Housekeeping

Course Evaluations
Today’s Agenda

INEQUALITY and INCLUSION

1. The Concept of Equality: the most fundamental value of all?
   A. Relational Equality (status ideal)
   B. Distributive Equality (outcomes vs opportunities)

2. Equality and Inequality in Tech

3. Diversity and Inclusion
   A. Fairness Argument
   B. Epistemic Benefits of Inclusion/Diversity
   C. The Social Science Argument for Diversity
Major philosophical frameworks in this class

John Rawls’s Theory of Justice
- Justice as fairness
- Pure procedural justice (the original position + veil of ignorance)
- Two principles of justice

Utilitarianism (Bentham and Mill)
- Happiness as the supreme and most fundamental value
- Greatest good for the greatest number
- Cost-benefit analysis
- The optimization mindset of the technologist

Value Pluralism (Isaiah Berlin)
- No single supreme value; no unity of all value
- Value incompatibility and value trade-offs
The extent of a man’s, or a people’s liberty to choose to live as he or they desire must be weighed against the claims of many other values, of which equality, or justice, or happiness, or security, or public order are perhaps the most obvious examples. For this reason, [liberty] cannot be unlimited.
“Liberty for the wolves is death to the lambs.”

Berlin encouraged us to consider a realm of plural values in which no final unity of all values is possible.

How should we make such tradeoffs?
• Today we consider the value/ideal of equality

• Equality is a core value; and especially prominent in the modern world

• Initial puzzle: equality as a descriptive versus normative ideal

• What does it mean to talk about the moral equality of human beings?
"THE YEAR WAS 2081, and everybody was finally equal. They weren't only equal before God and the law. They were equal every which way. Nobody was smarter than anybody else. Nobody was better looking than anybody else. Nobody was stronger or quicker than anybody else. All this equality was due to the 211th, 212th, and 213th Amendments to the Constitution, and to the unceasing vigilance of agents of the United States Handicapper General."
We hold these truths to be self-evident: that all men are created equal.

Declaration of Independence, 1776
Thomas Jefferson & Sally Hemings
AN AMERICAN CONTROVERSY

Annette Gordon-Reed
Winner of the National Book Award for
The Hemingses of Monticello: An American Family

Annette Gordon-Reed
Four score and seven years ago our fathers brought forth on this continent a new nation, conceived in liberty and dedicated to the proposition that all men are created equal.
I have a dream that one day this nation will rise up and live out the true meaning of its creed: ‘We hold these truths to be self-evident: that all men are created equal.’

MLK’s I Have a Dream Speech, 1963
All human beings are born free and equal in dignity and rights

"Universal Declaration of Human Rights, 1948"
Equality

Equality is the central and fundamental ideal behind any flourishing society
Equality

How is equality different from other fundamental or first-order ideals, such as liberty or security?

**Answer:** equality is a *fundamentally comparative* concept.
Alternatives to Equality?

Equality versus Adequacy/Sufficiency

What matters most is not that we are equal (in outcomes or opportunities), but that every person *has enough*.

Consider:
- Domestic poverty?
- Global poverty?
- Life expectancy?
Conception 1: 
EQUALITY AS STATUS IDEAL

Equality as a description about the status of human beings, about how we stand in relation to one another.

That we are to be treated as an equal, that we are beings who matter equally, whose interests matter equally.

Against caste, second-class citizenship, domination, oppression, and subjugation.

Equality stands against Iris Marion Young’s *Five Faces of Oppression*
## Iris Marion Young: 5 Faces of Oppression

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<tr>
<th>Targets of Oppression</th>
<th>Exploitation</th>
<th>Marginalisation</th>
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<td>Forms of Resistance</td>
<td>Strikes and slow downs</td>
<td>Acts of civil disobedience</td>
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<td>Language and culture revitalisation</td>
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A theory of *justice* demands equal consideration, or treatment of every citizen as an equal.

Every person has interests, and every person’s interest *count equally*. 
Conception 2:
EQUALITY AS DISTRIBUTIVE IDEAL

Equality as an ideal or value that governs the distribution of the benefits and burdens in society.

Equality of outcome and equality of opportunity
Two Distinct Ways to Understand:

1. Equality of Outcome
   • Right to vote?

2. Equality of Opportunity
   • Differential treatment to provide equality opportunity
What Share of the Pie?
Sierra Camp Staph Model:
Share of USA Income and Wealth, by Quintile, 2009
Racial Wealth Inequality Is Rampant In The U.S.
Median household wealth by race/ethnicity in the United States (1983–2024)

- **White**
  - 1983: $102,200
  - 2000: $161,400
  - Forecast: $122,366

- **Black**
  - 1983: $6,800
  - 2000: $10,400
  - Forecast: $1,633

- **Latino**
  - 1983: $4,000
  - 2000: $10,200
  - Forecast: $1,233

Source: Prosperity Now & Institute For Policy Studies
Facts about Global Inequality

- Today global inequality is shrinking (on what metric?)
- Growth of China and India has been modestly equalizing
- Global inequality less a consideration of social class position than location: the citizenship premium.
- How you fare today, globally, depends very much on the accident of your place of birth.
Equality as a Distributive Ideal

Two Distinct Ways to Understand:

1. Equality of Outcome
   - Right to vote?

2. Equality of Opportunity
   - Differential treatment to provide equality opportunity
Enrollment at Selective Colleges

![Bar chart showing percent of students from each income category attending different types of colleges.](chart.png)

- No post-secondary: Bottom quartile (40%), Top quartile (5%)
- Community college: Bottom quartile (30%), Top quartile (15%)
- Less- and non- competitive: Bottom quartile (20%), Top quartile (25%)
- Competitive: Bottom quartile (10%), Top quartile (60%)
- Most competitive: Bottom quartile (5%), Top quartile (70%)
Economic diversity and student outcomes at

Stanford University
Stanford, California

The median family income of a student from Stanford is **$167,500**, and **66%** come from the top 20 percent. About **2.2%** of students at Stanford came from a poor family but became a rich adult.

A **new study**, based on millions of anonymous tax records, shows that some colleges are even more economically segregated than previously understood, while others are associated with income mobility.

Below, estimates of how Stanford compares with its peer schools in economic diversity and student outcomes.

### ACCESS

**What kind of students attend Stanford**

<table>
<thead>
<tr>
<th></th>
<th>Among the lowest</th>
<th>About typical</th>
<th>Among the highest</th>
<th>IN THE PAC-12</th>
<th>IN CALIFORNIA</th>
<th>AMONG IVY PLUS COLLEGES</th>
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<td>Median family income</td>
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<td>Average income percentile</td>
<td>80th</td>
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<td>Share of students from top 0.1%</td>
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## What kind of students attend Stanford

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<td>...from top 10%</td>
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<td>...from top 20%</td>
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<td>...from bottom 20%</td>
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Today’s Agenda

INEQUALITY and INCLUSION

1. The Concept of Equality: the most fundamental value of all?
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   A. Fairness Argument
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   C. The Social Science Argument for Diversity
Charlie was employee #56 at Google. And like most early employees at a tech firm, Charlie was given a grant of options in the privately held company.

By 2007, thanks the explosion of online ad revenue at Google, Charlie's equity was worth more than $26 million.

As of January 16, 2014, Google is trading at $1,155 per share, therefore making Charlie's equity worth $46.2 million.
How Tech Produces Inequality

1. The Gig Economy and a Racial Wage Code

2. Creation of rising income and wealth inequality
1. Gig Economy

- Gig workers are independent contractors, online platform workers, contract firm workers, contingent workers, “servant workers”, and on-call workers.
- They enter into formal agreements with on-demand companies to provide services to the company's clients.
- **Examples:** TaskRabbit, Doordash, Uber/Lyft, Mechanical Turk
Who works in the Gig Economy?

- 20% to 30% of the economically active population in the United States and Europe

- 78% of Lyft and Uber drivers in the Bay Area are immigrants and people of color (estimated 69% nationally)

- Even though most of the people who work on these apps do it as their second or third job around 70% of the work that's done for these companies are done by full-time (40+ hrs/week) workers.

(2) Michael Reich, Pay, Passengers and Profits: Effects of Employee Status for California TNC Drivers, INST. FOR RSCH. ON LABOR AND EMP. 6 (Oct. 2020), https://irle.berkeley.edu/files/2020/10/Pay-Passengers-andProfits.pdf?fbclid=IwAR3zp0s2VQjRCvbAQBfLBw_h9F0phDN1_zDgNbYrvUg9XK2Xc_lbpYPbKrNk [https://perma.cc/23B6-PBFB].
Results of Gig Economy

• **Disadvantages for the worker:** Lack of minimum wage, overtime payment, employment insurance coverages, paid time off, employer contributions to retirement savings, extended health and maternity benefits.

• “Instead of being paid for the time they spend laboring, **workers are paid by the piece or task.** Their piece pay is not based on a predictable rate, but instead calculated according to how much work they are **algorithmically allocated**, a personalized determination over which they have **no control.**”

• **The result:** **a transfer of risk from employer to gig worker.**
  - Short term contracts
  - Flexible work hours and variable pay (per gig)
  - Variable scheduling
  - Reduced employment benefits

Proposition 22

• Prop 22 was a referendum on 2019 Assembly Bill 5 (AB5) passed by the California legislature in 2019, which defined platform workers as employees.

• After a $30-million campaign by Uber and Lyft, Prop 22 undid these protections.
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<th>Response</th>
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<td>Yes</td>
<td>9,957,858</td>
<td>58.63%</td>
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<tr>
<td>No</td>
<td>7,027,467</td>
<td>41.37%</td>
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<tr>
<td>Valid votes</td>
<td>16,985,325</td>
<td>95.50%</td>
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<td>Invalid or blank votes</td>
<td>799,826</td>
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<tr>
<td><strong>Total votes</strong></td>
<td><strong>17,785,151</strong></td>
<td><strong>100.00%</strong></td>
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<td>Registered voters/turnout</td>
<td>22,047,448</td>
<td>80.67%</td>
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Proposition 22 – a Racial Wage Code?

• Given that the demographics of gig workers effected by Prop 22 are overwhelmingly non-white, immigrant men, labor scholar Veena Dubal (Berkeley) describes Prop 22 as a legal racial wage code.

• “Reminiscent of the impact of differential wage codes and New Deal carveouts on largely African American agricultural and domestic workforces, Prop 22 ensures that a majority racial minority workforce no longer has access to any of the protections in California employment laws—present or future” (Dubal, 2022)

Veena Dubal, Professor of Law, UC Hastings
The Federal Reserve’s latest report on economic wellbeing in the US: “In 2018, workers who supported themselves through the gig economy struggled financially far more than the average person.”

This model of employment is spreading to other sectors.
How DoorDash and Postmates Make an Already Dangerous Job Worse

The day-to-day realities of a gig economy driver for DoorDash and Postmates: 12-hour days, bad tips, customer abuse, and parking tickets

by Saru Jayaraman | Dec 16, 2021, 9:57am EST

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In 2013, Saru Jayaraman founded One Fair Wage to put an end to the tipped minimum wage, which, One Fair Wage has found, perpetuates racial and gender disparities in the hospitality industry. Those disparities only worsened during the pandemic, as restaurants closed and the prospect of earning a living from tips became even more precarious.

With her newest book One Fair Wage: Ending Subminimum Pay in America, published in the fall of 2021, Jayaraman furthers the movement. With each
'I can't keep doing this': gig workers say pay has fallen after California's Prop 22

Drivers say working conditions remain poor after voters approved measure exempting Uber and other apps from labor laws

José Luis Guevara shows personal protective equipment he provides freely to ride-sharing customers for their safety, outside Los Angeles City Hall. Photograph: Damian Dovarganes/AP

Weeks after Proposition 22 went into effect in California and exempted some major tech firms from fully complying with
<table>
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<th>Targets of oppression</th>
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<th>Forms of resistance</th>
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The gap between the Bay Area’s haves and have-nots is wider than anywhere else in the state.

- Top income earners in the Bay Area make 12.2 times as much as those at the bottom of the economic ladder.

- Bay Area residents in the 90th percentile of incomes earned an average of $384,000 a year, compared to just $32,000 for those in the bottom 10th percentile.
2019 data: **CEO salaries rose 15% last year across the tech sector** and averaged $6.6m. In comparison, the **average median worker pay declined by 2%** to $82,500.
Stanford as 5th world economic power?

Study shows Stanford alumni create nearly $3 trillion in economic impact each year

A study by two Stanford professors determines that companies founded by the university's alumni generate trillions in annual revenue and have created 5.4 million jobs.
20% of all net worth is concentrated in the 30 wealthiest zip codes, home to just 2% of Californians. African American and Latino families have much lower wealth levels compared white families; nationwide, the typical (median-wealth) white family has more than eight times the wealth of a typical African American or Latino family (Data: Public policy institute of California).
Average Palo Alto home prices climbed from $1,315,000 to $2,279,000 from 2010 to 2015, according to the Environmental Impact Report (EIR) submitted by Stanford University as part of its General Use Permit.

Living on four wheels: The people inside the RVs on Palo Alto's El Camino Real

Some call their RV a home away from home, but others say it's all they have
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Diversity and Inclusion

A. Fairness Argument: Tech is not representative of the population; no genuine equality of opportunity
B. Epistemic Benefits of Inclusion/Diversity
C. Social Science Argument for Diversity
• **18% of authors at leading AI conferences are women, and more than 80% of AI professors are men.**
• This disparity is extreme in the AI industry: women comprise only 15% of AI research staff at Facebook and 10% at Google.
• For Black workers, the picture is even worse. For example, only **2.5% of Google’s workforce is Black**, while Facebook and Microsoft are each at 4%. Given decades of concern and investment to redress this imbalance, the current state of the field is alarming.
Narrowing stairway to the top, except for white employees

Asian employees make up a greater share of Silicon Valley’s professional workforce than other minority groups, but their representation decreases at the managerial and executive levels. White women have poor overall representation in the tech industry, but their percentages are relatively consistent across levels.

Source: Center for Employment Equity. Averages for 177 Silicon Valley companies based on data from 2016 EEO-1 reports.
Credit: Gabriel Hongsdusit and Sinduja Rangarajan/Reveal
Lack of diverse representation suggests unfairness.

What is the goal of inclusion?
• Equal opportunity?
• Equal representation?
• More equal distribution of power?
Diversity and Inclusion

A. Fairness Argument: Tech is not representative of the population
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C. Social Science Argument for Diversity
What problems are worth solving?

When there is lack of diverse representation in the tech, the problems are solved for the people working in the tech industry (aka white guys in their 20s).

**HYPOTHESIS:** if the ecosystem prioritized diversity, would we get a different profile of companies?
Our Story
From Silicon Valley Powdered Meals to International Complete Nutrition Platform.

Our Products
We thought about your food, so you wouldn’t have to.
The World's First Robot Lawyer

The DoNotPay app is the home of the world's first robot lawyer. Fight corporations, beat bureaucracy and sue anyone at the press of a button.

Email or phone number

Sign Up/Login

By signing up or signing in, you are agreeing to DoNotPay's Terms and Conditions and for us to send messages to the phone number or email provided.
Escape Locally
Book a local private pool by the hour

Where would you like to take a dip?

What’s Near Me?
How Swimply Works?
There was a problem with the cookies.

When Jordan Metzner and Juan Dulanto launched Washio, it had already distinguished itself from other laundry and dry-cleaning services. There was no storefront, no rotating rack, no little pieces of paper to keep track of. Customers ordered their clothing picked up via the website or a mobile app, and it was returned to them not in a tangle of WE ♥ OUR CUSTOMERS hangers.
Uber Founder Launches Luxury Airline So Rich People Can Go on COVID Vacations

One health expert calls Aero’s timing ‘tone-deaf’ as governments try to limit travel.

By Kevin Maimann

February 8, 2021, 6:42am  

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Trudeau Government Let US Billionaire Skip Two-Week Quarantine: Report

MACK LAMOUREUX
09.17.20

News

Rich Countries Are Going to Extend the Pandemic

ANYA ZOLEDZIOWSKI
02.25.21

World News
Diversity and Inclusion

A. Fairness Argument: Tech is not representative of the population
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Open Democracy
Reinventing Popular Rule for the Twenty-First Century
Hélène Landemore

“Open Democracy... is based on the simple idea that, if government by the people is a goal, the people ought to do the governing.”
— Nathan Heller, The New Yorker
If you're an academic and you're hiring postdocs, why would you hire postdocs from your advisor? Or you go to the International Monetary Fund and you see economists populating their teams with other economists who went to the same graduate schools. If you hire people from the same ethnic group, who went to the same schools, worked at the same places—you're just kind of shooting for a B-plus there. Nothing great's going to happen. So the short answer is to think of people as toolboxes, as opposed to numbers. And then ask yourself: “What does the full set of tools look like that I'm putting together to solve a problem?”
Guess the number of Jellybeans in this Jar
**diversity prediction theorem states:**

Collective error = average individual error – prediction diversity

Probabilistically, the collective is often better than even the best of the individuals. So, a diverse collective always beats the average individual, and frequently beats everyone. And the individuals who do beat the collective generally change, suggesting they are more of a statistical vestige than super-smart people.
“While substantial research has shown that diverse teams achieve better performance, we reject this predatory view of diversity in which the worth of underrepresented people is tied to their value add to in-group members. We argue for combating anti-Blackness through the lens of justice. As such, all members of the community should be invested in developing a more inclusive and less discriminatory environment.”

Devin Guillory, Black in AI