

Hugo Cossette-Lefebvre

Curriculum Vitae (09/2025)

IVADO
Postdoctoral Scholar
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Current Position

- 2024-2026 Postdoctoral Researcher. Institut pour la Valorisation des Données (IVADO) and the Stephen A. Jarislowsky Chair in Human Nature and Technology. McGill University.
- 2021-... Philosophy Teacher. Rosemont College, Montréal, QC. (Contractual Employment).

Past Employment

- 2022-2024 Postdoctoral Researcher. Center for the Experimental-Philosophical Study of Discrimination. Aarhus University, Denmark.
- 2022 Research Assistant. Stephen A. Jarislowsky Chair in Human Nature and Technology. McGill University.

Education

- 2017-2022 Ph.D. in Philosophy. McGill University.
Thesis: "Cosmopolitanism and Social Equality: Moving Beyond Deontic Relational Egalitarianism."
Supervisors: Professors Kristin Voigt and Natalie Stoljar.
- 2015-2017 Master of Arts in Philosophy. University of Montréal.
M.A. thesis: "The Normative Foundations of Human Rights: The Promises of a Deliberative Approach."
Supervisor: Professor Christian Nadeau.
- 2012-2015 Bachelor of Arts in Political Science. University of Montréal.

Research and Teaching Interests

- AOS Social and Political Philosophy, Applied Ethics, Philosophy of Law.
- AOC Value Theory.

Publications

Articles

- Forthcoming Bengtson, Andreas, Hugo Cossette-Lefebvre, and Kasper Lippert-Rasmussen. The Reality of Discrimination. *Journal of Moral Philosophy*.

- 2025 Cossette-Lefebvre, Hugo. When Do Unequal Results Amount to Wrongful Indirect Discrimination. *Law and Philosophy*.
- 2025 Cossette-Lefebvre, Hugo and Kasper Lippert-Rasmussen. Neither Direct nor Indirect: Understanding Proxy-Based Algorithmic Discrimination. *The Journal of Ethics*.
- 2024 Cossette-Lefebvre, Hugo. Equal Societies, Autonomous Lives: Reconciling Social Equality and Relational Autonomy. *Journal of Social Philosophy*.
- 2024 Räsänen, Joonä, Andreas Bengtson, Hugo Cossette-Lefebvre, and Kasper Lippert-Rasmussen. A Critical Take On Procreative Justice. *Bioethics*.
- 2023 Lippert-Rasmussen, Kasper, Andreas Bengtson and Hugo Cossette-Lefebvre. Wrongful Discrimination Against Non-Pregnant People. *Journal of Medical Ethics*.
- 2022 Cossette-Lefebvre, Hugo and Jocelyn Maclure. AI's Fairness Problem: Understanding Wrongful Discrimination in the Context of Automated Decision-Making. *AI and Ethics*.
- 2020 Cossette-Lefebvre, Hugo. Direct and Indirect Discrimination: A Defence of the Disparate Impact Model. *Public Affairs Quarterly*, vol. 34, no. 4.
- 2020 Cossette-Lefebvre, Hugo and Jean-François Daoust. Nationalist and Cosmopolitan Approaches to the Nation: A Citizen's Perspective and its Electoral Impact. *French Politics*, vol. 18, no. 3.
- 2016 Cossette-Lefebvre, Hugo. La Dualité Démocratique: entre l'État Administratif et la Société Civile. *Revue Ithaque*, vol. 19.

Book Chapters

- Forthcoming Cossette-Lefebvre, Hugo and Natalie Stoljar. Recommender Systems and Relational Autonomy. *Reconfiguring Human Autonomy. Conceptual Challenges and Ethical Implications in the Age of AI*, Mariafilomena Anzalone, Fiorella Battaglia, Stefania Achella, and Anna Donise (eds). Springer Nature.
- 2025 Cossette-Lefebvre, Hugo. The Social Turn in the Ethics of AI: Between Deliberation and Relational Justice. *Blackwell Companion on the Applied Philosophy of AI*, Martin Hähnel (ed.).

Book Review

- 2019 Review of Élodie Bordes, *Le Silence et le Droit: Recherches sur une Métaphore* (Les Presses de L'Université Laval, 2018). *Revue Ithaque*, vol. 24.

Working Papers

- Defining Structural Discrimination. [Under Review]
- The Value of Social Equality. [Under Review]
- When and Why are Algorithmic Generalizations Morally Wrong?. w/Jocelyn Maclure (McGill University) [Under Review]
- Discrimination, Epistemic Injustice, and Disability. w/Miklós István Zala (Aarhus University) [Under Review]

Others

- 2025 Cossette-Lefebvre, Hugo, Jocelyn Maclure, Karina Vold, Christophe Facal, and Isabelle Dumont. *Avatars Numériques Post-Mortem et Deuil: un Point de Vue Éthique*. *Psychologie Québec*
- 2024 Cossette-Lefebvre, Hugo. Social Equality and Wrongful Discrimination: Introduction to the Special Issue on Moreau's Faces of Inequality *Dialogue: Canadian Philosophical Review*. Special Issue on Sophia Moreau's Faces of Inequality, Cossette-Lefebvre, Hugo and Khaitan, Tarunabh (eds.).
- 2022 Cossette-Lefebvre, Hugo. Deliberation in the Classroom. Graduate Student Reflection Series, Blog of the APA.
- 2020 Cossette-Lefebvre, Hugo. Certaines Émeutes Peuvent Être Légitimes et Justifiées. *Le Devoir*. September 19, p. B9.
- 2019 Daoust, Jean-François and Hugo Cossette-Lefebvre. Alcool, Jeu et Cannabis: entre Promotion et Dissuasion. *Options Politiques*. Institut de Recherche en Politiques Publiques.

Grants, Awards, and Fellowships

- 2025 Postdoctoral Fellowship. Chaire de Recherche sur les Enjeux Contemporains de la Liberté d'Expression (COLIBEX). 12,000\$ CAD.
- 2024-2026 Postdoctoral Fellowship. Institut pour la Valorisation des Données (IVADO). 210,000\$ CAD.
- 2022-2024 Postdoctoral Fellowship. Fonds de Recherche du Québec en Société et Culture. 20,000\$ CAD.
- 2022-2024 Postdoctoral Fellowship. Social Sciences and Humanities Research Council of Canada. 90,000\$ CAD.
- 2022 Sanders Graduate Student Award. Selected as one of three best papers submitted to the Eastern American Philosophical Association in mind, metaphysics, epistemology, or ethics for "Relational Equality at the Global Level: Moving Beyond Deontic Relational Egalitarianism." 1,000\$ USD.
- 2021-2022 David Fate Norton Fellowship in Philosophy. Award for an outstanding student pursuing a Ph.D. in Philosophy. McGill University. 7,000\$ CAD.
- 2017-2022 Graduate Fellowship. Groupe de Recherche Interuniversitaire en Philosophie Politique. 15,500\$ CAD.
- 2017-2021 Canada Graduate Scholarships to Honour Nelson Mandela. Social Sciences and Humanities Research Council of Canada. 116,667\$ CAD.
- 2017-2021 Doctoral Scholarship. Fonds de Recherche du Québec en Société et Culture. 60,000\$ CAD. [*Declined*]
- 2016-2017 Master's Research Scholarships. Fonds de Recherche du Québec en Société et Culture. 15,000\$ CAD.
- 2015-2016 Joseph-Armand Bombardier Scholarship. Social Sciences and Humanities Research Council of Canada. 17,500\$ CAD.

- 2015 L.G. Beaubien Award for undergraduate academic excellence. Faculty of Arts and Sciences. University of Montréal. 500\$ CAD.

Presentations (* if invited, refereed otherwise)

- 2025 When and Why are Algorithmic Generalizations Morally Wrong? *European Workshop on Algorithmic Fairness 2025 (EWAFF'25)*. w/Jocelyn Maclure (McGill). Eindhoven University of Technology.
- 2025 Can AI Systems Hold Wrongful Beliefs? Doxastic Wrongs and Machine Learning. *Annual Congress of the Society for Applied Philosophy*. Gdansk, Poland.
- 2025 Dépendance Épistémique, Liberté d'Expression et Nouvelles Technologies. *Colloque Médias et La Liberté d'Expression - Chaire Québec-France COLIBEX*. w/Jocelyn Maclure (McGill). École Normale Supérieure de Lyon/Université Lyon 3.
- 2025 Can AI Systems Hold Wrongful Beliefs? Doxastic Wrongs and Machine Learning. *Annual Congress of the Canadian Philosophical Association*. University of Toronto.
- 2025* Dans quelles conditions la discrimination indirecte est-elle injuste? *Invited Speaker Series*. Département de Philosophie de l'Université de Moncton.
- 2024* Neither Direct, Nor Indirect: Understanding Proxy-Based Algorithmic Discrimination. *Normative Concepts in the Digital Age*. Academy of Sciences and Literature, Mainz, DE. w/Kasper Lippert-Rasmussen (Aarhus University).
- 2024 Discrimination by Omission: Epistemic Injustice, (Social) Norms, and Disability. *Annual International Conference on Discrimination of the Centre for the Experimental-Philosophical Study of Discrimination*. Aarhus University. w/Miklós István Zala (Aarhus University).
- 2024 Balancing Telic and Deontic Relational Egalitarianism. *MANCEPT Workshop - Developing Relational Egalitarianism*. The University of Manchester, UK.
- 2024* Le Tournant Social en Éthique de l'Intelligence Artificielle. *Colloque sur l'Étude de la Participation Démocratique au Québec et au Canada*. Université de Sherbrooke.
- 2024* Defining Structural Discrimination. *Colloquium Series, Centre de Recherche en Éthique*. Université de Montréal.
- 2024* Qu'est-ce que la discrimination structurelle? *Public Lecture Series*. Ottawa University.
- 2023* What Is (the Use of) Structural Discrimination? *Workshop on Structural Discrimination*. Aarhus University.
- 2023 Can Unequal Results Amount to Differential Treatment? Relational Egalitarianism and Indirect Discrimination. *Annual International Conference on Discrimination of the Centre for the Experimental-Philosophical Study of Discrimination*. Aarhus University.
- 2023 Neither Direct nor Indirect: Understanding Proxy-Based Algorithmic Discrimination. *MANCEPT Workshop - Governing Artificial Intelligence*. The University of Manchester, UK.

- 2023 Uncivil Disobedience and Relational Equality: Standing as Equals in Unjust Contexts. *Annual Congress of the American Philosophical Association: Eastern Division*. Montréal, Canada.
- 2022* Relational Egalitarianism and Relational Autonomy: The Conflict Between Expressive Respect and Agency. *Workshop on Relational Approaches to Autonomy and Their Applications*. Aarhus University.
- 2022 AI, Decision-Making, and Wrongful Discrimination. *Annual International Conference on Discrimination of the Centre for the Experimental-Philosophical Study of Discrimination*. Aarhus University.
- 2022 Relational Equality at the Global Level: Moving Beyond Deontic Relational Egalitarianism. *Annual Congress of the Canadian Philosophical Association*. Online.
- 2022 Égalité Relationnelle et Justice Globale. *Conférence de la Société de Philosophie du Québec*. Université Laval.
- 2022* The Limits of Deontic Relational Egalitarianism. *Groupe de Recherche Interuniversitaire en Philosophie Politique (GRIPP)*. McGill University.
- 2022 Relational Equality at the Global Level: Moving Beyond Deontic Relational Egalitarianism. *Annual Congress of the American Philosophical Association: Eastern Division*. Baltimore, MD.
- 2021 Uncivil Disobedience and Social Equality: The Question of Civic Friendship. Revolutions and Reparations. *Annual Congress of the North American Society for Social Philosophy*. Online.
- 2021 Neo-Republican Freedom, Individual Autonomy, and Social Equality. *Annual Congress of the Canadian Philosophical Association*. University of Alberta.
- 2021 Relational Egalitarianism, Responsibility, and Global Social Structures. *Legal and Political Theory Postgraduate Conference*. Hong Kong University.
- 2021 Cooperation, Relational Equality, and the Scope of Egalitarian Justice. *World Congress of the International Association for Political Science Students*.
- 2020 Nationalist and Cosmopolitan Approaches to the Nation: A Citizen's Perspective and its Electoral Impact. *State (In)Stability: Past, Present, and Future Perspectives for the Nation-State*. Libertas International University.
- 2020* Do Relational Egalitarians Care about Human Rights: In Defence of a Telic Understanding of Relational Equality. *Groupe de Recherche Interuniversitaire en Philosophie Politique (GRIPP)*. McGill University.
- 2020 Do Relational Egalitarians Care About Human Rights?. *Seeking Wisdom in Times of Plague: 4th Annual Graduate Philosophy Conference*. Binghamton University.
- 2020 Neo-Republican Freedom, Individual Autonomy, and Social Equality. *Conférence de la Société de Philosophie du Québec*. Université de Sherbrooke and Université Bishop. [Canceled]
- 2020 Neo-Republican Freedom, Individual Autonomy, and Social Equality. *Annual Congress of the Canadian Philosophical Association*. Western University. [Canceled]

- 2020 Nationalist and Cosmopolitan Approaches to the Nation: a Citizen's Perspective and its Electoral Impact. *Démocratie et Diversité*. Centre pour l'Étude de la Citoyenneté Démocratique (CÉCD). [Canceled]
- 2019 Relational Egalitarianism and Global Justice: In Defence of a Humanist Relational Egalitarian Perspective. *Public Issues and Public Reason. Conference of Applied Ethics and Critical Social Sciences*. Carleton University.
- 2019 Relational Equality at the Global Level: Obligations Beyond Borders. *Annual Congress of the Canadian Philosophical Association*. University of British Columbia.
- 2019* Direct and Indirect discrimination: in defence of the disparate impact model. *Groupe de Recherche Interuniversitaire en Philosophie Politique*. McGill University.
- 2019 Taking Responsibility for Injustice at the Global Level: From the Right to Justification to Epistemic Accountability. *Philosofest, Graduate Student Conference*. Université d'Ottawa/Université St-Paul.
- 2018 The Interrelation of Direct and Indirect Discrimination. *Ethics and Political, Social and Legal Annual Conference*. University of Michigan.
- 2017 Le Régime des Droits de l'Homme: Vers une Délibération Internationale. *Colloque des Cycles Supérieurs*. Université de Montréal.
- 2016* Lobbyisme et Démocratie: de la Corruption à la Délibération. *Corruption et Démocratie: Aspects Éthiques, Politiques et Sociologiques*. École des Hautes Études en Sciences Sociales de Paris.
- 2016 Le Statut du Discours Philosophique en Société: une Analyse Critique de la Pensée d'Iris Marion Young. *Colloque des Cycles Supérieurs*. Université de Montréal.
- 2016 La Dualité Démocratique: entre l'État et la Société Civile. *Promesses et Mirages de la Démocratie au XXIe Siècle. Colloque des Cycles Supérieurs*. Université de Montréal.

Teaching (G = graduate level; U = undergraduate level)

Aarhus Universitet

- G MA Seminar. The Philosophy of AI: The Ethics of Human-Machine Relations.
- G PhD Summer Course on Discrimination. Guest lecture on indirect discrimination.

McGill University

- U Introduction to Philosophy. Guest lecture on artificial intelligence and discrimination.
- U Philosophy of Law.
- U Current Issues in Political Philosophy - Global Justice.

Collège de Rosemont

- U L'être humain.
- U Problèmes éthiques de la société contemporaine.
- U Philosophie et rationalité.

Teaching Assistant

- U Political Philosophy. McGill University.
- U Intro to Moral Philosophy. McGill University.
- U Philosophy of Law. McGill University.
- U Introduction to Deductive Logic. McGill University.
- U Contemporary Moral Issues. McGill University.
- U Pensée rationnelle et argumentation. Université de Montréal.
- U Logique 1. Université de Montréal.
- U Éthique des relations internationales. Université de Montréal.

Pedagogical Training

- 2021 *Workshop: Teaching AI Ethics in Post-secondary Education.* An interactive session on how to discuss ethical challenges linked to the use of AI systems using a deliberative approach. Rosemont College.
- 2020 *Workshop: Presenting Online.* An interactive session presenting different techniques to teach efficient and accessible online courses. McGill University.
- 2020 *Workshop: Fostering Equity Centered Learning Environments.* An interactive session addressing anti-oppression, anti-racism and how these systems operate within learning institutions. McGill University.
- 2020 *Seminar: Teaching Philosophy.* In this graduate seminar, we discussed techniques and principles of course design, how to foster equality and inclusivity in the classroom, and how to design a diversified syllabus. McGill University.

Services and Community Engagement

- Reviewer Philosophical Studies; Journal of Applied Philosophy; Ethical Theory and Moral Practice; AI and Ethics; Hypatia; Philosophy and Technology; The Journal of Value Inquiry; Res Publica; Philosophy of AI; Asian Bioethics Review; Dialogue; Ateliers de l'éthique/The Ethics Forum.
- 2025- ... Coordinator, AIOLIA Griefbot Project.
- 2023 Co-organiser. Workshop on Algorithmic Decision-Making and Discrimination. Aarhus University.
- 2015-2018 Editor. Revue Ithaque - Graduate Philosophy Journal of the University of Montréal.

Languages

French (native speaker) and English (fluent)

References

Kristin Voigt

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Philosophy

McGill University

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Kasper Lippert-Rasmussen

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