

GABBRIELLE M JOHNSON

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EMPLOYMENT

Claremont McKenna College

2020– Assistant Professor, Philosophy

New York University

2019–20 Bersoff Faculty Fellow, Department of Philosophy, affiliated with the Center for Mind, Brain, and Consciousness

EDUCATION

University of California, Los Angeles

M.A. in Philosophy, March 2014

Ph.D. in Philosophy, March 2019

Dissertation: *Cognition and the Structure of Bias*

Committee: Sam Cumming and Gabe Greenberg (co-chairs), Tyler Burge, Josh Armstrong, and Susanna Siegel (external)

Ohio State University

B.A. in Philosophy, with honors, 2011

AREAS OF SPECIALIZATION

Philosophy of Psychology (esp. perception & social cognition), Philosophy of Mind, AI Ethics

AREAS OF COMPETENCE

Philosophy of Science, Philosophy of Technology, Philosophy of Language, Logic & Computation

ARTICLES IN REFEREED JOURNALS

- 2025 “The Hard Proxy Problem: proxies aren’t intentional; they’re intentional” *Philosophical Studies*, 182, 1383–1411. <https://doi.org/10.1007/s11098-025-02333-9>.
- 2025 “Bias, Norm, and Function: Comments on Thomas Kelly’s *Bias: A Philosophical Study*” *Philosophical Studies*, 1–11 (online first) <https://doi.org/10.1007/s11098-025-02288-x>.
- 2024 “Varieties of Bias” *Philosophy Compass*, 1–21 (online first) <https://doi.org/10.1111/phc3.13011>.
- 2024 “The (Dis)Unity of Psychological (Social) Bias.” *Philosophical Psychology*, 1–29 (online first) <https://doi.org/10.1080/09515089.2024.2366418>.
- 2023 “Are Algorithms Value-Free? Feminist Theoretical Virtues in Machine Learning.” *Journal of Moral Philosophy*, 21(1–2), 27–61. <https://doi.org/10.1163/17455243-20234372>.
- 2021 “Algorithmic Bias: On the Implicit Biases of Social Technology.” *Synthese*. 198, 9941–9961. <https://doi.org/10.1007/s11229-020-02696-y>.
- 2020 “The Structure of Bias.” *Mind*. 129: 516, pp. 1193–1236. <https://doi.org/10.1093/mind/fzaa011>.

CHAPTERS IN BOOKS

- Forth. “Uncanny Performance, Divergent Competence: Biases as Principled Barriers to Human-Machine Communication” Co-Authored with Gabriel Dupre. Forthcoming in *Communication with AI: Philosophical Perspectives*, edited by Rachel Sterken and Herman Cappelen. OUP. Accepted for publication on March 21st, 2025.
- 2023 “Unconscious Perception and Unconscious Bias” In *Oxford Studies in Philosophy of Mind*, vol. 3, Ed. Uriah Kriegel. OUP, pp. 87-130.
- 2020 “The Psychology of Bias: From Data to Theory.” In *An Introduction to Implicit Bias: Knowledge, Justice, and the Social Mind*, Ed. Erin Beeghly and Alex Madva. Routledge, pp. 20-40.

MANUSCRIPTS IN PREPARATION

“What Bias Explains,” MS under review.

Bias in Balance: Achieving Fairness while Overcoming Uncertainty, book MS in progress.

PRESENTATIONS († indicates refereed)

“Revisiting Bias: Friend or Foe”

University of California, Irvine, May 2025

Scripps College, March 2025

“Precarious Accurate Predictions in Automated Immigration Decision-Making”

Southern Society of Philosophy and Psychology, April 2025 †

Tübingen Germany, Sept. 2024

Northeastern University, Summer Training Program to Expand the AI and Data Ethics Research Community, Summer 2024

Princeton University, University Center for Human Values speaker series, Spring 2024

Departmental Colloquium, Cal State Long Beach, Spring 2024

Keynote for *Prediction and Punishment: Cross-Disciplinary Workshop on Carceral AI*, Center for Philosophy of Science, University of Pittsburgh, Spring 2024

“Social Entitlements”

Pacific APA Session “Is ChatGPT Sexist?”, April 2024

“What Bias Explains”

Departmental Colloquium, Carleton College, Oct. 2023

Mind, Language, and Social Change, Aug. 2024

“Proxies Aren’t Intentional, They’re Intentional”

University of Michigan, March 2025

University of California, Santa Cruz, Spring 24

AI and Humanity Speaker Series, The University of Hong Kong, Spring 2024

Departmental Colloquium, Union College, Oct. 2023

St. John’s Philosophy Society, University of Cambridge, Oct. 2023

Penn-Georgetown Digital Ethics Workshop, Georgetown University, March 2023

Centre for Philosophical Psychology and European Network for Sensory Research, University of Antwerp, March 2023

- University of California, San Diego, Speaker Series, Feb. 2023
- Ranch Metaphysics Workshop, January 2023
- Washington University in St. Louis, Department Colloquium, Dec. 2022
- Stanford University, “Algorithms and Workplace Justice”, Sept. 2022
- University of California, Irvine, “Values, Fairness and Machine Learning,” June, 2022
- University of Texas at Austin, MindWork Seminar Series, Nov. 2021
- Mind, Language, and Social Change, Knoll Farm (Waitsfield, VT), Aug. 2021
- Pacific APA Session “Algorithmic Bias in Decision and Policy Making”, April 2021
- Cognitive Science Speaker Series, York University, March 2021
- University of Virginia Law, Legal Theory Workshop, March 2021
- Cambridge University, Mental Sciences Works in Progress Group, Feb. 2021
- University of Surrey, Surrey Centre for Law and Philosophy, Jan. 2021
- University of Copenhagen, Workshop on Algorithmic Fairness, Nov. 2020
- Intentionality in AI, New York University, Feb. 2020

- “The (Dis)Unity of Psychological (Social) Bias”
 - University of Sheffield, Sept. 2024
 - Social Identities and Cognition in the Desert, University of California, Irvine, Feb. 2023
 - CPA Symposium “Perceptual Bias, May 2021
 - CUNY, Cognitive Science Speaker Series, Oct. 2020

- “Are Implicit Biases Implicit Biases?”
 - The Society for Personality and Social Psychology (SPSP), Symposium *Awareness of Implicit Bias: New Developments, Controversies, and Ways Forward* Feb. 2023 †
 - Washington University in St. Louis, Mind and Perception Group, Dec. 2022
 - COVID Summer of Consciousness Series, Organized by Uriah Kriegel, Aug. 2020
 - Departmental Colloquium Talk, CUNY John Jay College, March 2020
 - Cognitive Science Speaker Series, York University, March 2020 (postponed due to COVID)

- “Philosophy of Psychology for Machine Learning”
 - ACM Fairness, Accountability, and Transparency (FAccT) Conference, June 2022

- “Uncanny Performance, Divergent Competence” (with Gabe Dupre)
 - University of Oslo, “Communicating with AI Workshop”, June 2022

- “Thinking Outside the Black Box: the vertical proxy problem of AI” (with Katie Elliott)
 - Pacific APA Session “Attention and Vigilance”, April 2022
 - Machine Wisdom Workshop, University of Pittsburgh HPS, May 2021 (canceled)

- “The Nature of Bias”
 - Southern Society for Philosophy and Psychology (SSPP), March 2022

- “Are Algorithms Value-Free?: Feminist Theoretical Virtues in Machine Learning”
 - previously: “Canons of Algorithmic Inference”
 - Vera Institute of Social Justice, Brownbag Research Series, Oct. 2021
 - Washington University in St. Louis, Ethics and Epistemology Group, Dec. 2020

Lafayette College, The Ethics of Algorithms Workshop, Oct. 2020
 Ethics and Machine Intelligence, Australian National University, Aug. 2019
 New Directions in AI Ethics, Stanford HAI, Stanford University, Oct. 2019
 Departmental Colloquium Talk, Lewis and Clark College, Nov. 2019
 Ethics of Algorithmic Decision-Making, Princeton University, Nov. 2019

“Algorithmic Bias”

Vancouver Summer Philosophy Conference VSPC, Aug. 2018 †
 Athena in Action, Princeton University, June 2018 †
 Philosophy of Machine Learning: Knowledge and Causality, UC-Irvine, March 2018 †
 Bias in Context 4, University of Utah, Oct. 2017 †
 UCLA Presentation for Prospective Students, March 2017

“Against Representationalism About Bias”

2nd California Philosophy Workshop, Oct. 2018
 How Implicit is Implicit Bias, University of Antwerp, May 2018 †

“The Structure of Implicit Bias”

Eastern APA Poster Session (canceled due to weather), Jan. 2018 †

“Against Transparency”

NEH Summer Institute, Presupposition and Perception, Cornell, June 2016 †

Invited Comments

Thomas Kelly’s *Bias: A Philosophical Study*, Princeton Book Symposium, April 2024
 Judith Fan’s “Discovering Abstractions that Bridge Perception, Action, and Communication”, Semantics, Language, Information, Meaning, and Expression (SLIME2), May 2023
 Ravit Dotan’s “What Can We Learn About Accuracy From ML?”, Eastern APA, Jan. 2021
 Sina Fazelpour’s “Algorithmic Fairness from Non-ideal Perspectives”, Eastern APA, Jan. 2021
 Grace Helton’s “Doxastic Theory of Perception”, Eastern APA, Jan. 2020

Invited Panelist

Plenary Session on AI and Social Justice, 7th Public Philosophy Network, UCSC, Sep. 2023
 Machine Wisdom Workshop, University of Pittsburgh HPS, May 2021
 National Archives and Records Administration (NARA)’s workshop on “Ensuring Scholarly Access to Digital Records”, April 2021
 CMC Financial Economics Institute, *Algorithmic Bias: The New Form of Discrimination*
 The Helix Center, Roundtable for Ethics & AI

Upcoming Talks

A talk at PIKSI Boston, expected July 2025
 A talk at NEU’s Graduate Summer Training Program on Ethical AI, expected July 2025
 A keynote at the 4th Workshop on Ethical Artificial Intelligence: Methods and Applications (held in conjunction with ACM SIGKDD’25)
 A talk at University of California, Davis, expected Fall 2025

TEACHING

Primary Instructor

Philosophy of Language, CMC, Fall 2022, 2024
 Philosophy of Mind, CMC, Fall 2021, Spring 2022
 Intro to Philosophy: Science, Technology, and Human Values, CMC, Fall 2020–Spring 2025
 The Nature of Bias, Advanced Seminar in Philosophy, CMC, Spring 2021, 2023, 2025
 Philosophy of Mind, NYU, Spring 2020
 Central Problems in Philosophy, NYU, Fall 2019
 Philosophy of Social Science, UCLA, Spring 2019
 Philosophy of Psychology, UCLA, Summer 2018
 Teaching College Philosophy, UCLA, Fall 2017, 2016
 Introduction to Philosophy of Mind, UCLA, Summer 2017
 Introduction to Philosophy of Science, UCLA, Summer 2015

Teaching Outreach

Humanities Lab Supervisor, *Gould Center for Humanistic Studies* at CMC, 2021–2022
 What is Love?, Monthly Seminar Series, Los Angeles LGBT Youth Education Center, Summer 2017
 Believing is Seeing, Monthly Seminar Series, Los Angeles LGBT Youth Education Center, Fall 2017
 Why be good?, Monthly Seminar Series, Los Angeles LGBT Youth Education Center, Winter 2018

AWARDS & HONORS

Glenn R. Huntoon Award for Superior Teaching, CMC, 2025
Competitive college award given annually to one faculty member
 Faculty Career Mentor Recognition of Impact Award, CMC, 2023, 2024
Awarded annually to those faculty members nominated by graduating seniors
 Eleventh Annual Essay Prize at the Centre for Philosophical Psychology, University of Antwerp, on the topic of perceptual and cognitive biases, 2023
 Rudolf and Ina Carnap Annual Essay Prize for Excellence in Writing, UCLA, 2018
Awarded annually to one graduate student in philosophy for excellence in writing.
 University Distinguished Teaching Award, UCLA, 2017
Competitive university award given annually to five teaching assistants university wide.
 Annual Departmental Teaching Award, UCLA, 2017
Awarded annually in recognition of excellent teaching by a graduate student.
 Robert M. Yost Prize for Excellence in Teaching, UCLA, 2015
Awarded annually for excellent performance as a teaching assistant.

FELLOWSHIPS & GRANTS

National Endowment for the Humanities (NEH), Individual Fellowship (\$60,000), 2025
 Conference Grant (\$15,000), CMC Gould Center for the Humanities, 2022
 Faculty Research Grant (\$4,500), CMC Faculty Research Council, 2022
 University Dissertation Year Fellowship, UCLA, Sept. 2017–Dec. 2018
 Selected for the National Endowment for the Humanities (NEH) Summer Institute, Perception and Presupposition, (1 of 3 graduate attendees), Summer 2016

Mellon Foundation Pre-dissertation Fellowship, UCLA, Summer 2016
 Graduate Research Mentorship Fellowship, UCLA, Sept. 2015–June 2016
 Graduate Summer Research Mentorship Grant, UCLA, Summer 2014
 Mellon Foundation Pre-dissertation Fellowship, UCLA, Summer 2013
 University Fellowship, UCLA, Sept. 2012–June 2013

CONFERENCES ORGANIZED

Co-organizer, The Nature of Bias, CMC, April 2023
 Program Committee Member, “Values in Science and Political Philosophy”, CMC, March 2022
 Program Committee Member, AAAI/ACM Conference on Artificial Intelligence, Ethics, and Society (AIES), Spring 2021, 22
 Co-organizer, Iconicity Conference, UCLA, Spring 2015
 Co-organizer, MAP SoCal Conference on Philosophy and Inclusive Pedagogy, Spring 2015

INSTITUTIONAL SERVICE

Judge for Analytic Philosophy Essay Prize, *Tabula Rasa*, Claremont Colleges, 2025
 Administration Committee (equivalent to academic senate), CMC 2024–2026
 Collegiate ChatGPT Working Group, CMC 2023
 Departmental Colloquium Director, CMC 2022–23
 Academic Standards Committee, CMC 2022–23
 Integrated Sciences Advisory Group, CMC, 2021–22, 22–23
 Institutional Review Board, CMC, 2022–23
 Departmental Student Outreach Coordinator, CMC, 2021–22
 Computer Science/Data Science Curriculum Committee, CMC, 2021–22
 National Awards Rhodes Scholar Mock Interview, CMC, Nov. 2021
 Data Ethics Component Visiting Instructor, Data Science Capstone, CMC 2020–21, 22–23
 Co-organizer, Panel on *Algorithmic Bias: The New Form of Discrimination*, CMC 2021
 Departmental Visiting Teaching Assistant Coordinator, UCLA, 2017–18
 Departmental Teaching Assistant Coordinator, UCLA, 2016–17
 Co-founder and Lead Organizer, UCLA Mind and Language Workshop, 2015–17
 Co-organizer and Chair, Minorities and Philosophy (MAP) Conference, UCLA Winter 2017
 Chair, UCLA Intentional Signs Conference, Spring 2016
 Philosophy Graduate Student Representative, UCLA, 2014–15
 Research Assistant for Seana Shiffrin, summarizing research materials and copyediting 2014–18
 Co-founder Minorities and Philosophy (MAP), UCLA Chapter, 2014–15
 Philosophy Graduate Student Social Coordinator, UCLA, 2013–14

PROFESSIONAL SERVICE

Expert Reviewer, National Science Foundation, STS Program, Spring 2021
 Co-founder, Los Angeles *Corrupt the Youth* chapter & LGBT outreach program, Spring 2017
 Panelist, MAP SoCal Conference on Inclusive Pedagogy, Spring 2015
 Referee, *Analysis*, *Australasian Journal of Philosophy*, *Cognitive Science*, *Ethics*, *Inquiry*, *Journal of Ethics and Social Philosophy*, *Journal of Social Philosophy*, *Mind and Language*, *Noûs*, *Philosophers' Imprint*, *Philosophical Compass*, *Philosophy & Technology*, *Philosophical Psychology*, *Philosophical Review*, *Philosophical Studies*, *Synthese*, *Thought*, and *WIREs Cognitive Science*