Strategies for Human-Human Interaction

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Emory University

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Google

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2019 CRA URMD Grad Cohort Workshop
Session Plan

• **Introduce** panelists
• **Overview** human-human interactions
• **Hear** real panelist experiences
• **Listen** to your experiences and **share** relationship management strategies
• **Discuss** other scenarios

ask questions at sli.do Event #7219
Dorian in One Slide

**Professional Preparation**
- Ph.D., CS, Wisconsin
- M.S., CS, Tennessee
- B.S., Math/CS, Regis (Denver, CO)
- A.S., Math/Phys./Chem, St. John’s (Belize)

**Professional Appointments**
- Assoc. Professor, Emory University, ‘17 -
- Asst./Assoc. Professor, New Mexico, ‘09–’17
- Summer Faculty, Sandia Labs, ‘13
- Visiting Scientist, Lawrence Livermore, ‘09.
- Research Associate, Tennessee, ‘99—’01.

**Professional Interests**
- Extreme-scale distributed systems/HPC
- Application/system fault-tolerance
- Software tools and infrastructures
- Adaptive runtime systems
- Resource management and scheduling

**Personal Interests**
- Family; Music (DJing); Sports
Karina Montilla Edmonds

- Immigrated from Dominican Republic
- BS in Mechanical Engineer at University of Rhode Island
- MS, PhD at California Institute of Technology (Caltech)
- Northrop Grumman (Automotive Division for TRW)
- Jet Propulsion Laboratory (NASA, Managed by Caltech)
- Director of JPL Technology Transfer at Caltech
- US Department of Energy, under Secretary Chu (Obama Administration)
- Executive Director for Corporate Partnerships at Caltech
- Lead for University Relations at Google Cloud AI

- Mother of 3 strong, intelligent, kind daughters (17, 15 & 10)
Richard Ladner

- Education:
  - B.S. St. Mary’s College of California 1965
  - Ph.D. University of California, Berkeley 1971
  - Professor, University of Washington 1971 - 2017
  - Professor Emeritus, University of Washington 2017-now

- Research: Accessibility, a subfield of Human Computer Interaction (HCI). Formerly, theoretical computer science.

- Mentoring: 30 PhD students, 12 in academia, 18 in industry, a few retired. 100+ undergraduates.


- Hobbies: Golf, skiing, crossword puzzles
Melanie Moses

Education
• B.S., Symbolic Systems (AI, ABMs), Stanford
• Ph.D., Biology, UNM
• Postdoc, joint Biology & CS, UNM

Academic Appointments
• Assistant, Associate, Full Professor
  UNM Computer Science 2007 - present
• Secondary Appt, UNM Biology
• External Faculty, Santa Fe Institute

Professional Interests
• Complex Adaptive Systems:
  Scalability, Flexibility, Robustness
• Computational Immunology
• Swarm robotics
• NASA Swarmathon, CS4All

Personal Interests
• Family, Skiing, Paddle boarding (yay Hawaii!)
Range of HHI Experiences

**Persistent** (significant, critical)
- Research team members
- Research advisor
- Research collaborators
- Course professors
- Supervisors
- Mentors
- Student colleagues
- Professional colleagues

**Transient** (superficial, casual)
- Family
- Best Friends
- Significant others
- Friends
- Distant relatives
- Acquaintances
- Classmates

*ask questions at sli.do Event #7219*
Some HHI Topics

• Unconscious/implicit bias
• Micro-aggressions
• Overt discrimination or hostility
• Stereotype threat (walking on eggshells)
• Harassment
• Isolation
• Imposter syndrome
• Having to prove one’s self (constantly)

Two-body problems
• Non-Family-friendly policies/environments
• Workplace conflicts
• Power dynamics with advisors, authorship...
• Intersectionality: race, gender, sexuality, national origin, disability, religion...
• Becoming a leader/negotiating with those in charge

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Panelist Experiences

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Now, it’s your turn!

- **Pair** up!
- **Share with partner** two recent interactions
  – one constructive, one destructive
- Are you willing to **discuss with entire group**?

As a black person, what do you think about …
I don’t see you as …
You speak so well!
Since you are female, you’ll have no problem getting a job!
“People like you” normally don’t …

Since you are Mexican, I’m sure you like …
I always wondered, why do “your” people …
I’m sorry, I thought you worked here
I’m not racist, but …
Do you think you’d be here if you weren’t a minority?
If I were native, I’d probably get that scholarship too.

No offense, but …
I’m not racist, but …
I don’t see race.

ask questions at sli.do Event #7219
Finding Support

• Community outside of academia
• Trusted confidant
• Ombudsperson, university administrative support
• Informal advisors/mentors
• Other students
• Online
  – What is implicit bias? [https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)
  – Blogs, books, other resources?

suggest resources at sli.do Event #7219
Closing Thoughts!

• Melanie: the most introverted among us can have highly effective HHI if we prioritize where to spend our communicative energy; appropriate boundaries (semi-permeable membranes: how to accept constructive criticism but keep toxic comments out

• Karina: Breathe ... choose your battles wisely, not all battles are worth fighting. Practice active listening.

• Richard: Avoid making assumptions based on appearance or other markers such as race, gender, disability. Be aware of unconscious bias.

• Dorian: Perspective matters: wrong answers are often clear; “right” answers can be highly subjective and nuanced. Think, think some more, consult if possible, and then (re)act. (Trusted allies become critical!)