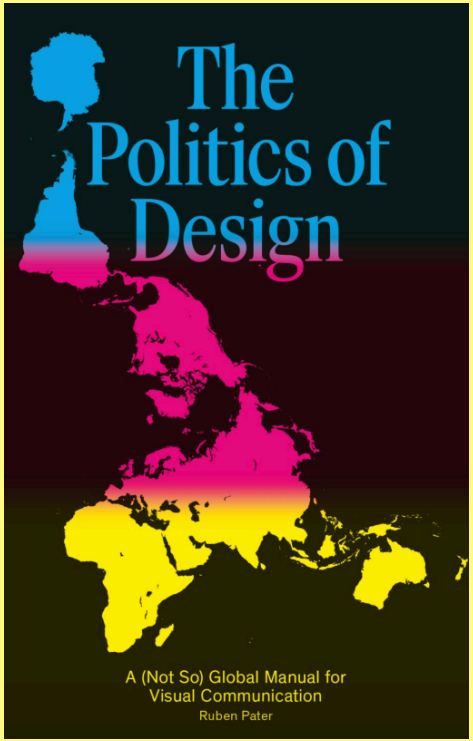
Diversity in design.

Content warnings:

Misgendering, Ableism, Racism, Visual representations of Transgender people, LGBTQIA+ representation, Agesim.

"Tools are never completely neutral and their settings reflect the cultural bias of the technicians that calibrate them."

Pg. 90 - Politics of Design by Ruben Pater



Hi, I'm Eriol. (Ehh-roll)

Designer.

Non-binary, Trans.

They/Them/Their's pronouns.
Mx (instead of Mr/Mrs/Ms)

Queer person.

'Invisible' disability/illness. (PTSD)

Carer for parents/children

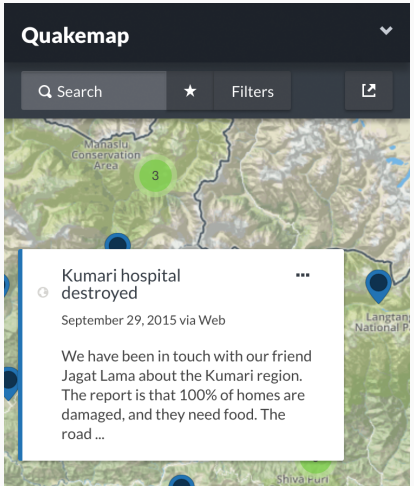
White person

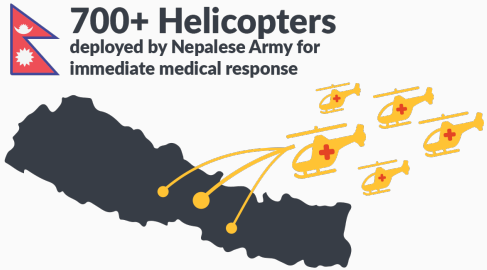
Diversity in design

Ushahidi

Helping people raise their voice and those who serve them to listen and respond better

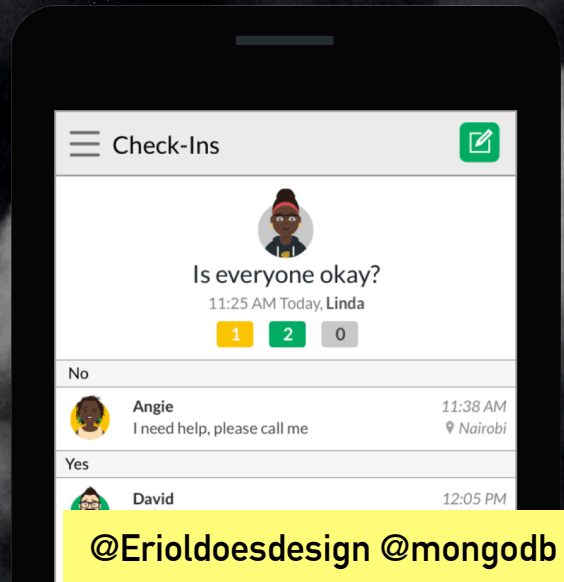
We were able to map all the health facilities in Kathmandu Valley before the earthquake, which will undoubtedly help the relief workers' ability to deliver supplies and help save lives.





TenFour
by Ushahidi

A tool to help other teams reach each other everyday and in a crisis. On any device.

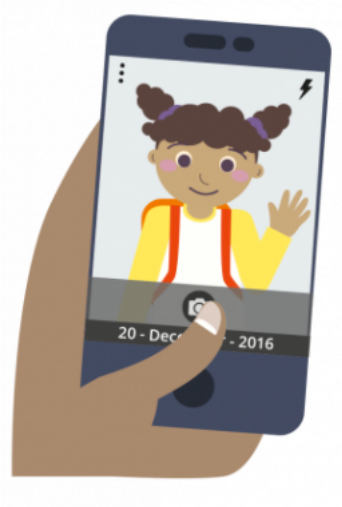


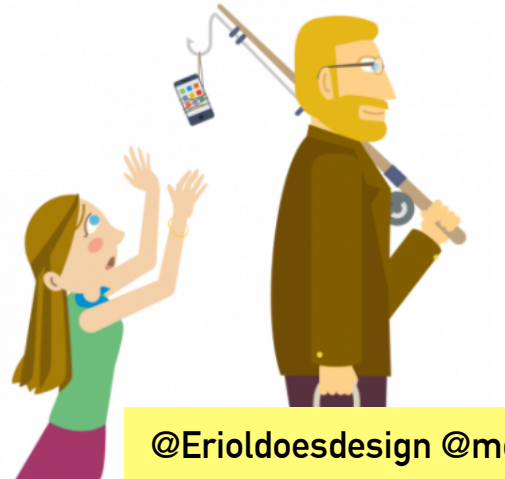
@Erioldoesdesign @mongodb #mdblocal

Diversity in design

Diversity in design

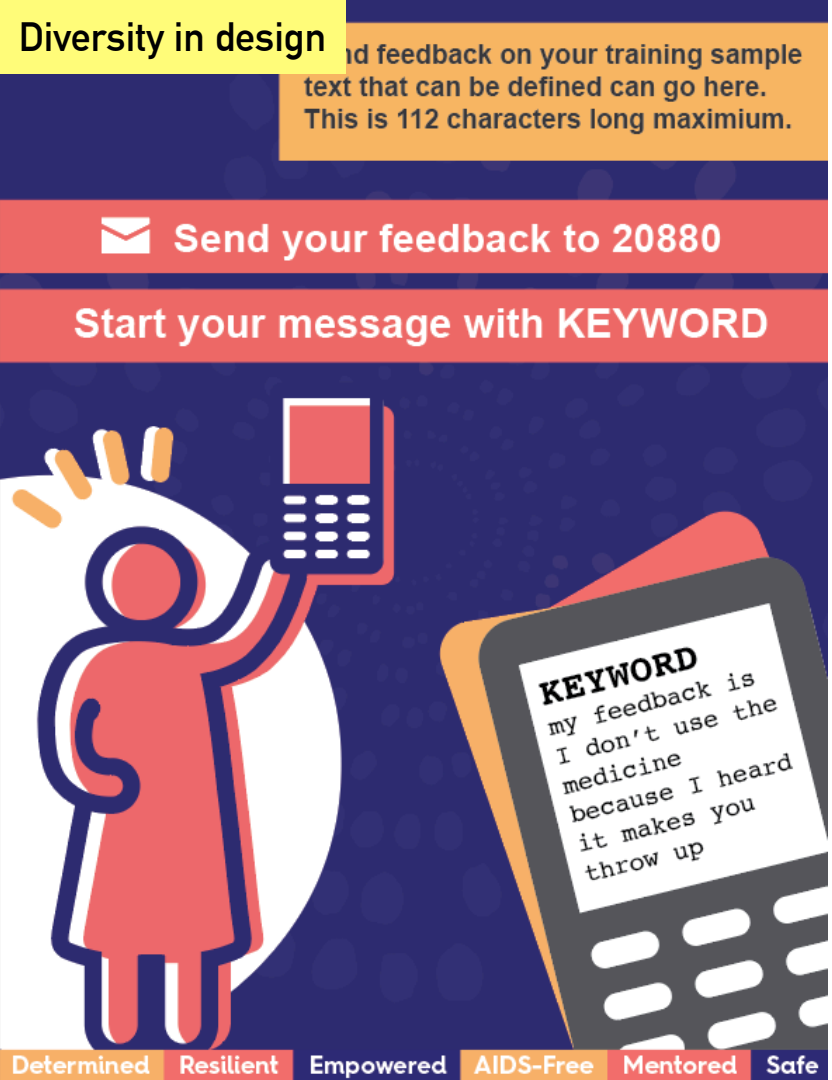
Diversity in design





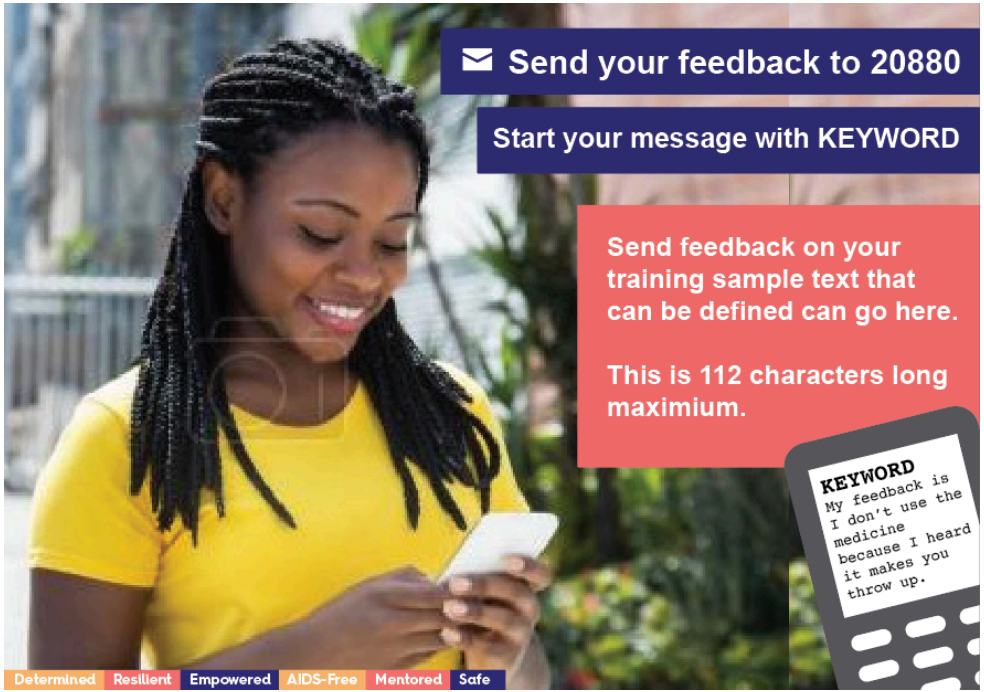
@Erioldoesdesign @mongodb #mdblocal

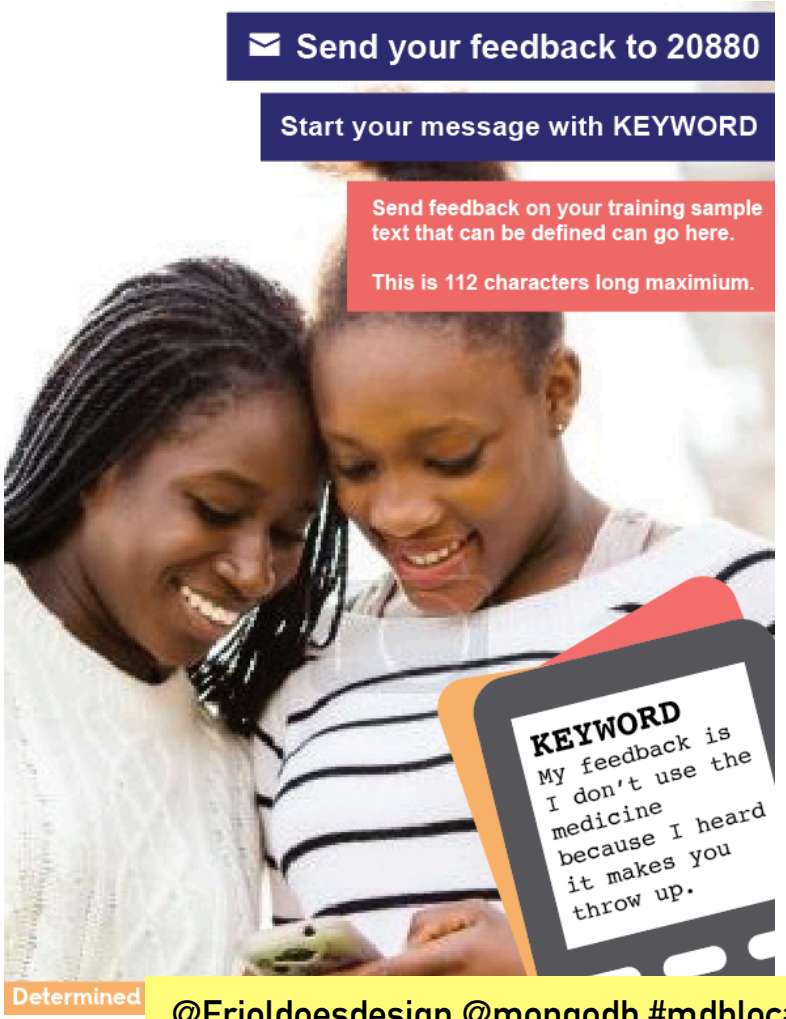
Diversity in design



@Erioldoesdesign @mongodb #mdblocal

Diversity in design



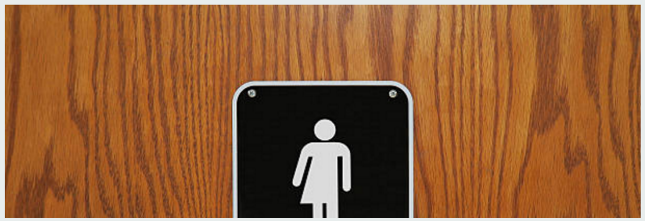


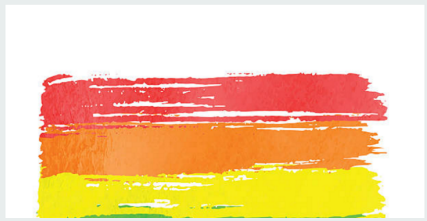
@Erioldoesdesign @mongodb #mdblocal

Diversity in design

Photos Illustrations Video Audio Boards Pricing Sign in Join

Refine trans-person 12,896 Images

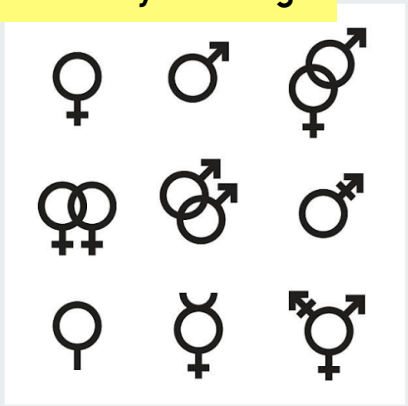


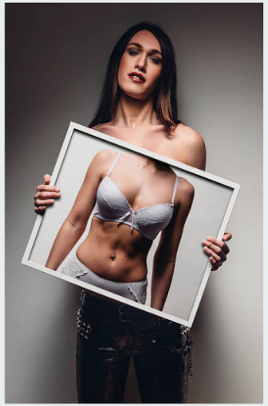


Portrait of female transgender with brown hair looking away - Stock image

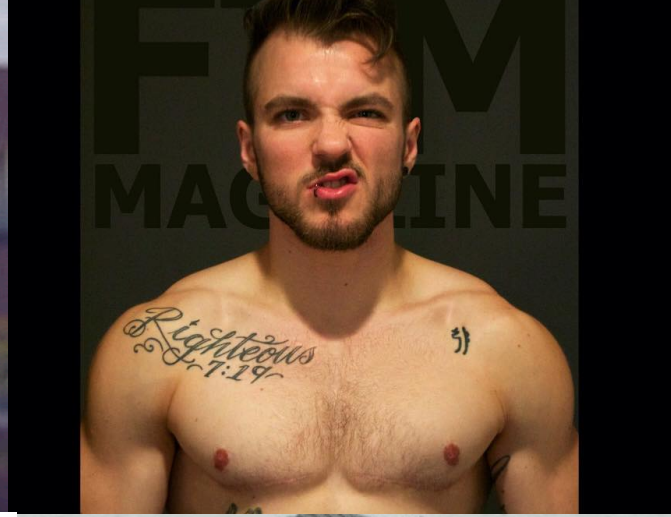
@Erioldoesdesign @mongodb #mdblocal

Diversity in design





Diversity in design



@Erioldoesdesign @mongodb #mdblocal

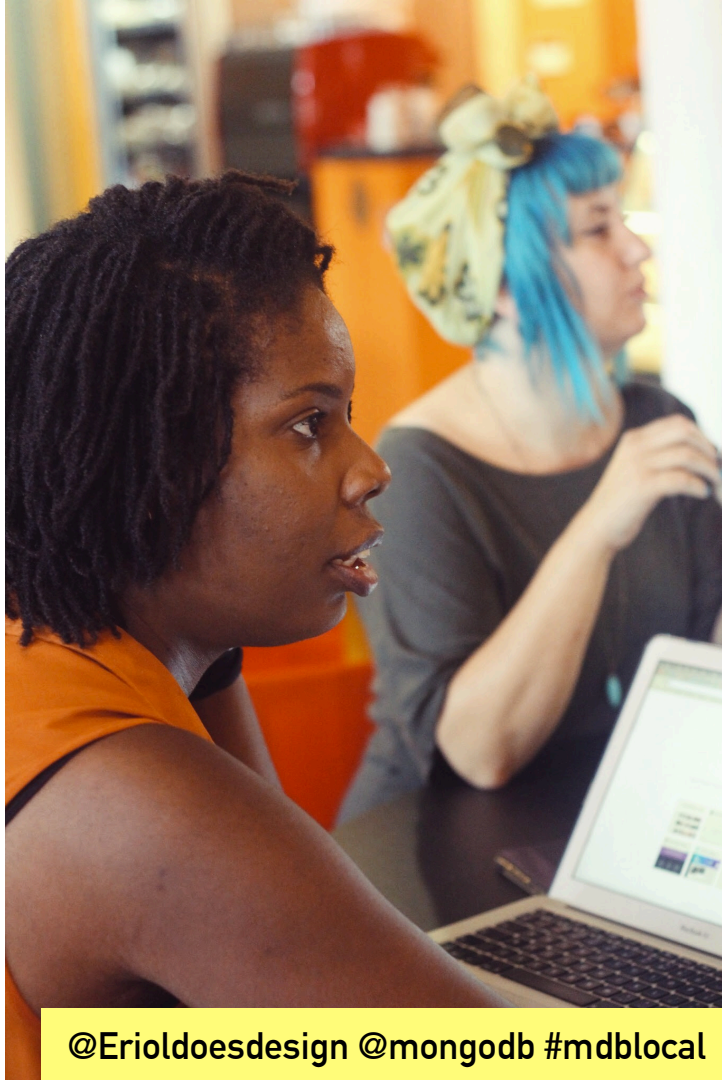
Recommended stock photography

www.africanstockphoto.com

www.photoability.net

www.wocintechchat.com/blog/wocintechphotos

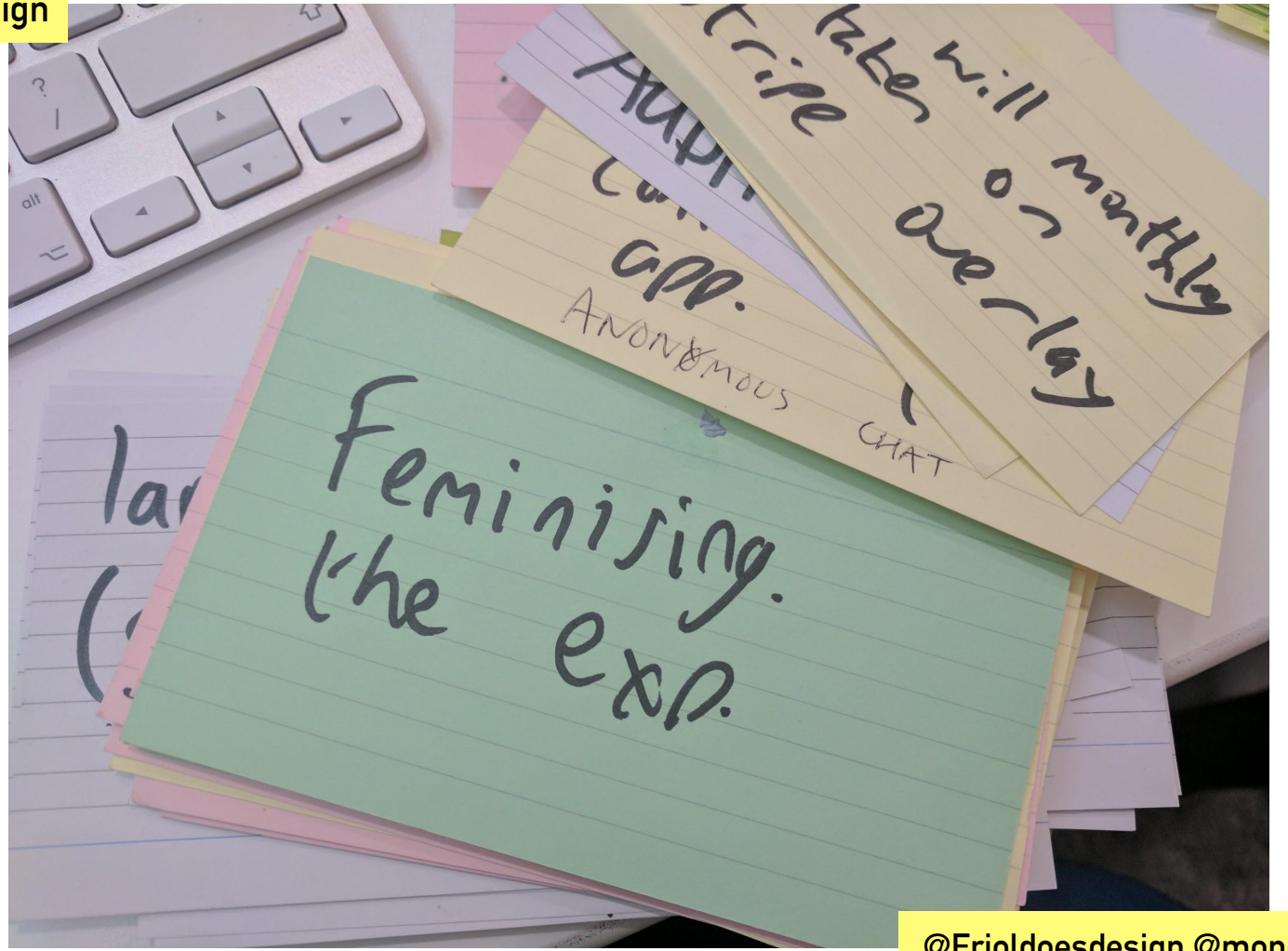
https://techspark.co/shift-stock-gallery-2/



@Erioldoesdesign @mongodb #mdblocal

Diversity in design

Diversity in design



@Erioldoesdesign @mongodb #mdblocal

Make something usable, relevant and simple for anyone to use.

-.` blige `.-
@THECAROLDANVERS

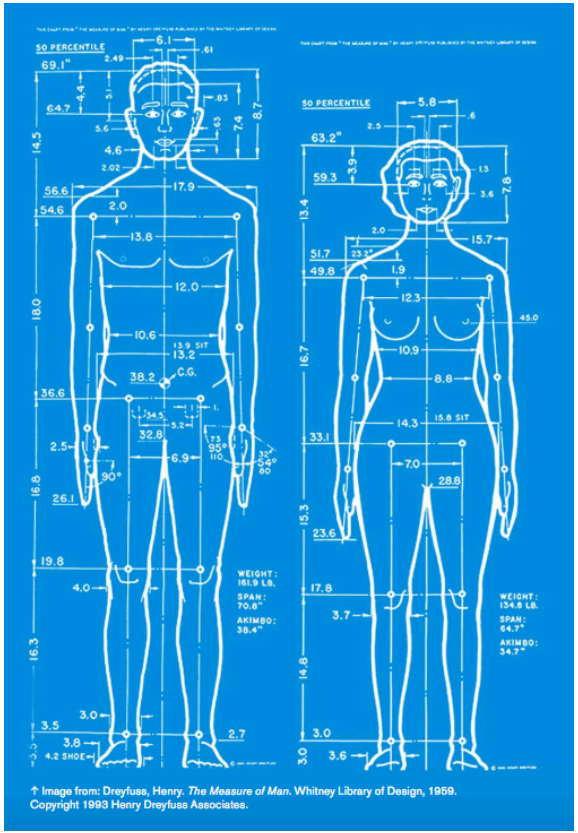
Follow

#MasculinitySoFragile that they feel the need to gender everyday items

12:18 AM - 23 Sep 2015

3,936 3,093

Fitness apps



↑ Image from: Dreyfuss, Henry. *The Measure of Man*. Whitney Library of Design, 1959.
Copyright 1993 Henry Dreyfuss Associates.

Diversity in design

Your gender *

- ◯ Male
- ◯ Female
- ◯ Not specified

Please select not-specified if you do not wish your gender to be shared with potential future flatmates.

Diversity in design

Hi Eriol

I have a CRB coming in for a [redacted] is that your real name? I also need to verify details for it to go ahead so if you are going to the casualty thing in Friday if you can bring along your driving licence and passport that would be great I only need to check it's details nothing more.

Regards

Reward survey

Hi there, In order to create your tickets for The City of Games we need some information. Once you have completed this survey, you will be able to collect your tickets at the convention when you arrive. To collect your tickets, you will need to show ID matching the name you enter on this form. If you would like someone else to collect your tickets for you, then please enter their name instead.

Full name for the tickets (matching ID will be required for ticket collection):

Preferred name is: Eriol Fox (My legal name on my

If you purchased extra tickets, and would like someone else to be able to collect the extra tickets, let us know their full names:
(optional)

@Erioldoesdesign @mongodb #mdblocal

Diversity in design

?

Mr | Mrs | Miss | Ms

Dr (Male) | Dr (Female)

Please close this account. I'm registering a new email and name change.

Also please add 'Mx' to your title list options as it is a legal option for UK based identification now.

Mx (title)

From Wikipedia, the free encyclopedia

Mx, usually pronounced /ˈmɪks/ or /ˈmʌks/ (*miks* or *muks*),[1][2] is an English language neologistic honorific that does not indicate gender. It was developed as an alternative to common genderered honorifics, such as Mr. and Ms., in the early 1980s. It is often used by nonbinary people, as well as those who do not wish to reveal or be referred to by their gender. It is a gender-neutral title that is now widely accepted by the Government of the United Kingdom and many businesses in the United Kingdom.[3] It is included in all major English dictionaries.

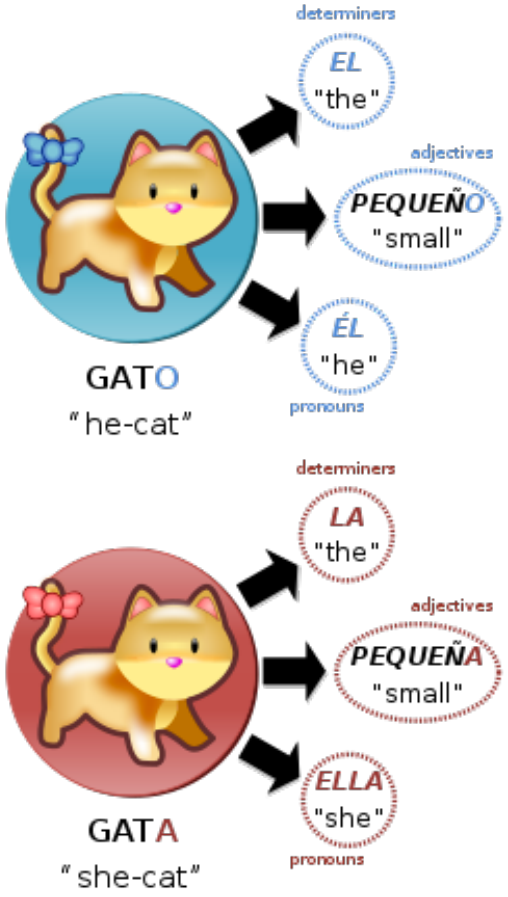
is now widely accepted by the Government of the United Kingdom

@Erioldoesdesign @mongodb #mdblocal

What Happens If You're Genderqueer — But Your Native Language Is Gendered?

Erin Crouch

https://medium.com/the-establishment/what-happens-if-youre-genderqueer-but-your-native-language-is-gendered-d1c009dc5fcb



Diversity in design

I identify my ethnicity as:
(select all that apply)

- ☐ Asian
- ☐ Black/African
- ☐ Caucasian
- ☐ Hispanic/Latinx
- ☐ Native American
- ☐ Pacific Islander
- ☐ Prefer not to answer
- ☐ _____

This design allows your users to select multiple options, choose not to answer, or write their own description.

I identify my ethnicity as:

- ◯ Asian
- ◯ Black/African
- ◯ Caucasian
- ◯ Hispanic/Latino
- ◯ Native American
- ◯ Pacific Islander
- ◯ Mixed Race
- ◯ Other

This design forces users to make a single choice. Users feel (more) dehumanized when they are forced to make a choice like this.

5. What is your gender?

- ◯ Female
- ◯ Male
- ◉ Prefer not to say

6. Are you transgender?

Gender

- ◯ Male
- ◯ Female
- ◉ None of your business

'Respectful Collection of Demographic Data'

https://medium.com/@anna.sarai.rosenberg

Diversity in design

Registration 1 - RSVP your Interest

Prefix (Mr., Mrs., etc.): Mx.

First Name: * Eriol

Last Name: * Fox

Email Address: eriol@ushahidi.com

* Required Field

* First Name: (legal name)

* Last Name: (legal name)

* Email Address: eriolfox@hotmail.com

* Prefix: Mx

* But I prefer to be known as: Eriol Fox

At birth, were you described as….

Please tick one option

Male ☐

Female ☐

Intersex ☐

I prefer not to say ☐

Would you describe yourself as intersex?

- ○ Yes
- ● No

Do you identify as the gender you were assigned at birth?

- ○ Yes
- ○ No

Would you like to say anything more about your gender identity or expression?

@Erioldoesdesign @mongodb #mdblocal

Edge-cases...

Also known as:

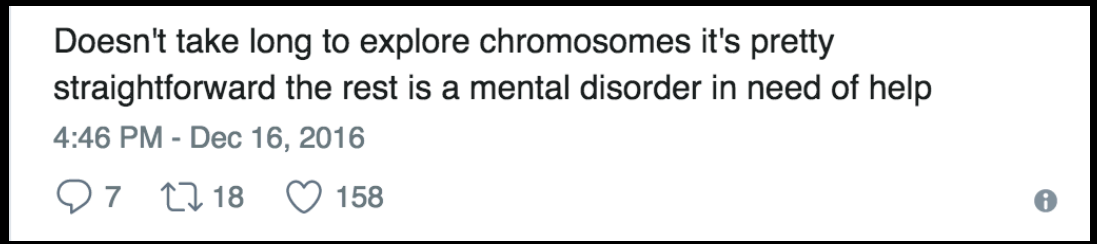
"We can't please everybody"

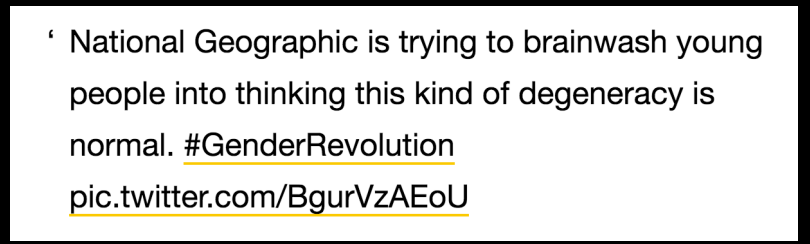
Stress-cases

Also known as:

"The people that need our empathy and attention the most"

Survey by the National Centre for Transgender Equality: Out of almost 28,000 respondents, more than a third chose “non-binary/genderqueer”





Two in five LGBT people (39 per cent) who identify as non-binary have experienced a hate crime

As designers, we are at the forefront of how products serve users, but also how the digital and physical world represents and reflects back at users...

...we have a responsibility to be inclusive, sensitive and understanding with what we design, and endeavour to help non-marginalised folk foster their acceptance and expose them to systems that include, rather than exclude.

Ask other people when it's safe and encouraged to do so. Practice compassion.

Talk about issues not just with marginalised people. Get comfortable with being uncomfortable.

Question your words and assumptions. Think about why and where these come from.

For those that can go a little further…

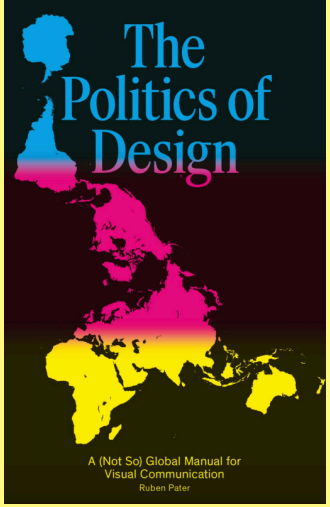
Volunteer for or sponsor these:

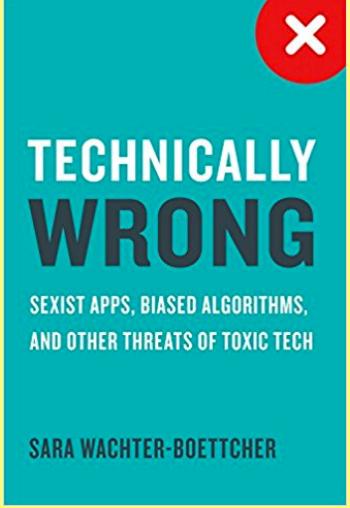
A local Pride or LGBTQIA+ event or organisation

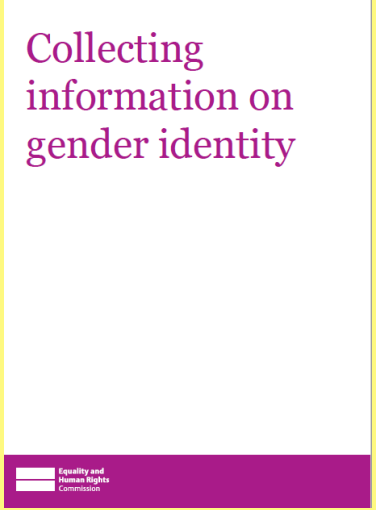
A group that supports people with disabilities/impairments

Groups and organisations that promote people of colour in technology

Diversity in design







https://www.ellpha.com/ - Gender Balance through AI

https://www.ons.gov.uk/census/censustransformationprogramme/consultations/the2021censusinitialviewoncontentforenglandandwales - Gender Identity from UK Census

http://cassolotl.tumblr.com/post/168336693365 - Pronoun tips for Binary Men and Women

https://itunes.apple.com/us/podcast/less-than-or-equal/id890268267 - Less than or Equal a podcast geeks facing inequality in their industries

@Erioldoesdesign @mongodb #mdblocal