Tackling Discrimination in Tech: The Anti-Bias Cards (ABC) in Use

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Card Deck Goals

Enable people with little prior knowledge of social justice topics to discuss aspects of (anti)discrimination in their projects and domains.

Design Elements

- different group sizes
- hands-on aspect
- different kinds of content: introduction, guiding questions, explanations, definitions
- explicit translation to plain German/English, explaining technical terms

Case Studies

Variety of settings & participants:

- ditact women's IT summer university
- Gender Equality Academy (researchers, team leads, coordinators in universities & private companies)
- Ways of Thinking in Informatics (first semester CS) course
- May Contain Hackers community event
- Bits und Bäume conference on IT & sustainability

Tools used:
Online card deck with Zoom, Miro, CryptPad, Google Forms, MOODLE; physical card deck

Findings

"[...] an appropriate method to inform on diversity and inclusion."

"[...] explanations in footnotes are really helpful!"

"[...] good to understand."

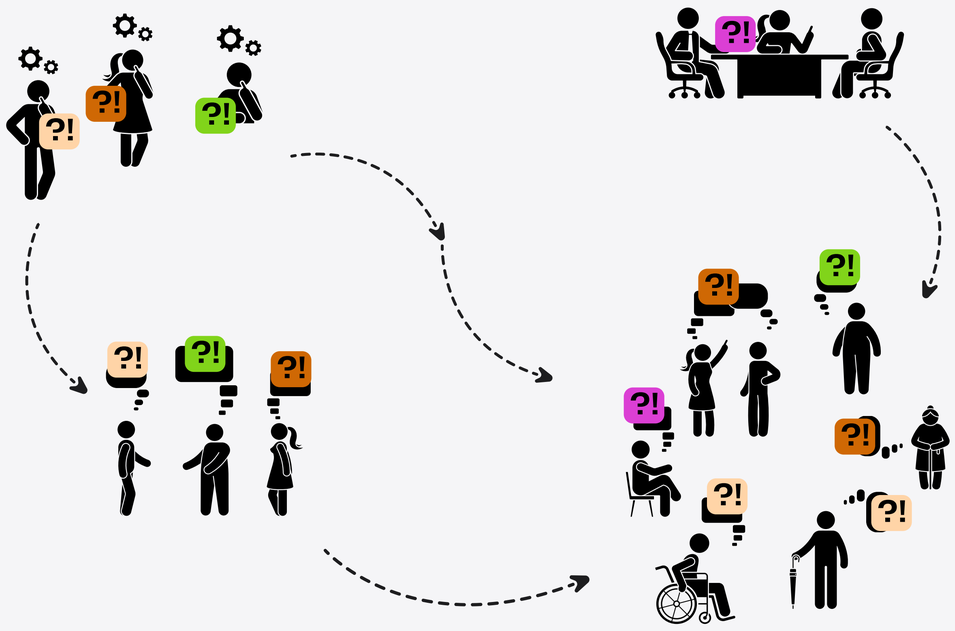
tool also appreciated by initially skeptical people

guiding questions are thought-provoking, inspired desire for further discussions

applicable in short (90-minutes) and medium-lenght (half-day) settings

need for knowledgeable facilitor in case of uncertainties

How to Use the Cards



Try it out!

You're affiliated with a Faculty of Informatics in the EU. Of the students starting the 3-year Bachelor's program, about 20% are women. Of the students finishing their Bachelor's within 4 years, 7% are women. Students from countries not in the EU account for 16% of beginners and 9% of alumni (finishing within 4 years).

Draw (or select) a card, and discuss with others how its content might apply to this situation!

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visit the Website /
try the Online Deck