

**Arjun Subramonian** (they/them) Email: [arjunsub@cs.ucla.edu](mailto:arjunsub@cs.ucla.edu)  
Computer Science Department Website: [arjunsubramonian.github.io](https://arjunsubramonian.github.io)  
University of California, Los Angeles Publications: [Semantic Scholar](#), [Google Scholar](#)  
Core Organizer, Queer in AI GitHub: [github.com/ArjunSubramonian](https://github.com/ArjunSubramonian)

## Research Interests

machine learning, networks, natural language processing, fairness, ethics

## Education

**PhD in Computer Science; University of California, Los Angeles** (2021-Present), GPA: 3.940  
Amazon Science Hub Fellow, NSF MENTOR Fellow, Eugene V. Cota-Robles Fellow  
*Advisors:* Yizhou Sun, Kai-Wei Chang

**BS in Computer Science; University of California, Los Angeles** (2018-2021), GPA: 3.927  
Summa Cum Laude

## Work Experience

Research Intern; FAIR Cost and Alignment (2024)  
Research Intern; FAIR Society and Responsible AI (2022)  
Research Intern; Microsoft Research FATE (2022)  
Privacy Research Intern; Snap, Inc. (2021)  
AllenNLP Research Engineering Intern; Allen Institute for Artificial Intelligence (2021)  
Software Engineering Intern; Microsoft Corporation (2020)  
Software Engineering Intern; Get Heal, Inc. (2019)

## Conference Papers, Journal Papers, and Book Chapters

**An Effective Theory of Bias Amplification**, [arXiv](#)  
**Arjun Subramonian**, Samuel Bell, Levent Sagun, Elvis Dohmatob  
ICLR 2025 (32.08% acceptance rate)

**SHADES: Towards a Multilingual Assessment of Stereotypes in Large Language Models**  
Margaret Mitchell, ..., **Arjun Subramonian**, ..., Zeerak Talat  
NAACL 2025

**Theoretical and Empirical Insights into the Origins of Degree Bias in Graph Neural Networks**, [arXiv](#)  
**Arjun Subramonian**, Jian Kang, Yizhou Sun  
NeurIPS 2024 (25.8% acceptance rate)

**Understanding “Democratization” in NLP Research**, [URL](#)  
**Arjun Subramonian\***, Vagrant Gautam\*, Dietrich Klakow, Zeerak Talat  
EMNLP 2024

**Networked Inequality: Preferential Attachment Bias in Graph Neural Network Link Prediction**, [URL](#)  
**Arjun Subramonian**, Levent Sagun, Yizhou Sun  
ICML 2024 (27.5% acceptance rate)  
Graph Learning Frontiers @ NeurIPS 2023 Oral (15.4% acceptance rate)

**Evaluating the Social Impact of Generative AI Systems in Systems and Society**, [arXiv](#)

Irene Solaiman\*, Zeerak Talat\*, ..., **Arjun Subramonian**

Oxford University Press Handbook on Generative AI

**Motif-Driven Contrastive Learning of Graph Representations**, [URL](#)

Shichang Zhang, Ziniu Hu, **Arjun Subramonian**, Yizhou Sun

Transactions on Knowledge and Data Engineering

**Factoring the Matrix of Domination: A Critical Review and Reimagination of Intersectionality in AI Fairness**, [URL](#)

Anaelia Ovalle, **Arjun Subramonian**, Vagrant Gautam, Gilbert Gee, Kai-Wei Chang

AIES 2023 Oral (7.7% acceptance rate)

**Bound by the Bounty: Collaboratively Shaping Evaluation Frameworks for Queer AI Harms**, [URL](#)

Organizers Of QueerInAI, ..., **Arjun Subramonian**, ..., Jess de Jesus de Pinho Pinhal

AIES 2023 (28.9% acceptance rate)

**It Takes Two to Tango: Navigating Conceptualizations of NLP Tasks and Measurements of Performance**, [URL](#)

**Arjun Subramonian**, Xingdi Yuan, Hal Daumé III, Su Lin Blodgett

Findings of ACL 2023 (41.89% acceptance rate)

**[Best Paper] Queer In AI: A Case Study in Community-Led Participatory AI**, [URL](#)

Organizers of QueerInAI, ..., **Arjun Subramonian**, ..., Luke Stark

FACCT 2023 (24.5% acceptance rate)

**On the Discrimination Risk of Mean Aggregation Feature Imputation in Graphs**, [URL](#)

**Arjun Subramonian**, Kai-Wei Chang, Yizhou Sun

NeurIPS 2022 (25.6% acceptance rate)

**Queer in AI**, [URL](#)

Organizers of QueerInAI, ..., **Arjun Subramonian**\*, ..., Jeffrey Xiong\*

XRDS: Crossroads, The ACM Magazine for Students, Volume 28, Issue 4

**On Dyadic Fairness: Exploring and Mitigating Bias in Graph Connections**, [URL](#)

**Arjun Subramonian**

ICLR 2022 Blogpost Track (32% acceptance rate)

**Harms of Gender Exclusivity and Challenges in Non-Binary Representation in Language Technologies**, [URL](#)

Sunipa Dev, Masoud Monajatipoor\*, Anaelia Ovalle\*, **Arjun Subramonian**\*, Jeff M Phillips, Kai-Wei Chang

EMNLP 2021 Oral (9.8% acceptance rate)

Women in Machine Learning @ NeurIPS 2021

**MOTIF-Driven Contrastive Learning of Graph Representations**, [URL](#)

**Arjun Subramonian**

AAAI 2021 Undergraduate Consortium (17% acceptance rate)

**Automated, Cost-Effective Optical System for Accelerated**

**Antimicrobial Susceptibility Testing (AST) Using Deep Learning**, [URL](#)

Calvin Brown, ..., **Arjun Subramonian**, ..., Aydogan Ozcan

ACS Photonics

**Estimating the Ages of FGK Dwarf Stars Through the Use of GALEX FUV Magnitudes**, [URL](#)

Sara Crandall, Graeme H. Smith, **Arjun Subramonian**, Kelly Ho, Evelyn M. Cochrane  
The Astronomical Journal

## Workshop Papers

**Stop! In the Name of Flaws:**

**Disentangling Personal Names and Sociodemographic Attributes in NLP**, [URL](#)

Vagrant Gautam, **Arjun Subramonian**, Anne Lauscher, Os Keyes

Gender Bias in NLP @ ACL 2024

**Prompting Multilingual Large Language Models to Generate Code-Mixed Texts:**

**The Case of South East Asian Languages**, [URL](#)

Zheng-Xin Yong, ..., **Arjun Subramonian**, ..., Alham Fikri Aji

Computational Approaches to Linguistic Code-Switching @ EMNLP 2023

**Critical Technopolicy and Reflexivity For Proactive Gender-Inclusive NLP**

Davi Liang, Anaelia Ovalle, **Arjun Subramonian**, Alicia Boyd

Queer in AI @ ACL 2023

**Group Excess Risk Bound of Overparameterized Linear Regression with Constant-Stepsize SGD**, [URL](#)

**Arjun Subramonian**, Levent Sagun, Kai-Wei Chang, Yizhou Sun

Trustworthy and Socially Responsible Machine Learning @ NeurIPS 2022

**You Reap What You Sow: On the Challenges of Bias Evaluation Under Multilingual Settings**, [URL](#)

Zeera Talat, ..., **Arjun Subramonian\***, ..., Oskar van der Wal\*

Challenges & Perspectives in Creating Large Language Models @ ACL 2022

**How to Make Virtual Conferences Queer-Friendly: A Guide**, [URL](#)

Organizers of QueerInAI, ..., **Arjun Subramonian**, ..., Nyx McLean

Widening NLP @ EMNLP 2021

**Motif-Driven Contrastive Learning of Graph Representations**, [arXiv](#)

Shichang Zhang, Ziniu Hu, **Arjun Subramonian**, Yizhou Sun

Self-Supervised Learning @ WWW 2021

**Queer | Inclusive | Badass**, [URL](#)

**Arjun Subramonian**

Resistance AI @ NeurIPS 2020

## Preprints

**Strong Model Collapse**, *in submission*, [arXiv](#)

Elvis Dohmatob, Yunzhen Feng, **Arjun Subramonian**, Julia Kempe

**Survey of Bias In Text-to-Image Generation: Definition, Evaluation, and Mitigation**, *in submission*, [arXiv](#)

Yixin Wan, **Arjun Subramonian**, ..., Kai-Wei Chang

**Weisfeiler and Leman Go Measurement Modeling: Probing the Validity of the WL Test**, [arXiv](#)

**Arjun Subramonian**, Adina Williams, Maximilian Nickel, Yizhou Sun, Levent Sagun

**BLOOM: A 176B-Parameter Open-Access Multilingual Language Model**, *in submission*, [arXiv](#)  
Teven Le Scao, ..., **Arjun Subramonian**, ..., Thomas Wolf

**Fairness and Bias Mitigation: A practical guide into the AllenNLP Fairness module**, [URL](#)  
**Arjun Subramonian**

## Public Scholarship

**Queer AI Harms and Proposed Policy Interventions**, [URL](#)  
Organizers of QueerInAI, ..., **Arjun Subramonian**, ...

**AI and Queer Communities**, [URL](#)  
**Arjun Subramonian**

**FINDINGS: Exploring the Impact of AI**, [URL](#)  
National AI Advisory Committee, ..., **Arjun Subramonian**, ...

**Queer in AI National AI Advisory Committee 2023 Briefing**, [URL](#)  
Organizers of QueerInAI, **Arjun Subramonian**

**Rebuilding Trust: Queer in AI Approach to Artificial Intelligence Risk Management**, [URL](#)  
Organizers of QueerInAI, Ashwin S\*, William Agnew\*, Hetvi Jethwani\*, **Arjun Subramonian\***

## Invited Talks

2024 - From “Democratization” to Personal Names: Reimagining NLP Practices Towards Justice, Algorithmic Decision Systems (ADS) Reading Group, UC Berkeley; [Slides](#)

2024 - Queer In AI: A Case Study in Community-Led Participatory AI, Microsoft GLEAM Security; [Slides](#)

2024 - From “Democratization” to Personal Names: Reimagining NLP Practices Towards Justice, UC Berkeley Data Science for Social Justice Workshop; [Slides](#)

2024 - ‘Queer-Inclusive’ AI: Contesting the Power Structures and Logics of Machine Learning, IBM Research Tech for Justice Seminar; [Slides](#)

2024 - Queer In AI: A Case Study in Community-Led Participatory AI, Data & Society; [Slides](#)

2023 - Bias, Discrimination, and Power: Graphs and Natural Language, KUNGFU.AI; [Slides](#)

2023 - Bias and Power in NLP, USC ISI Natural Language Seminar; [Event](#), [Slides](#), [Video](#)

2022 - Bias and Power in NLP (for future consultants), Paris; [Slides](#)

2022 - Bias and Power in NLP, NLP Seminars at Dublin College University; [Slides](#)

2022 - Guest Lecture: Bias in Natural Language Processing, COM SCI 263: NLP, UCLA; [Slides](#), [Video](#)

2022 - Queer in AI: Making AI Queer-Inclusive and Prioritizing Grassroots D&I Activism, Humlab, Umeå University; [Slides](#), [Video](#)

2022 - Prioritizing Grassroots D&I Activism: Queer in AI, AAAI Workshop on Diversity in Artificial Intelligence; [Event](#), [Slides](#)

2022 - Prioritizing Grassroots D&I Activism: Queer in AI, Nike Sport+AI Conference; [Event](#), [Slides](#)

2021 - How Can I Make My Hackathon Queer-Inclusive?, Hackcon IX; [Slides](#), [Video](#)

2019 - An Automated and Cost-Effective System for Early Antimicrobial Susceptibility Testing Using Optical Fibers and Deep Learning, UCLA HHMI Day; [Slides](#)

## Invited Panels

2024 - QICSE Panel, UC Berkeley  
ICML Queer in AI Workshop; [Event](#)

2024 - Challenges and Perspectives for queer and/or disabled communities presented by AI in HCI, ICML Queer in AI Workshop; [Event](#)

2024 - Artificial Intelligence and Democratic Values Roundtable, Center for AI & Digital Policy; [Event](#)

2024 - UCLA Computer Science PhD Visit Day Panel

2024 - UCLA ACM AI Outreach GALA Panel

2024 - Queer Computation: A Critical Unmaking, Coding Inquiry, McMaster

2024 - AI in the Time of Generative Models: Ensuring that Diverse Voices Are Heard, AAAI Workshop on Diversity in AI; [Event](#)

2023 - Students with Disabilities Panel, UCLA

2023 - US AI Policy: Next Steps

2023 - Queer in AI National AI Advisory Committee Briefing; [Event](#), [Briefing](#), [Video](#), [Press](#), [Findings](#)

2023 - Partnership on AI Inclusive Data Collection Workshop

2023 - Data & Society Salon Series on Responsible AI in Government

2022 - Students with Disabilities Panel, UCLA

2022 - Accessibility and Inclusion Panel, Neuromatch Academy; [Video](#)

2022 - Gender as a Variable in NLP, NAACL Queer in AI Workshop; [Event](#), [Video](#)

2022 - NYU Center for Responsible AI Roundtable on Accessible AI Education

2022 - Co-Opting AI: Queer, NYU's Institute for Public Knowledge; [Event](#), [Video](#)

2022 - How Do We Improve DEI in AI?, Nike Sport+AI Conference

2021 - Eye on A.I.: Equity & Inclusion in A.I. Technology, Toronto Public Library; [Video](#)

2021 - Intersectionality Panel, NAACL; [Video](#)

## Honors

2024 - Two Sigma PhD Fellowship Nominee, 1 of 6 students selected by UCLA

2024 - Amazon Science Hub Fellowship; [Site](#)

2024 - Google PhD Fellowship Nominee, 1 of 4 students selected by UCLA

2024 - JP Morgan PhD Fellowship Nominee, 1 of 2 students selected by UCLA

2023 - LoG Conference Top-10 Reviewer

2023 - Queer in AI Ford Foundation Research Grant; [Site](#)

2023 - FAccT Best Paper Award; [Site](#)

2022 - NSF MENTOR Fellowship

2021 - Allen AI Outstanding Intern of the Year; [Site](#)

2021 - Major League Hacking Top 50; [Site](#)

2021 - UCLA Samueli School-Wide Outstanding Bachelor of Science; [Site](#)

2021 - UCLA Chancellor's Service Award; [Site](#)

2021 - UCLA Samueli Engineering Achievement Award in Student Welfare; [Site](#)

2021 - UCLA Eugene V. Cota-Robles Fellowship

2021 - Boeing Company Scholarship

2021 - Brian J. Lewis Endowment

2018-2021 - UCLA Dean's Honors List

2020 - Computing Research Association Outstanding Undergraduate Researcher Honorable Mention; [Site](#)

2020 - IBM Quantum Challenge

2019 - 3rd Place Award for Best Hack @ Rose Hack, Major League Hacking

2017 - Siemens Competition Regional Finalist; [Site](#)

2016 - Award of Achievement, Association for Computing Machinery, San Francisco Bay Area Professional Chapter

## Service

- **Reviewing:**

- **Conferences:**
  - \* NeurIPS (2024, D&B 2024, Ethics 2024, 2023, D&B 2023, Ethics 2023)
  - \* ICML (2025)
  - \* ICLR (2025, Workshops 2025)
  - \* FAccT (2025, 2024, 2023, 2022)
  - \* LoG (2024, 2023, 2022)
  - \* KDD (2024, 2023)
  - \* ACL (Ethics 2024)
  - \* WebConf (2024)
- **Workshops:**
  - \* NeurIPS (GLFrontiers 2023, GLFrontiers 2022, TSRML 2022)
  - \* NAACL (TrustNLP 2022, WOAHA 2022, SRW 2022)
  - \* ACL (TrustNLP 2023, WOAHA 2023, Queer in AI 2023, BigScience 2022)
- **Conference organization:**
  - LoG Outreach Chair (2024)
  - FAccT Socials Chair (2024)
  - NeurIPS Affinity Workshops Chair (2022, 2023)
  - KDD EDI Day Chair (2023)
  - NAACL Accessibility Chair (2022)
- **Workshop and social organization:**
  - Evaluating Evaluations: Examining Best Practices for Measuring Broader Impacts of Generative AI @ NeurIPS 2024
  - In Código of Hope: Possibilities of Global Solidarity and Activism in Academic Environments @ FAccT 2024
  - Global AI Cultures @ ICLR 2024
  - Collaboratively Developing Evaluation Frameworks for Queer AI Harms @ FAccT 2022
  - **Queer in AI:** ICML (2024, 2022, 2021); NeurIPS (2021); ICLR (2024); AAAI (2021); NAACL (2025, 2022); ACL (2023)
- **Policy:**
  - Queer in AI Policy Working Group
  - NIST AI Safety Institute Consortium
- **Equity, Diversity, & Inclusion (EDI):**
  - Queer in AI core organizer
  - UCLA Samueli Standing Committee on Diversity member
  - AllenNLP Hacks organizer
  - QWER Hacks organizer
  - ACM AI at UCLA organizer
- **Teaching:**
  - **UCLA:** Computer Science 32 (2023), Computer Science Summer Institute (2022, 2023)

## Mentoring

I am fortunate to mentor brilliant students:

- Margaret Capetz
- Naisha Agarwal
- Pranav Subbaraman
- Steven Swee

## References

Yizhou Sun (yzsun@cs.ucla.edu)

Kai-Wei Chang (kwchang@cs.ucla.edu)

Elvis Dohmatob (e.dohmatob@meta.com)

Levent Sagun (leventsagun@meta.com)