHI Conference on Human Factors in Computing Systems
Publisher: ACM
Bibliometrics: Citation Count: 0
Downloads (6 Weeks): 23, Downloads (12 Months): 94, Downloads (Overall): 94
Full text available:  [PDF](#)
In this alt.chi paper, we reflect on #CHIiversity a grassroots campaign highlighting feminist issues related to diversity and inclusion at CHI2017, and in HCI more widely. #CHIiversity was operationalised through a number of activities including: collaborative cross-stitch and 'zine' making events; the development of a 'Feminist CHI Programme'; and the ...
Keywords: activism, chiversity, conference, diversity, feminism, inclusion, subversion
[\[result highlights\]](#)

 **fempower.tech** @fempowertech · Oct 16
Yesterday was deadline day for abstracts for our Feminist Theory Special Issue. Thank you SO much to anyone who submitted or shared our call.

We are a little shocked at how many submissions we received, and how many of those are from people we didn't know yet. THANK YOU! ✨❤

 **fempower.tech** @fempowertech
You've wanted to write about Feminist Theory and Tech but haven't been able to find the right #HCI venue to do so? After running #CHIiversity for 2 years, we're now tackling the publishing world: we're putting together a...
[Show this thread](#)



WORKING TOWARDS INSTITUTIONAL AND TOP-DOWN POLICY CHANGE

fempower.tech: combining bottom-up and top-down approaches to EDI | Nov. 2018 | Newcastle, UK | @fempowertech

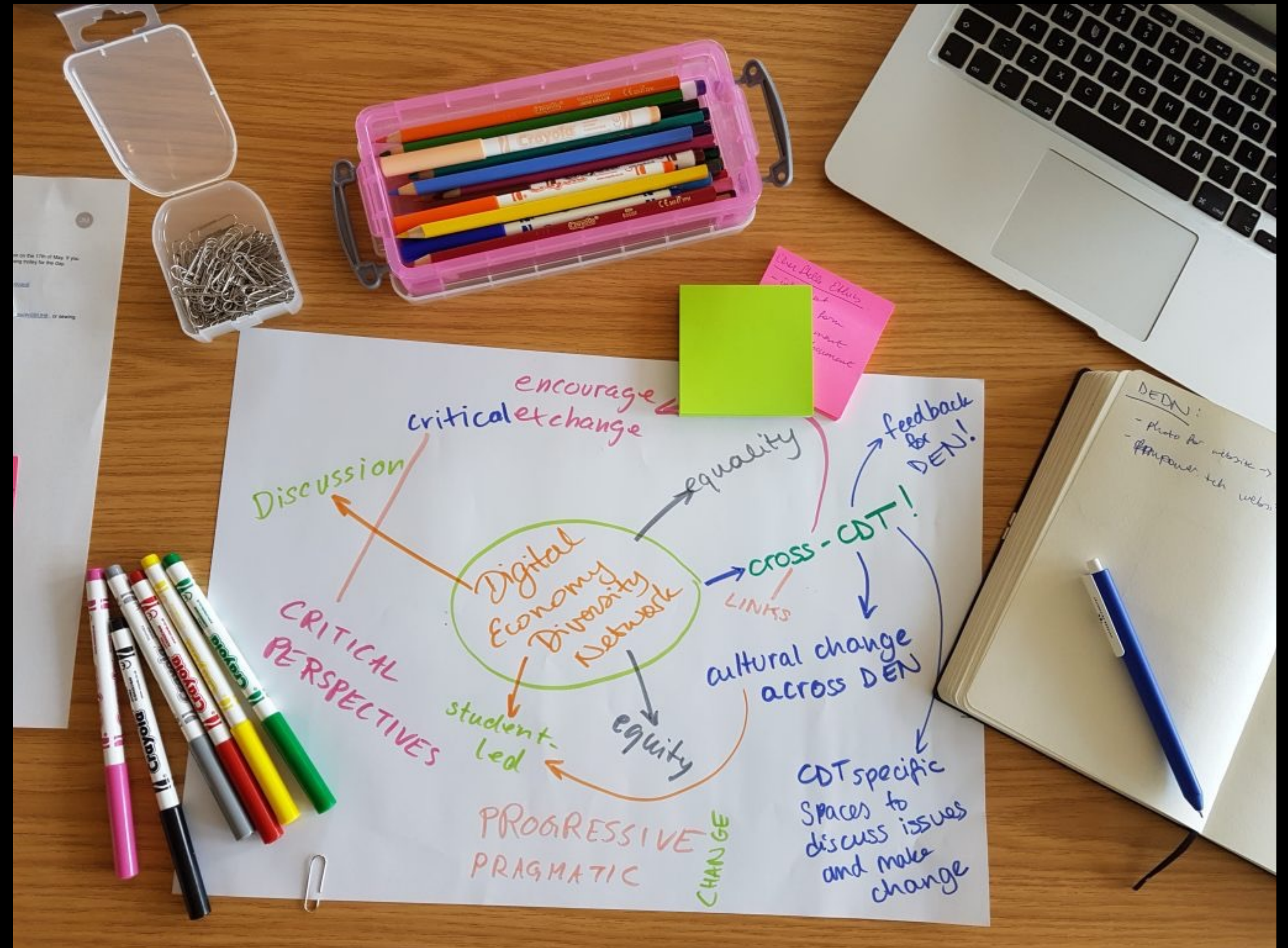
FEMPOWER.TECH IN NEWCASTLE UNI

- how can and do we critique policy?
- how do we engage in institutional change while staying critical?



FEMPOWER.TECH IN THE EPSRC

- how do we facilitate institutional change that does not remain tokenistic?
- what does 'diversity' mean in meta-institutions like DEN or the EPSRC?

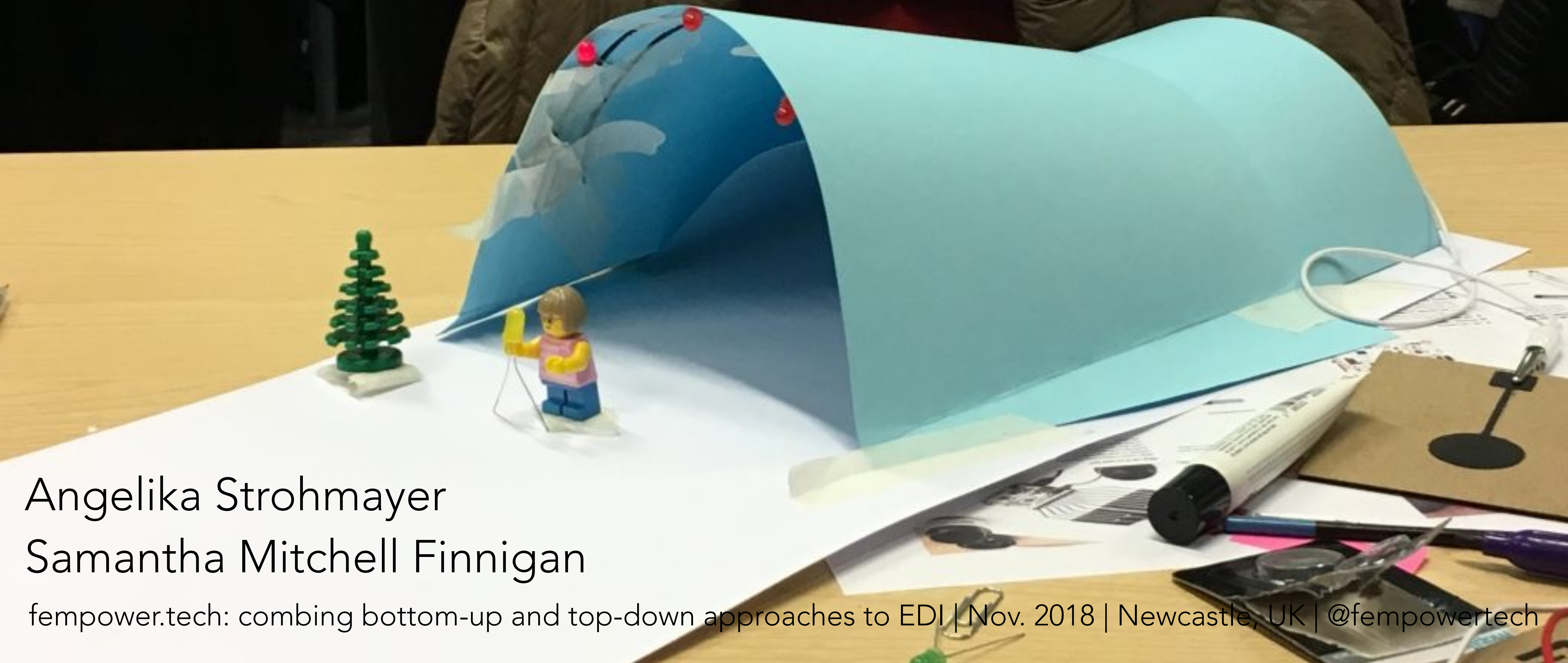


FEMPOWER.TECH AT CONFERENCES

- how do we make clear that equity, inclusion, and diversity should be at the heart of conference organising?
- how do we take on institutional roles without becoming part of the institutional hierarchy?
- do we want to become part of these power structures and hierarchies?



THE BIG FEMPOWER.TECH CONUNDRUM:
HOW DO WE BEST COMBINE BOTTOM-UP APPROACHES
WITH THE NECESSARY TOP-DOWN CHANGES?



Angelika Strohmayer
Samantha Mitchell Finnigan

fempower.tech: combining bottom-up and top-down approaches to EDI | Nov. 2018 | Newcastle, UK | @fempowertech