

This document (<http://tinyurl.com/UXRRR>) compiles existing conversations around issues of / responsibility to racial justice, focused on the tech research/design field. The list is by no means exhaustive of these topics or ongoing work to be done, but hopefully serves as an evolving resource for conversations among UX research and design practitioners.

- **If you have links/resources that should be included in this evolving doc - please send via [this form](#) and they will be added asap.** And feel free to copy and make it your own for your teams/colleagues!
- Just like all forms of anti-racism allyship, this doc is a work in progress and always in need of improvement. If you have any feedback, suggestions for making this better, amends or revisions to existing content, or are interested in discussing next steps with other UXRs, please [reach out to Theo Shure via email!](#)

Disclaimer: This list does not attempt to speak for or on behalf of communities of color, rather to share/amplify perspectives (especially Black and POC voices) on the intersection of race, tech, and design/research to support discourse and action.

USER RESEARCH PRACTICE

- **[Talk + Resource guide]** [Race in the Field](#)
- **[Talk]** [Representation and Representative-ness](#) - Panel at the EPIC conference which provides awesome reflections and strategies for how we can consider “representative-ness” when creating our research sample. Note: Panel overview and panelist bios are open, but video is currently only available to EPIC members. *“When we present our research and recommendations to clients and communities, are we asked about whether the people we did our research among are “representative”? ... Who are the people who are listened to as “representative”? In some cases, emphasizing proportionate representation, for example, overlooks ways some users or people are disproportionately affected by certain practices or technologies, just as marginalized or minoritarian groups. This panel brings together practitioners working across many different sectors (health, finance, media, education) to discuss their own experiences around representation and “representativeness” within their research and work. How do we make visible those who are not in the room?”* (11/2019)
- **[Article]** [Ethnography for Equity](#) - Fatimah Richmond & Sam Ladner outline key opportunities during the research process where researchers can include conversations about diversity. (11/2017)
- **[Article + Talk]** [Ethics & Power: Understanding the Role of Shame in UX Research](#) - Vivianne Castillo (UX Research at Salesforce) on how to bring self-awareness to research sessions, empathy, power, and ethics in UXR. *“UX Research as a field suffers from a deep sense of pride about understanding and practicing empathy...Pride is one of the greatest professional hazards for the UX Researcher. It blinds us from acknowledging our areas of weakness and ignorance, creating opportunities for harm towards the people we sit across from in our sessions or by way of the products and experiences our research has informed.”* (05/2018)
- **[Article]** [Why Self-Care Matters in UX Research](#) - Vivianne Castillo (UX Research at Salesforce) in conversation with DScout’s People Nerds blog on self-care, expanding the definition of empathy, and integrating inclusivity into products through user research by examining our own biases and values. She says *“You have people in the majority who have been laying the foundation of what empathy is for this whole industry, and yet, they haven’t done the work and asked, ‘What are my barriers that get in the way of this evaluation?’”*
- **[Article]** [Ethical Maturity in User Research](#) - Nielsen Norman Group offers a rubric for elements of an ethically mature user research practice. Research ethics is defined here as the careful consideration of the

rights, well-being, and dignity of people involved in research activities - especially when conducting research on sensitive topics and/or with vulnerable people. (12/2019)

- **[Webinar]** [UX Research That Serves Communities](#) - Dscout brings together researchers at local, state, and federal groups & nonprofits to share how their research serves their target communities. The webinar recording includes some great additional resources! (06/2020)

DESIGN PRACTICE

- **[Org / CTA]** [Design as Protest: Direction Action Ideation](#) - Design As Protest is a Black-led organizing effort, in solidarity with the movement for Black Lives, to marshal creative design strategies to dismantle the privilege and powers structures that use architecture and design as a tool of oppression.
- **[Pledge]** [Anti-Racist Design Statement](#) - The Critical Design Lab, a collective of non-Black people of color and white disabled designers, scholars, and activists, shares their statement and commitments to anti-racist design decisions and practice. (06/2020)
- **[Directory]** [Blacks Who Design](#) highlights inspiring Black Designers, UX Researchers, and more in the industry with "the goal is to inspire new designers, encourage people to diversify their feeds, and discover amazing individuals to join your team."
- **[Podcast Series]** [Revision Path Podcast](#) - Created by Maurice Cherry in 2013, Revision Path is an award-winning weekly showcase of Black designers, developers, and digital creatives from all over the world. Through in-depth interviews, you'll learn about their work, their goals, and what inspires them as creative individuals.
- **[Org / CTA]** [Critical Reaction Lab](#) - St. Louis based organization which was founded in 2014 by Antionette Carroll in support of the Uprising in Ferguson. Today, Creative Reaction Lab is building a youth-led, community-centered movement ... with a mission is to educate, train, and challenge Black and Latinx youth to become leaders designing healthy and racially equitable communities. Here is their "[Statement on Design Commitments to Abolishing White Supremacy](#)"
- **[Article]** [Redesigners for Justice](#) - Critical Design Lab describes their framework for Equity-Centered Community Design, an award-winning creative problem solving framework based in equity, humility-building, integrating history and healing practices, addressing power dynamics, and co-creating with the community. *"With these competencies, Redesigners for Justice approach issues with significant self-awareness, assessing context to understand where they fit in as either an Equity Designer or Design Ally."* (06/2020)
- **[Video]** [Designing for a more equitable world](#) - In this TED talk, Antionette Carroll (founder of Creative Reaction Lab, above) pinpoints one of the contributing factors of oppression: designing for exclusion. That is why she has made it her mission to think of her work as system building rather than object building. What if we could redesign for inclusion? (01/2020)
- **[Video]** [Blackness & Socially Conscious Design](#) - Teresa Moses (Creative Director at Blackbird Revolt) at Diversity Plus Design conference discussing her experiences as a Black Queer Woman, the lack of representation in design—including the perpetuation of white supremacy—and its influence on her racial equity and empowerment work. (02/2020)
- **[Video]** [Designing for Unconscious Bias](#) - Rafael Sergio Smith at the Diversity Plus Design conference discusses how unconscious bias shows up in everyday interactions as well as in systems that shape our

lives, and highlights several opportunities to use design and technology to mitigate its negative influences. (11/2017)

- **[Article]** [Racism in Design](#) - Icons8 blog offers examples of racism and bias in the use of photography/stock photos on websites.
- **[Talk]** [Design Justice](#) - Sasha Costanza-Chock discusses her new book "Design Justice: Community-Led Practices to Build the Worlds We Need," which re-imagines how design led by marginalized communities can become a tool to help dismantle structural inequality, advance collective liberation, and support ecological survival. (04/2020)
- **[Org / CTA]** [Design Justice Network](#) - Established in 2016, the Design Justice Network is "an international community of people and organizations who are committed to rethinking design processes so that they center people who are too often marginalized by design. We do this by following processes and creating work that is rooted in shared principles of design justice, growing our network of design practitioners and advocates, convening to maintain and deepen our connections, creating critical publications, and curating exhibitions."
- **[Paper]** [The Co-Constitutive Nature of Neoliberalism, Design, and Racism](#) - A paper by Lauren Williams published in The Journal of the Design Studies Forum, available for purchase. *"Though the origins of neoliberalism, design, and racism are situated at disparate moments in time, these systems support, reproduce, and reify one another in the United States today. Some contemporary design practices – especially Design Thinking – tend to simultaneously compound and conceal the oppressive effects of both neoliberalization and racism... This essay concludes by calling for an approach to social design that forces a reckoning with racism."* (09/2020)
- **[Talk]** [The Designer's Weakness: Understanding the Role of Power](#) - George Aye, founder of Greater Good Studio, speaks at SXSW about the incentives and power dynamics of design, and how to wield design with care and consideration. (2018)
- **[Article]** [Good Design is Cross-Cultural](#) - In an interview with Dscout's People Nerds, designer and creative director Senongo Akpem discusses his work and book *Cross Cultural Design*. He covers a breadth of topics embedded in challenging assumptions and gives readers accessible methodology for cross-cultural design. (07/2020)

TOPIC: RACIAL JUSTICE & TECH

- **[Org / CTA]** [Black Tech for Black Lives](#) - A "collective of Black tech entrepreneurs, investors, creatives, changemakers, and workers, united to use our social, political, and economic capital for the advancement of our communities." *"We commit to acting in solidarity with those leaders working to create a more just world. Tech is complicit. We as Black people in tech have a unique position and opportunity to respond to violence against Black people's bodies...After consulting with local [Bay area] leaders and Just Cities, a local transformative justice organization, we, as Black people in tech, commit to doing one or more of the following and ask our Allies to do the same."*
- **[Talk]** [Ethics and Race in Tech](#) - Ruha Benjamin (author of "Race After Technology") and Merideth Whittaker (AI Now Institute) in conversation on race and ethics in tech on June 1st (06/2020)

- **[Podcast]** [Confronting Our Reality: Racial Representation and Systemic Transformation](#) - This episode of the Radical AI Podcast features Dr. Timnit Gebru (Google research scientist on the ethical AI team and a co-founder of Black in AI). *"How do we respond to the racism in the world we have been given? What does it mean to transform technology systems in the spirit of justice and equity? How do we engage with diversity and representation without reducing our efforts to simple branding and lip service?"* (06/2020)
- **[Talk]** [Black Software](#) - Charlton McIlwain, author of "Black Software: The Internet & Racial Justice, from the AfroNet to Black Lives Matter," shares African Americans' role in the internet's creation and evolution, illuminating both the limits and possibilities for using digital technology to push for racial justice in the United States and across the globe. (12/2019)
- **[Paper]** [Advancing Racial Literacy in Tech](#) - Data & Society Fellows Jessie Daniels, Mutale Nkonde and Darakhshan Mir urge tech companies to adopt racial literacy practices in order to break out of old patterns. (05/2020)
- **[Talk]** [Why Now is the Time for Racial Literacy in Tech](#): Data & Society Fellow Jessie Daniels offers strategies for "racial literacy in tech grounded in intellectual understanding, emotional intelligence, and a commitment to take action. In this podcast, Daniels describes how the biggest barrier to racial literacy in tech is "thinking that race doesn't matter in tech." She argues that "without racial literacy in tech, without a specific and conscious effort to address race, we will certainly be recreating a high-tech Jim Crow: a segregated, divided, unequal future, sped-up, spread out, and automated through algorithms, AI, and machine learning." (07/2019)
- **[Talk]** [Race After Technology](#) - Ruha Benjamin discusses the relationship between machine bias and systemic racism, analyzing specific cases of "discriminatory design" and offering tools for a socially-conscious approach to tech development. (11/2019)
- **[Talk / Written Interview]** [Tech Colonialism](#) - Sareeta Amrute (author of the book "Encoding Race, Encoding Class" and director of Data & Society) discusses "the harms done by AI, social media, and algorithmic decision-making to underrepresented communities in the United States and around the globe - and strategies for transformation." (11/2019)

TOPIC: DATA & ALGORITHMIC ACCOUNTABILITY

- **[Article]** [We Must Fight Face Surveillance to Protect Black Lives](#) - A statement and list of educational resources from the Algorithmic Justice League (06/2020)
- **[Talk]** [Fairness Accountability Transparency and Ethics in Computer Vision](#) - Timnit Gebru and Emily Denton (Research Scientists at Google) hold a three-part tutorial at CVPR 2020 *"in order to provide a space to analyze controversial research papers that have garnered a lot of attention. Our workshop also seeks to highlight research on uncovering and mitigating issues of unfair bias and historical discrimination that trained machine learning models learn to mimic and propagate."* (06/2020)
- **[Article]** [These Black Women are Fighting for Justice in a World of Biased Algorithms](#) - ESSENCE Magazine's #BLACKWOMENIN series highlights the work of Fay Cobb Payton Ph.D., Timnit Gebru, Joy Buolamwini, and Mutale Nkonde. *"By rooting out bias in technology, these Black women engineers, professors and government experts are on the front lines of the civil rights movement of our time."* (11/2019)

- **[Talk]** [Algorithms of Oppression](#) - Through an analysis of textual and media searches as well as extensive research on paid online advertising, Safiya Umoja Noble (author of “Algorithms of Oppression”) exposes a culture of racism and sexism in the way discoverability is created online. (05/2018)
- **[Org / CTA]** [Data4Black Lives](#) - D4BL is a movement of activists, organizers, and mathematicians committed to the mission of using data science to create concrete and measurable change in the lives of Black people.
- **[Talk]** [Abolish Big Data](#) - Data & Society talk by Yeshimabeit Milner (founder & executive director of Data for Black Lives) serves as a call to action to reject the concentration of Big Data in the hands of a few, to challenge the structures that allow data to be wielded as a weapon of immense political influence. (03/2020)
- **[Talk]** [The Fact of Blackness: COVID-19, Medical Data, and the Racial Design of Public Health](#) - Kenyon Farrow (Public health expert) and Tamara K. Nopper (sociologist) discuss racial disparities in COVID-19’s impact, reporting, and analyses.
- **[Talk]** [Data Gap: Police Misconduct Data](#) - Data & Society Fellow Cynthia Conti-Cook tackled an aspect of the criminal justice system lacking data: police misconduct. (07/2019)