

Resistance is NOT Futile: Strategies for Integrating a Critical AI Perspective in Libraries

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Presenters



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Slides



Roadmap

- Reminder of takeaways
- Our top ethical and moral issues
- What is critical AI?
- Librarians as actors
- Questions

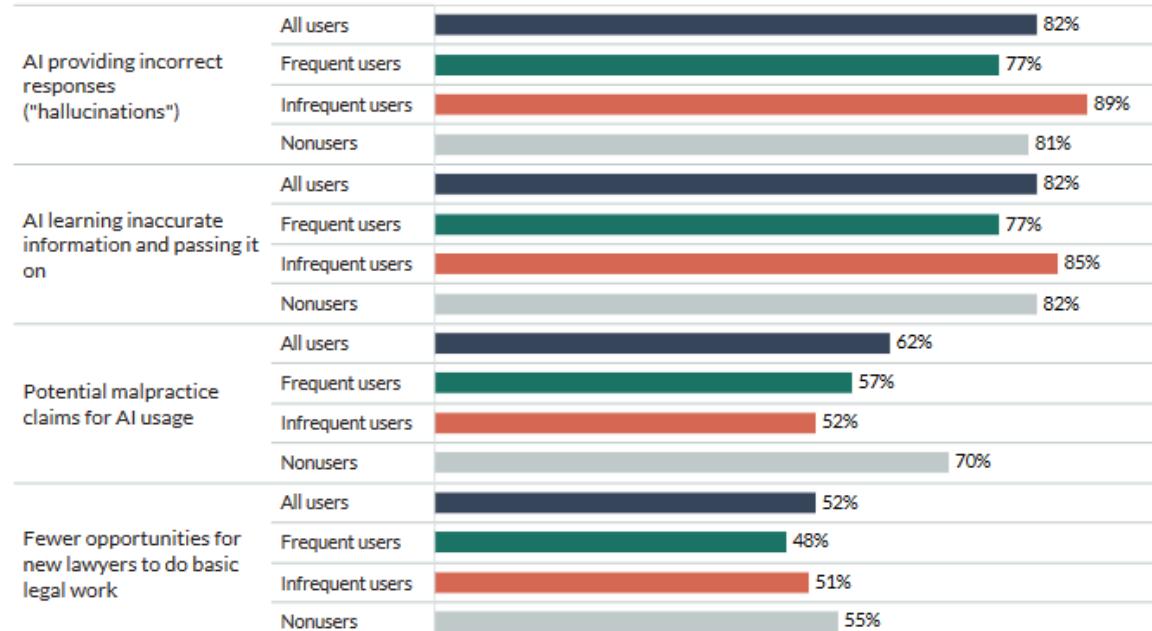
Takeaways

- Participants will be able to identify at least three ethical and moral concerns related to AI implementation.
- Participants will be able to articulate three specific ways librarians can leverage their expertise to critically evaluate AI tools during the procurement process.
- Participants will be able to develop a strategy for integrating AI ethics discussions into their teaching or training sessions for students and attorneys.

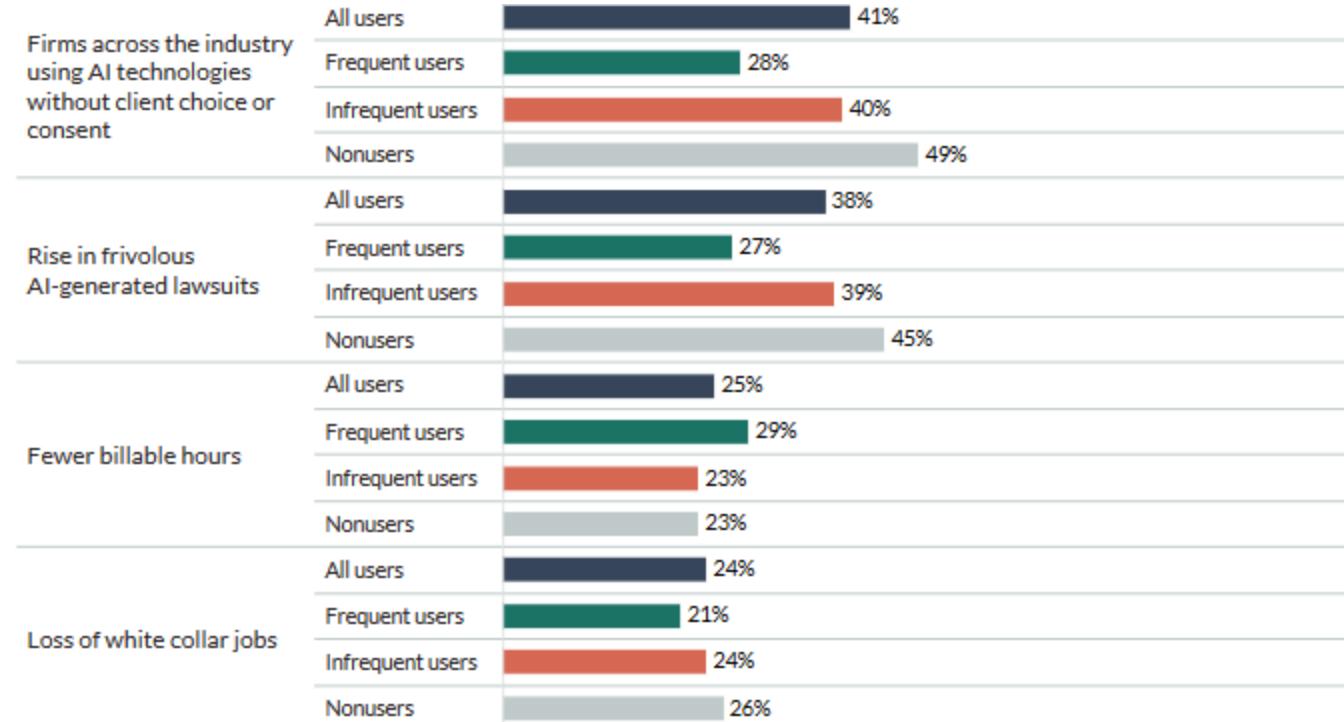
Mapping the ethical issues

- Algorithmic bias
- Privacy and security
- Copyright
- Unequal access
- Rules of professional responsibility
- Impact on critical thinking
- Impact on misinformation
- Labor displacement
- Labor exploitation
- Environmental issues

Which of the following do you envision as negative effects of law firms' adoption of generative AI?

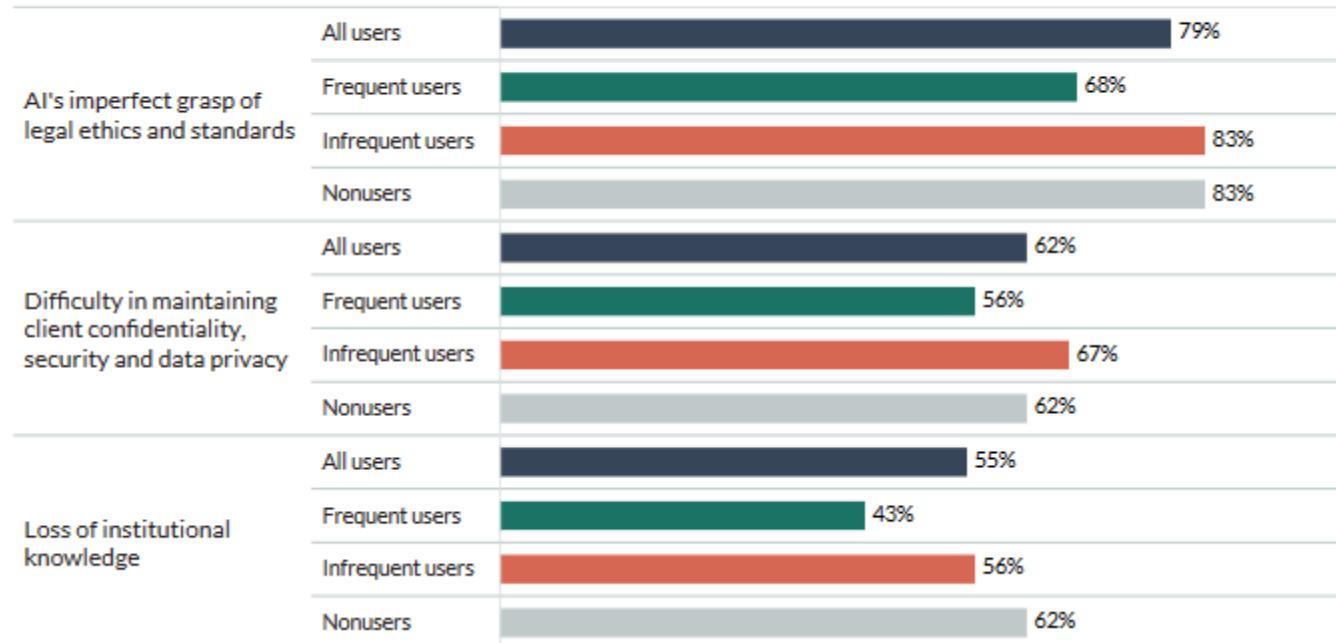


Law360 Pulse 2025 Survey

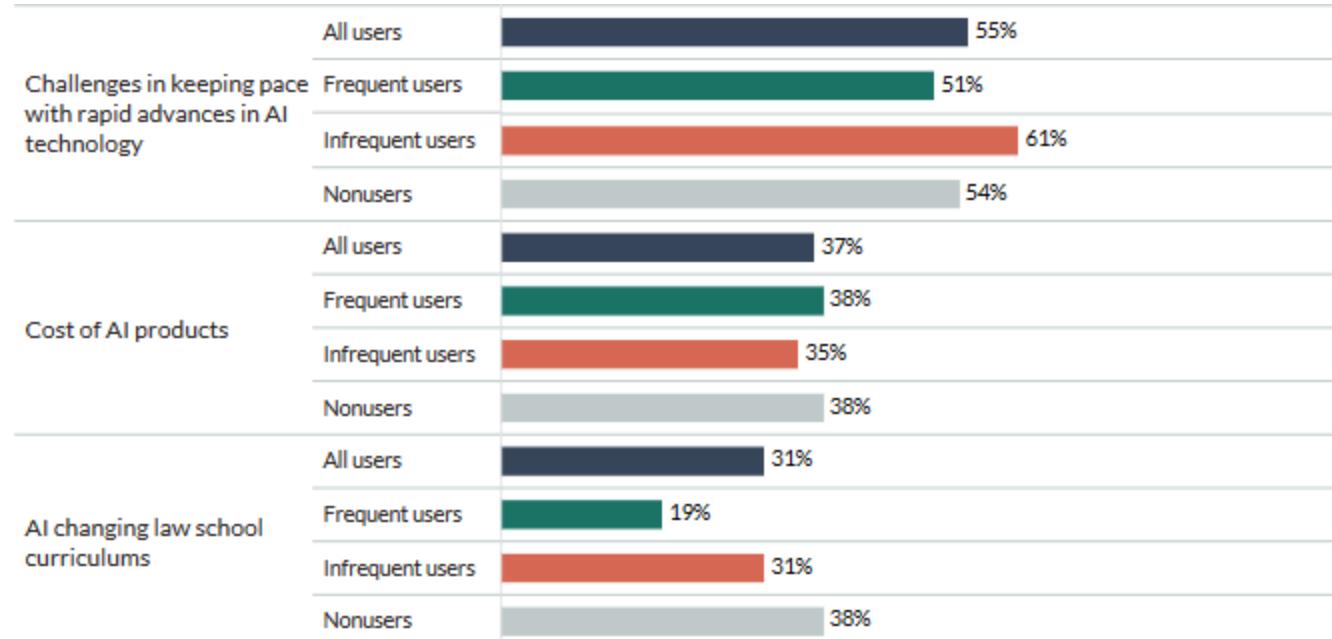


Law360 Pulse 2025 Survey

Which of the following concern you regarding the adoption of generative AI?



Law360 Pulse 2025 Survey



Law360 Pulse 2025 Survey

Table 6. Concerns and challenges encountered by respondents when using generative AI (GAI).

Category	Percentage	Exemplary Quote(s)	
Concerns related to the accuracy and reliability of AI-generated information	41.0%	The main challenge that I have had with ChatGPT is the opacity of sources used for its training data. For example, I asked it to write a paper on a topic in contemporary music and it invented sources. When I tried to pin down the machine for the fake sources, it rebuffed me. There have also been a few times that the provided information has been incorrect and I had to consult additional sources.	Cookie-cutter responses produced by GAI, lacking style and creativity 9.5% Chat GPT often spits out corny marketing-speak that lacks an authentic tone and has a distinct Silicon Valley smug vibe. I always modify it. It is good to get ideas started and to provide a general template but my finished result is usually miles from the original AI output.
Ethical, privacy, and security concerns	25.7%	I have real concerns over bias and how the AI is learning from existing sources. I have had some poor images which just appear to have been copied from other sources. I am concerned about patron privacy (requirements of accounts and how content is used for training material).	Negative impact on the environment Limited by institutional policy banning AI use or the lack of an institutional policy 6.7% I am concerned about the environmental costs of AI technology.
Challenges in communicating with GAI via prompts	21.0%	If I don't say it a certain way then I get wonky results or even when I say it clearly I get confusion from the tool. I asked it for help describing a book called "What Happened to Ruthy Ramirez" without using character names for our Blind Date with a Book Display and all it said was "I'm sorry, I don't know who that is" no matter how many times I explained that I was giving a book title.	GAI technology's steep learning curve 6.7% Our State government has banned use of AI for state government usage. I am not a state employee, but work with state employees often so policy conflicts are the biggest hurdle right now. 6.7% Certain tasks require so much effort to prompt the AI, that it is more efficient to do the task myself. So learning which tasks are appropriate for the tool has taken some time to figure out.

Lili Luo, *Use of Generative AI in Aiding Daily Professional Tasks: A Survey of Librarians' Experiences*, 73 LIBRARY TRENDS 381 (2025).

Relevant ALA Code of Ethics

1. We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests.
3. We protect each library user's right to privacy and confidentiality with respect to information sought or received and resources consulted, borrowed, acquired or transmitted.
4. We respect intellectual property rights and advocate balance between the interests of information users and rights holders.

Relevant ALA Code of Ethics

5. We treat co-workers and other colleagues with respect, fairness, and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our institutions.
6. We do not advance private interests at the expense of library users, colleagues, or our employing institutions.
9. We affirm the inherent dignity and rights of every person. We work to recognize and dismantle systemic and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces.

Relevant AALL Ethical Principles

1. We promote open, equitable, and effective access to legal and related information. We devise, implement, and improve methods for its access, preservation, discovery, and retrieval.
2. We create and implement service policies for the protection of patron confidentiality, privacy, and personal data.
4. We promote fair and ethical trade practices in accordance with AALL's Vendor Relations Policy.
9. We acknowledge and respect the rights of intellectual property owners and users.

AI & Ethics at #AALL2025

- Copyright Law Essentials in 60 Minutes (Sunday, 11:30 a.m.)
- AI in Legal Research: Measuring What Matters with Benchmarks and Rubrics (Sunday, 3:15 p.m.)
- Discussion Den: Collaborating with Library-Focused Technologists on Responsible AI Applications in Law Schools (Sunday, 6:30 p.m.)
- I Hate Hallucinations: How to Combat Misconceptions Around GenAI Accuracy (Sponsored by Thomson Reuters, Monday, 9:45 a.m.)
- Fake News Is Lethal: How Critical Media Literacy Aids to Avert the Violent Consequences of Disinformation (Monday, 9:45 a.m.)
- Thriving Wages and Anti-Oppressive Compensation: Bold Ideas or Ethical Obligations for an Inclusive Profession? (Monday, 9:45 a.m.)

AI & Ethics at #AALL2025

- Exhibitor Showcase: Explainable AI in Action – How CoCounsel Delivers Transparency (Monday, 3:45 p.m.)
- Generative AI Considerations in Licensing Agreements (Monday, 3:45 p.m.)
- AI in Law Libraries: Discussing Ethical Considerations and a Way Forward (Tuesday, 11:30 a.m.)
- To Boldly Go Where Everyone Else Has Gone Before: Generative AI, Policy, and Practice in Government Libraries (Tuesday, 11:30 a.m.)

Spectrum of Responses

Resistance

Refusal - complete rejection

Resistance - active opposition

Doomers - AI will be the downfall of humanity

Reluctant adoption - grudging acceptance

Middle Ground

Pragmatic adoption - utilitarian acceptance

Adaptation - modifying technology to fit needs

Appropriation - making technology one's own

Positive

Enthusiasm - active embracing

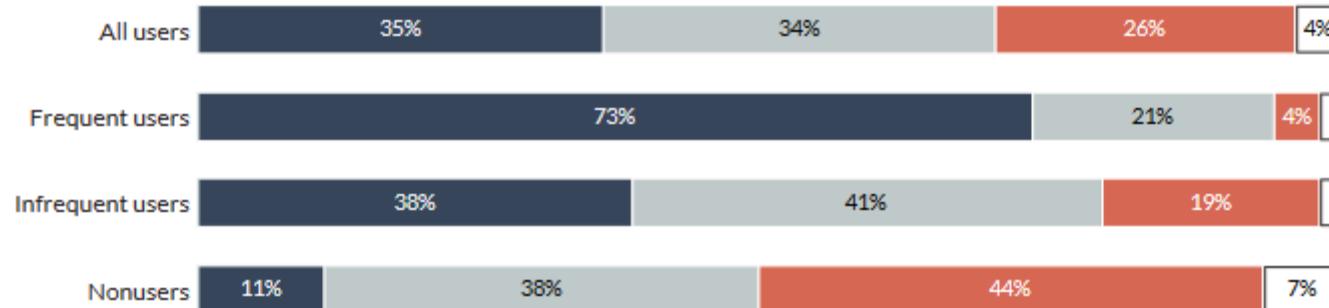
Evangelism - promoting to others

Techno-optimism - uncritical positive view

Boosterism - promotional advocacy

Which of the following best captures your sentiment toward AI adoption in the legal industry?

- Positive: The changes are likely to benefit legal practice overall
- Neutral: Both the pros and cons are sizable
- Negative: The changes are likely to damage legal practice overall
- Unsure



Law360 Pulse Survey 2025

Search Engine to Answer Engine

GenAI's impact on information seeking



About 11,100,000 results (0.52 seconds)

Greece Holiday Home - HomeAway® Rentals. Book Online

Ad www.homeaway.co.uk/Greece/HolidayRentals ▾

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Ad www.solimarhotels.gr/ ▾

Explore the Comfort and Quiet of Our Hotels. Spend dreamlike Vacation With us.

Solimar Hotels & Resorts - Solimar Aquamarine Hotel · Solimar Dias Hotel · Solimar Ruby

Villas in Greece - Airbnb: rbmb

<https://www.airbnb.com/s/Greece> ▾

The kitchen is equipped with all the facilities for self catering holidays, restored offering a unique experience of Greek summer style accommodation!

Property for sale in Greece - Greek Property for Sale - Rightmove

www.rightmove.co.uk/overseas-property/in-Greece.html ▾

Find your perfect property in Greece, search a wide range of properties for sale in Whether you're looking for a villa in Santorini or an apartment in Athens, the perfect places for holiday property or as a place to escape it all and relocate.

Villas in Greece - Apartments in Greece | HomeAway

<https://www.homeaway.co.uk> ▾ World ▾ Europe ▾

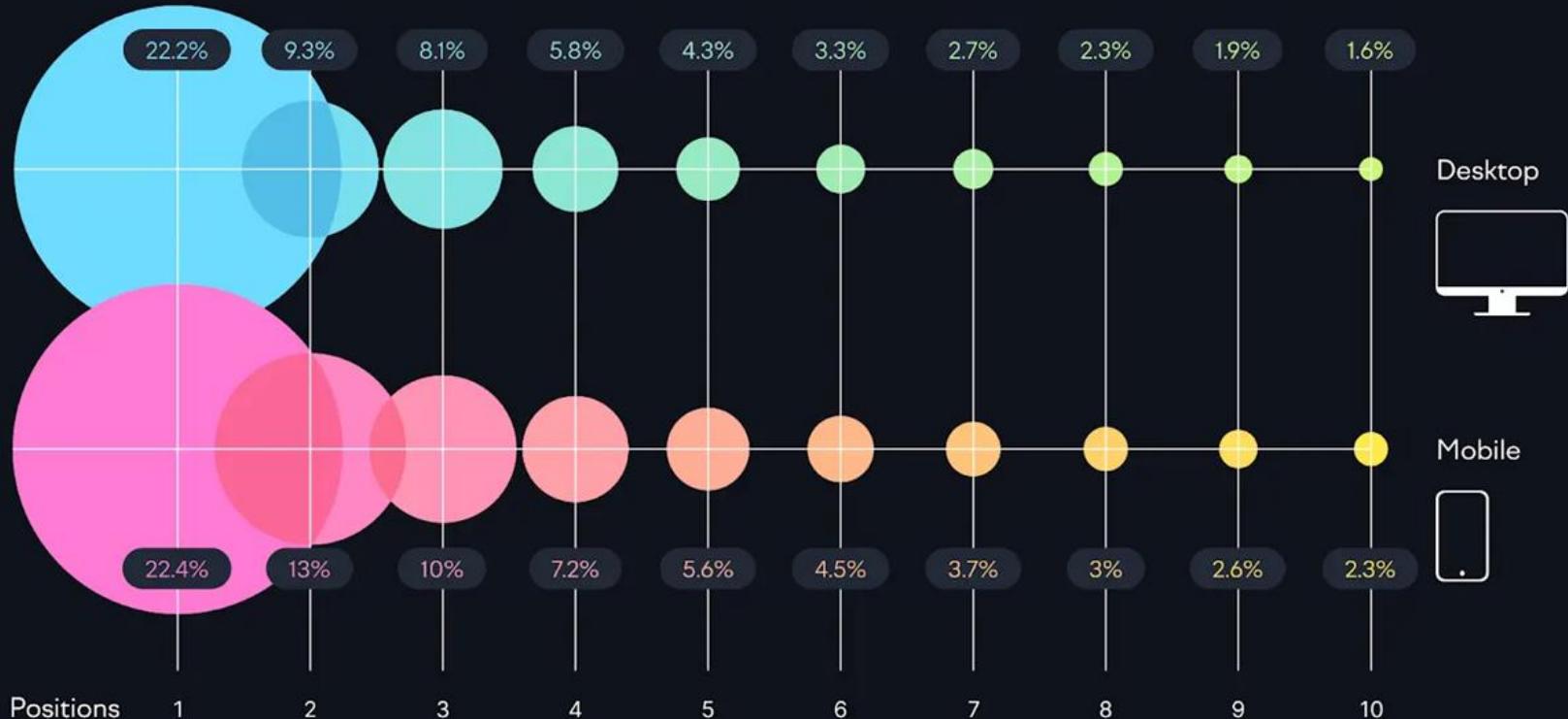
Greece holiday villas on HomeAway: Compare 16425 holiday rentals in Greece from £23 per night and book safely with the world leader in holiday homes.

Greece Vacation Rentals | HomeAway

<https://www.homeaway.com/vacation-rentals/greece/r33> ▾

Greece MainlandView all rentals (1997) · Apartment (974) Beach Crete Holiday Apartment Ideal for

Average CTRs for Organic Results



Active Mediation



tell me about traveling in greece and what to look for in a holiday home



AI Mode All Short videos Forums Images Videos News More ▾

Tools ▾

AI Overview

Traveling to Greece:

Greece is a captivating country with rich history, stunning landscapes, and a vibrant culture. Whether you're looking for a relaxing beach vacation, an exploration of ancient ruins, or a taste of authentic Greek life, Greece has something to offer every traveler. 

Before You Go:

- Passport Validity: Ensure your passport is valid for at least six months beyond your departure date.
- Visas: U.S. citizens can enter Greece visa-free for stays up to 90 days within a 180-

Show more ▾

Greece Travel Information: Transport, Entry Rules & Tips - Greeka

Essential Travel Information for Visiting Greece. ... In this section, we provide all the informatio...



Greeka 

Tips for Traveling to Greece: Things to Know Before Planning a Trip

Sep 29, 2023 — Is Traveling to Greece Safe? Safety is a significant concern for travelers...



~60%
of searches are
on mobile

Google Search Results for "tell me about traveling in greece":

Search query: tell me about traveling in greece

AI Mode: AI Overview

Traveling in Greece offers a mix of ancient history, beautiful islands, and vibrant culture. When selecting a holiday home, consider factors like **location, amenities (especially air conditioning in summer), and the overall layout**, particularly for families. It's also wise to be aware of potential tourist scams and

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Videos:

GREECE GUIDE | GREECE travel guide | EVERYTHING to know...
YouTube - Rhett and Claire
Apr 20, 2024

Discover Greece's hidden gems, from authentic islands to luxurious beaches. Plan your trip with our expert ti...

21 THINGS TO KNOW BEFORE | 21 ESSENTIAL Tips To KNOW Before You Go To GREECE
YouTube - Chews to Explore
Feb 7, 2025

Today we're going to give you guys everything you need



#AALL25

Organic results are hard to find

Be Bold #AALL25

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i'm getting divorced in maryla

AI Mode All Forums Short videos Videos

AI Overview +22

In Maryland, to pursue custody of your children during a divorce, you'll need to file a "Complaint for Custody" at the Circuit Court in the county where your child resides. You will also need to submit an "Affidavit Concerning Children". It's strongly recommended to consult with an attorney for guidance on navigating the legal process and ensuring your rights are protected.

Show more

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Hecht & Associates https://www.hechtaassociates.com

Child Custody Legal Advice

Child Custody Attorney — Seeking custody guidance? Our expert advice leads to peaceful solutions. Contact us today. Get...

For Child Custody Matters

Child Custody Disputes

Family Lawyers For You

Divorce Attorneys Near Me

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Unbundled Legal Help https://family.unbundledlegalhelp.com › annapolis › c...

Annapolis Custody Attorney | Can't Afford Huge Legal Fees?

Affordable Child Custody Attorney · Pay as Low as \$500-2500 · Free Consultation Available, 10+ Years Serving Over 1 Million People · Online/Virtual Legal Help Available....

Emergency Custody

Parental Rights Lawyer

Child Custody Lawyer

Temporary Custody

The Maryland People's Law Library https://www.peoples-law.org

Child Custody in Maryland

Oct 17, 2024 — Either of the separated parents may petition a circuit court in Maryland for custody of a child. If the parties cannot agree about who should ...



Search

Search

[Family Law](#) > [Custody & Visitation , Youth Law](#) > [Custody](#) > [Child Custody in Maryland](#)

Child Custody in Maryland

Topics on this page

- Child Custody Generally
- Types of Court Ordered Custody and Definitions
- Jurisdiction
- Best Interest of the Child Standard
- Joint Custody Agreements
- Unmarried Parents
- Incarcerated Parents
- Custody Disagreements
- Court Ordered Mediation
- When the Custody Order Agreement is Violated
- Modification of Custody
- Taxes
- Other Issues

Generally

Maryland law presumes that both natural parents are the natural custodians of their children. The law does not favor either the mother or father. This article is designed to give you general information on how courts decide custody and visitation rights in Maryland.

Either of the separated parents may petition a circuit court in Maryland for custody of a child. If the parties cannot agree about who should have custody, the court will grant custody either solely to one of the parents or shared between parents.

The law looks at the "best interests" of the child standard when deciding on child custody and visitation. The "best interests" of the child standard looks at certain factors to determine what is best for the child or children. All court ordered custody has two components, legal and

ASK A MARYLAND LAW LIBRARIAN

Submit a legal information question to the Thurgood Marshall State Law Library

[CLICK HERE](#)

MARYLAND COURT HELP CENTER

Free legal help with your civil matter.

8:30 am - 8:00 pm, Mon - Fri

Call or Chat



In-Person



Website Analytics

- Click: user clicks a link to your site
- Impression: user sees a link to your site
- Click through rate: The calculation of (clicks ÷ impressions)
- Average position: A relative ranking of the position of your link on Google

Effect of AI Overviews on Google Referrals

- June 2024
 - Clicks: 4,391
 - Impressions: 98,674
 - Click through rate: 4.5%
- June 2025
 - Clicks: 2,955
 - Impressions: 210,954
 - Click through rate: 1.4%

Total clicks

175K

5/29/25 - 6/25/25



210K

5/30/24 - 6/26/24



Total impressions

15.7M

5/29/25 - 6/25/25

6.76M

5/30/24 - 6/26/24



Average CTR

1.1%

5/29/25 - 6/25/25

3.1%

5/30/24 - 6/26/24

Average position

21.5

5/29/25 - 6/25/25

23.2

5/30/24 - 6/26/24



Clicks

12K

8K

4K

0

4

8

12

16

20

24

28

Day 23

	6/20/2025	6,010
	6/21/2024	7,524

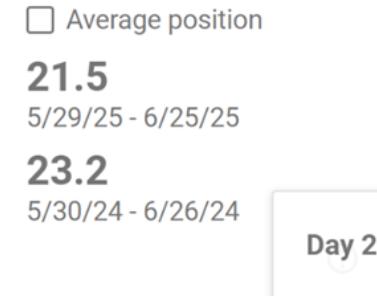
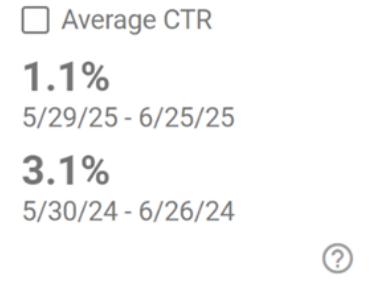
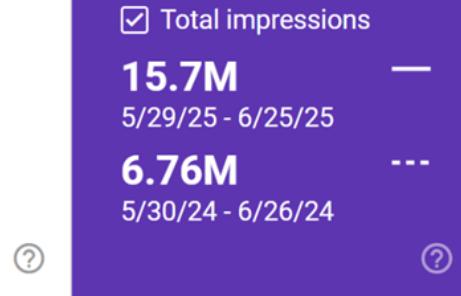
Total clicks

175K

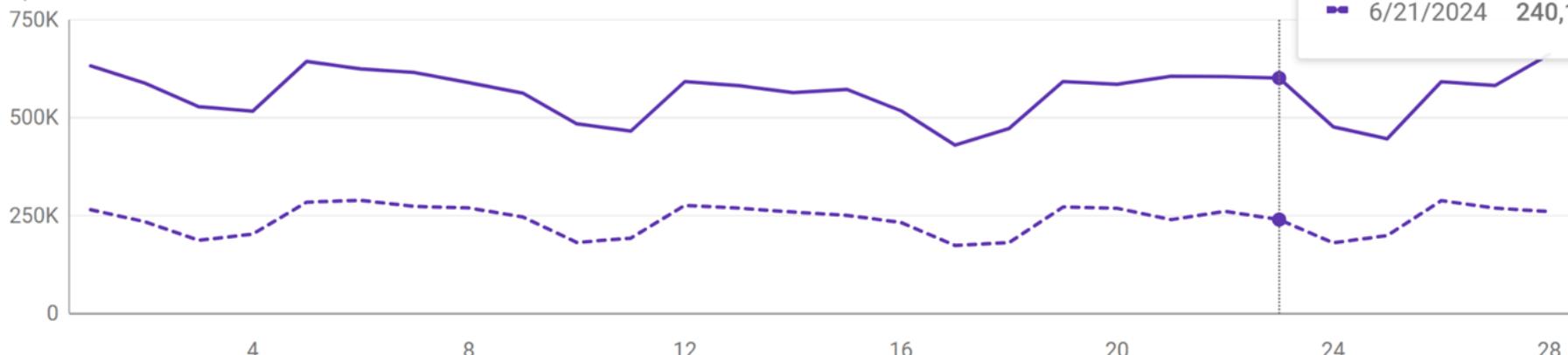
5/29/25 - 6/25/25

210K

5/30/24 - 6/26/24



Impressions



1	google	125,197 (81.18%)
2	(direct)	16,536 (10.72%)
3	bing	5,135 (3.33%)
4	yahoo	1,235 (0.8%)
5	duckduckgo	1,058 (0.69%)
6	chatgpt.com	781 (0.51%)
7	maryland.gov	612 (0.4%)
8	mdcourts.gov	566 (0.37%)
9	courts.state.md.us	353 (0.23%)
10	lawhelp.org	238 (0.15%)



IS THIS SO BAD?

◆ AI Overview

In Maryland, to seek custody of your children during a divorce, you'll need to file a Complaint for Custody (CC-DR-004) with the Circuit Court in the county where your child resides or where either you or the other parent lives. You'll also need to complete an [Affidavit Concerning Children](#). It's recommended to consult with a Maryland family law attorney to understand the process and your specific situation. 

Here's a more detailed breakdown:

◆ AI Overview

In Maryland, to seek custody of your children during a divorce, you'll need to file a Complaint for Custody (CC-DR-004) with the Circuit Court in the county where your child resides or where either you or the other parent lives. You'll also need to complete an [Affidavit Concerning Children](#). It's recommended to consult with a Maryland family law attorney to understand the process and your specific situation. 

Child Custody in Maryland - People's Law Library

Oct 17, 2024 – Either of the separated parents may petition a circuit court in Maryland for...

 People's Law Library 



Child Custody - Maryland Courts



In Maryland, an affidavit concerning children is a sworn statement used in various legal contexts related to children, such as custody, support, or relinquishment of parental rights. It's a formal document where an individual declares certain facts true under oath, and it's crucial for providing necessary information to the court.

Here's a breakdown of common scenarios and types of affidavits concerning children in Maryland:

1. Custody Matters:

Affidavit in support of custody:

A parent or guardian might submit an affidavit detailing their relationship with the child, their ability to provide care, and why they believe custody is in the child's best interest.

Affidavit for visitation:

An affidavit can be used to establish or modify visitation rights, outlining the proposed schedule and reasons for the request.

Affidavit of Voluntary Relinquishment of Parental Rights:

This affidavit is used when a parent voluntarily chooses to give up their parental rights, allowing for the child's adoption or other placement.

2. Child Support Matters:

Child Support Affidavit:

Affidavit of Surviving Children—No Probated Estate
By submitting this Affidavit of Heirship, I/we certify that all surviving children of the decedent are listed above, there...

Allspring Global Investments



Affidavit Concerning Children - Instructions - PrintFriendly

The Affidavit Concerning Children contains various fields that capture necessary...

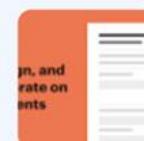
PrintFriendly



How to Write an Effective Affidavit for Child Custody in BC?

Content and Evidence Focus on factual information you have personal knowledge...

Solutions Family Law



Fillable Online child custody affidavit examples Fax Email Print

6. Custody preferences: Each parent may express their custody preferences in the...

pdfFiller

AI Overviews are only as good as the input

- Google's search index determines the sources
- Same with Westlaw, Lexis, etc.

Most common uses for AI chatbots at work are doing research and editing written content

Among employed adults who have used AI chatbots at work, % saying they have used them to ...



Do research or find information about a specific topic

57

Create or edit images or videos

21

* Full item wording reads: "Come up with new ideas, such as new projects or creative solutions."

Note: Based on 31% of workers who have used AI chatbots at work, even if rarely.

Source: Survey of U.S. workers conducted Oct 7-13, 2024.

"U.S. Workers Are More Worried Than Hopeful About Future AI Use in the Workplace"

[L]ower self-confidence may lead users to rely more on AI, potentially diminishing their critical engagement and independent problem-solving skills. This reliance on AI can be seen as a form of cognitive offloading, where users depend on AI to perform tasks they feel less confident in handling themselves.

[S]elf-confidence is associated with increased critical thinking effort.

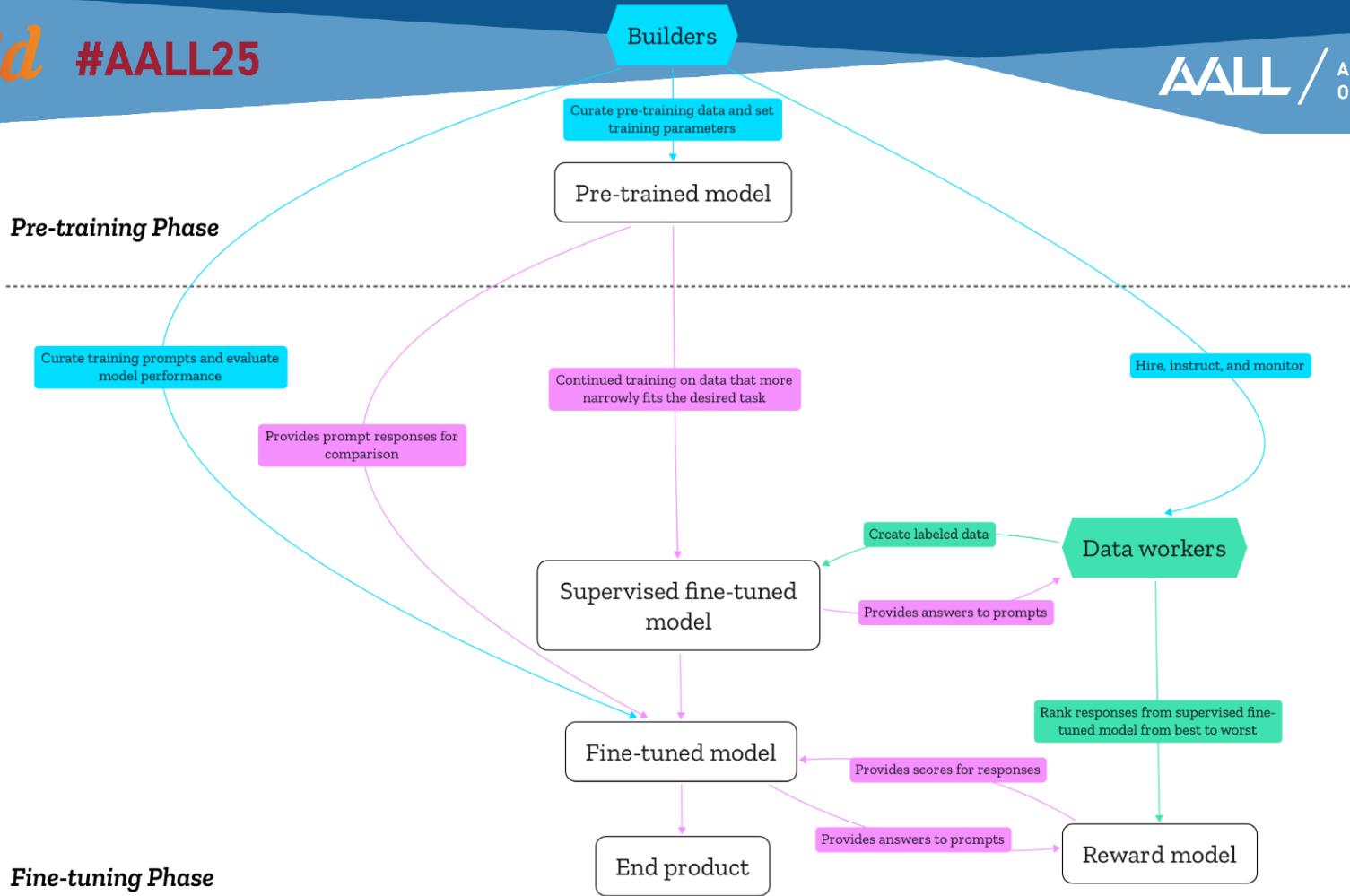
How to turn off Google's AI Overviews

<https://tenbluelinks.org/>

Questions from other panelists

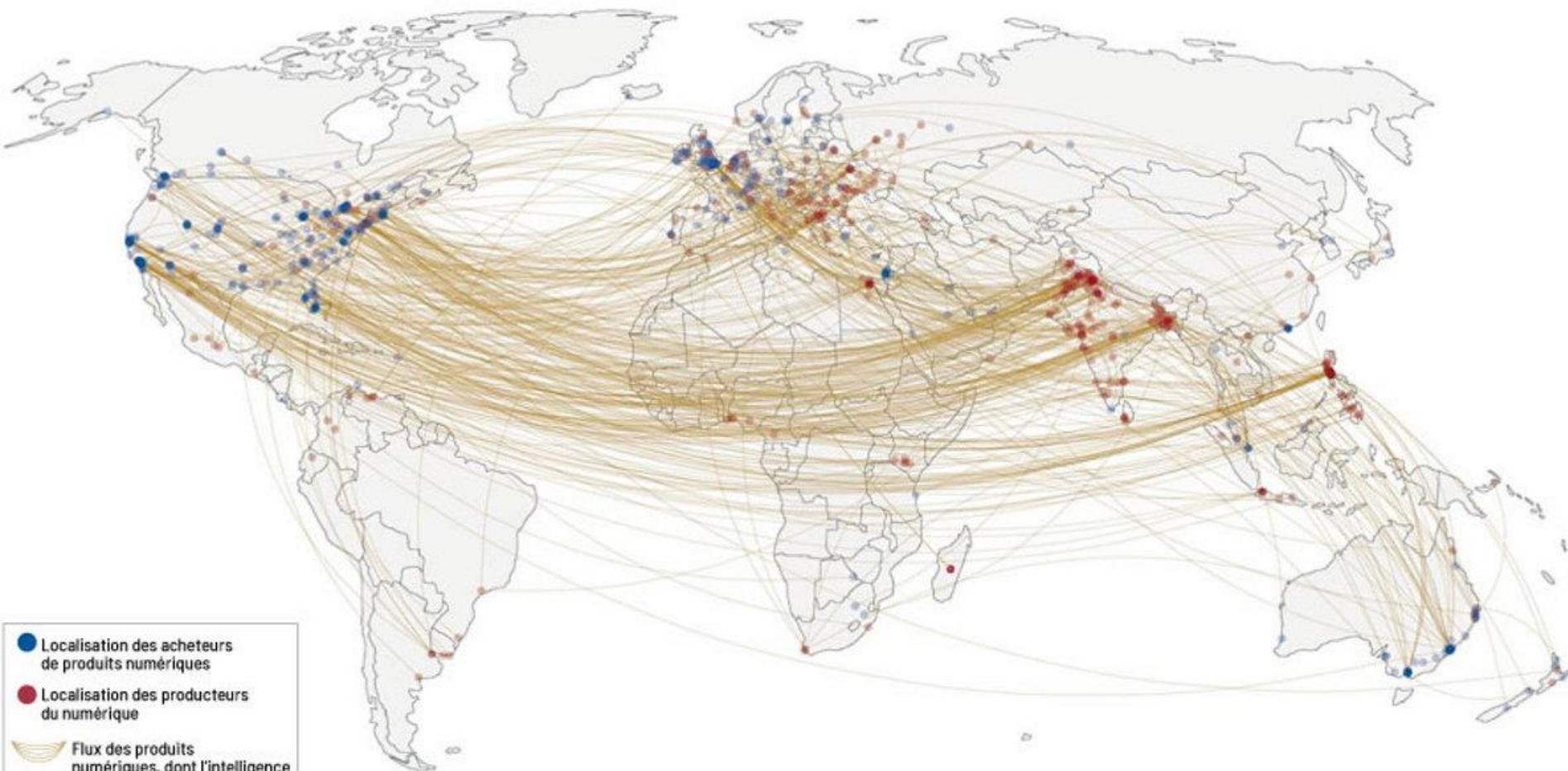
- Is GenAI search good for anything?
- What are you doing to respond to the AI overviews?
- Will people accept crap AI search?

Labor Inputs and Impacts



Labor Inputs

- Data workers – labeling, annotation, response ranking
- Human workers pretending to be AI
- Unpaid work of users
- Content creators



BY WILL KNIGHT BUSINESS

APR 11, 2024 12:00 PM

No One Actually Knows How AI Will Affect Jobs

Some businesses are replacing people with AI; others are augmenting their workforce or hiring new workers. The long-term impact on labor is murky.



THE WALL STREET JOURNAL.

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CEOs Start Saying the Quiet Part Out Loud: AI Will Wipe Out Jobs

Ford chief predicts AI will replace 'literally half of all white-collar workers'

By [Chip Cutler](#) [Follow](#) and [Haley Zimmerman](#) [Follow](#)

July 2, 2025 9:00 pm ET

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 1409

 Listen (1 min)

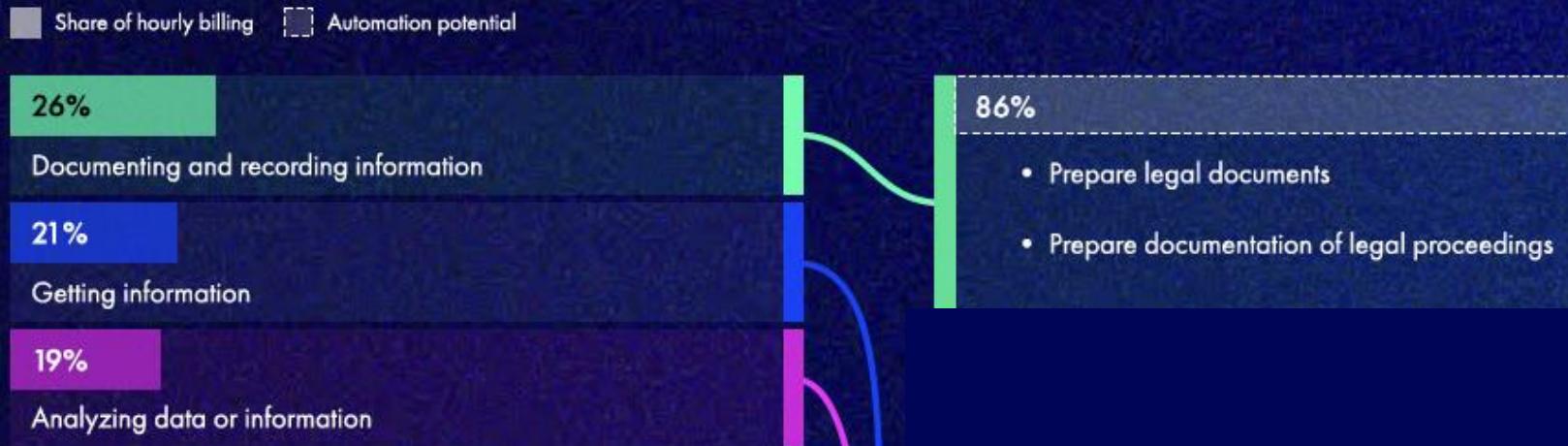


Most Popular News

Legal industry studies

- Clio Legal Trends Report (2024)
- The Total Economic Impact™ Of LexisNexis Lexis+ AI For Large Law Firms (Forrester Total Economic Impact Study, commissioned by LexisNexis, May 2025)

Activities with the highest automation scores in the legal industry



Activities with the highest automation scores in the legal industry

■ Share of hourly billing □ Automation potential



70%

- Examine legal data to determine advisability of defending or prosecuting lawsuit
- Search for and examine public and other legal records to write opinions or establish ownership
- Gather evidence to formulate defense or initiate legal actions by such means as interviewing clients and witnesses to ascertain the facts of a case
- Select jurors, argue motions, meet with judges, and question witnesses during the course of a trial
- Study Constitution, statutes, decisions, regulations, and ordinances of quasi-judicial bodies to determine ramifications for cases

Activities with the highest automation scores in the legal industry

Share of hourly billing Automation potential



- Evaluate findings and develop strategies and arguments in preparation for presentation of cases
- Examine legal data to determine advisability of defending or prosecuting lawsuit
- Study Constitution, statutes, decisions, regulations, and ordinances of quasi-judicial bodies to determine ramifications for cases
- Analyze the probable outcomes of cases using knowledge of legal precedents

KEY ASSUMPTIONS

\$1.5 billion revenue

950 attorneys

15 research resources

25% profit margin

50%/50% split of litigation and transactional
attorneys

Total Benefits

Ref.	Benefit	Year 1	Year 2	Year 3	Total	Present Value
Atr	Improved profit from increased attorney capacity	\$378,287	\$665,765	\$1,176,749	\$2,220,801	\$1,778,225
Btr	Improved client fee recovery	\$881,719	\$2,427,563	\$4,484,261	\$7,793,543	\$6,176,904
Ctr	Time savings for research resources	\$160,313	\$160,313	\$160,313	\$480,938	\$398,673
Total benefits (risk-adjusted)		\$1,420,318	\$3,253,640	\$5,821,323	\$10,495,281	\$8,353,802

- **Annual time savings of 225 hours on research activities for each research staff member.** Each research resource at the composite firm reduces the total time spent on research projects and related activities by 4.5 hours each week. The hourly cost of each of the 15 resources who use Lexis+ AI is \$50. Over three years and a cumulative total of 675 hours saved per research resource, the time savings are worth more than \$399,000 to the composite organization.

Training And Support

Ref.	Metric	Source	Initial	Year 1	Year 2	Year 3
E1	Time spent on training per user (hours)	Interviews	0	2	2	2
E2	Total users with access to Lexis+ AI	B4+C3	0	380	561	684
E3	Net new users with access to Lexis+ AI	E2-E2 _{PY}	0	380	181	123
E4	Blended rate for users with access to Lexis+ AI	Composite	\$0	\$395	\$395	\$395
E5	Monthly time spent on training and implementation support (hours)	Interviews	30	15	15	15
E6	Time spent on training and implementation support (months)	Interviews	6	12	12	12
E7	Blended rate for resources in business support functions	A4	\$50	\$50	\$50	\$50
Et	Training and support	(E1*E3*E4)+(E5*E6*E7)	\$9,000	\$309,200	\$151,990	\$106,170
	Risk adjustment	↑ 5%				
Etr	Training and support (risk-adjusted)		\$9,450	\$324,660	\$159,590	\$111,479

Three-year total: \$605,178

Three-year present value: \$520,243

Questions from other panelists

- Do you think GenAI is already disrupting law libraries, or are affects yet to materialize?
- Are there past technology advances that you would analogize to the present?

Be
Bold

#AALL25

AALL

AMERICAN ASSOCIATION
OF LAW LIBRARIES

Environmental Concerns

“Sustainability”

- Sustainability of AI – building AI systems that don’t deplete resources
- AI for Sustainability – use cases for AI implementation that advance sustainability goals

Limitations

- Lack of Transparency = little hard data
- Projections rely on assumptions about future technology
- Resource demands vary with exact technology



THE AGE OF AI HAS BEGUN

Just AI?

- No.
- AI is increasing the effects exponentially.



6 CLEAN WATER
AND SANITATION



7 AFFORDABLE AND
CLEAN ENERGY



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



14 LIFE
BELOW WATER



15 LIFE
ON LAND



Energy Use Basics

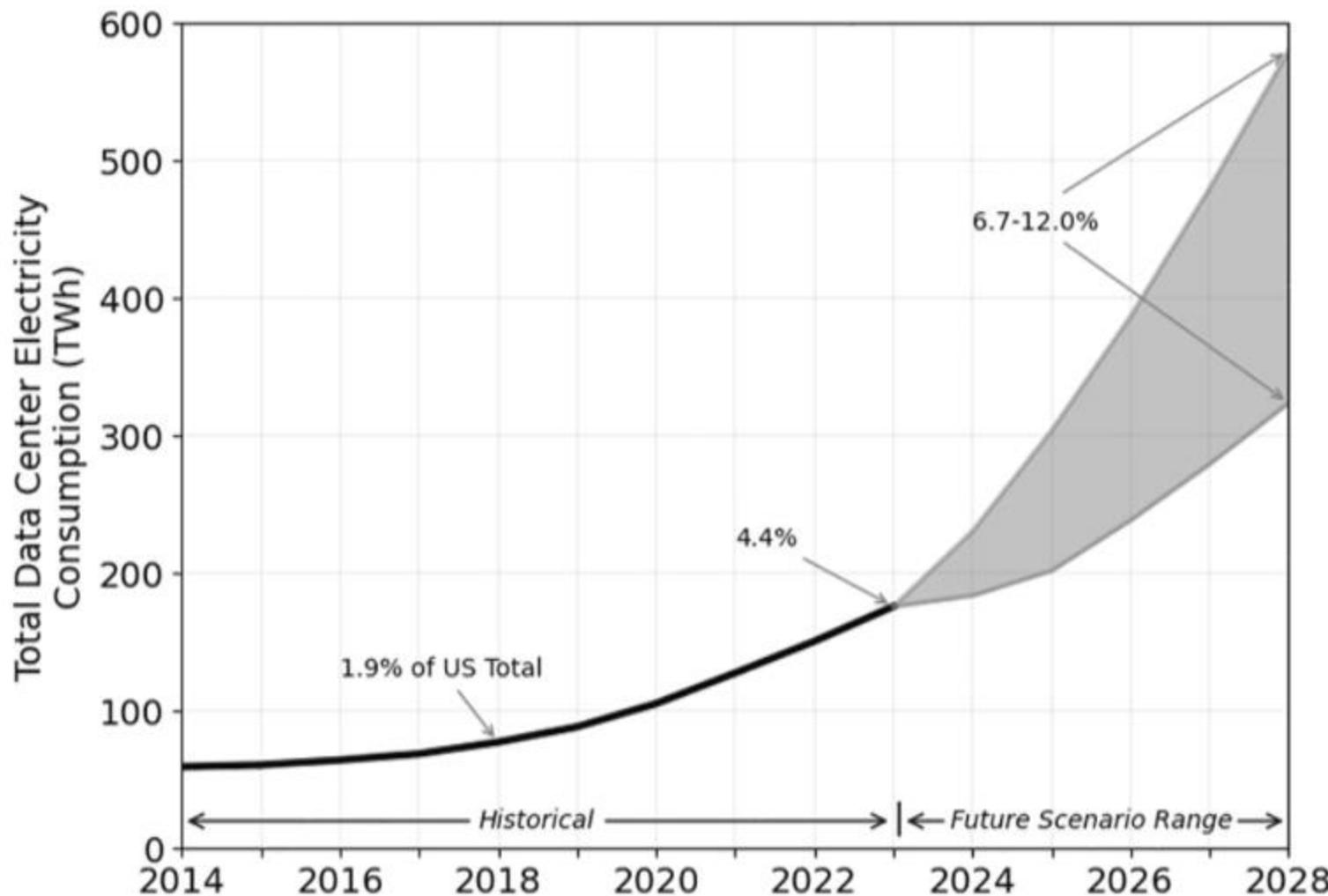
Kilowatt Hour (kWh): 1,000-watt (or 1 kW) appliance running for one hour=1 kWh. Power bills are measured in kWh

- My most recent power bill was for 500kWh

Energy Use for Data Centers

Terawatt Hour (TWh): 1 billion kWh.

- One TWh could power **100 million homes** for an hour.



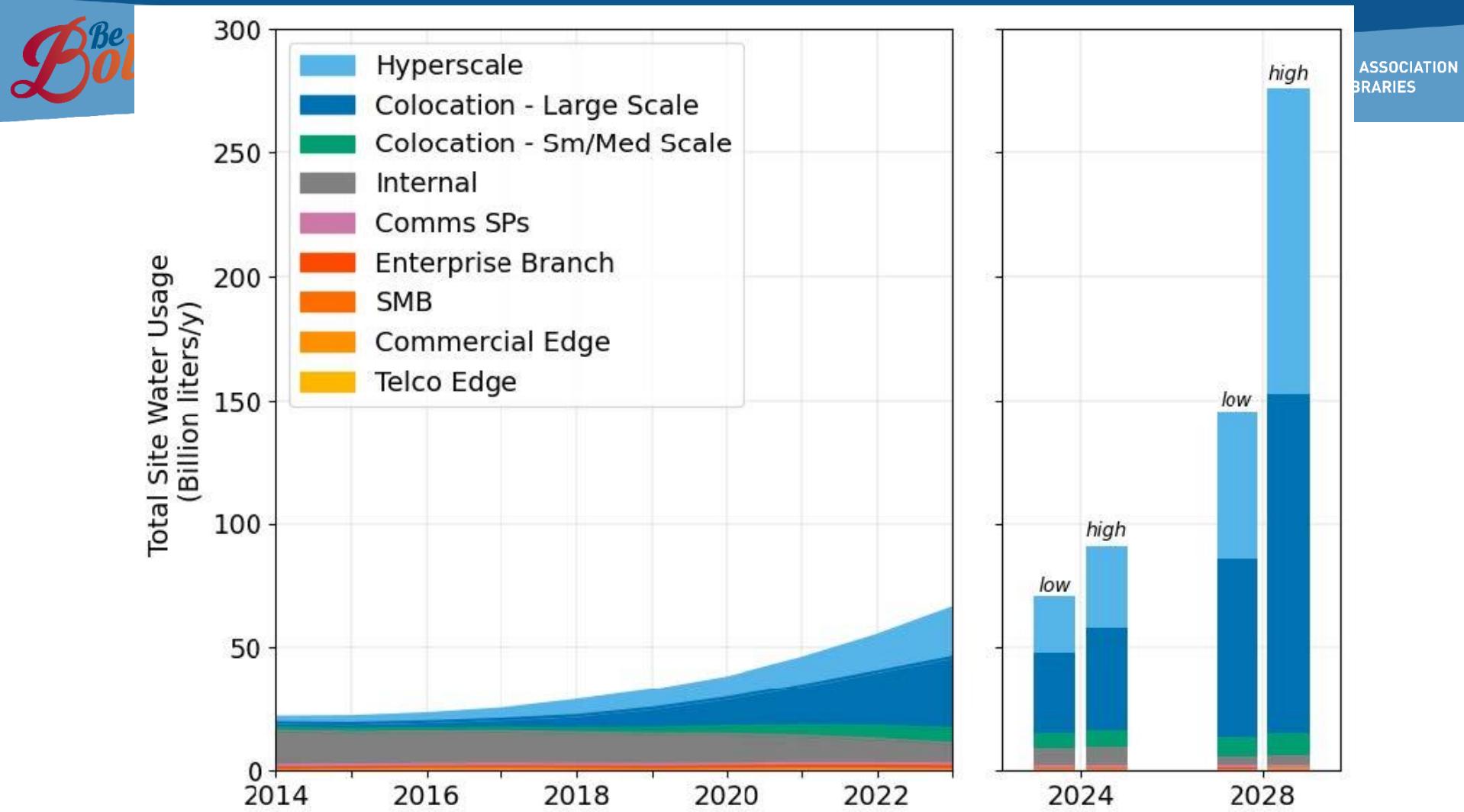
What Changed?

- 2000-05: computing energy needs doubled
- 2010s: cloud services created efficiencies by grouping servers into fewer locations
- Late 2010s: Introduction of cryptocurrency, blockchain, increased use of AI
- Late 202: Introduction of generative AI

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Cooling System Options

- Combinations of liquid, air, adiabatic methods
- Implementation varies with local conditions and size of data center
- Simplest: basically an air conditioner (smaller centers), venting
- More complex: direct liquid cooling, indirect liquid cooling

Questions from other panelists

- Can the water be reclaimed?
- What about renewable energy solutions?
- Won't implementing AI solve some of these problems?





Librarian Responses



Questions & Answers

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Resources

- Laurie M. Bridges, Kelly McElroy & Zach Welhouse, *Generative Artificial Intelligence: 8 Critical Questions for Libraries*, 64 JOURNAL OF LIBRARY ADMINISTRATION 66 (2024).
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- Arman Shehabi et al, 2024 United States Data Center Energy Usage Report (December 2024), <https://doi.org/10.71468/P1WC7Q>
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<https://thesustainablechoice.com/making-sense-of-energy-units/>
- AI FOR HUMANITY: BUILDING A SUSTAINABLE AI FOR THE FUTURE, ANDEED MA, JAMES ONG, PH.D, &

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- Aiha Nguyen & Alexandra Mateescu, *Generative AI and Labor: Power, Hype, and Value at Work* (Data & Society Research Institute Dec. 2024).
- Milagros Miceli, *Data Work and Its Layers of (In)Visibility*, MEDIAWELL, SOCIAL SCIENCE RESEARCH COUNCIL, <https://just-tech.ssrc.org/articles/data-work-and-its-layers-of-invisibility/>.

Search and Misinformation Resources

- **Turn off AI Search Overview:** <https://tenbluelinks.org/>
- Narayanan, A., & Kapoor, S. (2025, April 15). *AI as Normal Technology*. Knight First Amendment Institute at Columbia University.
<https://knightcolumbia.org/content/ai-as-normal-technology>
- Pew Research Center. (2025, February 19). *Most common uses for AI chatbots at work are doing research and editing written content*.
https://www.pewresearch.org/social-trends/2025/02/25/workers-experience-with-ai-chatbots-in-their-jobs/st_2024-2-24_ai-workers_3-02/

Search and Misinformation Resources

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