



## **IVADO-Mila International Summer School on Bias and Discrimination in Artificial Intelligence**

**June 3-6, 2019**  
**Montréal**

Algorithms, and the data they process, play an increasingly important role in decisions with significant consequences for human welfare. While algorithmic decision-making processes have the potential to lead to fairer and more objective decisions, emerging research suggests that they can also lead to unequal and unfair treatments and outcomes for certain groups or individuals.

The Summer School is an attempt to engage multi-disciplinary teams of researchers and practitioners to explore the social and technical dimensions of bias, discrimination and fairness in machine learning and algorithm design. The course focuses specifically (although not exclusively) on gender, race and socioeconomic based bias and data-driven predictive models leading to decisions.

### **Time Schedule**

June 3<sup>rd</sup> to June 6<sup>th</sup>  
From 9:00 am to 4:30 pm

### **Venue**

**Mila Auditorium, 2<sup>nd</sup> Floor**  
6650 Saint-Urbain Street  
Montréal, QC H2S 2N3

### **Cocktail**

June 4<sup>th</sup> from 5pm to 7pm

### **Contact**

**Jihane Lamouri**, Equity, Diversity & Inclusion Advisor  
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# Schedule

Monday, June 3

**Ravy Por** (moderator)

Lead – Partnerships and outreach, Advanced analytics, Desjardins



**9:00** *Opening remarks*

**Joëlle Pineau**

Associate Professor, McGill University  
Facebook AI Research lab



**9:15** *Keynote*

**Rachel Thomas**

Professor, University of San Francisco  
Co-founder, Fast.ai



**10:30** *Break*

**11:00** *Understanding bias & discrimination*

**Tania Saba**

Professor, Université de Montréal,  
Chair BMO Diversity and Governance



**11:40** *The tech diversity problem*

**Deborah Raji**

Founder, Project Include  
Engineering Student, University of Toronto



**12:20** *Lunch*

**13:30** *Bias and Fairness in AI for Public Policy*

**Pedro Saleiro**

Post-doc, University of Chicago  
Center for Data Science and Public Policy



**14:45** *Break*

**15:15** *The Aequitas Toolkit: Case Studies & Tutorial*

**Pedro Saleiro**

Post-doc, University of Chicago  
Center for Data Science and Public Policy

Tuesday, June 4

**Bibiana Pulido** (moderator)  
Strategic Advisor on Equity, Diversity and Inclusion  
Observatoire sur les impacts sociétaux de l'intelligence artificielle et du numérique



**9:15** *Where does bias come from?*

**Emre Kiciman**  
Principal Researcher, Microsoft Research AI  
Information and data sciences group



**10:30** *Break*

**11:00** *Fairness definitions*

**Golnoosh Farnadi**  
IVADO Post-doc, Polytechnic Montreal



**11:40** *Bias in machine learning*

**François Laviolette**  
Professor, Université Laval  
Director, Centre de recherche en données massives



**12:20** *Lunch*

**13:30** *Automated decision system technologies & human rights*

**Petra Molnar**  
Technology and human rights Researcher,  
University of Toronto



**14:10** *Canada's Algorithmic Impact Assessment Framework*

**Noel Corriveau**  
Special Advisor on Artificial Intelligence to the  
Chief Information Officer of Canada



**14:45** *Break*

**15:15** *Workshop*

**Noel Corriveau**



**16:45** **Philippe-André Tessier**  
President, Commission des droits de la  
personne et des droits de la jeunesse

**17:00** **Cocktail**

Wednesday, June 5

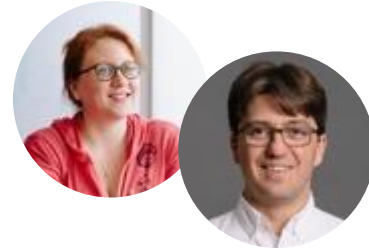
**Golnoosh Farnadi** (moderator)  
IVADO Post-doc, Polytechnic Montreal



**9:15** *Fairness-aware ML: practical challenges*

**Emre Kiciman**  
Principal Researcher, Microsoft Research AI,  
Information and data sciences group

**Margaret Mitchell**  
Senior Research Scientist, Google Research  
& Machine Intelligence Group



**10:30** *Break*

**11:00** *Fairness-aware ML: practical challenges*

**Emre Kiciman & Margaret Mitchell**

**12:20** *Lunch*

**13:30** *Learning subject to fairness constraints*

**Behrouz Babaki**  
IVADO Post-doc, Polytechnic Montreal



**14:10** *Fairness constraints for graph embeddings*

**Will Hamilton**  
Assistant Professor, McGill University



**14:45** *Break*

**15:15** *Tackling gender bias in text: BiaslyAI*

**Yasmeen Hitti**  
Research intern, Mila  
Co-founder, BiaslyAI

**Andrea Jang**  
Research intern, Mila  
Co-founder, BiaslyAI



**16:00** *AI for Health: Bias Alert*

**Audrey Durand**  
Post-doc, McGill University



Thursday, June 6

**Jannick Bouthillette** (moderator)  
Co-founder, Profession'ELLES



**9:15** *The legal perspective*

**Nicolas Vermeys**  
Professor, University of Montreal



**10:30** *Break*

**11:00** **Terrence Wilkerson**  
Entrepreneur

**Elizabeth Bender**  
Staff attorney, Legal Aid Society

**11:40** *Montreal Declaration for responsible AI*

**Nathalie De Marcellis-Warin**  
Professor, Polytechnique Montréal  
CEO, CIRANO



**12:20** *Lunch*

**13:30** *The impact of bad design and how to fix it*

**Cynthia Savard Saucier**  
Director of UX, Shopify



**14:10** *Building inclusive teams*

**RC Woodmass**  
Founder, Queerit  
Product Designer, Crescendo



**14:45** *Break*

**15:15** *Recommendations for the future*

**Fernando Diaz**  
Principal Researcher, Microsoft Research  
Montreal

**Luke Stark**  
Post-doc, Microsoft Research



# Speakers

## **Behrouz Babaki**

IVADO Post-doc, Polytechnic Montreal

Behrouz Babaki is an IVADO post-doc currently working at the Quosseca lab in Polytechnique Montreal, under the supervision of professor Gilles Pesant. He completed my PhD studies in the Machine Learning group at KU Leuven, Belgium. His main areas of interest are combinatorial optimization and probabilistic reasoning. He has also worked on problems in pattern mining, clustering, lifted inference, and planning. He is currently looking for ways to apply techniques from these domains to problems in fairness-aware learning and inference.

## **Elizabeth Bender**

Staff attorney, Legal Aid Society

Elizabeth Bender is based in New York City. She a staff attorney with the Legal Aid Society's Decarceration Project, which is devoted to reducing pretrial detention through litigation and policy reform. She has challenged New York's bail system in state appellate and trial courts and was part of a group of advocates that helped bring about legislative reforms to New York's pretrial laws in April 2019. She previously worked as a trial attorney for five years representing indigent clients charged with crimes in the Bronx.

## **Jannick Bouthillette**

Cofounder, Profession'ELLE

When Jannick Bouthillette cofounded Profession'ELLE, in 2016, her take on the state of women in the workplace was that it did not reflect their qualifications, ambitions and talent. Women are as competent and ambitious as their male colleagues, yet it seems more difficult for them to be heard, to get promoted or to lead in their own way.

Female empowerment is part of the solution. Profession'ELLE is a place where we give professional women access to a wide diversity of role models so they can develop their network and find the way to achieve their professional ambitions.

But for Jannick, it is also necessary to acknowledge the fact that certain work environments are part of the problem of why there are so few women in certain fields. In order to minimize the effect of bias in our decision process, it is essential for each of us to recognize that we are part of the problem, so that we can start fixing it. Profession'ELLE wants to be part of the solution by having the courage to bring the subject to the table.

## **Noel Corriveau**

Special Advisor on Artificial Intelligence to the Chief Information Officer of Canada

Noel Corriveau is a lawyer with the Federal Department of Justice, Canada. He has recently been appointed as Special Advisor on Artificial Intelligence to the Chief Information Officer of Canada within the Treasury Board of Canada Secretariat. He is currently working on developing a Directive on Automated Decision-Making, an Algorithmic Impact Assessment Framework and new streamlined procurement processes for AI services, solutions and products for Departments within the Government of Canada.

Noel continues to work in academia where his research focuses primarily on ethics, law and technology. He is particularly interested in questions pertaining to data-driven agency, responsibility and procedural fairness in the context of machine determinations. His most recent publication is a book chapter on Artificial Intelligence in Health Care published in Canadian Health Law and Policy, 5th edition (2017).

### **Fernando Diaz**

Principal Researcher, Microsoft Research Montreal

Fernando Diaz is a researcher at Microsoft Research Montreal. His research focuses on the design of information access systems, including search engines, music recommendation services and crisis response platforms is particularly interested in understanding and addressing the societal implications of artificial intelligence more generally. Fernando received a B.Sc. in Computer Science and a B.A. in Political Science, both from the University of Michigan, and a PhD from the University of Massachusetts Amherst. Fernando's work has received awards at SIGIR, WSDM, ISCRAM, and ECIR. He is the recipient of the 2017 British Computer Society Karen Spärck Jones Award.

### **Audrey Durand**

Post-doc, McGill University

Audrey obtained a Master's degree in Electrical Engineering from Université Laval, where she collaborated with researchers from the Department of Social and Preventive Medicine to evaluate and improve several prevention activities. She then completed a Ph.D. in Electrical Engineering, also at Université Laval, where she focused on the online reinforcement learning algorithms of the bandit family. In collaboration with various researchers, she used these algorithms to learn adaptive cancer treatment strategies in animal models and to optimize high-resolution imaging. She is now a postdoctoral researcher at McGill University, where she devotes her time to the study of online decision-making and the application of machine learning to health challenges.

### **Golnoosh Farnadi**

IVADO Post-doc, Polytechnic Montreal

Golnoosh Farnadi obtained a Ph.D. in Computer science from KU Leuven and Ghent University in 2017 with a dissertation on user modeling in social media. She is currently an IVADO post-doctoral fellow at Polytechnique Montréal working on fairness-aware sequential decision making under uncertainty. Prior to this, she was a postdoc researcher of the Statistical Relational Learning Group (LINQS) of Prof. Lise Getoor at the University of California, Santa Cruz. She was a visiting scholar at UCLA, University of Washington, Tacoma, Tsinghua University, and Microsoft research, Redmond.

### **Will Hamilton**

Assistant Professor, McGill University

William is an Assistant Professor in the School of Computer Science at McGill University. He completed his PhD at Stanford University in 2018, and spent the fall of 2018 as a Visiting Researcher at Facebook AI Research. His research focuses on deep learning, graph representation learning, and natural language processing—with a current emphasis on deep learning with structured, relational data. He was the SAP Stanford Graduate Fellow 2014-2018, received the Cozzarelli Best Paper Award from the Proceedings of the National Academy of Sciences (PNAS) in 2017, and his work has been featured in numerous media outlets, including Wired, The New York Times, and The BBC.

### **Yasmeen Hitti**

Research intern, Mila; Co-founder, BiaslyAI

Yasmeen is currently a research intern at Mila under the supervision of Dr. Yoshua Bengio and Dr. Myriam Côté. She is part of a team of 4 who created biaslyAI over the summer of 2018 in the AI4Social Good summer lab. Prior to entering the world of NLP, she was part of the agricultural sphere of research. She has obtained her M.Sc. in Bioresource Engineering from McGill University in May 2018 which consisted on developing bio-receptive porous concrete substrates for horticultural applications.

### **Andrea Jang**

Research intern, Mila; Co-founder, BiaslyAI

Andrea is a research intern at Mila under the supervision of Dr. Yoshua Bengio and Dr. Myriam Côté. She and her teammates started the project biaslyAI, where they tackle the issue of Gender bias in text. She has recently obtained her bachelor's degree in linguistics and computer science from McGill University. She is a programmer with linguistics in mind and she is passionate about the language rights of linguistic minorities. Prior to her studies, she was a graphic designer and a casual NGO field worker.

### **Emre Kiciman**

Principal Researcher, Microsoft Research AI, Information and data sciences group

Emre Kiciman is a Principal Researcher at Microsoft Research AI in the information and data sciences group. Broadly, he is interested in the implications of AI on people and society, and co-leads Microsoft Research AI's efforts in this area. Emre's research focuses on causal analysis of large-scale, longitudinal data sets, with the vision of making causal inference as fast and as common as web search. His other interests include data bias, malicious adversaries and AI, social data analyses, and applications of causal analyses to public health, mental health, and other domains.

### **François Laviolette**

Professor, Université Laval; Director, Centre de recherche en données massives

François Laviolette is a full Professor at the department of Computer Science and Software Engineering of Laval University. He received his doctorate in graph theory at the University of Montreal in 1995. His thesis solved an old problem 60 who had been studied among others by the mathematician Paul Erdos.

### **Nathalie De Marcellis-Warin**

Professor, Polytechnique Montréal; CEO, CIRANO

Holder of a Ph.D. in Management Science (in risks and insurance management) from École Normale Supérieure de Cachan (France), Nathalie de Marcellis-Warin is Full Professor at Polytechnique Montreal, Department of Mathematics and Industrial Engineering. She is President and Chief Executive Officer at CIRANO, an interuniversity centre of research, liaison and transfer of knowledge on Public Policy and Risk Management.

Since 2015, she is Visiting Scientist at Harvard T. Chan School of Public Health. Nathalie is a member of the Montreal Declaration Responsible AI Development Committee and co-founder of the International Observatory on Socio-economic Impacts of Digital Transformation and AI.



Her research interests focus on risk management and decision-making in different risk and uncertainty contexts and more specifically emerging risks as well as public policies. Since 2011, she has been leading the CIRANO Barometer project on risk perception in Quebec, which annually collects data on Quebecers' concerns on 47 societal issues. She has published numerous scientific articles, several books and more than 30 reports for government and other organizations. She has given more than a hundred conferences and is regularly solicited to speak in the media.

### **Margaret Mitchell**

Senior Research Scientist, Google Research & Machine Intelligence Group

Margaret Mitchell is a Senior Research Scientist in Google's Research & Machine Intelligence group, where she leads the Ethical Artificial Intelligence team. Her research generally involves vision-language and grounded language generation, focusing on how to evolve artificial intelligence towards positive goals. This includes research on helping computers to communicate based on what they can process, as well as projects to create assistive and clinical technology from the state of the art in AI. Her work combines computer vision, natural language processing, social media, many statistical methods, and insights from cognitive science.

### **Petra Molnar**

Technology and human rights Researcher, University of Toronto

Petra Molnar is a lawyer in Toronto, Canada and an alumna of the IHRP (Juris Doctor 2016). She has worked on forced migration and refugee issues since 2008 as a settlement worker, researcher, and lawyer. Petra regularly shares her work domestically and internationally and writes about immigration detention, health and human rights, gender-based violence, and the politics of refugee, immigration, and international law. She is currently exploring the impacts of automated-decision making and artificial intelligence in Canada's immigration and refugee system on human rights, in a joint project with The Citizen Lab. Petra articulated at the Barbra Schlifer Commemorative Clinic, which works with women who have experienced violence, and is on the executive committee of the Canadian Association for the Study of Forced Migration. She is also starting a research institute and working on a book on the Syrian conflict and refugee resilience with her Syrian collaborator Mayss al-Zoubi. Petra is an LL.M candidate (2019) at the University of Cambridge, specializing in international law.

### **Joëlle Pineau**

Associate Professor, McGill University; Facebook AI Research lab

Joelle Pineau is an Associate Professor and William Dawson Scholar at McGill University where she co-directs the Reasoning and Learning Lab. She also leads the Facebook AI Research lab in Montreal, Canada. She holds a BSc in Engineering from the University of Waterloo, and an MSc and PhD in Robotics from Carnegie Mellon University. Dr. Pineau's research focuses on developing new models and algorithms for planning and learning in complex partially-observable domains. She also works on applying these algorithms to complex problems in robotics, health care, games and conversational agents. She serves on the editorial board of the Journal of Artificial Intelligence Research and the Journal of Machine Learning Research and is currently President of the International Machine Learning Society. She is a recipient of NSERC's E.W.R. Steacie Memorial Fellowship (2018), a Fellow of the Association for the Advancement of Artificial Intelligence (AAAI), a Senior Fellow of the Canadian Institute for Advanced Research

(CIFAR) and in 2016 was named a member of the College of New Scholars, Artists and Scientists by the Royal Society of Canada.

### **Ravy Por**

Lead – Partnerships and outreach, Advanced analytics, Desjardins

Ravy Por is a Université de Montréal graduate in mathematics with an actuarial specialization and she has more than 10 years of experience in data science. She now leads partnerships and outreach in the Advanced analytics teams, as well as the Advanced analytics community at Desjardins. A believer in the democratization of digital education, she creates “Pause-techno” videos on social media to demystify STEM concepts and professions. Ravy has offered technology workshops to initiate both young and not so young individuals to more than 2500 people in Quebec province since last year. This year, Ravy is the recipient of the Governor General of Canada’s medal, recognizing her dedication to the democratization of technological literacy and the inclusion of diversity.

### **Bibiana Pulido**

Strategic Advisor on Equity, Diversity and Inclusion

Observatoire sur les impacts sociétaux de l’intelligence artificielle et du numérique

Bibiana is newly appointed as Strategic Advisor on Equity, Diversity and Inclusion for the Observatoire sur les impacts sociétaux de l’intelligence artificielle et du numérique. Researcher and manager with more than ten years of experience in the field of Human Resources Management. Her areas of expertise are related to the analysis of innovative, creative and academic industries, equity, diversity and inclusion management and knowledge management within companies and clusters. Co-founder of Québec Interuniversity Equity, Diversity and Inclusion Network, a community of practice aimed at bringing together actors from Quebec universities who have the mandate or desire to promote and integrate EDI values within their institutions. Doctoral candidate in industrial relations (specializing in human resources) and recognized for her dedication to teaching and university research.

### **Deborah Raji**

Founder, Project Include; Engineering Student, University of Toronto

Deborah Raji is a Robotics Engineering student at the University of Toronto. After a year as a Machine Learning Engineering intern at Clarifai, a leading computer vision startup, she later became involved in AI research, working closely with Joy Buolamwini of the MIT Media Lab on several projects to highlight cases of bias in computer vision. Her first-author work with Joy has been featured in the New York Times, Washington Post, The Verge, Venture Beats, National Post, EnGadget, Toronto Star and won the Best Student Paper Award at the ACM/AAAI Conference for AI Ethics & Society. Her enthusiasm for coding also led her to found the student initiative, Project Include, which aims to provide summer coding bootcamps for hundreds of middle school students in low income communities in the Greater Toronto Area and Ecuador. She has presented multiple times on the topic of Machine Bias, at events run by Fast Company’s Innovation summit, Women Who Code NYC, Girls Make Apps, and AI4All and is now a mentee in Google AI’s flagship research mentorship cohort, working with their Ethical AI team.

### **Tania Saba**

Professor, Université de Montréal; Chair BMO Diversity and Governance

Tania Saba is a full professor at the School of Industrial Relations at the University of Montreal. She holds the BMO Chair in Diversity and Governance at the Université de Montréal. Tania Saba is an expert on issues of diversity management, workforce aging, intergenerational value differences and knowledge transfer. Over the course of her career, she has contributed to more than sixty book chapters and scientific articles. She collaborates on major research projects with public and private organizations on issues of integration and adaptation in employment of disadvantaged groups. In addition to her academic career, Tania Saba has held important executive and officer positions at the Université de Montréal. From 2008 to 2010, she became the first female director of the School of Industrial Relations. She was Associate Dean of Undergraduate Studies from 2010 to 2012 and then Associate Dean of Graduate Studies and External Affairs in the Faculty of Arts and Science at the Université de Montréal from 2012 to 2015. From 2015 to 2017, she was Dean of the Faculty of Arts and Science. Tania Saba is a researcher affiliated with the Centre de recherche interuniversitaire sur la mondialisation et le travail (CRIMT) and the Centre d'études et de recherches internationales de l'Université de Montréal (CÉRIUM). She is also a member of the Centre d'études ethniques des universités montréalaises (CEETUM).

### **Pedro Saleiro**

Post-doc, University of Chicago, Center for Data Science and Public Policy

Pedro Saleiro is a post-doc at the Department of Computer Science at the University of Chicago working with Rayid Ghani at the Center for Data Science and Public Policy. He is doing data science projects with government and non-profit partners in policy areas such as criminal justice, healthcare and future of workforce. At the same time Pedro is developing new methods and open-source tools to detect and explain bias and discrimination in machine learning models. Before joining UChicago, Pedro completed his PhD in Machine Learning for NLP and IR at the University of Porto, Portugal.

### **Cynthia Savard Saucier**

Director of UX, Shopify

Cynthia is Director of UX at Shopify and author of *Tragic Design*. She is passionate about human beings and their means of communication, and has always sought a deeper understanding of how people think, interact, and connect. Cynthia excels in a field that is not always fully understood by creating smart, emotional connections between brands and users. She has a knack for strategic design, ergonomics and problem solving. Her wide range of experiences brought her broad recognition as a leading expert on multi-platform interface design, and a place in the *Infopresse 30 under 30*. She is regularly invited to speak at events around the world, where she shares her passion and her point of view: user-centered design is a reality, not a utopian methodology.”

### **Luke Stark**

Post-doc, Microsoft Research

Luke Stark is a Postdoctoral Researcher at Microsoft Research Montreal and an Affiliate of the Berkman Klein Center for Internet & Society at Harvard University. He completed his PhD in the Department of Media, Culture, and Communication at New York University in 2016 under the supervision of Helen Nissenbaum. Luke’s work focuses on the historical and contemporary intersections of behavioral science, AI, and computing, and how new technologies affect human privacy, emotional expression, and digital labor. His

scholarship highlights the asymmetries of power, access and justice that are emerging as these systems are deployed in the world, and the social and political challenges that technologists, policymakers, and the wider public will face as a result. Luke's research has been featured in publications including The New York Times, The Guardian, Harvard Business Review, New Scientist, and on Canada's CBC Radio.

### **Philippe-André Tessier**

President, Commission des droits de la personne et des droits de la jeunesse

Philippe-André Tessier was appointed President of Quebec Human Rights Commission on February 28, 2019, following a decree of the Council of Ministers.

Prior to his appointment, Mr. Tessier was Vice-President responsible for the Charter mandate since December 18, 2017, following his appointment by the National Assembly on December 7. He was head of the labour law group at Robinson Sheppard Shapiro, both as a lawyer and as a Certified Industrial Relations Advisor (CRIA). A graduate of the Université de Montréal, he is a member of the Barreau du Québec and a member of the Ordre des conseillers en ressources humaines agréés. He also holds the designation of Certified Corporate Director. Named in "The Best Lawyers" since 2012, his practice focuses on labour and employment law for both federal and provincial corporations.

Mr. Tessier is very active in his professional order having been President of the Young Bar of Montreal (YBM), Secretary and Treasurer of the Council of the Bar of Montreal as well as a member of the Executive Committee and the General Council of the Bar of Quebec. He was also a member and secretary of the Board of Directors of Éducaloi and was, until his appointment, Chairman of the Board of the Société québécoise d'information juridique (SOQUIJ). During his studies, Mr. Tessier was also very involved in the college and university student movement and chaired the accreditation committee established under the Act respecting the accreditation and funding of student associations.

### **Rachel Thomas**

Professor, University of San Francisco; Co-founder, Fast.ai

Rachel Thomas is a professor at the University of San Francisco Data Institute and co-founder of fast.ai, which created the "Practical Deep Learning for Coders" course that over 200,000 students have taken and which has been featured in The Economist, MIT Tech Review, and Forbes. She was selected by Forbes as one of 20 Incredible Women in AI, earned her math PhD at Duke, and was an early engineer at Uber. Rachel is a popular writer and keynote speaker. In her TEDx talk, she shares what scares her about AI and why we need people from all backgrounds involved with AI.

### **Nicolas Vermeys**

Professor, University of Montreal

Nicolas W. Vermeys, LL. D. (Université de Montréal), LL. M. (Université de Montréal), CISSP, is a professor at the Université de Montréal's Faculté de droit, a researcher at the Centre de recherche en droit public (CRDP), and the associate director of the Cyberjustice Laboratory. Mr. Vermeys is a certified information system security professional (CISSP) as recognized by (ISC)2, and is the author of numerous publications relating to the impact of technology on the law, including *Droit codifié et nouvelles technologies : le Code civil* (Yvon Blais, 2015), and *Responsabilité civile et sécurité informationnelle* (Yvon Blais, 2010). He also sits as a member of the boards of SOQUIJ, and éducaloi, and serves as a member of the Scientific Panel of different law journals, including Lex Electronica, (for

which he served as editor-in-chief from 2001 to 2003). Mr. Vermeys' research focuses on legal issues pertaining to artificial intelligence, information security, developments in the field of cyberjustice, and other questions relating to the impact of technological innovations on the law. He is often invited to speak on these topics by the media, and regularly lectures for judges, lawyers, professional orders, and government organizations, in Canada and abroad.

### **Terrence Wilkerson**

Entrepreneur

Terrence Wilkerson is a proud father, a loving partner, and a hardworking entrepreneur. Born and raised in the Bronx, Terrence now lives in Harrisburg, Pennsylvania, with his family. Terrence has twice been wrongfully accused of serious crimes in the Bronx, and now dedicates himself to sharing his story with lawyers, researchers, and policymakers in an effort to reform the biased criminal legal system.

### **RC Woodmass**

Founder, Queerit; Product Designer, Crescendo

RC Woodmass (they/them), a trained classical soprano, is a non-binary lesbian now working in tech. For the last two years they have immersed themselves in the tech sector, co-leading the Montreal chapter of Lesbians Who Tech (& Allies) to be one of the most active chapters in their global network. They founded Queerit, a social good web design and development enterprise by and for queers (and those who love us). RC is also working as a Product Designer, applying their talents in speaking, writing, and design as a founding employee of Diversity & Inclusion startup Crescendo. They have been called a "rising star in the queer/feminist movement" and works tirelessly for the visibility of queer and trans folks in the tech sector, as well as in society at large. They love cycling, writing poetry, gardening, and their cat, Didi.

## Code of conduct

(Adapted from NeurIPS Code of Conduct)

**The open exchange of ideas, the freedom of thought and expression, and respectful scientific debate are central to the goals of this Summer school; this requires a community and an environment that recognizes and respects the inherent worth of every person.**

**Who?** All participants—attendees, organizers, speakers, sponsors, and volunteers at the summer school—are required to agree with this code of conduct both during the event and on official communication channels, including social media. Organizers will enforce this code, and we expect cooperation from all participants to help ensure a safe and productive environment for everybody.

**Scope?** The conference commits itself to providing an experience for all participants that is free from harassment, bullying, discrimination, and retaliation for all participants. This includes offensive comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), politics, technology choices, or any other personal characteristics. Bullying, intimidation, personal attacks, harassment, sustained disruption of talks or other events, and behavior that interferes with another’s full participation will not be tolerated. This includes sexual harassment, stalking, following, harassing photography or recording, inappropriate physical contact, unwelcome sexual attention, public vulgar exchanges, and diminutive characterizations, which are all unwelcome in this community.

**Outcomes?** Participants asked by any member of the community to stop any such behavior are expected to comply immediately. If a participant engages in such behavior, the conference organizers may take any action they deem appropriate, including: a formal or informal warning to the offender, expulsion from the summer school with no refund, barring from participation in future conferences or their organization, reporting the incident to the offender’s local institution or funding agencies, or reporting the incident to local law enforcement. A response of “just joking” will not be accepted; behavior can be harassing without an intent to offend. If action is taken, an appeals process will be made available.

**Reporting?** If you have concerns related to your inclusion at our summer school, or observe someone else’s difficulties, or have any other concerns related to inclusion, please contact Jihane Lamouri by email at [jihane.lamouri@ivado.ca](mailto:jihane.lamouri@ivado.ca) or by telephone at (418)-569-7373.