

Diversity in design.

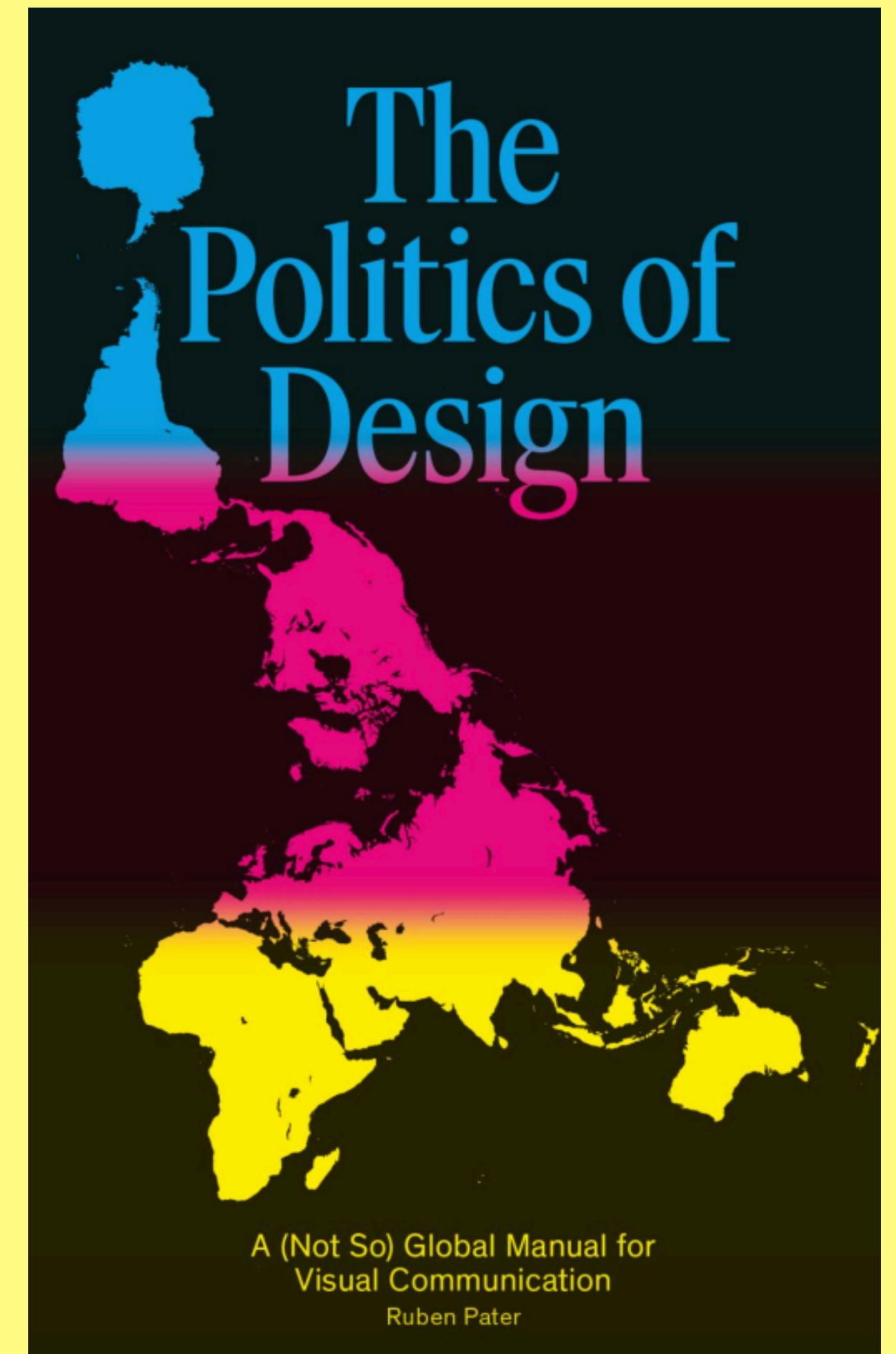
Content warnings:

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



“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).

I'm humanitarian designer  or a human rights centred designer.

10+ years in digital product design & UX.

9+ years in non-profit work.

They/Them pronouns. Mx (not Ms)

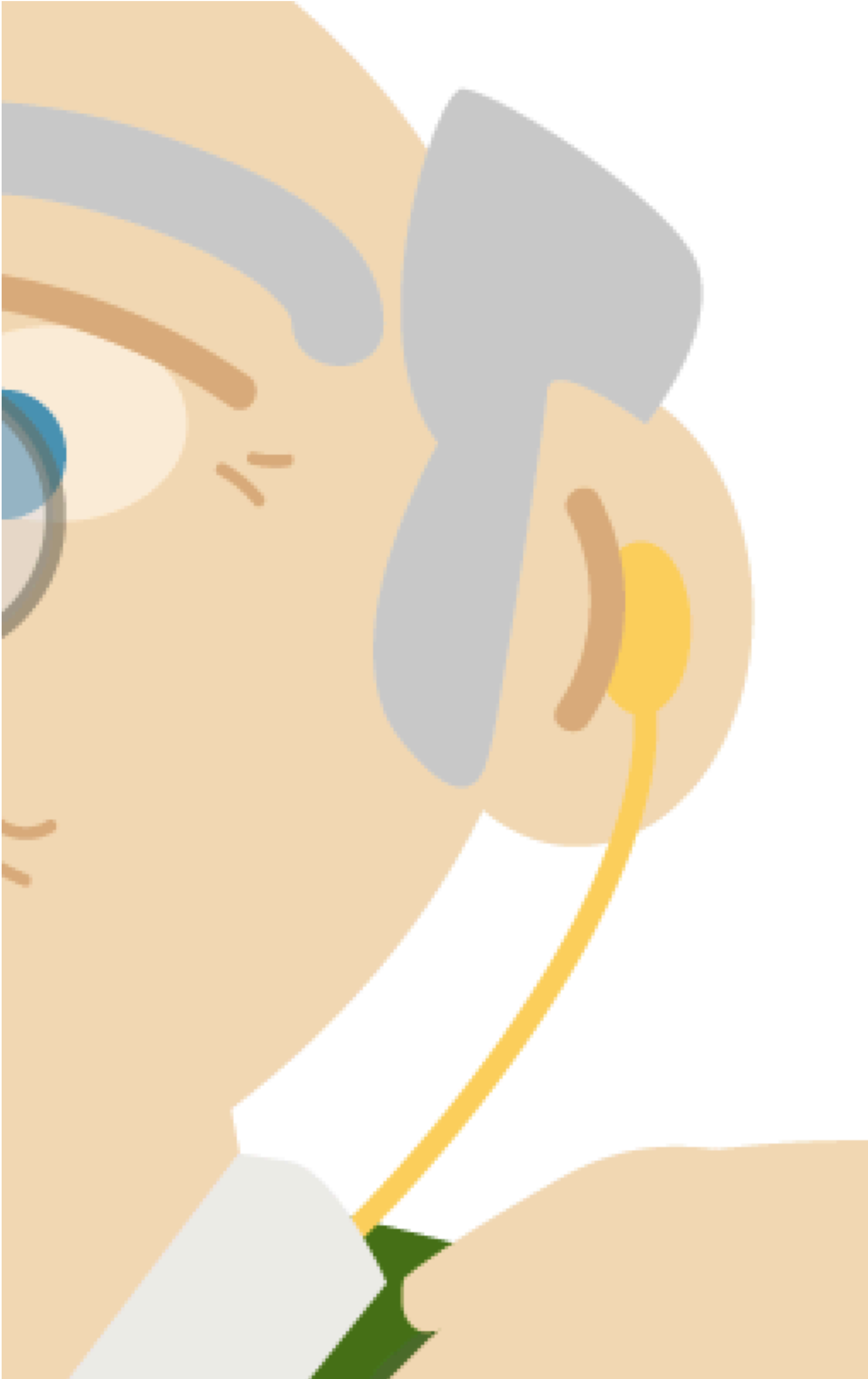
Non-binary, Trans. White. Queer.

Carer for parents/children.

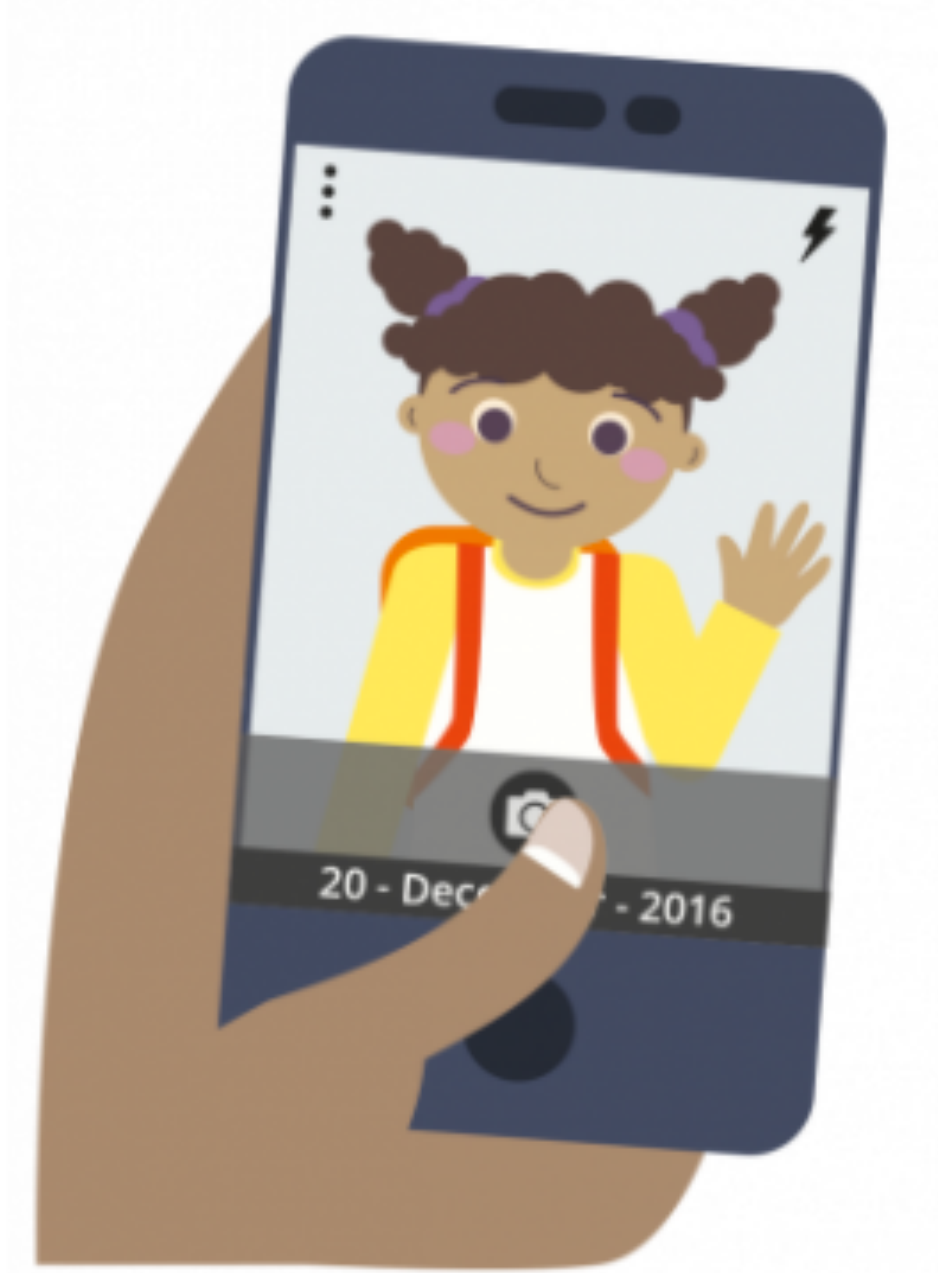
'Invisible' disability/illness (PTSD).







Diversity in design

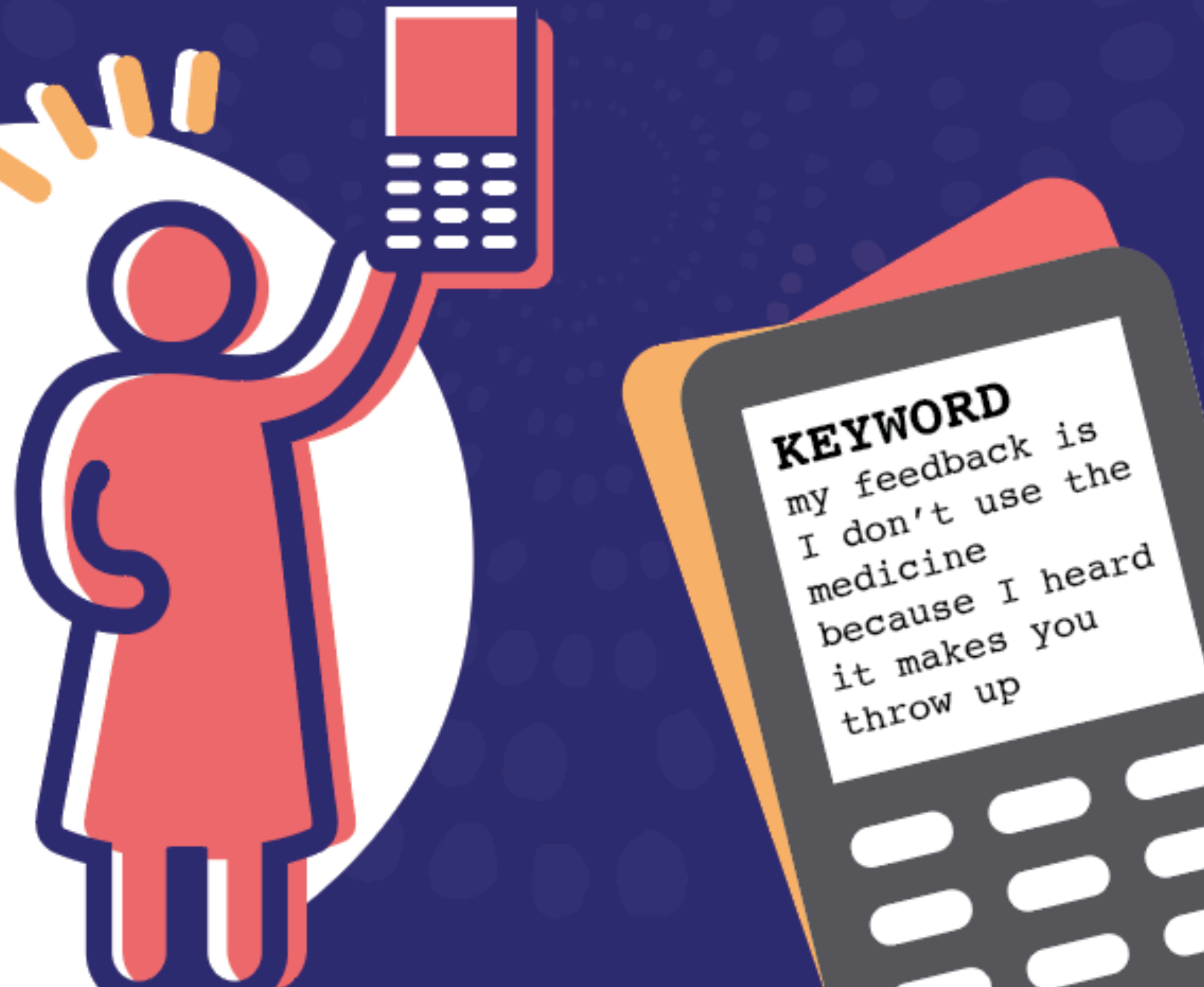


Diversity in design

and feedback on your training sample text that can be defined can go here. This is 112 characters long maximum.

✉ Send your feedback to 20880

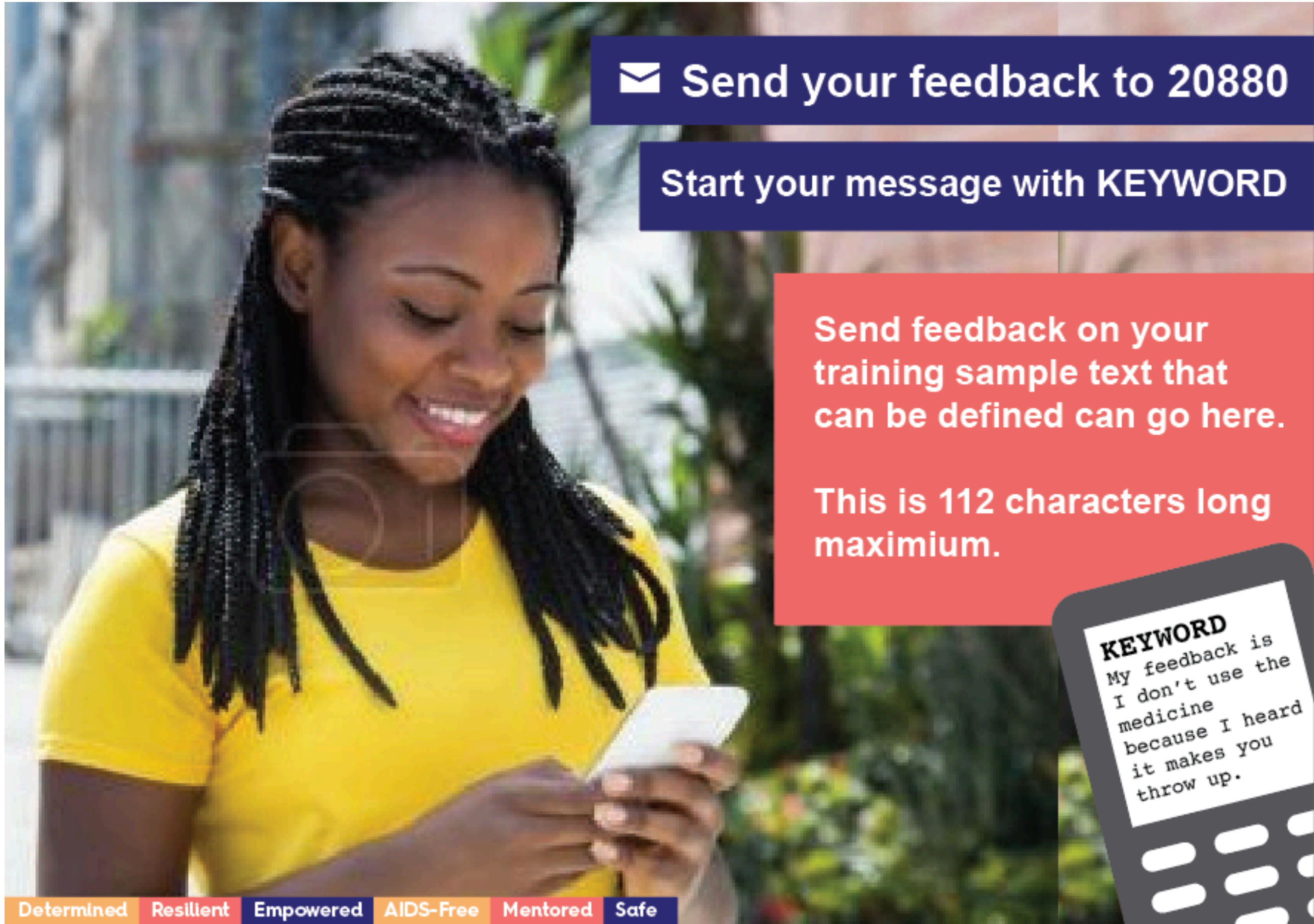
Start your message with **KEYWORD**



@Erioldoesdesign @dxnevent

Determined Resilient Empowered AIDS-Free Mentored Safe

Diversity in design



✉ Send your feedback to 20880

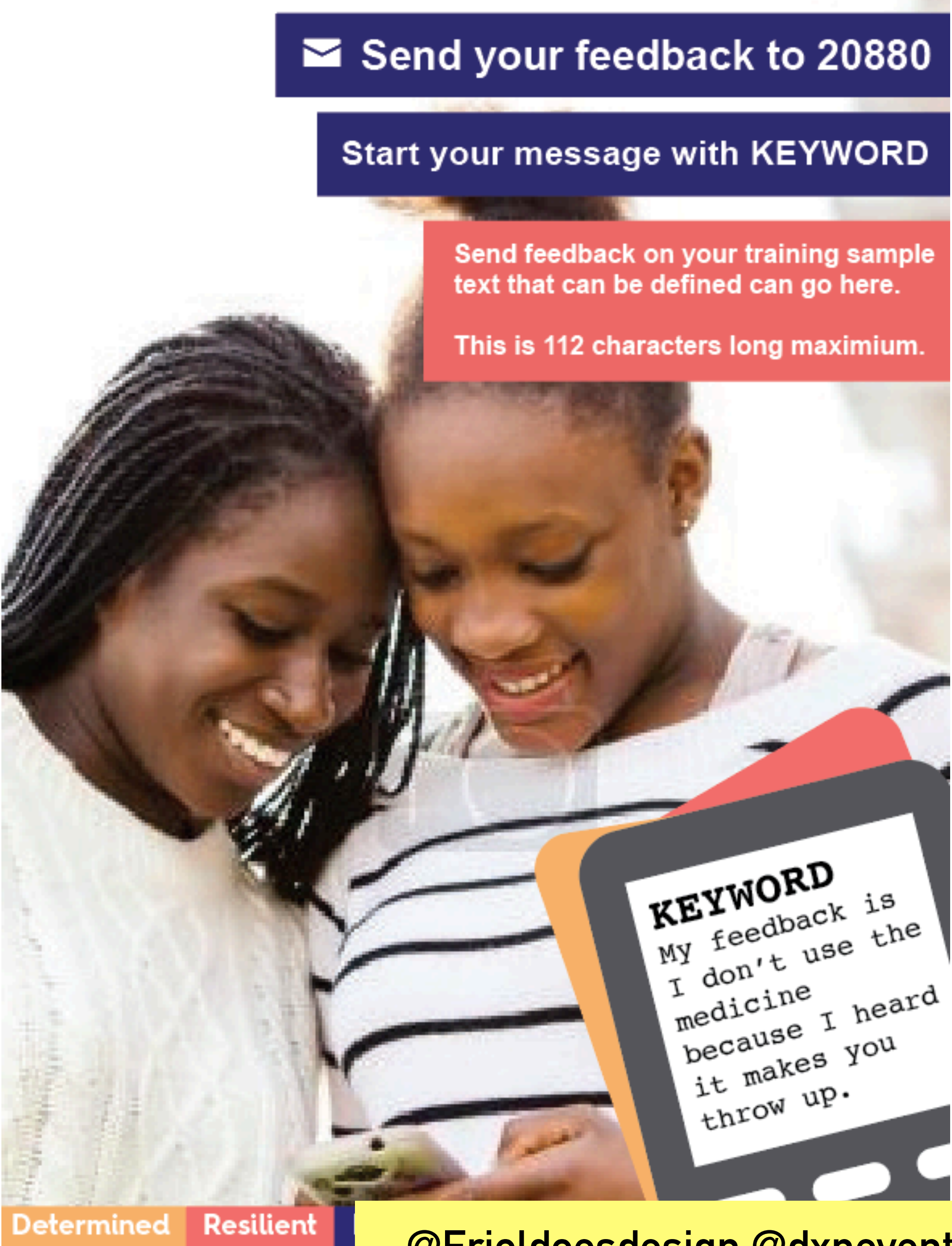
Start your message with KEYWORD

Send feedback on your training sample text that can be defined can go here.

This is 112 characters long maximum.

KEYWORD
My feedback is
I don't use the
medicine
because I heard
it makes you
throw up.

Determined Resilient Empowered AIDS-Free Mentored Safe



✉ Send your feedback to 20880

Start your message with KEYWORD

Send feedback on your training sample text that can be defined can go here.

This is 112 characters long maximum.

KEYWORD
My feedback is
I don't use the
medicine
because I heard
it makes you
throw up.

Determined Resilient

@Erioldoesdesign @dxnevent

Diversity in design

Photos Illustrations Video Audio

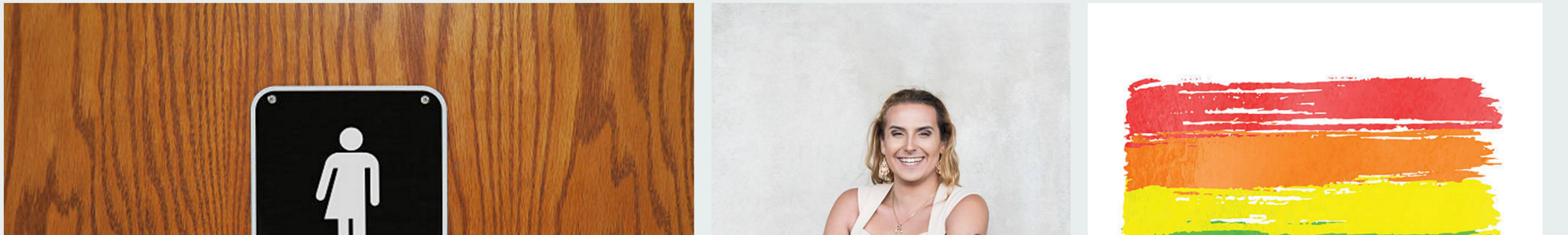
Boards Pricing Sign in Join

Refine

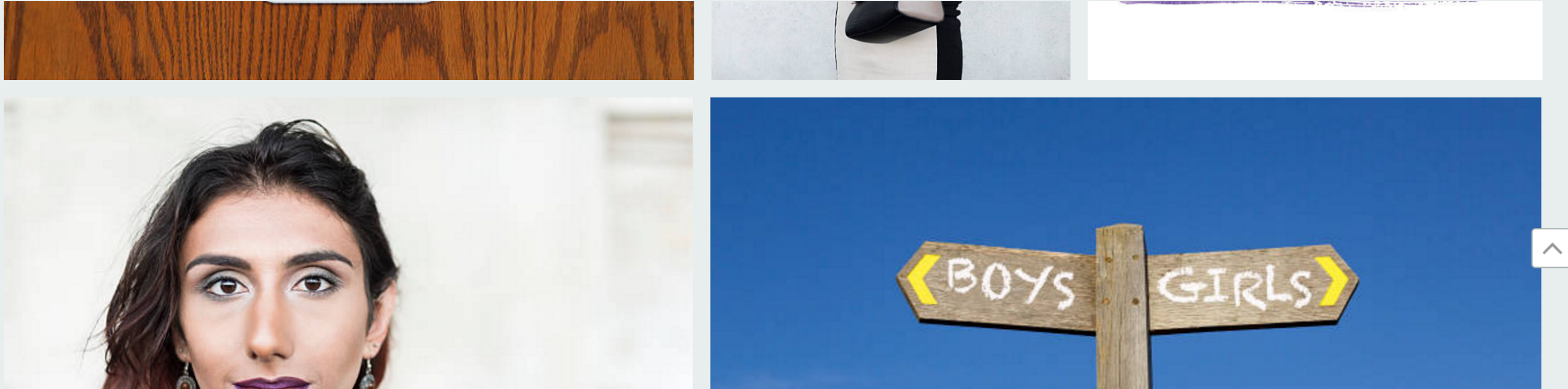
trans-person

×

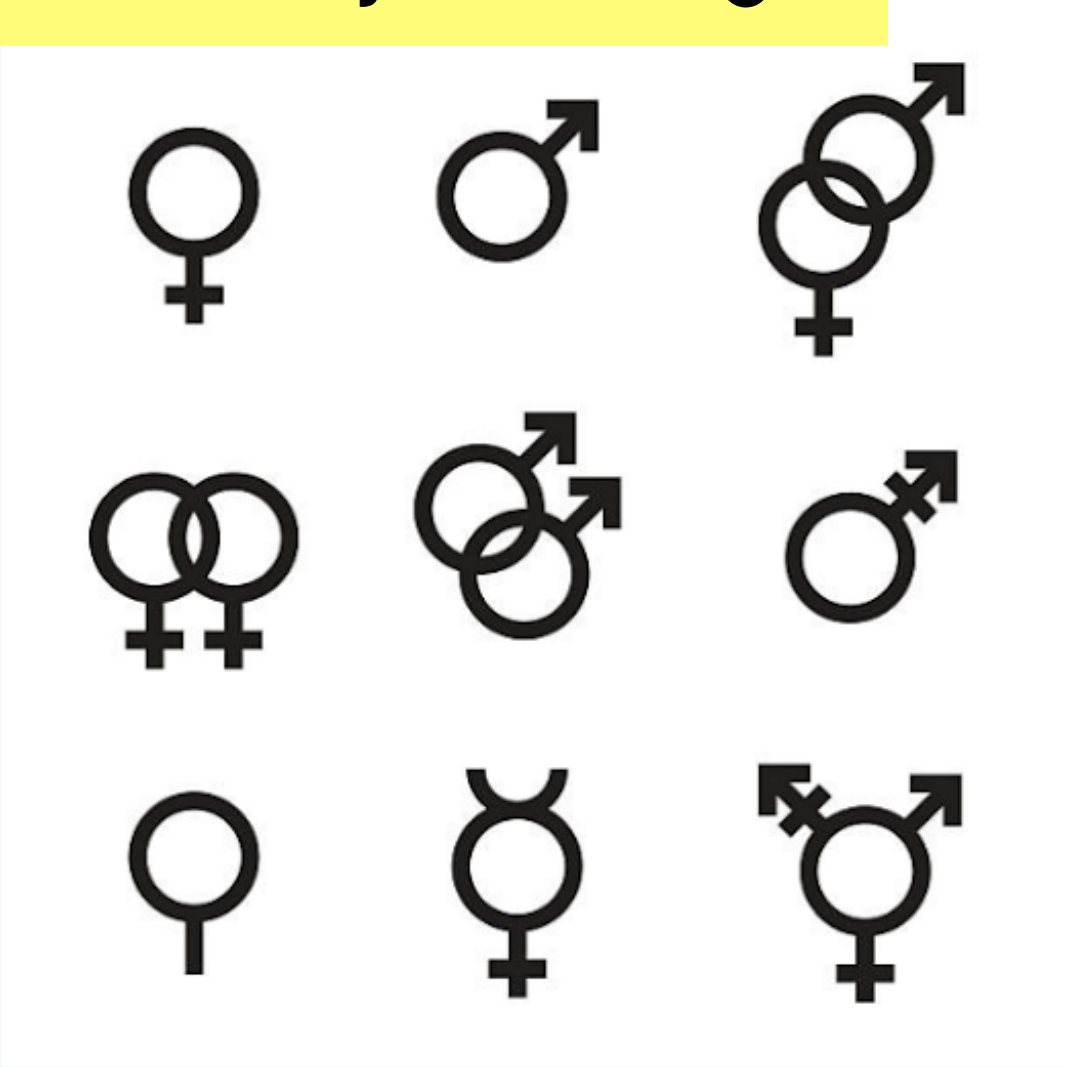
12,896 Images ▾



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



Diversity in design



Diversity in design



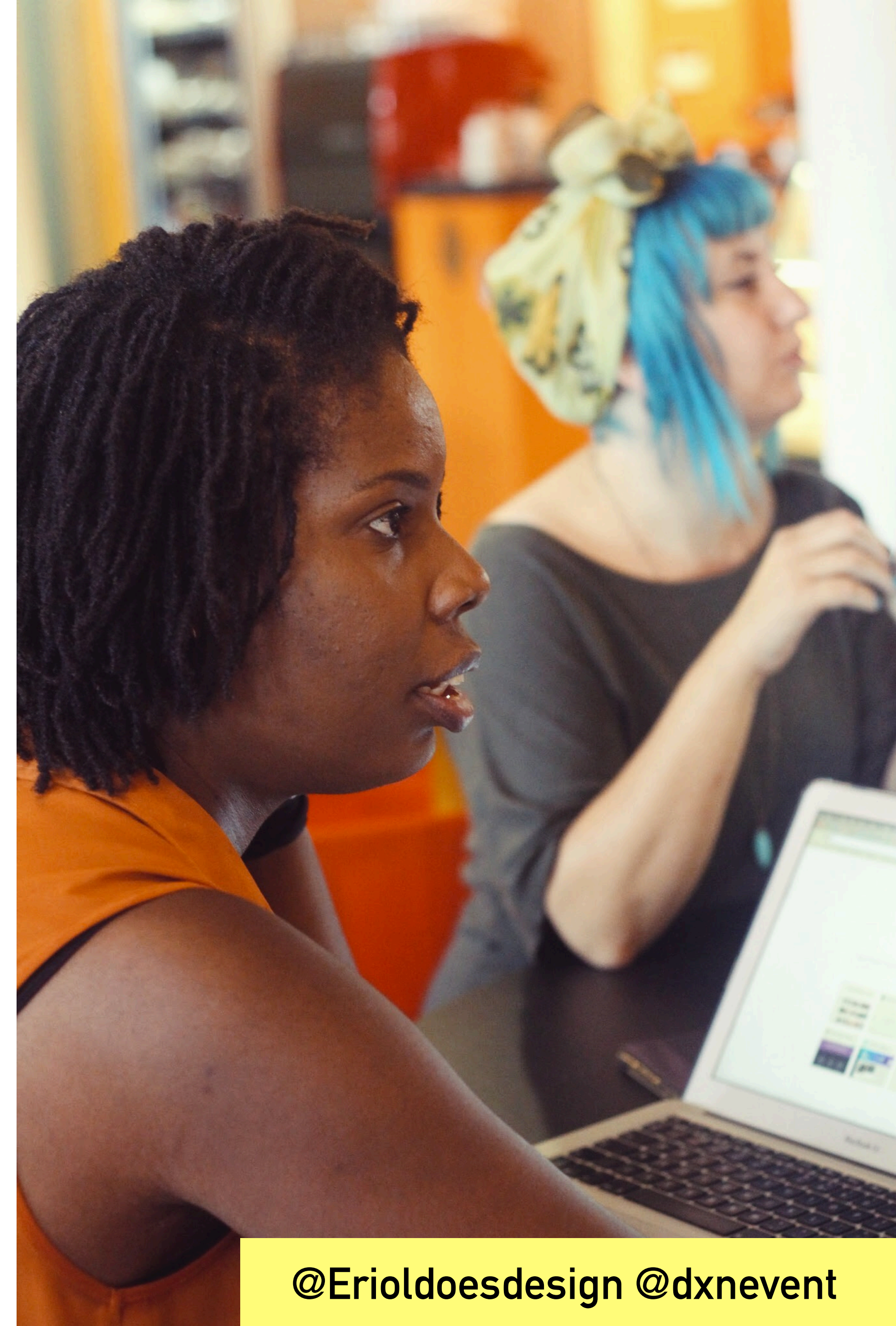
@Erioldoesdesign @dxnevent

www.africanstockphoto.com

www.photoability.net

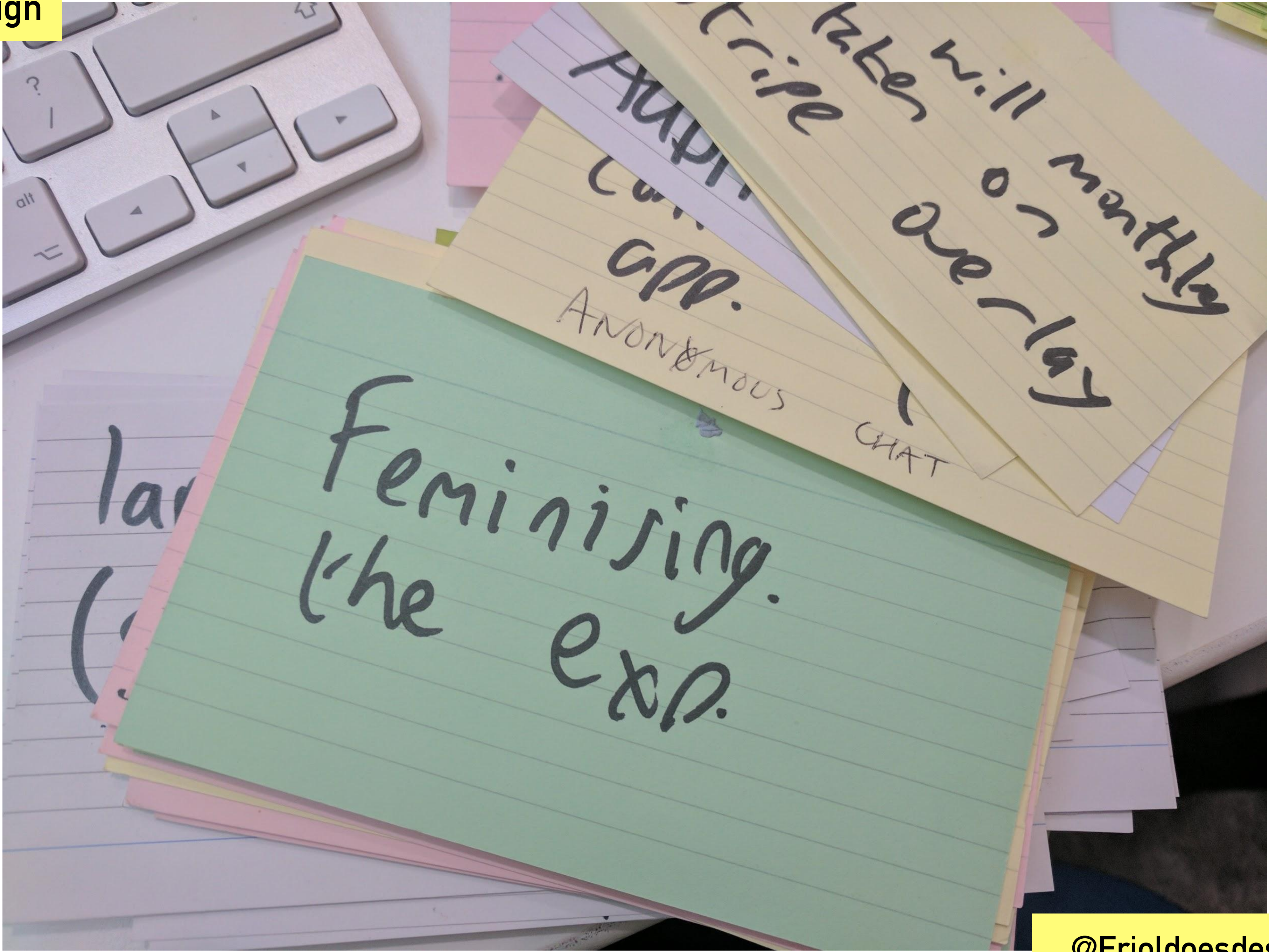
www.wocintechchat.com/blog/wocintechphotos

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





London Pugs Meetup



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



blige
@THECAROLDANVERS

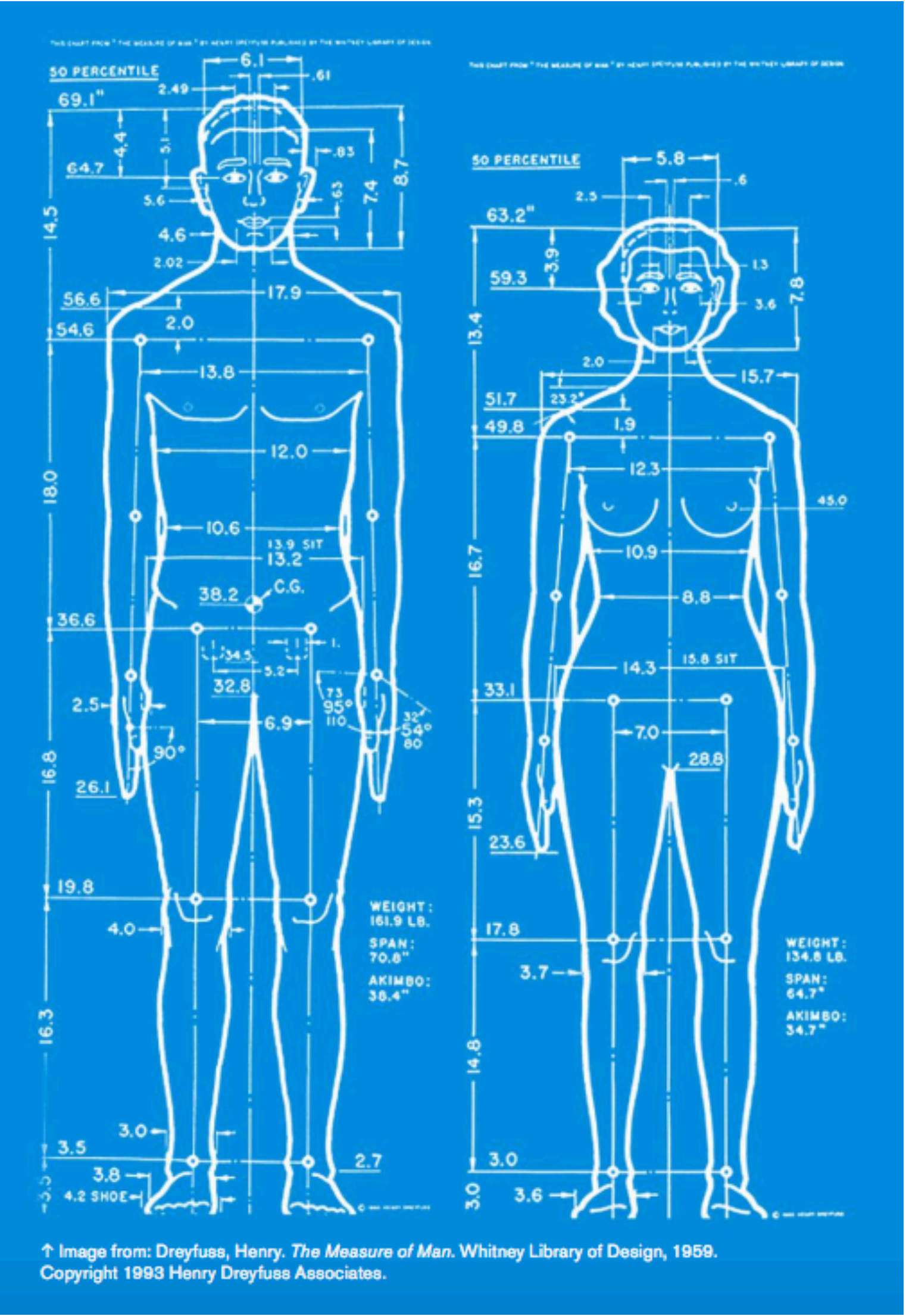
Follow

#MasculinitySoFragile that they feel the need to gender
everyday items

12:18 AM - 23 Sep 2015

3,936 3,093

Fitness apps



Your gender *

- ☐ Male
- ☐ Female
- ☐ Not specified

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

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)

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

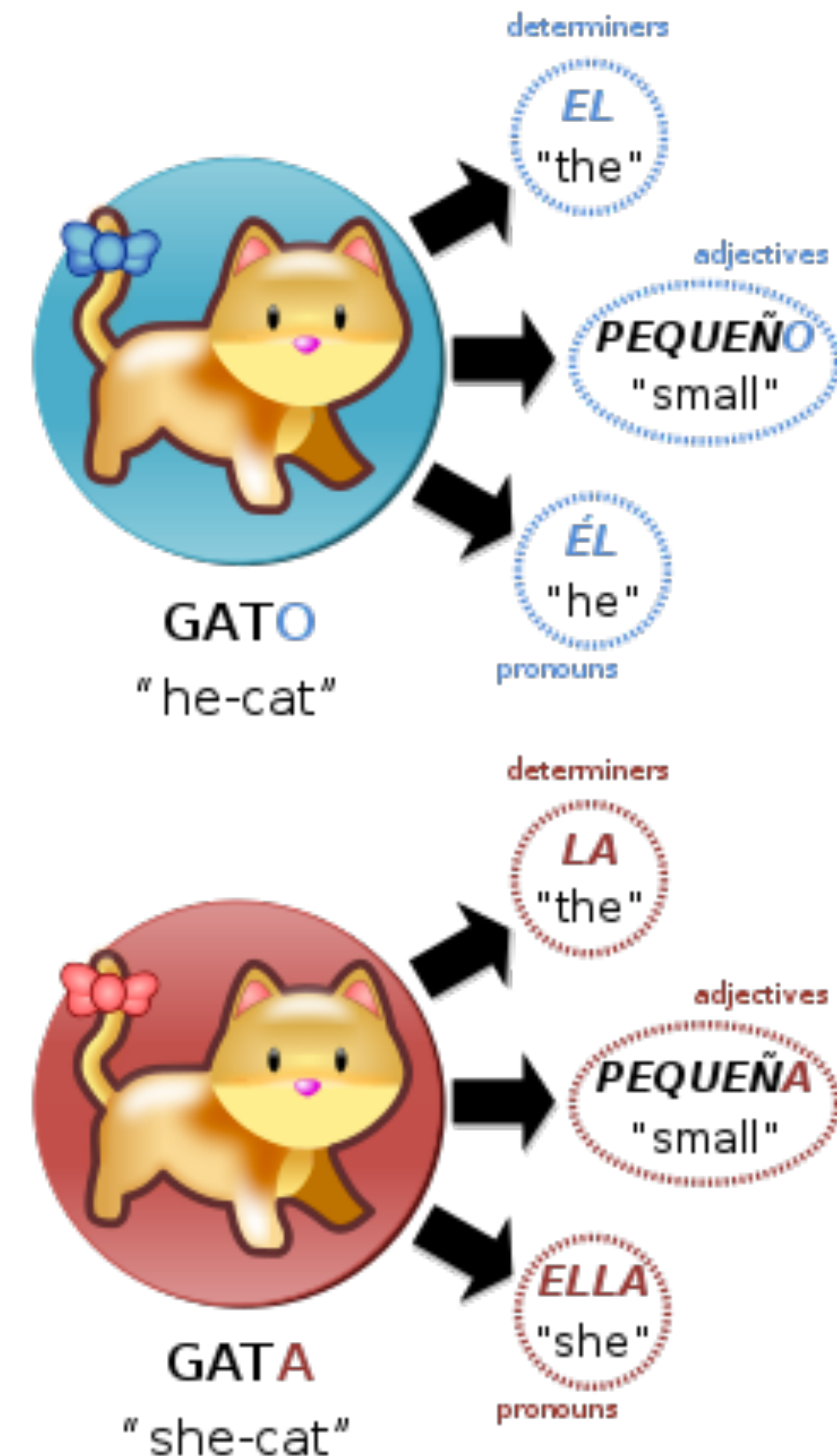
Mx, usually pronounced [/ˈmɪks/](#) or [/ˈmʌks/](#) (*miks* or *muks*),^{[1][2]} is an [English language neologistic honorific](#) that does not indicate gender. It was developed as an alternative to common gendered honorifics, such as [Mr.](#) and [Ms.](#), in the early 1980s. It is often used by [nonbinary](#) 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](#)

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.

‘Respectful Collection of Demographic Data’

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

5. What is your gender?

☐ Female

☐ Male

☒ Prefer not to say

6. Are you transgender?

What gender identity do you identify with?
Please select all that apply

☐ Woman

☐ Man

☐ Trans Woman

☐ Trans Man

☐ FTM

☐ MTF

☐ Trans

☐ Transgender

☐ Transsexual

☐ Intersex

☐ Cross dresser

☐ Drag Queen

☐ Drag King

☐ Bi-gender

☐ Pan-gender

☐ Two-spirit

☐ Not exclusively male or female

☐ Human Being

☐ Decline response

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?

Also known as:
“We can’t please
everybody”



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”

Doesn't take long to explore chromosomes it's pretty straightforward the rest is a mental disorder in need of help

4:46 PM - Dec 16, 2016

💬 7 ↻ 18 ❤️ 158



‘ National Geographic is trying to brainwash young people into thinking this kind of degeneracy is normal. [#GenderRevolution](#)
pic.twitter.com/BgurVzAEoU

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 and services 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.

I'd give myself a C+ for inclusion.

Maybe a B if I'm feeling nice....

**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...

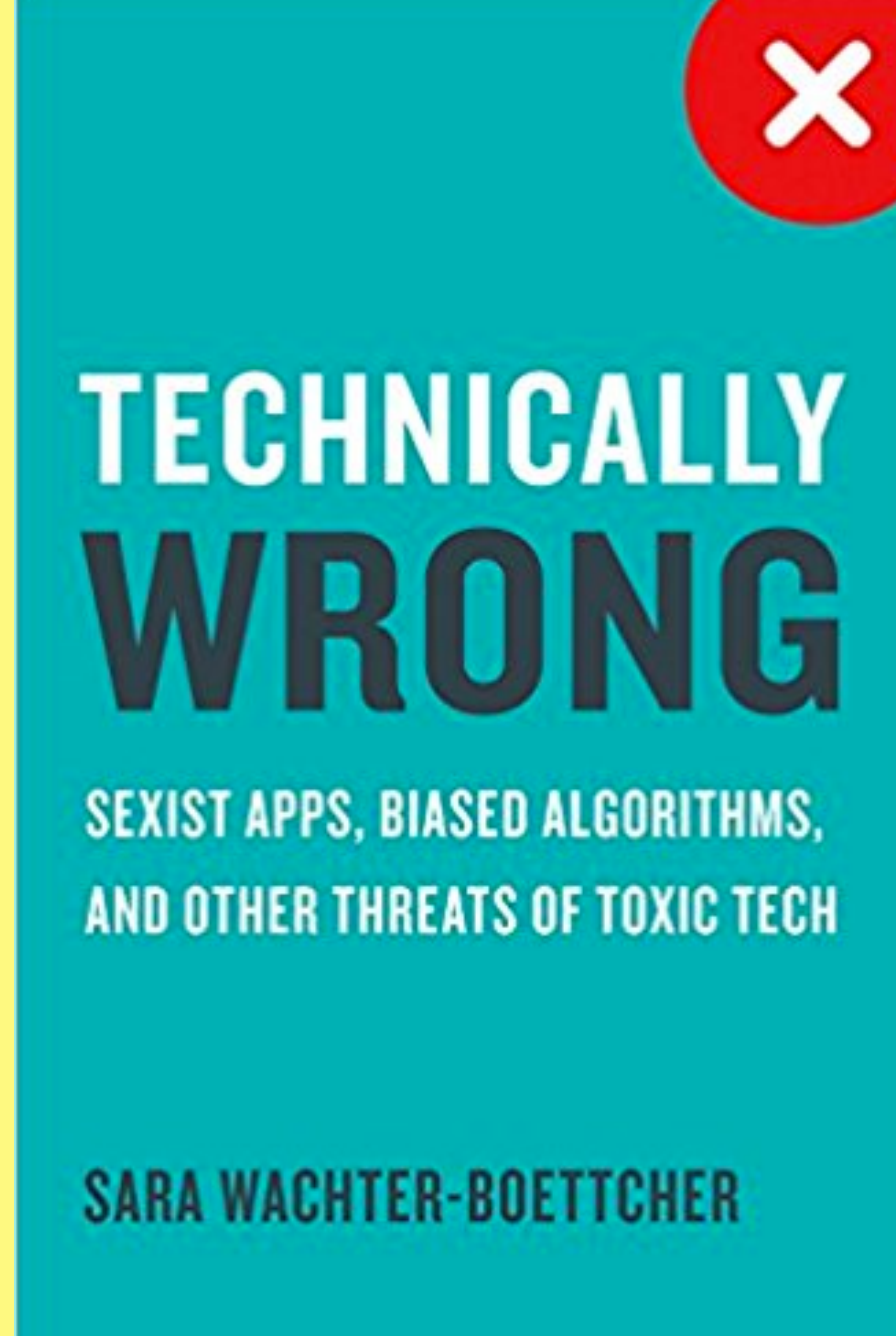
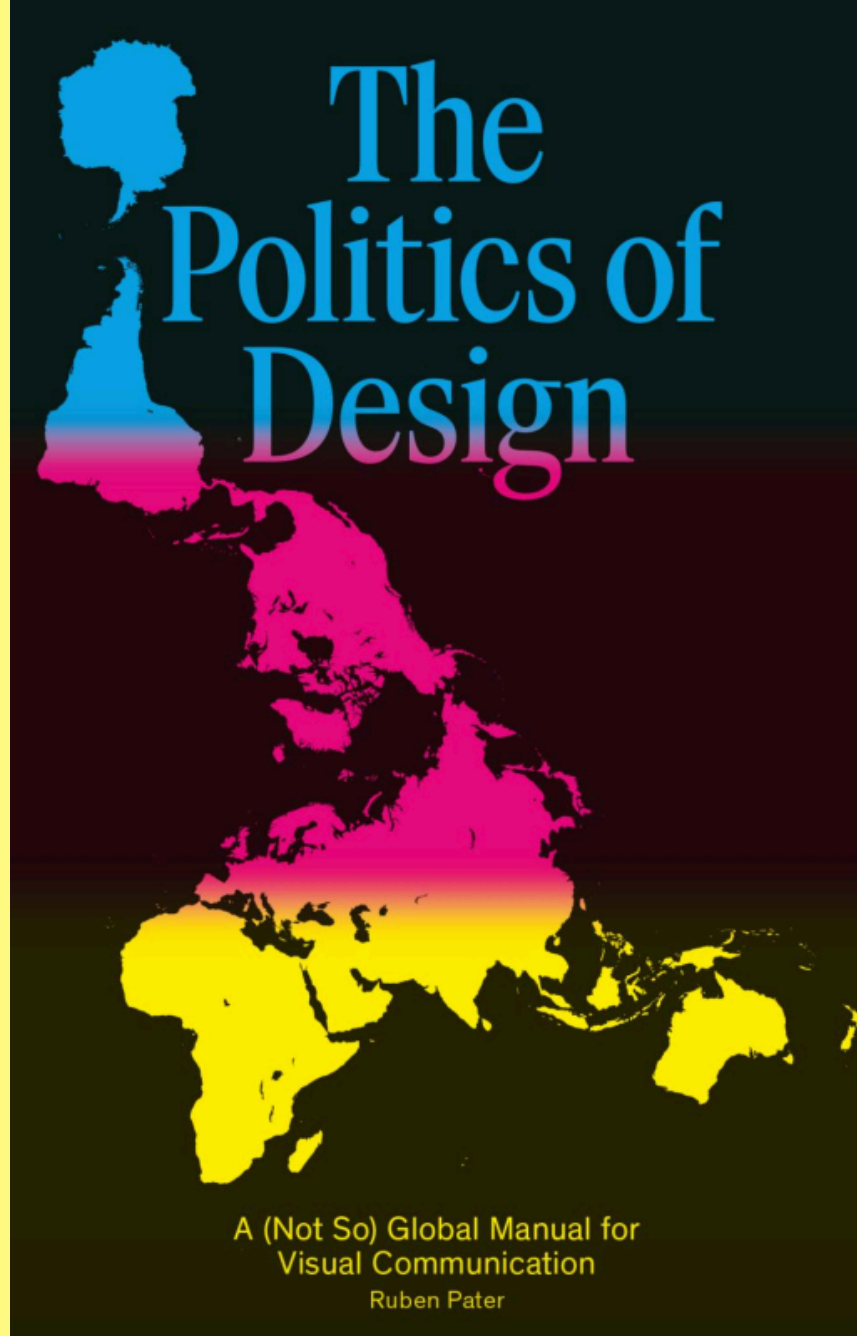
Volunteer for or sponsor these:

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



Collecting
information on
gender identity

Equality and
Human Rights
Commission



The Cost of the Closet and the Rewards of Inclusion

Why the Workplace
Environment for
LGBT People Matters
to Employers



<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 @dxnevent

Eriol does other talks :)

About humanitarian and human rights-centred design, open source design and crisis response, design field research in developing countries etc...

Annotated slide decks:

<https://noti.st/eriolfox>

Youtube playlist:

<http://bit.ly/Erioldoes speaking>