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Inclusion Under Distribution Shift: Fairness Lessons from Machine Learning for Building a Fair Discipline

As researchers, some of us study fairness as a mathematical object: we have learned that fairness in a deployed system is not a property you establish once, but one you must define carefully, measure honestly, and monitor continuously, because it degrades under distribution shift as the world moves away from the conditions you designed for. In this talk I argue that inclusion in the mathematical community behaves the same way, and that treating it with the rigor we bring to our research makes us better advocates. I develop the idea through two concrete arenas. The first is access to computation: as ambitious mathematics increasingly depends on scarce and concentrated computational resources, equity of access becomes an inclusion problem we are not yet measuring. The second is mentorship, the mechanism that does the ongoing, human-scale monitoring and correction that no one-time policy can. Throughout, I address what the evidence supports, where the analogy between algorithmic and institutional fairness breaks down, and what honest measurement of our own community would actually require.