Equity, Diversity, and Inclusion Statement

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I have understood the importance of equity, diversity, and inclusion for a long time. As a result, I have always been determined to increase equity, diversity, and inclusion in everything I do. Because of my past experiences, I recognize the need to interact and work with people from many different backgrounds. As a woman, a group that has long been undervalued due to historical reasons, I have witnessed many situations in which people have been treated inappropriately, just because of their ethnicity, gender, or sexual orientation. For example, many people think that girls are not good at STEM, so that they do not get the same amount of encouragement as boys and are often discouraged from pursuing their dreams. Sometimes, girls are taught to behave modestly, even in dangerous situations. If they do not, they are criticized or even punished. As an international student, over the last few years, I have seen how racial stereotypes can hurt, and empathize with those people who have suffered for years.

Activities on Diversity I am active in building supportive environments for groups underrepresented in academia. I am one of the senior program chairs for the WOMEN IN MACHINE LEARNING (WIML) WORKSHOP 2021. WiML is an annual workshop, co-located with NeurIPS, which supports and enhances the role of women working on machine learning. The workshop has invited great speakers and panelists from all over the world, such as Feifei Li, Jennifer Chayes, and Luciana Benotti, who will encourage women undertaking research on machine learning. I was also on the organizing committee for the NLP FOR POSITIVE IMPACT WORKSHOP, which demonstrated how natural language processing (NLP) can potentially help society and empower disenfranchised groups. I also organized the SOCIALLY RESPONSIBLE MACHINE LEARNING WORKSHOP, which called for interdisciplinary efforts to increase fairness, accountability, and security in machine learning and highlighted socially responsible research that can be accessed by already disadvantaged or marginalized social groups. Besides organizing workshops, I have participated in other relevant DEI activities. For example, I was honored to be invited to give a talk at one of the most influential conferences for women in technology, the GRACE HOPPER CELEBRATION (GHC). This is a huge gathering of people from underrepresented groups, and I was pleased to have been given this opportunity to address the conference. I spoke about the discrimination prevalent in many current AI techniques. Some delegates had not heard about this research before. As a result, it was encouraging to learn that some of the undergraduates present expressed a strong interest in that research direction. Moreover, I was a panelist for the GENDER BIAS NLP WORKSHOP and was invited to give a talk at the KG-BIAS WORKSHOP, where I discussed the societal biases in existing NLP applications. Finally, I was also privileged to have been selected to participate in the EECS RISING STAR WORKSHOP this year.

Since my graduate studies, I have been actively engaged in supporting diversity, not just in the academic world but also in the wider society. For example, I was invited to attend a conference hosted by UN-WOMEN China on GENDER EQUALITY AND CORPORATE SOCIAL RESPONSIBILITY. The conference focused on the responsibility of everyone to ensure that gender equality

becomes incorporated into company policies and to guarantee the rights of women. The participants came from various backgrounds, such as business, government, and societal organizations, but I was the only panelist with an AI technical background. I was thrilled to be able to provide the attendees with new insights on diversity by talking about my research into the ethics of AI. As well as social stereotypes, I described other forms of discrimination in many widely used AI systems that are largely ignored. It was a great pleasure for me to see that this topic triggered an intense discussion, which continued after the conference had ended. As a result, I was further motivated to improve people's awareness of diversity by taking real action.

My Research on AI Ethics   Besides attending workshops and panel discussions relating to DEI, I have also devoted considerable effort in my research to promoting diversity and equity in AI systems. One major component of my research is to detect and mitigate the societal biases prevalent in NLP applications. During my research, I noticed that many modern machine learning methods can learn and even amplify the biases inherent in the training data. For example, I found that a vision-and-language model used to identify what activity was depicted in an image unreasonably suggested that an image of a person cooking was a woman even though it was clearly a man. Such models are in actual use, so the inappropriate correlations between gender and certain activities (such as only females do the `cooking` and `shopping`) are repeatedly being emphasized. I also found that some current NLP models cannot recognize that a president or other leader is a woman. Moreover, many models exhibit discrimination relating to race or sexual orientation, for example, which can have caused serious consequences for important decisions, such as hiring someone, making a legal judgement, or distributing financial resources. Since my PhD studies, I have continued to contribute to ensuring that NLP is founded on ethics. We have made our data and our code publicly available, along with a tutorial. Our work is widely recognized. It was covered by the AllenNLP podcast and featured in news published by South China Morning Post, Wired, the Daily News, and so on.

I have always deeply understood the importance of building an inclusive and supportive environment, not only in the research community but throughout society. I will continue to strive to achieve diversity and equality and will seize every opportunity to do so. I will further my understanding of the needs of underrepresented groups, and I will continue to act as a mentor in diversity programs and to serve a diverse community. To achieve these goals, we must consider the unique needs of each individual, and I take these responsibilities seriously. In the future, as a faculty, besides continuing my research on AI Ethics, I will also devote great efforts in building an equity department culture, such as, building an inclusive research group, offering courses in ethical AI at the department, and inviting researchers from diverse backgrounds to department-wide seminars, and so on. I strongly believe that my experience and long service have equipped me well to build an environment based on equity, diversity, and inclusion.