Nikki L. Stevens

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Education

Arizona State University   2022
Ph.D., Human and Social Dimensions of Science and Technology
Dissertation: *Modeling Power: Data Models and the Production of Social Inequality*

University of Hawai`i, Mānoa   2007
M.Ed., Educational Foundations. Graduate Certificate, Women's Studies
Thesis: *Grassroots Feminist Organizing: A Model for Informal Education*

University of Nevada, Las Vegas   2000
B.S.B.A., Management Information Systems
Golden Key Honor Society, youngest person in 8,000 person graduating class.

Research

Massachusetts Institute of Technology. Postdoctoral Researcher.   2023 - present
- Data + Feminism Lab. Catherine D'Ignazio, PI
- *Selected results:* [T24], [P9], [G3], [G4]

Dartmouth College. Postdoctoral Researcher   2022-2023
- Digital Justice Lab. Jacqueline Wernimont, PI
- *Selected results:* [P8], [T23], [CT6], [CT7], [G2]

Dartmouth College. Research Associate.   2019-2022
- Digital Justice Lab. Jacqueline Wernimont, PI
- *Selected results:* [P3], [P4], [P5], [P6], [CT3], [CT4], [CT5], [G1]

Arizona State University. Research Fellow   2018-2019
- Institute for Humanities Research fellow
- *Selected results:* [P1], [P2], [CT1], [CT2]

Teaching

Hunter College   2024 - present
- *Courses:* [C9]

Arizona State University   2020 - present
- *Courses:* [C8]

Hawai`i Business College   2003-2006
- *Courses:* [C1], [C2], [C3], [C7]

Remington College   2000-2003
- *Courses:* [C1], [C4], [C5], [C6]

Publications

Peer-Reviewed Journal Articles

[P9] **Stevens, Nikki L.**, Amelia Dogan.* "Trans Data Epistemologies: Transgender Ways of Knowing With Data." *(under review).*

[P8] Wernimont, Jacqueline and **Nikki L. Stevens.** "From Lab to Cooperative: A Feminist Infrastructural Reimagining." *Feminist Digital Humanities* (forthcoming).

[P7] Frluckaj, Hana,* James Howison, Laura Dabbish and **Nikki L. Stevens**. "Trans Experiences in Open Source Software." *CSCW 2024.*

[P6] **Stevens, Nikki L.**, Anna Lauren Hoffman, Sarah Florini. "The Unremarked Optimum: Whiteness, Optimization, and Control in The Database Revolution." *Review of Communication.* June 2021.

[P5] **Stevens, Nikki L.** and Os Keyes. "The Domestication of Facial Recognition Technology." *Cultural Studies.* March 2021.

[P2] **Stevens, Nikki L.** "Dataset Failures and Intersectional Data." *Journal of Cultural Analytics.* March 2019.

[P1] **Stevens, Nikki L.** and Jacqueline Wernimont. "Seeing 21st Century Data Bleed through the 15th Century Wound Man." *IEEE Technology and Society.* December 2018.

*indicates a student co-author.

Editor-reviewed Popular Media

[P3] Keyes, Os, **Nikki L. Stevens,** and Jacqueline Wernimont. "The Government is Using the Most Vulnerable People to Test Facial Recognition Software" Slate.com, March 17, 2019. https://slate.com/technology/2019/03/facial-recognition-nist-verification-testing-data-sets-children-immigrants-consent.html (33%)

Popular Media

[P4] Hanna, Alex, **Nikki L. Stevens**, Os Keyes, and Malia Ahmed. "Actually, We Should *Not* All Use They/Them Pronouns." Scientific American. May 3, 2019. https://blogs.scientificamerican.com/voices/actually-we-should-not-all-use-they-them-pronouns/ (25%)

In preparation

[P10] **Stevens, Nikki L.** *Abolitionist Engineering: Software's Role in the Pursuit of Justice.* (estimated completion Fall 2025).

[P11] **Stevens, Nikki L.**, David Widder, Harini Suresh. "Intersectionality Does Not Scale: Dimensions of Identity in LLMs"

[P12] **Stevens, Nikki L.** and Catherine D'Ignazio. "Ubiquitous Bias: Deconstructing the use of bias in AI/ML critique."

[P13] Amelia Dogan* and **Nikki L. Stevens.** "Trans Data in HCI."

Awards, Honors, and Fellowships

2023   Upper Valley Leadership Institute Fellowship
2020   Google "Women Techmakers" Scholarship ($10,000)
2019   Commission, "Energy Pools: A data visceralization," Irving Institute, Dartmouth College
2019   Champion of the Future Award, Arizona State University
2018   RedHat Women in Open Source Awards Finalist
2018   Sackler Symposium Student Fellow
2018   Computing Research Association Women's Cohort
2018   Human & Social Dimensions of Science & Technology Doctoral Advancement Award
2017   Aaron Winborn Award for Outstanding Community Service, Drupal Association
2017   Open Source Summit Travel Scholarship and Grant ($3500)
2017   Trans*Hack Scholarship
2017   Presidential Fellowship (declined), Iowa State University
2013   SXSW People's Choice Awards (AmericansElect.com)

Grants

[G7]   NSF Pathways to Open Ecosystems ($300,000), under consideration. 2024.
[G6]   NEH Book Fellowship, under consideration. 2024.
[G5]   MIT IDSS Systemic Racism seed fund ($75,000) under consideration, co-PI with Catherine D'Ignazio and Crystal Lee. 2024.
[G4]   MIT SERC Grant ($100,000), co-PI with Catherine D'Ignazio. 2024.
[G3]   MIT Racially Just Research Initiative grant ($2100), PI. 2023.
[G2]   Design Initiative at Dartmouth. ($5000), co-PI with Molly Morin. 2022.
[G1]   Neukom Institute at Dartmouth, CompX Award ($15,000), co-PI with Jacqueline Wernimont. 2020.

Keynotes, Invited Talks, Panels, and Workshops

2024	Stevens, Nikki L. Title TBD. University of Alabama.	Invited Speaker
2024	Stevens, Nikki L. "Parallel logics of separation: Data Modeling and Mass Incarceration" Society for the History of Technology Conference.	Accepted Speaker
2024	Stevens, Nikki L. "Trans Data Storage: Sex and Gender in Big Data Contexts" National Institute of Health.	Invited Speaker
2024	Stevens, Nikki L. "Critical Reverse Engineering: New Methods for Software Studies." NSF Engaging Communities and Developing Technologies Workshop. Lehigh University.	Invited Speaker
2024	Stevens, Nikki L. "Abolition and Software Engineering." Ethical Tech Working Group. Berkman Klein Center. Harvard University.	Invited Speaker
2024	Stevens, Nikki L. "Parallel logics of separation." Race + Tech Working Group. Berkman Klein Center. Harvard University.	Accepted Speaker
2024	Stevens, Nikki L. "Anti-racist database practices." Lesbians Who Tech Summit.	Accepted Speaker

2024	Stevens, Nikki L. "Remaking, Remodeling, Reimaging: Software Engineering and Anti-racist Technical Practice." University of Michigan.	Invited Speaker
2024	Stevens, Nikki L. "Abolition and AI." Carceral AI workshop. University of Pittsburgh.	Accepted Speaker
2023	Stevens, Nikki L. "Transgender Data Equity." Turing Institute.	Invited Speaker
2023	CSCW 2023 Workshop: A Toolbox of Feminist Wonder.	Accepted Participant
2023	Computational Formalism. Neukom Institute at Dartmouth College.	Invited Respondent
2023	Florini, Sarah, Jessie Daniels, André Brock, Nikki Stevens. "Whiteness and Technology." AOIR. Philadelphia, PA.	Accepted Speaker
2022	Stevens, Nikki L., Molly Morin, Julia Panko. "Modeling Data: The Materiality of Methods." Digital Humanities Utah 6. Salt Lake City, UT.	Accepted Speaker
2022	Stevens, Nikki L., Molly Morin, Julia Panko. "Modeling Textiles: The Materiality of Information." DH Unbound.	Accepted Speaker
2021	Stevens, Nikki L. "Inequalities and Digital Labor." STGlobal conference.	Accepted Speaker
2021	Slupska, Julia, Rys Farthing, and Nikki L. Stevens. "Movement 1". The Fourteenth Workshop on the Social Implications of National Security.	Invited Speaker
2020	Stevens, Nikki L. Enthusiasticon.	Keynote
2020	Critical Choreographies, Brown University. "Cultivating a Critical Technology Practice."	Invited Panelist
2020	Data and Society. "Contested Data Workshop."	Accepted Discussant
2020	AMRO "Intimate Surveillance"	Invited Respondent
2020	"Trans Drupal." DrupalCon Minneapolis.	Accepted Speaker
2020	Fleet, Chancey, Nikki L. Stevens, Berhan Taye and Mark A. Vasquez. "Designing Without the -Isms: How Tech Inclusion Benefits Society." IEEE International Symposium on Technology and Society.	Invited Speaker
2019	"Collecting Demographic Data in Software Engineering Communities." Stack Overflow.	Invited Speaker
2019	"Critical Data and Critical Mathematics." San Francisco State Math Department.	Invited Speaker
2019	Brock, André, Sarah Florini, Catherine Steele, Miriam E. Sweeney, Nikki L. Stevens, Kishonna Gray. "Cultural Identity, Collective Action, and Critical Data: Future Directions at the Intersection of	Accepted Speaker

Media Studies and Digital Humanities." American Studies Association. Honolulu, HI.

2019	Stevens, Nikki L., Molly Morin, Liz Lessner and Jason Barrett-Fox. "Co-creating Affect: Towards an Ontology of Joy." Association for Computers and the Humanities. Pittsburgh, PA.	Accepted Speaker
2019	Stevens, Nikki L. "Hidden Surveillance and the Affective Power of Data." HASTAC. Vancouver, BC.	Accepted Speaker
2019	Stevens, Nikki L. "Who's a Good Ploy: Hidden Surveillance in Animal Lives." Digital Humanities Utah 4. Weber State University, Ogden, UT.	Accepted Speaker
2018	Stevens, Nikki L., Fatima Khalid, Marc Drummond, Tara King. "Drupal Diversity and Inclusion." Drupal North American Conference. Nashville, TN.	Invited Speaker
2018	Stevens, Nikki L. "Breaking the Binary: The Politics of Code and Inclusivity in Technology." Drupal Texas Camp.	Keynote
2018	Karwat, Darshan M.A., Nikki L. Stevens and Jorge Morales. "Understanding environmental and energy justice communities' science and engineering needs." National Environmental Justice Conference and Training Program. Washington, DC.	Accepted Speaker
2018	Stevens, Nikki L. "Inclusivity in Data Lifecycles." Sackler Student Fellows Symposium. Washington, DC.	Accepted Speaker
2018	Wernimont, Jacqueline and Nikki L. Stevens. "Safe Harbor: Art, an Ethics of Care, and Californian Eugenics" Archives Against Amnesia, Obermann Center for Advanced Studies, University of Iowa, Iowa City, IA.	Invited Keynote
2017	Stevens, Nikki L. "100 Ways to be an Ally." Drupal North American Conference. Baltimore, MD.	Accepted Speaker
2017	Stevens, Nikki L. Ruby Sinreich. "Lessons learned: diversity and inclusion advocacy." Drupal North American Conference. Baltimore, MD.	Accepted Speaker
2016	"Drupal as a model for inclusion." DrupalCamp Costa Rica.	Keynote
2016	Stevens, Nikki L. "Calling all white men." SANDCamp, San Diego, CA.	Accepted Speaker
2016	Stevens, Nikki L, Karyn Cassio. "Together we can be the model for diversity." Drupal North American Conference. New Orleans, LA.	Accepted Speaker
2016	Stevens, Nikki L. "Dogooding 101." Drupal Berkeley. San Francisco, CA.	Accepted Speaker
2014	Philippines Consulate (NYC). "Empowering Women in Business"	Invited Panelist
2013	Bloomberg Center for Communications (NYC)	Invited Panelist
2013	Facebook Tech Events (NYC). "Women Talk Tech"	Invited Panelist

| 2012 | Stevens, Nikki L. "How to create diverse development teams." Drupal + 2 World Trade Center. New York, NY. | Invited Speaker |
| 2006 | Hippensteele, Susan, Nikki L. Stevens and Kathryn Xian. June 17, "Grassroots activist feminisms and their community impacts." National Women's Studies Association Meeting. Oakland, CA. | Accepted Speaker |

Courses

[C1]   Introduction to algorithms (100 level)
[C2]   Introduction to databases (100 level)
[C3]   Data modeling fundamentals (200 level)
[C4]   Intermediate web programming (200 level)
[C5]   Web development studio (300/400 level)
[C6]   Software practicum (300/400 level)
[C7]   Software capstone (400 level)
[C8]   Sociology of databases (300/400 level)
[C9]   "The Moviegoer's Guide To The Future" (tech ethics through film)

Advising

2023   Richel Cuyler, Dartmouth College, MALS, Master's Thesis
2020   Alexa Ng, ASU Barrett Honors College, Bioethics, Undergraduate Thesis

Recent Post-Secondary Guest Lectures

2024   Jessie Daniels, CUNY, "Sociology of the Internet"
2022   Sarah Florini, Arizona State University, "Internet Privacy and Intimate Surveillance"
2021   Sarita Shonebeck, University of Michigan, "Algorithms and Society"
2021   CJ Valasek, University of California, San Diego, "Introduction to STS"
2020   Jenny Brian, Arizona State University, "Queer Bioethics"

Technical Experience

Kanopi Studios. Senior Technical Architect   2016 - 2019
  -   *Selected results:* [T21], [T22]

Mozilla. Open Source Consultant   2017
  -   *Selected results:* [O2]

MJD. Director of Engineering   2016
  -   *Selected results:* [T19], [T20]

WayBetter, Inc. Vice President of Engineering.   2015
  -   *Selected results:* [T18]

Phase 2 Technology. Senior Software Engineer   2014-2015
  -   *Selected results:* [T16], [T17]

Yellowsmith. CTO   2013
  -   *Selected results:* [T15]

Refinery29. Director of Engineering   2013
  - *Selected results:* [T14]

LBi. Lead Developer/Technical Architect   2011-2013
  - *Selected results:* [T10], [T11], [T12], [T13]

Workhabit. Lead Developer.   2010-2011
  - *Selected results:* [T5], [T8], [T9]

DivX. Lead Developer   2006-2010
  - *Selected results:* [T4]

Digital and Creative Practice

Technical Projects

[T25]   Sampling Black Life (Library of Congress funded). Lead Architect. 2024
[T24]   Black Covid Care (AADHUM funded). Drupal technical consultant. 2022.
[T23]   San Francisco Health Services System. ($250,000 project). Chief Technical Architect. 2018.
[T22]   San Francisco Public Library. ($1,000,000 project). Technical Lead/Chief Architect. 2017.
[T21]   Neurohacker ($25,000 contract). 2016.
[T20]   American Girl ($1,500,00 project). API designer v1. 2016.
[T19]   Sanford Burnham Prebys. ($500,000 build) Technical Architect, Lead Developer. 2016.
[T18]   DietBet. Technical Architect for web and mobile apps. 2015.
[T17]   Memorial Sloan Kettering. ($250,000 project) Technical Architect. 2015.
[T16]   Redhat.com. Senior Software Engineer. 2015.
[T15]   Yellowsmith. CTO. Managed VC funded startup e-commerce pipeline. 2014.
[T14]   Refinery29. Dir. of Engineering. Managed 25 developers for new platform redesign. 2013.
[T13]   Coca-Cola ($3,000,000 contract). Technical Consultant for World Cup experience. 2013.
[T12]   Sony ($150,000 project). Architect and Lead Developer on TweetSinger.com. 2013.
[T11]   Sony Mobile. ($250,000 project). Architect on Instagram partnership. 2013.
[T10]   AmericansElect.com. ($3,000,000 project) Lead Developer. 2012.
[T9]   National Enquirer. Performance Consultant. 2011.
[T8]   Global Grind. High-traffic performance tuning. 2011.
[T7]   LinkedIn ($8,000 contract) Geolocation tuning. 2011.
[T6]   Dove ($5,000). Performance and geolocation tuning. 2011.
[T5]   Major League Soccer ($1,000,000 contract). Architect/Lead Developer for migration. 2010.
[T4]   DivX.com (1m uniques/month). Lead Developer, managing team of 4 developers. 2007 - 2010.
[T3]   San Diego Airport Authority ($15,000 project). Developer and Architect. 2008.
[T2]   National Foundation for Autism Research ($7,000 project). Architect for rebuild. 2008.
[T1]   Viejas Casino. Performance Consultant. 2008.

Creative Technologist Projects

[CT7]   *This is a Black Neighborhood*. 2023. Electronics management, motion detection.
        Installed at Sarah Gormley Gallery, Columbus, OH
[CT6]   *1055113200.* 2022. Lead data architect and designer. Commissioned by HASTAC.
        Installed at Pratt College, Brooklyn, NY.
[CT5]   *Trace*. 2020. Lead developer in Processing. Result of Neukom Grant.
[CT4]   *Energy Pools*. 2019. Lead data architect. Commissioned by Dartmouth College.
[CT3]   *Joy Collector*. 2019. Lead data architect. Installed at Dartmouth College.
[CT2]   *Anatomies for Quantified Life.* 2018. Reverse engineering and reassembly of devices.

[CT1]   *Wound Person.* 2017. Data visualization creation

Open Source Projects

[O2]   text-ile. 2023. Pattern visualization tool for artists. Designer and maintainer.
[O1]   Open Demographics. 2017-present. Designer and maintainer. Co-sponsored by Linux Fnd.

Service

Service to Discipline

2024	NeurIPS Ethics Reviewer
2024	Conference on Computational Humanities Research Program Chair
2020 - present	FAccT Conference Reviewer
2019, 21, 24	Association for Computers and the Humanities Conference Reviewer
2021	NeurIPS Reviewer
2019 - 2020	Convergence Reviewer
2019 - 2020	CTD Journal Reviewer
2019	Digital Humanities Quarterly Reviewer
2019	53rd Hawaii International Conference on System Sciences Reviewer
2019	STGlobal Conference, Student Submissions & Programming Track Chair

Service to Institutions

2023	MIT Abolitionist Reading Group Convener
2023	Dartmouth College Transgender Affinity Group Organizer
2019-2020	Arizona State University Graduate Professional Awards Reviewer
2018	Arizona State University Biodesign Institute Diversity Focus Group
2018-2019	Arizona State University SFIS Undergraduate Research Program Mentor

Service to Technical Communities

2017-present	Open Demographics Maintainer
2018	Drupal North American Conference Community Summit organizer & lead
2018	Drupal North American Conference Birds of a Feather lead
2018	Drupal Association Governance Focus Group Meeting
2018	Drupal Code of Conduct reviewer
2015-2017	Working Group Lead, Drupal Diversity & Inclusion Initiative
2015-2017	Drupal North American Conference "Women in Drupal" organizer
2017	Drupal Governance Committee member
2017	Drupal North American Conference Birds of a Feather lead
2017	Drupal North American Conference Community Summit organizer and co-lead
2015	"Creating Inclusive Technology Events" community guide co-author
2015	"Who Makes The Web" survey coauthor and $20,000 grant manager

Service to Community

2023 - present	VLCT Board of Directors
2023 - present	Bradford, Vermont Selectboard
2020 - 2022	Salt Lake City Mutual Aid
2017 - 2019	Board of Directors, Torch Theater

2013 - 2015   iMentor
2011 - 2013   Stonewall Quarter Share Board of Directors
2003 - 2008   GiRLFeST Coordinator

Professional Associations

Society for the Study of Science (4s)
Association of Internet Researchers
Senior Global Futures Scientist, Julie Ann Wrigley Global Futures Laboratory, Arizona State
University

Continuing Education

2023 - 2024   Upper Valley Leadership Institute

Technologies / Programming

databases: MySQL, Cassandra, MongoDB, Couchbase, DynamoDB, Redis, GraphQL, relational +
document-based data modeling

coding: Javascript (vanilla, jQuery, React) PHP OOP, older pre-OOP PHP (4, 5), Ruby on Rails,
Python, Node.js, XML, Processing + P5.js, HTML/(S)CSS

coding contexts: PHP for Drupal 6-9, PHP for Wordpress, LAMP Stack, JAMStack, Amazon AWS
(EC2, S3, File Cache, CloudFormation, Route 53), RESTful APIs, headless builds

coding tools: CI/CD pipelines (Jenkins, Chef), Docker, Vagrant, SVN and CVS,
data visualization, UML, reverse engineering (Java decompliation), JetBrains suite, json

project design: Figma, Photoshop, Axure rp, InVision, Adobe XD, Adobe InDesign

project maintenance: SDLC, Agile, Waterfall, and XP approaches, Codes of Conduct drafting and
enforcement, conflict resolution, open source community management,

misc: physical computing (Arduino, microbits)

References

Catherine D'Ignazio (she/her), Postdoctoral supervisor
Associate Professor, Urban Science and Planning, Department of Urban Studies and Planning
Massachusetts Institute of Technology.
dignazio@mit.edu

Jacqueline Wernimont (she/her), Doctoral supervisor
Distinguished Chair, Digital Humanities and Social Engagement
Associate Professor, Film and Media Studies
Dartmouth College
Jacqueline.D.Wernimont@dartmouth.edu

Jessie Daniels (she/her), collaborator
Graduate Director, Sociology
Professor, Sociology
Hunter College
jdaniels@hunter.cuny.edu

Sarah Florini (she/her), collaborator
Associate Professor, Film and Media Studies
Interim Director, Lincoln Center for Applied Ethics
Arizona State University
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Anna Lauren Hoffmann (she/her), collaborator
Associate Professor, Information School
University of Washington
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