

Strategies for Human-Human Interaction



Dorian Arnold
Emory University



Melanie Moses
University of
New Mexico



Karina Edmonds
Google



Richard Ladner
University of
Washington

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



CRA-W

Computing Research Association
Women

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.
- Outreach: AccessComputing, 2006-now
AccessCSforAll, 2014 - now
- 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

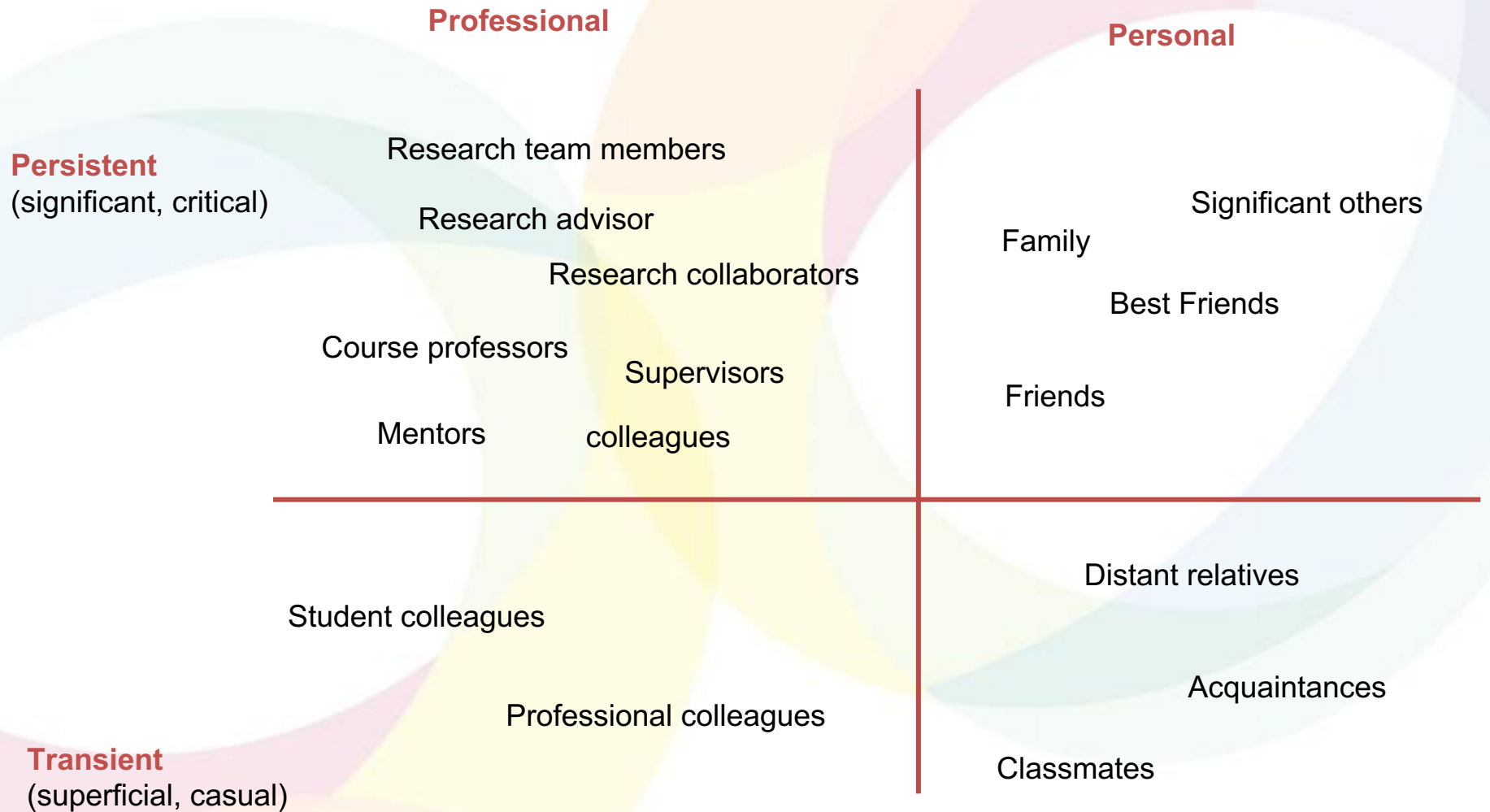
Professional Interests

- 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



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

ask questions at [sli.do](#) Event #7219

Panelist Experiences



ask questions at [sli.do](#) Event #7219

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 ...

Since you are Mexican, I'm sure you like ...

I don't see you as ...

I always wondered, why do "your" people ...

No offense, but ...

You speak so well!

I'm sorry, I thought you worked here

I'm not racist, but ...

Since you are female, you'll have no problem getting a job!

Do you think you'd be here if you weren't a minority?

If I were native, I'd probably get that scholarship too.

I don't see race.

"People like you" normally don't

...

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>
 - 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!)