

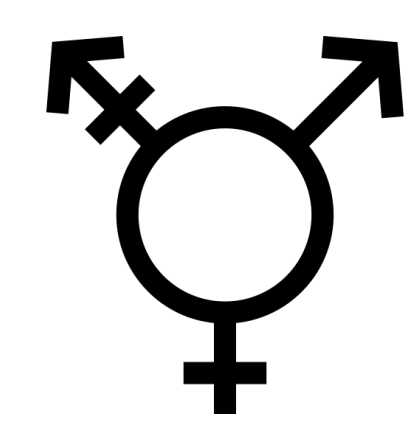
DIGITAL SPACE - WHOSE REPRESENTATION?

Queer Technologies

Instead of seeing gendered technology as inherently designed for one gender, we understand queer technology as **not designed against a gender**. Essentially, our definition of queer technologies would be "Technologies that are designed such, that they serve the same functionality for queer people and non-queer people", or in certain cases "Technology designed to allow queer people to accomplish goals in a similar manner to non-queer-people."

Therefore, the perspective with which a technology must be developed is one that is **open to non-heteronormative practices** and **intersectional issues must be taken into account**.

Pronouns



By specifying pronouns, it can be prevented that wrong pronouns are assumed for persons and that they are „mis-gendered“.

There are various options for specifying pronouns:

- None
- Binary
- Binary and non-binary (limited options)
- Unlimited options (own specification possible) (ranked from not queer friendly to queer inclusive)

Policies



Policies can help to create a common understanding of how to interact in an acceptable manner. It sets clear limits on what is not tolerated and what behavior is expected. Therefore it also gives a structure to report in case of harassment

Topics to be addressed in it:

- Behavior that is not tolerated
- Privileges and possible resulting discrimination
- How to behave in case of border violations
- Consequences for unacceptable behavior
- Stating how lgtbiq inclusivity can be actively promoted

Queer Usability

Accessibility



Web accessibility means that websites, tools, and technologies are inclusively designed and developed so that people with disabilities can use them.

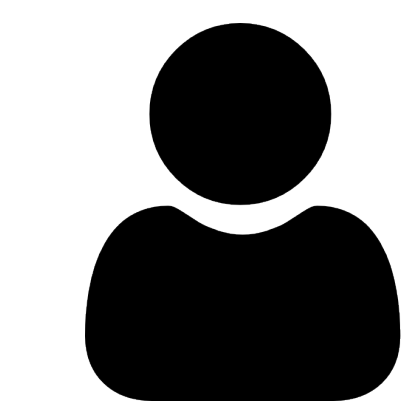
Examples for inclusive web design:

- Alternative text for images (impaired vision)
- No required mouse input (impaired motor skills)
- Transcripts for audio (impaired hearing)

Technology can tackle many injustices in an automated fashion:

- Machine translation
- Image description
- Text-to-speech conversion and vice versa

Images & Icons



The way platforms handle photos and icons for their users can also be inclusive or exclusionary.

This can be seen as problematic:

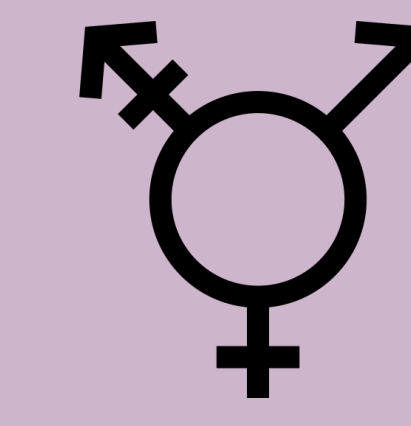
- White male default icon
- „Face-holder“ create pressure to upload a photo
- Male and female avatars are stereotypically (binary) depicted

Examples for User Identification:

- Pictures
- Initials
- Identicons
- Brand Mascots

LinkedIn

Pronouns



LinkedIn offers a variety of ways to handle pronouns on their website and encourages people to make use of this possibility (only for selected countries).

- Selection from offered pronouns and the option to define your own
- Option to specify who can see your pronouns
- Public pronouns cannot be used for searching or filtering
- Option to add different pronouns for different languages (to show ethnic intersectionality)

Name Pronunciation

It is possible to upload a recording of the correct pronunciation of your name.

Remarks

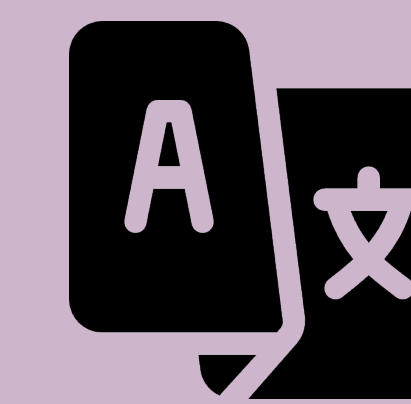
LinkedIn infers your age based on your education and your gender based on your name or pronouns.

Code of Conduct

- Foster diversity and inclusion
- Contribute to a safe and productive workplace
- Avoid conflicts of interest

The Code of Conduct also addresses intersectional issues and emphasizes anti-discrimination as a core value. However, age discrimination is not addressed.

Canvas



Svenska är standardspråket

The language cannot be changed in the mobile app but only on the computer.

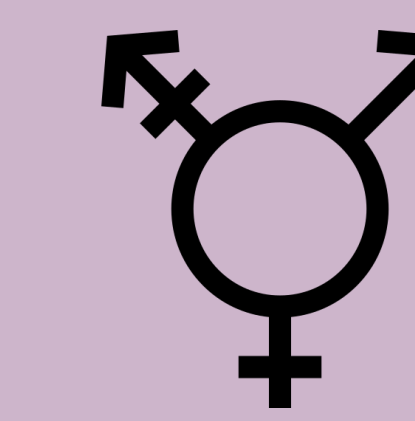
Name Policy

Canvas does include different name categories, but does not let students edit them (directs to HR):

- Full Name:** used for grading
- Display Name:** name that is shown in discussions, messages and comments
- Sortable Name:** appears in sorted lists

Canvas also doesn't allow to „hide“ middle names / adds them automatically and everybody can see it.

Pronouns



Canvas does not provide a way to state pronouns, even though the KTH policy intends to address people with the correct pronouns.

There is also no option to specify how one's name is pronounced correctly.

General Settings

The following setting options on Canvas can contribute to better inclusivity:

- High Contrast UI
- Microsoft Immersive Reader
- Option to Disable Keyboard Shortcuts
- Option to Disable Alert Notification Timeouts