Reflections from a Minority Who is Not an Authority

Discussion on DEI in HCI and UX Research

UX@UA group

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she/her/hers

Where am I?

The University of Washington acknowledges the Coast Salish peoples of this land, the land which touches the shared waters of all tribes and bands within the Duwamish, Puyallup, Suquamish, Tulalip and Muckleshoot nations.

Where are y'all?

The University of Arizona is on the land and territories of Indigenous peoples. Today, Arizona is home to 22 federally recognized tribes, with Tucson being home to the O'odham and the Yaqui.

Who am I ?

Personal History

worked as UX Specialist for University of Michigan libraries

earned a PhD in Information Science from UW

currently UX researcher for UW ORIS

Social Identities

pronouns: she/her/hers

gender: cisgender female

race: Indian

Where does DEI fit into research recruitment?

Setting targets   **Implementation**   **Representation**

Where does DEI fit into research recruitment?

Setting targets   Implementation   Representation

Where does DEI fit into research recruitment?

Setting targets

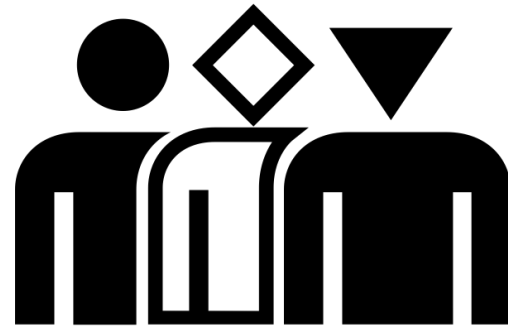Who do you include? What counts as adequate representation?

What other considerations should you bear in mind when setting targets for a representative sample?

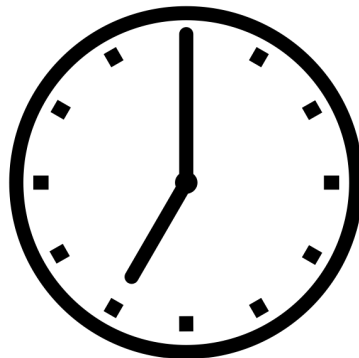# Where does DEI fit into research recruitment?

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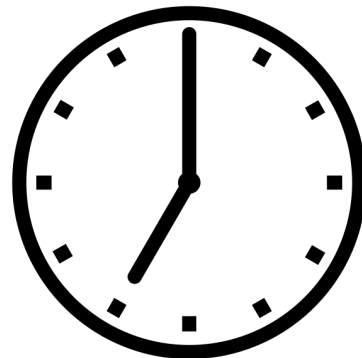What other considerations should you bear in mind when setting targets for a representative sample?

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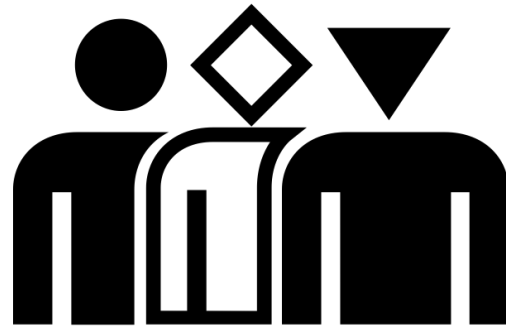
Strategies
Include diverse participants over time

Keep targets in proportion to the population

…what else?

Where does DEI fit into research recruitment?

Setting targets   **Implementation**   **Representation**

Where does DEI fit into research recruitment?

Implementation

How do you reach people?

How do you count people?

Where does DEI fit into research recruitment?

Implementation

How do you reach
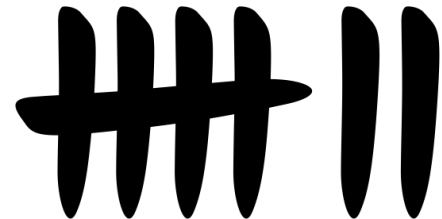people?

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Implementation

How do you reach people?

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Where does DEI fit into research recruitment?

Implementation

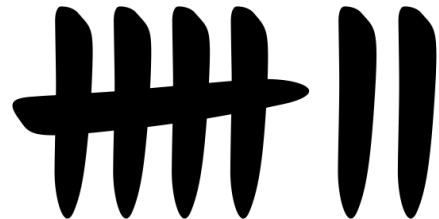How do you reach people?

How do you count people?

Strategies

Reach out to existing communities

Follow rules of ethical practice

…what else?

Where does DEI fit into research recruitment?

Setting targets

Implementation

Representation

How do you represent diversity—or LACK of diversity—in your population?

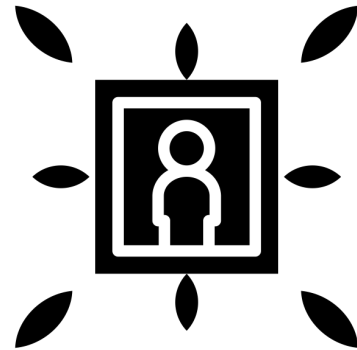# Where does DEI fit into research recruitment?

Representation

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Representation

How do you represent diversity—or LACK of diversity—in your population?

Strategies
Choose to mimic population makeup or participant pool as best you can, but be clear about which one you're representing

…what else?

Where does DEI fit into research recruitment?

Setting targets

Include diverse participants over time

Keep targets in proportion to the population

Implementation

Reach out to existing communities

Follow rules of ethical practice

Representation

Mimic population makeup or participant pool as best you can

Questions?

Thanks for inviting me!

(and thanks Jung Mee for listening to my practice talk!)

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