

# DATA ETHICS LECTURE 6

## ORGANIZING AND ACTIVISM

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March April 14, 2022

# **ROADMAP FOR TODAY**

Lectures 3-4(/5) → links on canvas(?)

Course survey → links here & on  
canvas(?)

## **Organizing and Activism**

# CLASS SURVEY

Please fill  
this out if  
you can! →

The screenshot shows a Google Forms survey titled "Intro to Data Ethics Certificate". The survey begins with a thank you message and a request to complete the survey. It features three questions, each with a list of five response options from "Strongly Disagree" to "Strongly Agree".

**Intro to Data Ethics Certificate**

Thank you for attending the Intro to Data Ethics certificate course at USF's Data Institute.  
Please complete the survey below.

Required

This course motivated me to learn. \*

Strongly Disagree  
 Disagree  
 Neutral  
 Agree  
 Strongly Agree

The material was presented in a clear manner. \*

Strongly Disagree  
 Disagree  
 Neutral  
 Agree  
 Strongly Agree

The instructor was knowledgeable of the subject matter. \*

Strongly Disagree  
 Disagree  
 Neutral  
 Agree  
 Strongly Agree

# **ORGANIZING**

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# A DILEMMA!

You're working with a dataset that...

# You're working with a dataset that...



MIT Technology Review

LONDON

HUMANS AND TECHNOLOGY

## Deception, exploited workers, and cash handouts: How Worldcoin recruited its first half a million test users

The startup promises a fairly-distributed, cryptocurrency-based universal basic income. So far all it's done is build a biometric database from the bodies of the poor.

by Eileen Guo and Adi Renaldi

April 16, 2022

**O**n a sunny morning last December, Iya Rwanawati, a 25-year-old furniture maker in the village of Cirenggarek, Indonesia, was woken up early by his mother. A technology company was holding some kind of "social assistance giveaway" at the local Islamic elementary school, she said, and she urged him to go.

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MIT Technology Review

protocol

ENTERPRISE

## Companies are using AI to monitor your mood during sales calls. Zoom might be next.

Software-makers claim that AI can help sellers not only communicate better, but detect the “emotional state” of a deal — and the people they’re selling to.

Virtual sales meetings have made it tougher than ever for salespeople to read the room. | Illustration: Christopher T. Fong/Protocol

By Kate Kaye | April 13, 2022

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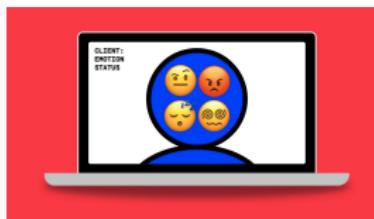
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The New York Times

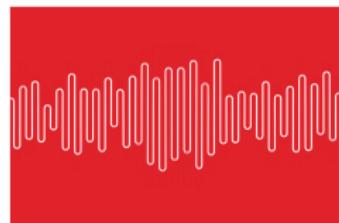
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A.I./REAL LIFE

## Can A.I.-Driven Voice Analysis Help Identify Mental Disorders?

Early tests have been promising, but issues involving bias, privacy and mistrust of "black box" algorithms are possible pitfalls.

Give this article 14



Jess Carlton Pagán

By Ingrid K. Williams

April 8, 2022

This article is part of a limited series on artificial intelligence's potential to solve everyday problems.

Imagine a test as quick and easy as having your temperature taken or your blood pressure measured that could reliably identify an anxiety disorder or predict an impending depressive relapse.

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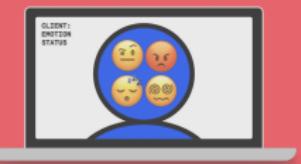
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**protocol**

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Joel Carlson/Pixabay

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Imagine a test as quick and easy as having your temperature taken or your blood pressure measured that could reliably identify an anxiety disorder or predict an impending depressive relapse.

You're working with a dataset that  
was collected **deceptively** or dishonestly  
**disempowers** people  
**marginalizes** or oppresses people

# WHAT TO DO?

should you...

- talk to your manager?
- leave?
- organize with others?

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there are good reasons for any of these

# **WORKING WITH MANAGEMENT**

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If you can find ways to align **ethical values** with **business incentives** (including regulatory incentives), this might work!



# **LEAVE?**

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Can you meaningfully **reduce harm**?

...or are you **perpetuating harm**?

Do you have a **theory of change**?

# **ORGANIZING WITH OTHERS**

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## SUCCESS STORIES

There are plenty of success stories to draw inspiration and lessons from

- community organizing
- workplace organizing

# COMMUNITY ORGANIZING

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## Streetlight Spy Cameras Have Led to a Massive Privacy Backlash in San Diego

The city council unanimously voted to pass one of the strongest privacy regulations in the country after a campaign against 'smart streetlights'

By Katy Stegall CHULA VISTA, US

November 18, 2020, 6:00am Share Tweet Snap



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QUIS CUSTODIET IPSOS CUSTODES? —

### Oakland passes “strongest” surveillance oversight law in US

“They are even being exploited by the federal government to fuel mass deportations.”

CYRUS FARivar - 5/3/2018, 1:00 AM



[Enlarge](#) / Brian Hofer, the chair of the Privacy Advisory Commission, speaks before the Oakland City Council.

OAKLAND, Calif.—Late Tuesday evening, the Oakland City Council formally approved a new city ordinance that imposes community controls over the use of

FURTHER READING

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ACLU Massachusetts

Take Action

### BOSTON PASSES LAW REQUIRING COMMUNITY CONTROL OF POLICE SURVEILLANCE

OCTOBER 20, 2021 - 10:15AM

[Facebook](#) [Twitter](#) [Email](#) [Print](#)

The City of Boston today voted to pass an ordinance that will require community control over police surveillance (CCOPS). Boston now joins over 20 other municipalities nationwide—including Cambridge, Lawrence, and Somerville in Massachusetts—with CCOPS laws that empower local communities to influence surveillance and information sharing decisions.



“We applaud the Boston City Council for passing an ordinance that will empower residents and their elected officials to decide if and how surveillance technologies are used here,” said Carol Rose, executive director of the ACLU of Massachusetts. “Far too often, police departments obtain invasive, costly surveillance equipment in secret and without any oversight. This ordinance flips that script, ensuring local residents remain in control of their own communities.”

The surveillance oversight ordinance establishes a transparent, democratic process ensuring that Boston police cannot acquire new surveillance technologies without

STAY INFO  
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Zip code  
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# WHAT CAN WE LEARN?

- **listen** to people living there
- identify when it's best to speak vs boost others' voices
- amplify and support their voices

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# Worker power in the tech industry

Guided by our vision for an inclusive & equitable tech industry, TWC organizes to build worker power through rank & file self-organization and education.

## Looking for a Tech Worker Union?

While TWC is strongly affiliated with several unions around the world, and counts many union members and organizers in our ranks, we are not a union ourselves. If you're interested in unionizing, we can help! If you're curious what is out there, check out [this \(rough\) list](#) of active and ongoing labor efforts in both tech and adjacent industries.

## Who we are

We are a coalition of workers in and around the tech industry, labor organizers, community organizers, and friends.

## Who we support

We work in solidarity with existing movements towards social justice, workers' rights, and

## TECH POLICY

# Why the balance of power in tech is shifting toward workers

A record number of tech worker unions formed in the US last year. They're part of a global effort.

By Jane Lytvynenko

February 7, 2022

**Something has changed for the tech giants. Even as they continue to hold tremendous influence in our daily lives, a growing accountability movement has begun to check their power. Led in large part by tech workers themselves, a movement seeking reform of how these companies do business, treat their employees, and conduct themselves as global citizens has taken on unprecedented momentum, particularly in the past year.**

Concerns and anger over tech companies' impact in the world is nothing new, of course. What's changed is that workers are increasingly getting



Ifeoma Ozoma blew the whistle on racial and gender discrimination at Pinterest in 2020, together with her coworker Aerica Shimizu Banks. She's since become an advocate for other whistleblowers.

ADRIA MALCOLM/THE NEW YORK TIMES VIA REDUX

## POPULAR

The creator of the CRISPR babies has been



WELCOME TO THE TECH WORKER HANDBOOK

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# Preparedness is Power

Individuals should not have to rely on whisper networks for justice

## Tech Workers Coalition

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#### How we work

We're a democratically structured, all-volunteer, and worker-led organization. At this moment, our membership consists of attending meetings in person and working on the various projects people are interested in. We organize online but IRL is the crux of what we do. Check out our [Community Guide](#) for more info. Join the [slack](#) to connect with a local in your area.

#### Find a local chapter

Check out a meeting at a [local chapter](#).

#### Contact us

We're also happy to chat, answer any questions you might have, or hear about anything else you'd like to discuss.

## MIT Technology Review

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Sarah Orlitzky from the University of California Berkeley's Workers' Representation Council

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Concerns and anger over tech companies' impact on the world is nothing new, of course. What's changed is that workers are increasingly getting organized and using their power to demand better working conditions, or, conversely, the labor force that makes the corporate tech world runs is finally finding its voice, demanding a future in which companies do better and are held more responsible for their actions.

**Weeks to remember**

It began with [Facebook's outage](#). For some six hours on October 4, 2021, services for 1.5 billion users across the world went unavailable. The timing was fortuitous: just days earlier, [Facebook's CEO, Mark Zuckerberg \(Dustin Moskovitz\) had dropped a series of far-reaching resolutions about Facebook's willingness to put corporate goals above ethics and its users' well-being. The stock price plummeted in the big 3% dip. It triggered widespread outrage, and it helped spur the \[United States Senate Commerce Committee\]\(#\) on how "Facebook consistently chose to prioritize its profits" over public safety.](#)

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## The Tech Worker Handbook

# WELCOME TO THE TECH WORKER HANDBOOK

# Preparedness is Power

**Individuals should not have to rely on whisper networks for justice.**

The Tech Worker Handbook is a collection of resources for tech workers who are looking to make more informed decisions about whether to speak out on issues that are in the public interest. Aiming to improve working conditions, direct attention to consumer harms, or otherwise address wrongdoing and abuse should not be a solo or poorly resourced endeavor.

Deciding to go one-on-one with a powerful and well-resourced corporation is difficult for many reasons. Access to information about how to build a legal account, file a complaint with a governmental organization, work with the media, secure personal information, or ensure physical safety should not be an additional barrier. This project addresses the need for centralized and accessible baseline resources for tech workers, because individuals should not have to rely on whisper networks, or Justice delayed to come through the mail.

**WHY ARE WE TALKING ABOUT  
NON-DISCLOSURE  
AGREEMENTS?**

NDAs have routinely been used  
- **especially in Silicon Valley** -  
to prevent historically marginalized groups  
from discussing trauma they've  
experienced

NDAs have also made it confusingly ambiguous what protections

- *if any* -

**whistleblowers** have when they step forward with evidence of intentional or negligent harms

## **WHY DOES THAT MATTER?**

We've discussed the importance of diverse teams.

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We also need to understand the structural forces that make it difficult or impossible for people from historically marginalized backgrounds to continue to exist in workplaces

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# AMAZON LABOR UNION

A Stunning New Chapter Begins for Amazon Warehouse Workers

BY ALEX N. PRESS

In a staggering upset, Staten Island Amazon workers just won a union election. And the rerun election at the company's Bessemer, Alabama, warehouse is too close to call. It's the start of a new chapter for workers at one of the world's most powerful companies.

Have you read Jacobin in print? [Subscribe of a special rate](#) and don't miss our latest edition.

I n an upset for which there are few parallels in the US labor movement's post-Reagan history, Amazon warehouse workers in the United States have won recognition of a union for the first time ever. The National Labor Relations Board (NLRB)—supervised vote at JFKA, a fulfillment center in Staten Island, was 2,654 in favor of unionizing with the Amazon Labor Union (ALU) and 2,131 against, at a facility with 8,325 eligible voters. The sixty-seven challenged and eleven voided ballots will not be determinative, given the union's margin of victory.

The vote count began, incredibly, on the same day as that of the rerun election in Bessemer, Alabama, where the Retail, Wholesale and Department Store Union (RWDSU) made up significant ground. There, the count stands at 875 votes in favor of unionizing and 993 votes against, but with 416 challenged ballots, the outcome is too close to call and will depend on the adjudication of those ballots by the NLRB sometime in the next few weeks.

"Every vote must be counted," said RWDSU president Stuart Appelbaum in a

Christian Smalls, left, founder of the Amazon Labor Union (ALU), and organizer Jason Anthony speak during a news conference outside the National Labor Relations Board offices in Brooklyn on Friday, April 1, 2022. (Jeenah Moon / Bloomberg via Getty Images)

When Debts Become Unpayable, They Should be Forgiven  
Michael Hudson

Jeremy Corbyn: Climate Crisis Is a Class Issue  
Jeremy Corbyn

Fassbinder and the Red Army Faction  
Meagan Day

R.E.M.'s Michael Stipe Talks to Jacobin  
Michael Stipe

# STARBUCKS LABOR UNION

Wonder organizing at Starbucks

npr.org/2022/04/14/1029158979/starbucks-union-drive-workers-united-howard-schultz-pickets-vote-organizing

BUSINESS

## Starbucks union campaign's streak of election wins ends with a loss in Virginia

Updated April 14, 2022 5:04 PM ET

BY ANDREA HU

5-Minute Listen

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Starbucks shift supervisor Calyn Berg and barista Tim Goward outside of their store in Springfield, Virginia.

A streak of unionizing at Starbucks has been broken, with workers at a store in Springfield, Virginia, voting against the union.

The loss follows four unanimous wins for the union earlier this week at stores in Boston, Pittsburgh, and Eugene, Oregon.

# WHAT CAN WE LEARN?

- Open discussions about workplace conditions are good
- No corporation is too big to organize against
- You don't have to start big

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# ORGANIZING

- community organizing
- workplace organizing

# QUESTIONS?

This is probably the last chance to ask major content questions.

Let's chat about whatever you want?