

Arjun Subramonian

Email: arjunsu@cs.ucla.edu

Website: arjunsu.github.io

Publications: [Semantic Scholar](#), [Google Scholar](#)

GitHub: github.com/ArjunSubramonian

Education

PhD in Computer Science; University of California, Los Angeles (2025), 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 (2021), GPA: 3.927

Summa Cum Laude

Work Experience

Research Scientist; Meta FAIR AI & Society (2025)

Research Intern; Meta FAIR Cost and Alignment (2024)

Research Intern; Meta 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

Agree to Disagree? A Meta-Evaluation of LLM Misgendering, [URL](#)

Arjun Subramonian, Vagrant Gautam, Preethi Seshadri, Dietrich Klakow, Kai-Wei Chang, Yizhou Sun
COLM 2025 (32% acceptance rate)

An Effective Theory of Bias Amplification, [URL](#)

Arjun Subramonian, Samuel Bell, Levent Sagun, Elvis Dohmatob
ICLR 2025 (32.08% acceptance rate)

Strong Model Collapse, [URL](#)

Elvis Dohmatob, Yunzhen Feng, **Arjun Subramonian**, Julia Kempe
ICLR 2025 Spotlight (5.1% acceptance rate)

SHADES: Towards a Multilingual Assessment of Stereotypes in Large Language Models, [URL](#)

Margaret Mitchell, ..., **Arjun Subramonian**, ..., Zeerak Talat
NAACL 2025 (22% acceptance rate)

Theoretical and Empirical Insights into the Origins of Degree Bias in Graph Neural Networks, [URL](#)

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 (20.8% acceptance rate)

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

Fairness Implications of GNN-to-MLP Knowledge Distillation, [URL](#)

Margaret Capetz, Yizhou Sun, **Arjun Subramonian**
Reliable ML @ NeurIPS 2025

Challenges to Grassroots Organization Engagement with AI Policy

Jennifer Mickel, ..., **Arjun Subramonian**
Algorithmic Collective Action @ NeurIPS 2025

Issues in Measuring the Fairness of Social Representation in Synthetic (Speech) Data, [URL](#)

Arjun Subramonian, Brooklyn Sheppard, Levent Sagun
Synthetic Data @ Aarhus Conference 2025

Pairwise Matching of Intermediate Representations for Fine-grained Explainability, [arXiv](#)

Lauren Shrack, Timm Haucke, Antoine Salaün, **Arjun Subramonian**, Sara Beery
CV4Animals @ CVPR 2025 (Oral)

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](#)

Zeeraq 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

OpenApps: Simulating Environment Variations to Measure UI Agent Reliability

Karen Ullrich, ..., **Arjun Subramonian**, ..., Mark Ibrahim

auto-fpt: Automating Free Probability Theory Calculations for Machine Learning Theory, [arXiv](#)

Arjun Subramonian, Elvis Dohmatob

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

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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

2025 - An Effective Theory of Bias Amplification, ACM AI at UCLA Reading Group

2025 - Agree to Disagree? A Meta-Evaluation of LLM Misgendering, Meta FAIR; [Slides](#)

2025 - An Effective Theory of Bias Amplification, USC ISI Natural Language Seminar; [Event](#), [Slides](#), [Video](#)

2025 - Theoretical and Empirical Insights into Degree Bias in GNN, DEFIRST Reading Group - MILA x Vector; [Video](#)

2025 - From “Democratization” to Personal Names: Reimagining NLP Practices Towards Justice, USC ISI Natural Language Seminar; [Event](#), [Slides](#), [Video](#)

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

2025 - Asian Queer Experiences in Engineering: Intersectionality, Inclusion, and Institutional Change, American Society for Engineering Education

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](#))
 - * IASEAI ([2026](#))
 - * WACV ([2026](#))
 - * ICCV ([2025](#))
 - * WebConf ([2024](#))

- **Workshops:**

- * NeurIPS ([GLFrontiers 2023](#), [GLFrontiers 2022](#), [TSRML 2022](#))
 - * NAACL ([TrustNLP 2022](#), [WOAH 2022](#), [SRW 2022](#))
 - * ACL ([TrustNLP 2023](#), [WOAH 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
- **Teaching:**
 - **UCLA:** Computer Science 32 (2023), Computer Science Summer Institute (2022, 2023)

Mentoring

I am fortunate to have mentored brilliant students:

- Margaret Capetz (PhD at University of Washington)
- Naisha Agarwal
- Pranav Subbaraman
- Steven Swee (PhD at UCLA)

References

Yizhou Sun (yzsun@cs.ucla.edu)
 Kai-Wei Chang (kwchang@cs.ucla.edu)
 Levent Sagun (leventsagun@meta.com)
 Elvis Dohmatob (e.dohmatob@meta.com)
 Max Nickel (maxn@meta.com)