

# 2022



**DATA &  
SOCIETY**

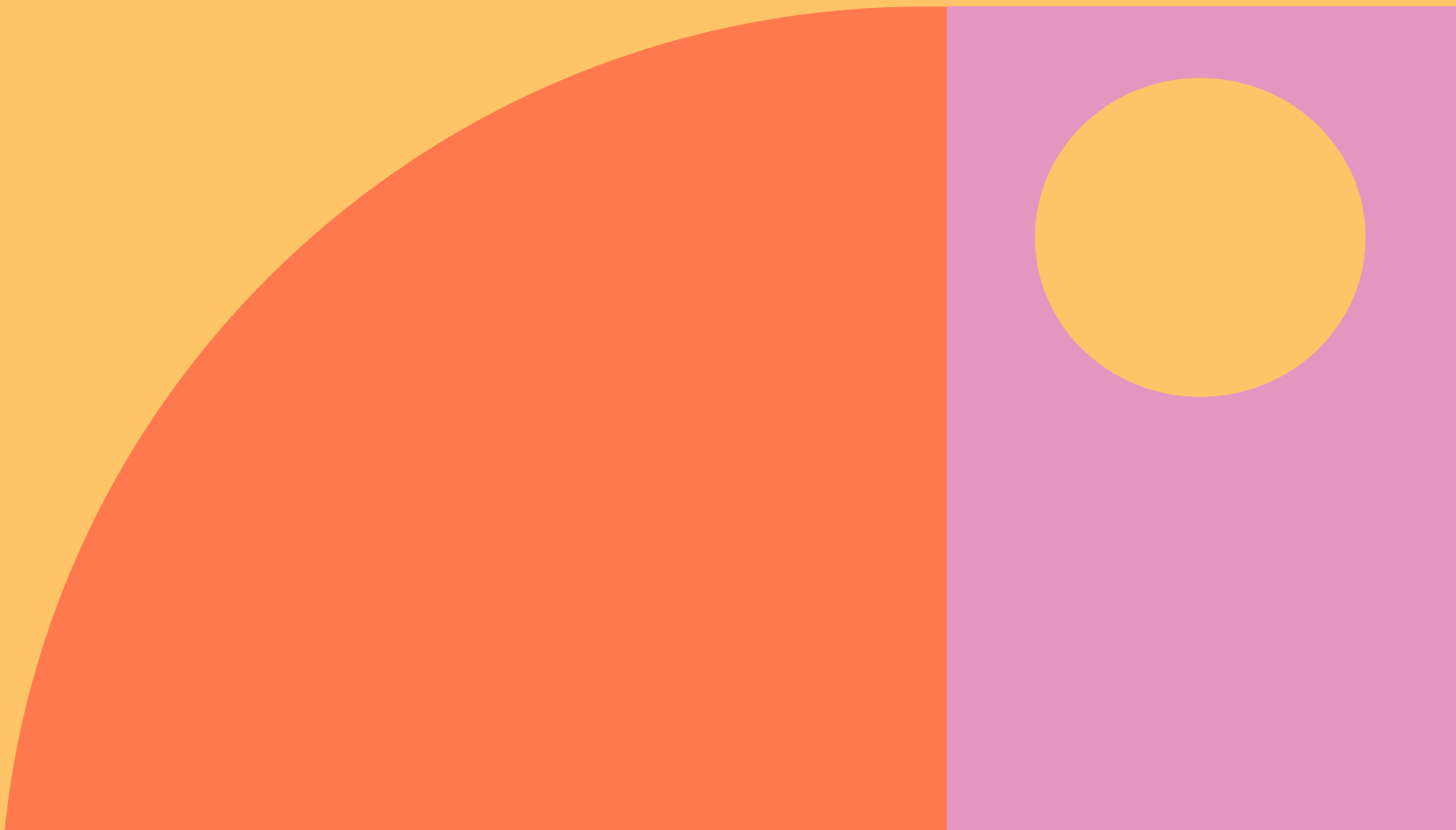
# Annual Report 2022

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# About Data & Society

At Data & Society, we advance public understanding of the social and cultural implications of data-centric technologies and automation. Through empirically grounded research and inclusive engagement, we work to ensure that knowledge guides the development and governance of technology.

This report presents an overview of institutional highlights from 2022.



# Letter from the Executive Director

Hello friends,

The past year brought many of the issues we care most about to the forefront of the news cycle. The ethics and social impacts of AI and new data-centric technologies, always on our minds, seem to have become standard dinner table conversation almost overnight. This has resulted in a heightened need for expertise that can cut through the hype cycle to deliver reliable, nuanced information and surface the concerns of those impacted most by these technologies. As I reflect back on the year, I am enormously proud of the ways in which our team worked expeditiously to meet this critical moment, further solidifying Data & Society's role as a trusted voice in these rapidly unfolding conversations.

In 2022:

- Our research teams continued to generate rich and groundbreaking insights on issues central to unfolding debates on technology and society. This included our Labor Futures team's work on the increased digital surveillance of delivery workers through devices like Ring doorbells, which considered the implications of these practices for fair labor policy in a digital age.
- Our policy engagement team responded to calls from policymakers to connect empirical research to pressing policy questions. These efforts included robust submissions to requests for information from the Office of Science and Technology Policy and the Federal Trade Commission, among others.

- Our communications and events teams worked with partners across Data & Society and externally to elevate critical stories and voices missing from the public debates about technology and society. One example is our academic workshop, [“The Social Life of Algorithmic Harms,”](#) which was followed by [a series of posts by workshop participants](#) on our blog, *Points*. These are the types of findings that, through our policy engagement work, can be used to inform powerful arguments in policy debates.

Annual reports are generally created to answer a single question: What happened last year? In that sense, they are necessarily retrospective. But as I write this letter, I’m struck by the ways in which these achievements say as much about our organization’s future as they do about our recent past. Our work in 2022 taught us valuable lessons about how to translate rigorous research into policy and media engagement, forged new research partnerships, and led us to pose new questions about the rapid shifts in our understanding of technology and society—all of which are guiding us as we continue this important work. Accordingly, I invite you to read this report as both an account of our work in 2022 and a set of guideposts for what lies ahead.

We believe that the values that inform technology design and development must be made visible, and be intentionally chosen with respect for human dignity, equity, and fundamental rights. With our community’s ongoing support, Data & Society is able to continue to make that case in the venues where it matters the most.

Janet Haven  
Executive Director, Data & Society

# People

The background features three large, overlapping circles. A yellow circle is at the top, a pink circle is in the middle, and an orange circle is at the bottom. The circles overlap in the center, creating a gradient effect.

# People

None of this work would be possible without our incredible network of staff, researchers, fellows, affiliates, advisors, and directors.

## Board of Directors

### Charlton D. McIlwain

President of the Board, Data & Society  
Vice Provost for Faculty Engagement and  
Development, NYU

### danah boyd

Founder, Data & Society  
Partner Researcher, Microsoft Research

### Catherine Bracy

Co-Founder and Executive Director,  
TechEquity Collaborative

### Cindy Cohn

Executive Director, Electronic Frontier  
Foundation

### Raina Kumra

Partner, The Fund LA and Founder, Spicewell

### Ellen Pao

Co-Founder and CEO, Project Include

### Suresh Venkatasubramanian

Professor of Data Science and Computer  
Science, Brown University

## Staff and Researchers

### Iretiolu Akinrinade

### Sareeta Amrute

### Shannae Basora

### Jenna Burrell

### Ania Calderon

### Robyn Caplan

### Irene Chung

### Ronteau Coppin

### Patrick Davison

### Carly DeVries

### Siera Dissmore

### Nazalie Doghramadjian

### Meghan Dowell

### Alessa Erawan

### Veronica Eghdami

### Livia Garofalo

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[Matt Goerzen](#)  
[Joanna Gould](#)  
[Rigoberto Lara Guzmán](#)  
[Janet Haven](#)  
[Camille Horton](#)  
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[Tiara Roxanne](#)  
[Melinda Sebastian](#)  
[Ranjit Singh](#)  
[Brittany Smith](#)  
[Emnet Tafesse](#)  
[Meg Young](#)  
[Eve Zelickson](#)

## Fellows

[Tamara K. Nopper](#)  
2021-22

[Lindsey Cameron](#)  
2022-23

[Chaz Arnett](#)  
2021-22

[Christina Harrington](#)  
2022-23

[Murali Shanmugavelan](#)  
2021-22



# Values

# Values

## Independence

Independence is the foundation of rigorous empirical research. We select projects, choose methodologies, and make publishing decisions based on our analysis of the issues at hand. We have specific requirements for accepting funding, and do not accept support that would compromise the independence or rigor of our work.

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## Integrity

Organizational integrity requires trust, accountability, and transparency. We build trust and accountability through our independent research, our transparent funding relationships and organizational practices, and our inclusive outreach to a wide range of communities and individuals.

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## Equity

Individuals and their communities require respect and dignity. We recognize and embrace differences among us, and center these differences because of a fundamental respect for diversity and a desire to challenge existing power relations in data-centric fields. True commitment to this value requires equitable practices of hiring and retention, a centering of community experiences in our research, and an adherence to the principles of diversity, equity, and inclusion in all organizational activities and policies.

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## Creativity

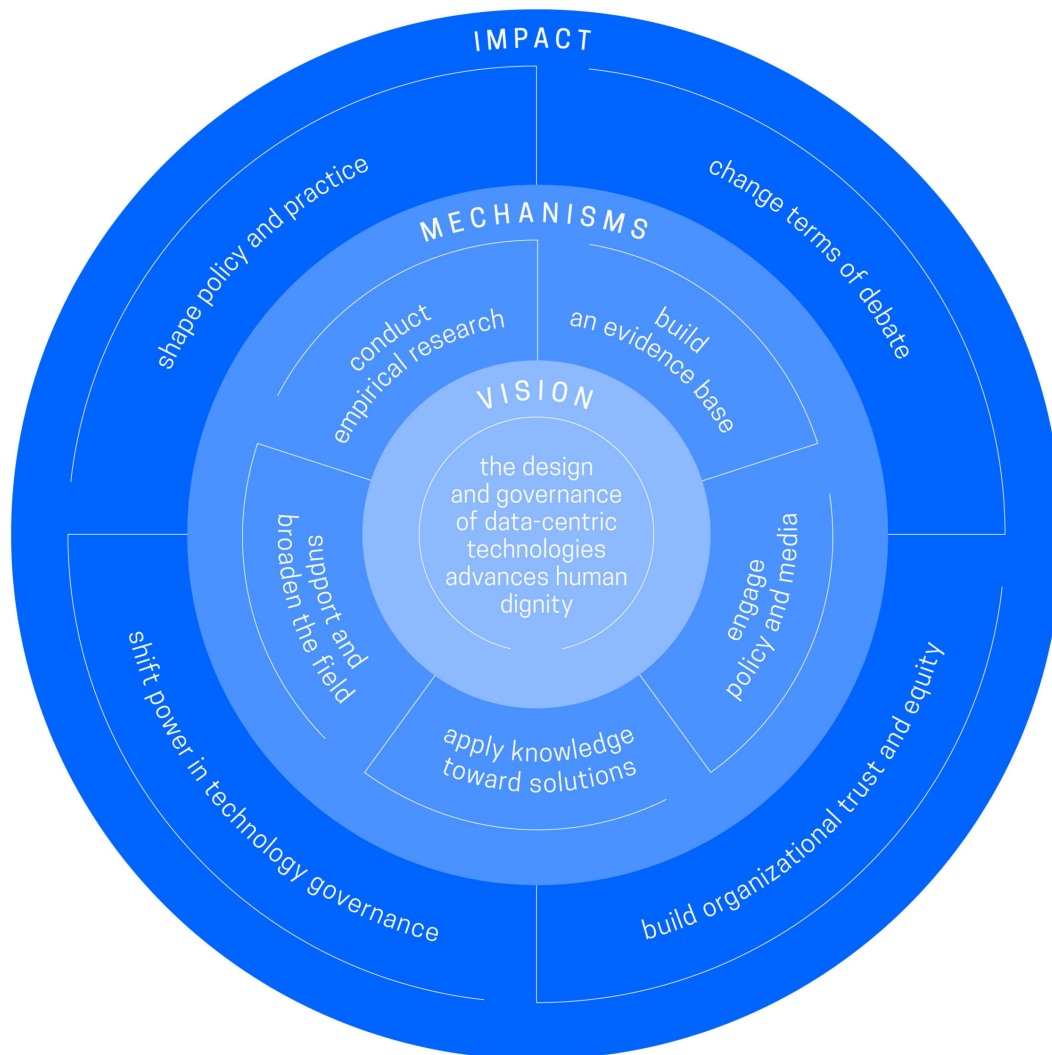
Non-traditional approaches are necessary to challenge existing structures of power and dominant narratives about data-centric technologies. Thus, we support interdisciplinary work. We enable research and engagement that values new forms of knowledge production, open experimentation, and a broad range of expertise to frame our culture and outputs.

# Theory of Change



# Theory of Change

Our research seeks to challenge assumptions and shift understandings about the social and cultural implications of data-centric technologies. Empirical research is a first, crucial step to building an evidence base for just data governance that more equitably serves the public. That research must be grounded in a range of disciplines and lived expertise, and it must have the capacity to be translated across communities. It must be legible, discoverable, and compelling to our key audiences and collaborators.



# Our New Strategic Plan

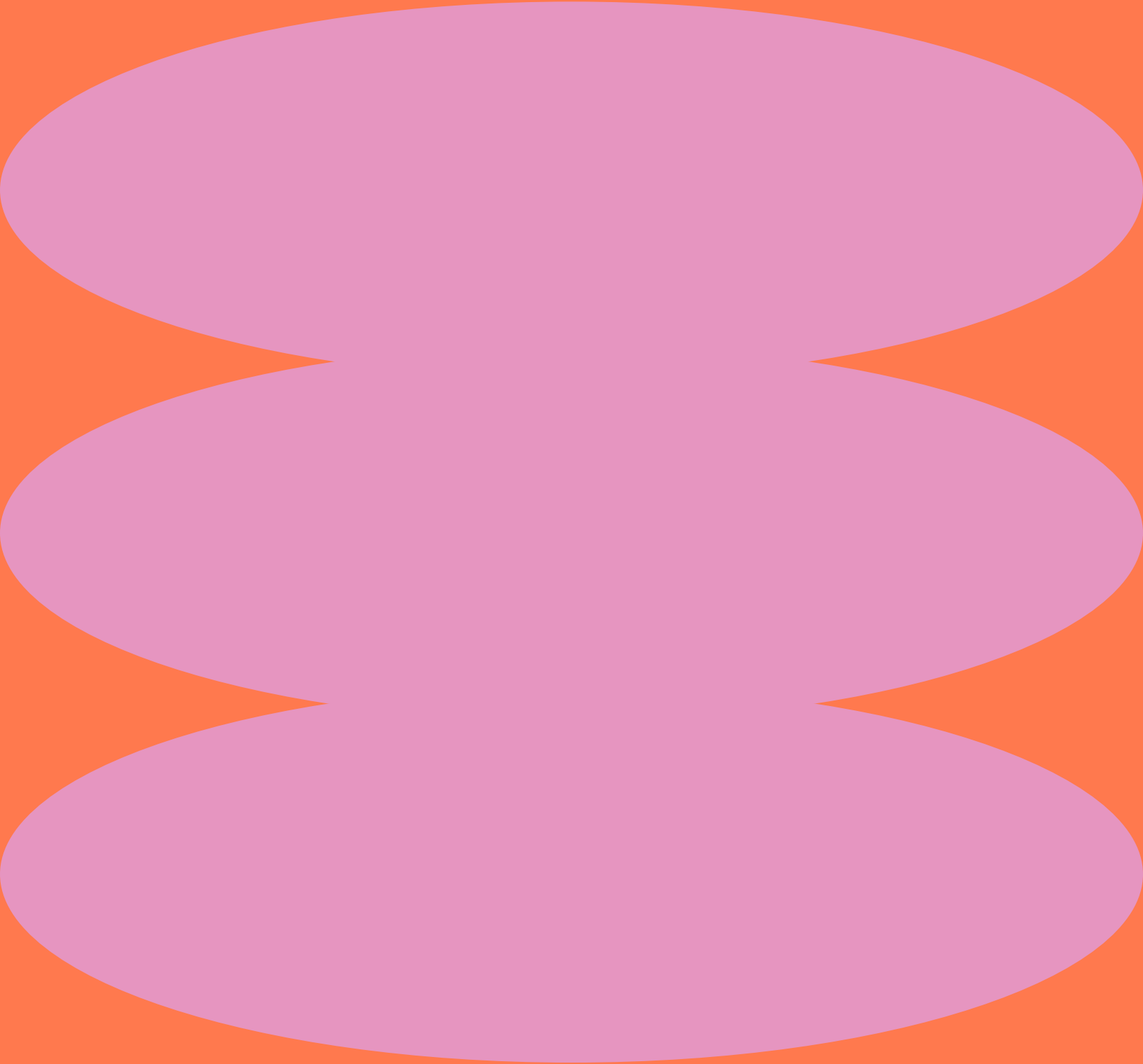


# Our New Strategic Plan

In 2022, we launched a [new three-year strategy](#) that will carry us through 2024, when we will mark Data & Society's tenth anniversary. This plan upholds the conviction that has always been at the core of our work: Society faces profound challenges in ethically governing data-centric technologies and automation, and these cannot be solved with technical fixes that leave structural social problems unaddressed. Our strategy is designed to ensure that we meet the urgency of this moment with care, rigor, and resolve. Read more about the [critical moment](#) we built this strategy to address, and download [the full strategy](#) from our website.



# Our Impact



# Our Impact

We trace the social impact of our work from initial concept through execution and engagement using the following four “impact pillars.” Each pillar represents an area in which we hope to affect change, and their use therefore helps us gauge our successes and see opportunities for future growth. Our work seeks to:

- **Change the terms of debate** by challenging techno-solutionist narratives and pushing for nuanced, context-specific understandings of technology’s role in society.
- **Shift power** by foregrounding systemically affected communities and offering approaches to design and governance that are grounded in equity and justice.
- **Shape policy** and practice by informing emerging data governance with a rigorous, interdisciplinary evidence base drawn from empirical research.
- **Build organizational trust and equity** by connecting and engaging with our staff and network to nurture a culture where everyone’s work is supported, celebrated and valued.

We added that critical fourth impact pillar, **build organizational trust and equity**, in 2022 in conjunction with the creation of our strategic plan. It was developed in consultation with D&S staff and our networks, following a two-year DEI&A partnership that sought to build our understanding of issues across the field. Throughout that engagement, we focused on advancing from the personal impact of what we learned to the institutional impact. The results can be seen across our impact stories, as we endeavor to ensure that trust is built internally and reflected externally in our partnerships, collaborations, and networks.

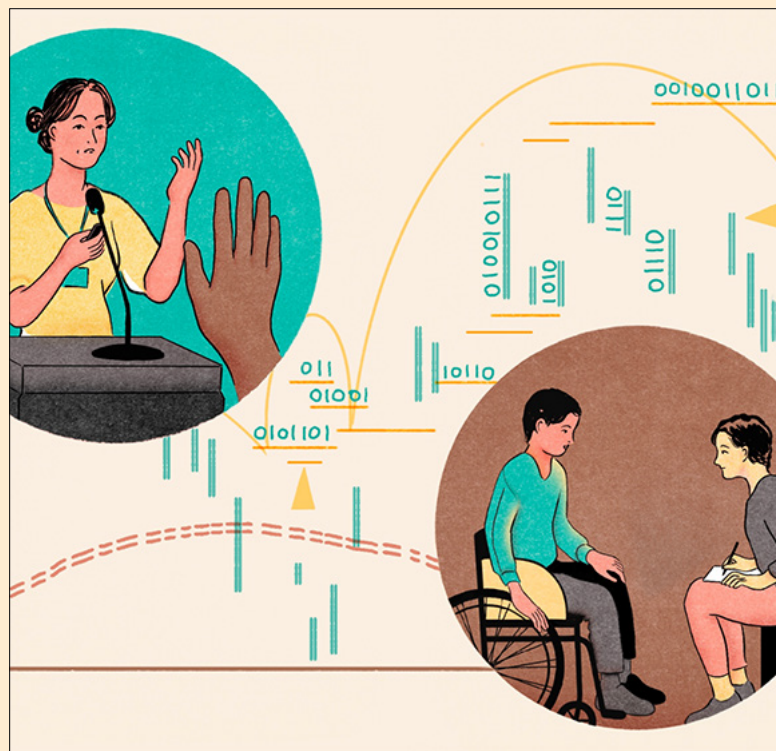


# Algorithmic Accountability: Setting the Terms for Policy and Regulation

*Data-centric technologies impact lives and communities in ways we are only beginning to understand, making their governance a matter of great urgency. Over the next three to five years, we expect to see governments across the globe codifying more laws concerning the regulation of algorithmic systems. In anticipation, we have been focusing much of our research on the sociotechnical impacts of AI. We have also connected with key decision-makers to discuss ways to govern these systems through a rights-based framework.*

Here are some of the core outputs and impacts of this work in 2022:

- We established ourselves as a trusted source of research and expertise on AI, which saw our executive director, Janet Haven, selected to join the new National Artificial Intelligence Advisory Committee (NAIAC). As a member of the working groups on Trustworthy AI and Research & Development, Janet has ensured that a sociotechnical lens is applied to policy recommendations.



- We presented multiple papers and workshops at the 2022 FAccT Conference in Seoul. There, our AI on the Ground team introduced the concept of “the algorithmic imprint” to show how algorithmic harms can persist long after an algorithm is discontinued. They also participated in workshops about big data and AI in the majority world and the power of corporations to evaluate their own AI models. Research Analyst Emnet Tafesse was awarded one of the inaugural ACM FAccT DEI scholarships to study how BIPOC scholars experience inclusion and equity at conferences on AI ethics and society.
- We worked to shape policy and practice by collaborating with policymakers who are concerned about the future of AI regulation and governance. This included working with civil rights groups to make recommendations for the creation of a federal Interagency Policy Committee for AI and Equity; advising on the development of the National Institute of Standards and Technology’s Risk Management Framework for AI; and hosting a salon with government leaders on what meaningful governance and accountability measures for algorithmic systems should look like.
- We contributed to several unfurling AI recommendations, notably the Blueprint for an AI Bill of Rights. Grounded in the vision of White House policy advisor and former D&S board member Dr. Alondra Nelson, the blueprint stands as an impressive accomplishment and an urgent call to action. In a piece for Points, Janet Haven unpacked this framework for understanding AI governance as a civil rights issue, and outlined the next crucial steps for making the blueprint a reality.
- We internally launched the Algorithmic Impact Methods Lab, a multiyear research and networking effort that will innovate, pilot, and promulgate methods for assessing the impacts of algorithmic systems. This program will help shape future policy by focusing on participatory research methods for algorithmic impact and will launch publicly in 2023.

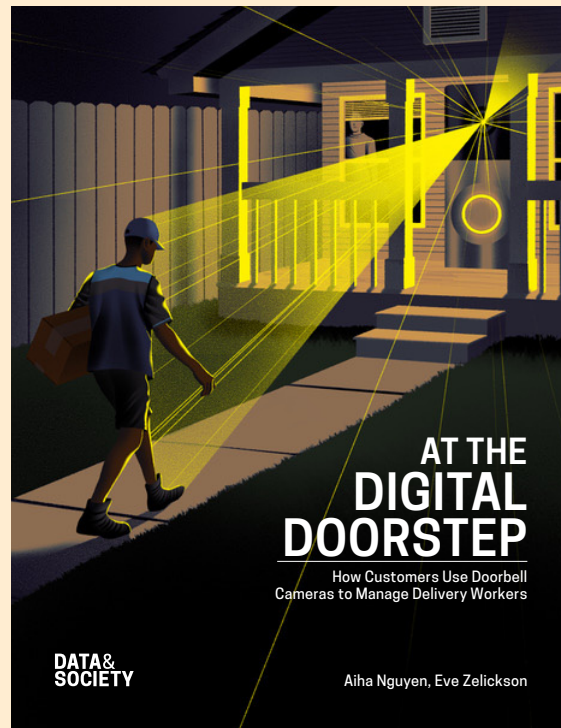
# Centering Worker Rights in Labor and Surveillance

*In 2022, the continued rise in surveillance and management technology began to significantly reframe understandings of the modern workplace. This was particularly true in low-wage industries, where the consequences of data-driven labor intensification, increased surveillance, and the evasion of standard labor protections are concentrated and compounded. This shift disproportionately impacts workers of color, who account for a full two-thirds of the frontline workforce in warehousing alone. Our research teams explored these changes through the lens of equity, suggesting policies and on-the-ground actions that could shift power back to low-wage work communities.*

Here are some of the core outputs and impacts of this work in 2022:

- We released [At the Digital Doorstep: How Customers Use Doorbell Cameras to Manage Delivery Workers](#), a report that explores the changing nature of delivery work as a result of increased doorstep surveillance. We paired this report with [a corresponding panel discussion](#) that focused on Amazon's growing power over workers and retailers. This panel drew connections between this report and Moira Weigel's powerful research on third-party sellers, [Amazon's Trickle-Down Monopoly](#).
- We contributed to vital debates about technology in the workplace by publishing perspectives about the current state of [employment law](#) in the United States, discussing the intersections of [care work and technology](#), and presenting about the importance of centering workers in technology transitions at the [SAG-AFTRA Labor & Innovation Tech Summit](#).
- We built on the findings of our [Electronic Visit Verification](#) report to host the Care and Tech Convening. This event brought together more than thirty disability and labor advocates, care workers, researchers, and designers to map and explore the emerging intersections between care, surveillance, and technology.

Report | *At the Digital Doorstep: How Customers Use Doorbell Cameras to Manage Delivery Workers*



- We continued our Labor, Race, and Tech (LRT) working group, through which we regularly convene leaders from across the labor and racial justice movements to discuss common concerns and efforts to examine labor issues through a racial justice lens.
- We saw our [explainer on algorithmic management in the workplace](#) used as a foundational citation by Jennifer Abruzzo, the general counsel of the National Labor Relations Board, in her memo [Electronic Monitoring and Algorithmic Management of Employees Interfering with the Exercise of Section 7 Rights](#). In this memo, Abruzzo announced that she will urge the NLRB to adopt a new framework for protecting workers from intrusive and abusive electronic monitoring and automated management practices. Two of our labor reports—[The Constant Boss](#) and [Algorithmic Management in the Workplace](#)—were cited as critical readings in an ACLU testimony submitted to an EEOC meeting on employment discrimination and AI.
- We coordinated staff from across Data & Society to contribute to a [public comment](#) for the Federal Trade Commission’s Advance Notice of Proposed Rulemaking on Commercial Surveillance and Data Security, arguing that the FTC must attend to workers’ vulnerability to commercial surveillance.

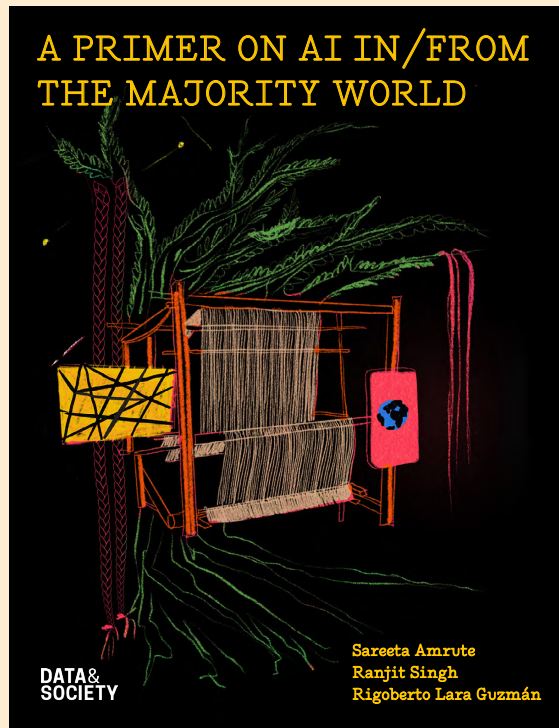
# Building Community Participation into Empirical Research

*In 2022, we took several steps to ensure that our research reflects—and best serves—the communities most impacted by data and automation. In our embrace of participatory research design, we are exploring methods and formats that invite deeper collaboration and consultation with key communities. To further uphold this commitment, we are also reevaluating our internal protocols regarding how we work with collaborators. Likewise, we are considering new opportunities for disseminating our research outputs to the broader public. These efforts have helped shift power by valuing new perspectives and broadening participation in building the narrative around how we live and work with AI.*

Here are some of the core outputs and impacts of this work in 2022:

- We published [A Primer on AI in/from the Majority World](#), followed by the adjoining anthology [Parables of AI in/from the Majority World](#). These innovative publications utilize storytelling as a research method, providing access to a wider range of perspectives about algorithmic harms with the goal of better informing debates about AI on a global scale.
- We held an academic workshop titled [“The Social Life of Algorithmic Harms”](#) that focused on how algorithmic systems produce harms beyond the parameters of any technical system—harms that travel through social systems. The workshop generated [a series of essays](#) written by participants that are being published on Points throughout 2023.
- We worked to combat the exclusion and erasure of marginalized scholars across the field by advancing citational justice in research practice. Data & Society staff also collaborated with other researchers and organizations in the field to publish [“Citational justice and the politics of knowledge production”](#) in *Interactions*, a publication of the Association for Computing Machinery.

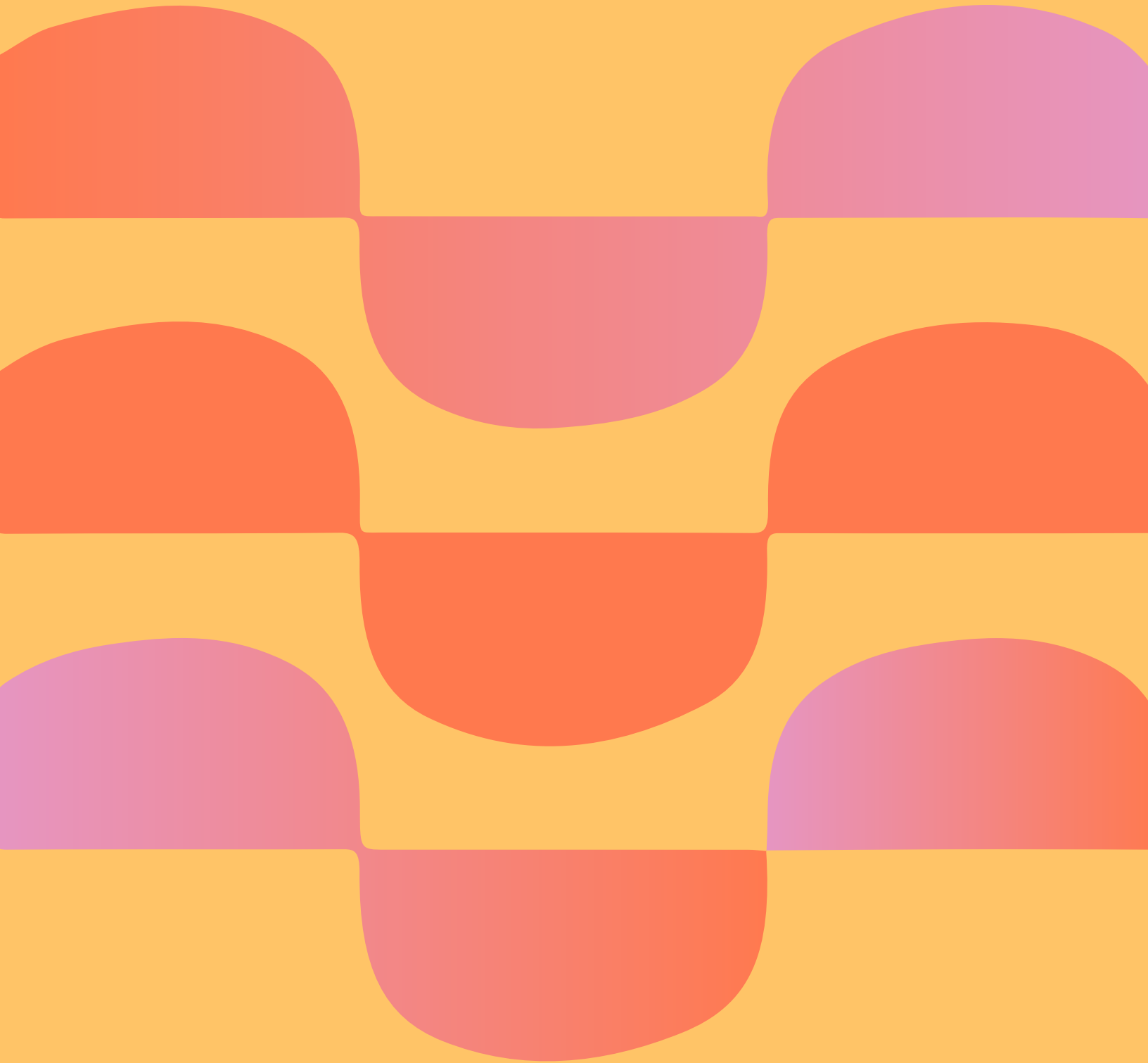
## A PRIMER ON AI IN/FROM THE MAJORITY WORLD



*A Primer on AI in/From the Majority World:  
An Empirical Site and a Standpoint*

- We piloted new ways of engaging audiences via translation and interpretation. This included hosting our first Spanish-language event, “Cuidado Digital: Derechos Reproductivos, Aborto y Redes Digitales de Cuidado en América Latina.” This conversation about reproductive rights and digital networks of care in Latin America used interpreters to simulcast in Spanish and English. We also provided the first Spanish-language translation of a major Data & Society publication for our *Primer on AI in/From the Majority World*.
- We began reexamining our own internal protocols for working with participants and collaborators. Our research team worked with board members and external academic advisers to design a set of norms and processes that formalize our approach to research integrity, co-authorship, and anti-racist research practices.

# Engagement





# Engagement

Over the course of 2022, we continued to hold all of our events virtually. The chief advantage of an all-virtual format is that we have vastly expanded the geographic range of our audiences, and it has become much easier to work with organizations based outside the US. We have adapted to this virtual, global model by timing events so that audiences around the world can access them at a reasonable hour.

These programs have included our [Databites series](#), academic workshops, network talks, and events held in collaboration with our partners. Our events bring together diverse communities to reframe the way our audiences—be they policymakers, academics, media, or civil society—think about their social relationship with technology. Some examples of our responsive virtual programming include:

## **Databites**

- [Databite Series: Conversations on the Datafied State](#) April – May 2022
  - Part One – [What is the Public Interest?](#)
  - Part Two – [The Automated State](#)
  - Part Three – [Race, Surveillance, Resistance](#)
- [AI in/from the Majority World Primer: Unscripted](#), October 13, 2022
- [Cuidado Digital: Reproductive Rights, Abortion, and Digital Networks of Care in Latin America](#), November 17, 2022

## **Academic Workshop**

- [The Social Life of Algorithmic Harms](#), March 10 – 11, 2022

## **Network Book Forums**

- [The Distance Cure](#), January 26, 2022
- [Digital Black Feminism](#), February 3, 2022
- [Patching Development](#), March 3, 2022
- [Left to Our Own Devices](#), April 14, 2022
- [Experiments of the Mind](#), June 2, 2022



# Fellowships

The background features a light pink color. A large yellow shape, resembling a wide, shallow bowl or a thick, curved line, is positioned in the middle. At the bottom right, there is a triangular orange shape pointing towards the center.

# Fellowships

Since our launch in 2014, Data & Society has hosted a variety of practitioners and academics: data scientists and engineers, lawyers and librarians, ethnographers and creators, historians and activists. In 2022, three Data & Society fellows completed their time with us:

- **Tamara K. Nopper** is a sociologist whose work focuses on data literacy, surveillance, the US criminal punishment system, immigrant and minority business capitalization, credit scoring, and the racial wealth gap. She is an affiliate of The Center for Critical Race and Digital Studies, and a member of the inaugural cohort of the NYU Institute for Public Interest Technology. During her time at Data & Society she continued this research focus and produced this [article about credit scoring and inequities](#). Tamara has since joined Data & Society full-time as a senior researcher with the Labor Futures initiative.
- **Chaz Arnett** is a legal scholar and advocate whose research explores the interplay between race, digital technologies, and criminal legal processes. His scholarship offers critical legal frameworks for challenging purportedly race-neutral laws and technologies. Arnett's most recent work focuses on examining the role that surveillance technologies play in perpetuating racial inequities through policing and corrections. His fellowship project drew upon this expertise as he conducted research on the impact of criminal law and policy on the relationship between racial and surveillance capitalism. You can learn more about this work in his publication on how [law classes can address the intersection between race and technology](#).
- **Murali Shanmugavelan** researches caste in media and communication studies and digital cultures. He earned his PhD from the School of Oriental and African Studies (SOAS) University of London, where he focused on everyday communicative practices of caste. He has over 15 years of experience developing, managing and implementing projects

focused on developing media and ICT [policies](#) and practice; outreach and strategic communications; and innovations in mobile applications in multi-disciplinary and cross-cultural settings. During his time at Data & Society, Shanmugavelan's research focused on decolonizing communication and technology studies from (anti)caste perspectives. You can learn more about this in this podcast [On Caste and The Digital](#) and in his publication [Caste-hate speech: Addressing hate speech based on work and descent](#). During his fellowship, he also released a teaching syllabus that offers an in-depth, first-of-its-kind guide to caste and its expressions in digital culture. Learn more about his case for [critical caste and technology studies here](#).

# Supporters



# Supporters

American Council of Learned Societies  
Craig Newmark Philanthropies  
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Internet Society Foundation  
John D. and Catherine T. MacArthur Foundation  
John S. and James L. Knight Foundation  
Luminate  
National Science Foundation  
Open Society Foundations  
Omidyar  
Robert Wood Johnson Foundation  
Siegel Family Endowment  
Someland Foundation  
William and Flora Hewlett Foundation  
W. K. Kellogg Foundation

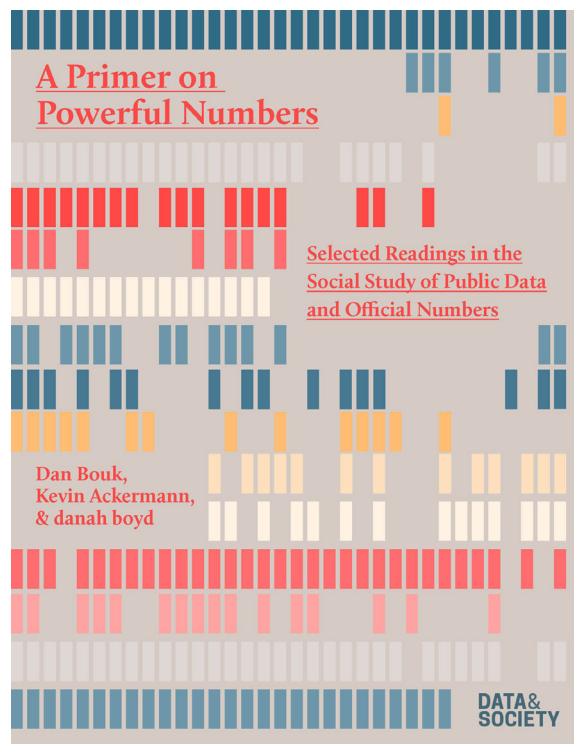
# Financials

The background features a vibrant, abstract design with organic, flowing shapes. A large yellow circle is positioned on the left side. A large orange shape with a wavy edge occupies the upper right quadrant. A purple shape with a curved bottom edge is located in the lower left quadrant. The remaining background is a light peach or pinkish-orange color.

# Financials

Data & Society’s mission is to advance public understanding of the social implications of data-centric technologies and automation. Our team strongly believes that operational decisions should reflect our organizational values of independence, integrity, and equity. You can learn more about our funders, and review our 990s and audited financial statements on [our website here](#).

As a 501c3 funded entirely by charitable giving from a range of donors, we recognize the risks inherent to this model, including risks to the integrity and independence of our work, and risks to the viability of executing the work effectively. Therefore, in order to fulfill our mission and adhere to our values, a rigorous gift acceptance policy guides our decision-making about which gifts to accept and which to reject. You can read more about our [statement of independence here](#).



*A Primer on Powerful Numbers: Selected Readings in the Social Study of Public Data and Official Numbers*

# Acknowledgements

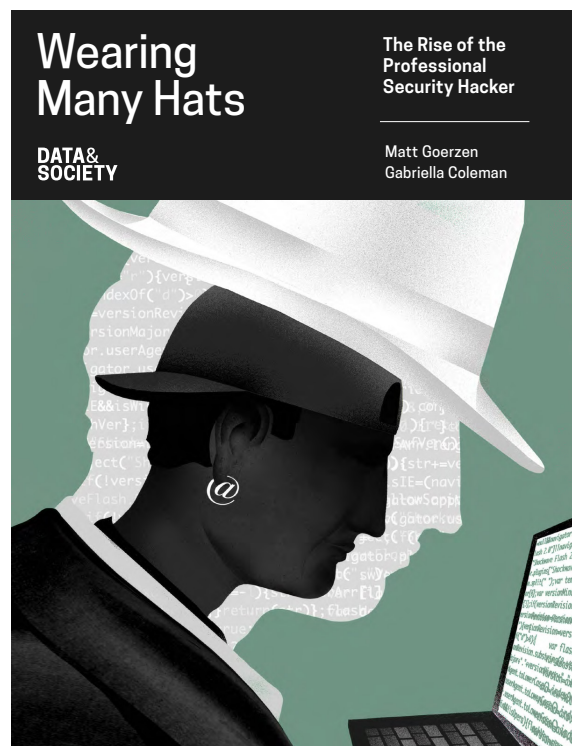




# Acknowledgements

We are gratified and inspired by the ways our staff, our network, and our supporters have stepped up to meet the challenges of the past year. Thank you to everyone who worked with Data & Society over 2022—we look forward to continuing our important work of research, engagement, and connection.

Special thanks to everyone who contributed to this report: Sona Rai, Gloria Mendoza, Eryn Loeb, Harry Hudome, Camille Horton, Chris Redwood, Janet Haven, Joanna Gould, Ania Calderon, and Irene Chung. Special thanks to our report designer Andrea Carrillo Iglesias.



Report | *Wearing Many Hats: The Rise of the Professional Security Hacker*