

# Sourojit Ghosh

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✉ Email   🌐 Personal Website   🌐 Lab Website

AI for Social Good

Human Centered AI

AI Policy

AI Ethics

AI Education

## Employment

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University of North Carolina

*Chapel Hill, NC*

*Assistant Professor, School of Data and Information Sciences*

*2020–2026*

*Faculty Researcher, Center for Information, Technology, and Public Life (CITAP)*

## Education

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University of Washington

*Seattle, WA*

*Ph.D. in Human-Centered Design and Engineering  
(Advised by Dr. Cecilia Aragon)*

*2020–2026*

University of Washington

*Seattle, WA*

*M.S. in Human-Centered Design and Engineering*

*2020–2022*

University of Minnesota, Twin Cities

*Minneapolis, MN*

*B.Sc. in Computer Science, Minor in Creative Writing*

*2016–2020*

## Doctoral Thesis

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**Exploring Representational Harms of Generative AI Systems upon**

**Historically Marginalized Populations often Overlooked in Fairness Research** *June 2026*

- GAI tools replicate harmful stereotypes, consistently overlooking vast sections of historically marginalized populations in fairness research, exposing critical gaps in the field.
- To demonstrate this, I present three case studies examining gender bias in low-resource language translation, Western stereotyping of Indian culture in text-to-image tools, and “castelessness” in my study of AI representations of caste-oppressed communities.
- Together, these findings lead me to motivate a broader, more expansive research agenda toward inclusive AI fairness practices and meaningful social good for overlooked communities worldwide.

# Publications

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## Peer-Reviewed Publications

[P22] What if AI systems weren't Chatbots?

*Sourojit Ghosh, Pranav Narayanan Venkit, Sanjana Gautam, and Avijit Ghosh*

FAccT '26

Montreal

[P21] Compounding Disadvantage: Auditing Intersectional Bias in LLM-Generated Explanations Across Indian and American STEM Education

*Amogh Gupta, Niharika Patil, Sourojit Ghosh, and Snehalkumar Gaikwad*

FAccT '26

Montreal

[P20] Documenting Patterns of Exoticism of Marginalized Populations within Text-to-Image Generators

*Sourojit Ghosh, Sanjana Gautam\*, Pranav Narayanan Venkit\*, Avijit Ghosh*

AIES '25

Madrid

[P19] Bias is a Math Problem, AI Bias is a Technical Problem: 10-year Literature Review of AI/LLM Bias Research Reveals Narrow [Gender-Centric] Conceptions of 'Bias', and Academia-Industry Gap

*Sourojit Ghosh\* and Kyra Wilson\**

AIES '25

Madrid

[P18] Bias Amplification in Stable Diffusion's Representation of Stigma Through Skin Tones and Their Homogeneity

*Kyra Wilson\*, Sourojit Ghosh\*, and Aylin Caliskan*

AIES '25

Madrid

[P17] Empowering Engineering Graduates to Contribute towards Designing Safer Generative AI Tools through an Ethics Course

*Sourojit Ghosh, and Sarah Coppola*

ASEE '25

Montreal

[P16] Integrating Theory and Practice into a Design Foundations Course

*Sourojit Ghosh, Arpita Bhattacharya, and Sarah Coppola*

ASEE '25

Montreal

[P15] "They've Over-Emphasized That One Search": Controlling Unwanted Content on TikTok's For You Page

*Julie Vera\*, and Sourojit Ghosh\**

CHI '25

Yokohama

[P14] Interpretations, Representations, and Stereotypes of Caste within Text-to-Image Generators

*Sourojit Ghosh*

AIES '24

San Jose

[P13] "I don't see myself represented here at all": User Experiences of Stable Diffusion Outputs Containing Representational Harms across Gender Identities and Nationalities

*Sourojit Ghosh, Pranav Narayanan Venkit\*, Sanjana Gautam\*, Shomir Wilson, and Aylin Caliskan*

AIES '24

San Jose

[P12] Do Generative AI Models Output Harm While Representing Non-western Cultures: Evidence from a Community-Centered Approach

*Sourojit Ghosh, Nina Lutz\*, and Aylin Caliskan*

AIES '24

San Jose

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\*Equal Contribution

[P11] ChatGPT as a Tool for Equitable Education in Engineering Classes

*Sourojit Ghosh*

ASEE '24

Portland

[P10] Reflecting on Adapting Visual-Oriented Classes for Blind and Low-Vision Students

*Sourojit Ghosh, Kunal Mehta, Maxwell Coppock, and Sarah Coppola*

ASEE '24

Portland

[P9] Co-Creating Inclusion: Designing a Living Inclusive Teaching Toolkit

*Mina Zavary\*, and Sourojit Ghosh\**

ASEE '24

Portland

[P8] This Class Isn't Designed For Me: Recognizing Ableist Trends In Design Education, And Redesigning For An Inclusive And Sustainable Future

*Sourojit Ghosh, and Sarah Coppola*

DRS '24

Boston

[P7] "Person" == Light-skinned, Western Man, and Sexualization of Women of Color: Stereotypes in Stable Diffusion

*Sourojit Ghosh, and Aylin Caliskan*

EMNLP '23

Singapore City

[P6] Taking Stock of Concept Inventories in Computing Education: A Systematic Literature Review

*Murtaza Ali, Sourojit Ghosh, Prerna Rao, Raveena Dhegaskar, Sophia Jawort, Alix Medler, Mengqi Shi, and Sayamindu Dasgupta*

ICER '23

Chicago

[P5] ChatGPT Perpetuates Gender Bias in Machine Translation and Ignores Non-Gendered Pronouns: Findings across Bengali and Five other Low-Resource Languages

*Sourojit Ghosh, and Aylin Caliskan*

AIES '23

Montreal

[P4] Making a Case for HyFlex Learning in Design Engineering Classes

*Sourojit Ghosh, and Sarah Coppola*

ASEE '23

Baltimore

[P3] Establishing TikTok as a Platform for Informal Learning: Evidence from Mixed-Methods Analysis of Creators and Viewers

*Sourojit Ghosh, and Andrea Figueora*

HICSS '23

Maui

[P2] Slanted Speculations:: Material Encounters with Algorithmic Bias

*Gabrielle Benabdallah, Ashten Alexander, Sourojit Ghosh, Chariell Glogovac-Smith, Lacey Jacoby, Caitlin Lustig, Anh Nguyen, Anna Parkhurst, Kathryn Reyes, Neilly H. Tan, Edward Wolcher, Afroditi Psarra, and Daniela Rosner*

DIS '22

Remote

[P1] Patterns of Patient and Caregiver Mutual Support Connections in an Online Health Community

*Zachary Levonian, Marco Dow, Drew Erikson, Sourojit Ghosh, Hannah Miller Hillberg, Saumik Narayanan, Loren Terveen, and Svetlana Yarosh*

CSCW '20

Remote

### Peer-Reviewed Journals

[J4] 'I'm a Pilot First, Female Second': Why Flight Deck Gender Imbalance Persists and the Case for Allyship

*Kimberly Perkins, Rachael Merola, Sourojit Ghosh, and Cecilia Aragon*

JAAER '25

[J3] Interpersonal Skills in a Sociotechnical System: A Training Gap in Flight Decks

*Kimberly Perkins, Sourojit Ghosh, and Crystall Hall*

JAAER '24

[J2] The Persistence of Safety Silence: How Flight Deck Microcultures Influence the Efficacy of Crew Resource Management

*Kimberly Perkins, Sourojit Ghosh, Julie Vera, Cecilia Aragon, and Adam Hyland*

IJAAA '23

[J1] Leveraging Community Support and Platform Affordances on a Path to More Active Participation: A Study of Online Fan Fiction Communities

*Sourojit Ghosh, and Cecilia Aragon*

TWC '24

### Peer-Reviewed Workshop

[W2] Not Just Cells in a Dataset: Imagining a Human-Centered Data Science Approach to Social Recommendation Algorithms

*Sourojit Ghosh, Andrea Figueroa, Murtaza Ali, and Cecilia Aragon*

HCDS@CHI '22

New Orleans

[W1] From Melting Pots to Misrepresentations: Exploring Harms in Generative AI

*Sanjana Gautam\*, Sourojit Ghosh\*, Pranav Narayanan Venkit\**

GenAI@CHI '23

Yokohama

### Book Chapters

[B2] Machine Translation, Large Language Models, and Generative AI in the University Classroom: Toward a Pedagogy of Care

Book Title: *The Social Impact of Automating Translation*

*Sourojit Ghosh, and Srishti Chatterjee*

Routledge '24

[B1] Misgendering and Assuming Gender in Machine Translation when Working with Low-Resource Languages

Book Title: *Gendered Technology in Translation and Interpreting*

*Sourojit Ghosh, and Srishti Chatterjee*

Routledge '24

### Lightly-Reviewed Conferences

[LR8] To Screenshot or Not to Screenshot? Tensions in Representing Visual Social Media Platform Posts

*Joseph Schafer, Brett Halperin, Julie Vera, and Sourojit Ghosh*

AOIR '24

Sheffield

[LR7] Post-Editing Vs Neural Machine Translation: A Comparative Study of English ↔ Mandarin Translations in Daily Conversations

*Yanfu Liu, Cheng Guo, and Sourojit Ghosh*

HCII '24

Washington, DC

[LR6] Text Characteristics Vector: Rethinking Human-Centered Sentiment Analysis with Emotion-Related Text Characteristics

*Cheng Guo, Yanfu Liu, Yue Yuan, Wuhao Zhang, and Sourojit Ghosh*

HCII '24

Washington, DC

[LR5] “I love you, my dear friend”: Analysing the Role of Emotions in the Building of Friendships in Online Fanfiction Communities

*Sourojit Ghosh, Niamh Froelich, and Cecilia Aragon*

HCII '23

Copenhagen

[LR4] “Do we like this, or do we *like* like this?”: Reflections on a Human-Centered Machine Learning Approach to Sentiment Analysis

*Sourojit Ghosh, Murtaza Ali, Anna Batra, Cheng Guo, Mohit Jain, Joseph Kang, Julia Kharchenko, Varun Suravajhela, Vincent Zhou, and Cecilia Aragon*

HCII '23

Copenhagen

[LR3] Generalized Cohen’s Kappa: A Novel Inter-rater Reliability Metric for Non-Mutually Exclusive Categories

*Andrea Figueroa, Sourojit Ghosh, and Cecilia Aragon*

HCII '23

Copenhagen

[LR2] Reflecting on Hybrid Learning in Studio-based Courses: Complications and Effectiveness during the Pandemic and Beyond

*Sourojit Ghosh, and Sarah Coppola*

HFES '22

Atlanta

[LR1] Recruitment, Admissions, Hiring, Retention, and Promotion: Mechanisms of Diversity, Equity, Inclusion, and Belonging

*Erin K. Chiou, Richard J. Holden, Sourojit Ghosh, Yuliana Flores, and Rod D. Roscoe*

HFES '22

Atlanta

## Teaching

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### Instructor

*University of Washington, Seattle*

#### Foundations of Human Centered AI

*Wi26*

Developed a novel course on human-centered approaches to AI design by combining technical foundations in model-building with ethical questions of potential societal implications, as the first course of a novel AI Certificate program.

#### Data Tools & AI Ethics in Emerging Tech

*Au25*

Provided introductory lectures into AI Ethics, Responsible Data Practices, and approaches to safe and harm-aware usage to Thai high-school students in an experiential-learning format, and oversaw mini-projects and research pitches using AI.

#### Experimental Research Methods

*Au25*

Introduced research through experimental design, hypothesis formation and testing, and statistical analysis, culminating in formal research writing, in a project-based format to first-time researchers with little to no prior experience in Statistics.

#### Introduction to User Research

*Sp25*

Instructed students new to user-centered research on a variety of qualitative research methods such as field study, interviewing, and surveys, within the context of conducting user research, in a project-based format focused towards product design.

## **Human-Centeredness in Generative AI: Opportunities and Challenges within the Design Process**

*Sp24, Au24*

Designed a novel project-based course on using GAI tools within the design process, exploring potential ethical concerns and harms caused towards historically marginalized populations, and developing best practices for safer GAI usage.

## **Concepts in Human-Computer Interaction**

*Au23, Wi24*

Led a writing-intensive seminar-style course on foundational concepts and topics within the field of HCI, updated existing course content to reflect emergent areas of focus, and supported students from multiple departments in their mini research explorations.

## **Introduction to User-Centered Design**

*Au21 – Au22*

Taught project-based courses leading students through the user-centered design process including ideation, user research, prototyping and user testing, designed and delivered lectures on equitable practices in design.

### **Teaching Assistant**

*University of Washington, Seattle*

## **Information Visualization**

*Sp23*

Supported student projects in utilizing visualization and data science to design systems for diverse users, facilitated hybrid instruction, graded student work with a 48-hr turnaround, and managed course workings through office hours and in-class support.

## **Inclusive and Accessible Design**

*Wi23*

Guided students through designing for users with disabilities such as vision, hearing, mobility, or invisible disabilities, and developed guest lectures on recognizing privilege within design spaces and working with communities one does not identify with.

## **Introduction to Inclusive Design**

*Su21*

Demonstrated techniques of accessible design through real-world examples and case studies, mentored students in building designer practices to foreground accessibility in their work, and organized in-class discussions on accessibility-related content.

## **Introduction to User-Centered Design**

*Wi22*

Supported student projects on the user-centered design process including ideation, user research, prototyping and user testing, facilitated hybrid instruction, and graded student work on a 48-hr turnaround.

*University of Minnesota, Twin Cities*

## **Teaching in American Classrooms**

*Su20*

Trained international PhD students in teaching methods in US university classrooms such as facilitating group discussions, dealing with silence in classrooms, and building rapport with instructors and students from cultures different to their own.

## Center for Writing

*Au18 – Sp20*

Supervised undergraduate staff in development of writing consultation pedagogy, trained new employees in general writing consultation and understanding writer needs for specific courses, and contributed to growing the Center's homegrown database.

## Student Writing Consultation

*Au17 – Sp20*

Provided 45-minute one-on-one writing support for students of all levels at all stages of the writing process, and conducted pedagogical research in better supporting international student writers to build their confidence in American academic writing.

## Awards and Fellowships

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2026	Award of Excellence in Leadership and Engagement	<i>Human Centered Design &amp; Engineering, University of Washington</i>
2025	Equity & Excellence Dissertation Award	<i>University of Washington</i>
2025	Excellence in Teaching Award	<i>University of Washington</i>
2025	Presidential Dissertation Fellowship in the Arts, Humanities, Social Sciences, and Social Professions	<i>University of Washington</i>
2024	Husky100, Class of 2024	<i>University of Washington</i>
2023	Award of Excellence in Teaching	<i>Human Centered Design &amp; Engineering, University of Washington</i>
2023	Teaching Award	<i>College of Engineering, University of Washington</i>
2016-20	Maroon Scholarship (\$11k/year)	<i>University of Minnesota</i>

## Speaking Engagements and Guest Lectures

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### Speaking Engagements

2026	Panelist, AI Slop Salon	<i>The Hewlett Foundation</i>
2024	Panelist, Center for Teaching and Learning	<i>University of Washington</i>
2024	Guest Speaker, DEI Taskforce	<i>World Federation of Advertisers</i>
2024	Panelist, Accessible Teaching Strategies	<i>University of Washington</i>
2024	Panelist	<i>ABC's Good Morning America</i>
2024	Panelist, Research & Data Science in Fandom	<i>Geek Girl Con</i>

## Guest Lectures

2026	Bias against Marginalized Populations in AI Systems	<i>INFO 200</i>
2025	Sources of Bias in AI Systems	<i>INFO 200</i>
2024	Machine Learning in Qualitative Coding	<i>HCDE 312</i>
2022	Differential Privilege and Design	<i>HCDE 315</i>
2022	Fanfiction Communities as Informal Learning Spaces	<i>HCDE 419</i>
2019	'Creative Title' and other unheard utterances in the Writing Center	<i>International Writing Centers Association</i>

## Invited Consultations

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2025	Curriculum Consultant, International Academic Digital Skills	<i>DEPA, Thailand</i>
2024	Curriculum Consultant	<i>Digital4Good X ICanHelp</i>
2024	Reviewer, International AI Safety Report	<i>AI Safety Institute</i>

## Media Mentions

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2026	Elon Musk's Grok Faces Backlash Over Nonconsensual AI-Altered Images	<i>CNET</i>
2025	OpenAI is huge in India. Its models are steeped in caste bias	<i>MIT Technology Review</i>
2024	AI facial recognition technology could have devastating consequences for trans folks	<i>LGBTQ Nation</i>
2024	Review Used By UK to Limit Gender Affirming Care Uses Images of AI-Generated Kids	<i>404Media</i>
2024	Here's How Generative AI Depicts Queer People	<i>WIRED</i>
2024	Google Temporarily Halts AI Chatbot's Image Generation Amid Criticism, Here's Why	<i>Outlook India</i>
2024	Grimes Declares Google Gemini AI the 'Most Impactful Art Project of the Decade'	<i>ARTNews</i>
2024	Google says its AI image-generator would sometimes 'overcompensate' for diversity	<i>Associated Press News</i>
2024	Google suspends Gemini AI chatbot's ability to generate pictures of people	<i>Associated Press News</i>
2024	Unmasking AI stereotypes — How bias creeps into content	<i>Northwest Asian Weekly</i>
2024	Navigating the Ethical Challenges of Artificial Intelligence	<i>Oregon Public Broadcasting</i>
2023	Racist AI: Image Generator Stable Diffusion laced with racial, gendered stereotypes, finds study	<i>FirstPost</i>

2023	Study Exposes Alarming Biases In AI Image Generator, Stable Diffusion: Racial, Gender, And Geographic Stereotypes	<i>People of Color in Tech</i>
2023	AI image generator Stable Diffusion perpetuates racial and gendered stereotypes, study finds	<i>University of Washington News</i>
2023	AI imaging software generates a gallery of stereotypes, say Univ. of Washington researchers.	<i>GeekWire</i>
2023	Students Investigate How Artificial Intelligence Perpetuates Biases	<i>University of Washington, Information School Newsletter</i>
2023	We tested ChatGPT in Bengali, Kurdish, and Tamil. It failed.	<i>Rest of World</i>

## Reviewing

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2026	AAAI Annual Conference on AI, Ethics and Society	<i>Program Committee</i>
2026	ACM Journal on Responsible Computing	<i>Program Committee</i>
2026	ACM Conference on Fairness, Accountability and Transparency	<i>Program Committee</i>
2025	CHI Conference on Human Factors in Computing Systems	<i>Program Committee</i>
2025	AAAI/ACM Annual Conference on AI, Ethics and Society	<i>Program Committee</i>
2025	Annual Conference, American Society of Engineering Education	<i>Program Committee</i>
2025	ACM Conference on Fairness, Accountability and Transparency	<i>Program Committee</i>
2024	CHI Conference on Human Factors in Computing Systems	<i>Program Committee</i>
2024	AAAI/ACM Annual Conference on AI, Ethics and Society	<i>Program Committee</i>
2024	Annual Conference, Association of Internet Researchers	<i>Program Committee</i>
2024	Annual Conference, American Society of Engineering Education	<i>Program Committee</i>
2024	ACM Conference on Designing Interactive Systems	<i>Program Committee</i>
2024	ACM Conference on Fairness, Accountability and Transparency	<i>Program Committee</i>
2023	CHI Conference on Human Factors in Computing Systems	<i>Program Committee</i>
2023	ACM Conference on Fairness, Accountability and Transparency	<i>Program Committee</i>
2023	ACM Conference on Designing Interactive Systems	<i>Program Committee</i>
2022	ACM SIGCHI Conference on Computer-Supported Cooperative Work & Social Computing	<i>Program Committee</i>

## Mentorship

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### Ph.D. Student Mentoring

Nina Lutz, University of Washington [Co-author, P12]

Kyra Wilson, University of Washington [Co-author, P18, P19]

Murtaza Ali, University of Washington [Co-author, P6, LR4, W2]

Kimberly Perkins, University of Washington [Co-author, J2, J3, J4]

### Master's Students

Amogh Gupta, University of North Carolina at Chapel Hill [Co-author, P21]

Niharika Patil, University of North Carolina at Chapel Hill [Co-author, P21]

Fumi Tsukiyama, University of Washington

Yaxuan Mao, University of Washington

Hyuna Park, University of Washington

Maxwell Coppock, University of Washington

### Bachelor's Students

Cheng Guo, University of Washington [Co-author, LR4, LR6, LR7]

Yanfu Liu, University of Washington [Co-author, LR6, LR7]

Alisha Bose, University of Washington

Sehrish Daud, University of Washington

Deveshi Modi, University of Washington

Rayyan T. Cunningham, University of Washington

Mina Zavary, University of Washington [Co-author, P9]

Hiromu Tsugiyama, University of Washington

Anjinee Nair, University of Washington

Lushan Wang, University of Washington

Chris Sanders, University of Washington

## Service

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### University of Washington, Seattle

- 2025-26 Human Centered Design & Engineering Broadening Participation in Computing Task Force
- 2023-26 Human Centered Design & Engineering Bachelor's Program Committee
- 2022-26 Human Centered Design & Engineering Diversity, Equity, & Inclusion Committee
- 2021-26 Human Centered Design & Engineering Graduate Students' Association
- 2021-25 Human Centered Design & Engineering PhD Admissions Ambassador
- 2021-25 Human Centered Design & Engineering Chair's Advisory Board
- 2020-22 Human Centered Design & Engineering Sustained Dialogue Moderators Manager