



Framing the problem and constructing the dataset

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Start from scratch!

- ▶ In the real world, you don't start from a dataset, you start from a problem
- ▶ Imagine that you're starting your own machine learning consulting shop. You incorporate, you put up a fancy website, you notify your network. The projects start rolling in:
 - ▶ A personalized photo search engine for a picture-sharing social network—type in “wedding” and retrieve all the pictures you took at weddings, without any manual tagging needed
 - ▶ Flagging spam and offensive text content among the posts of a budding chat app
 - ▶ Building a music recommendation system for users of an online radio
 - ▶ Detecting credit card fraud for an e-commerce website
 - ▶ Predicting display ad click-through rate to decide which ad to serve to a given user at a given time
 - ▶ Flagging anomalous cookies on the conveyor belt of a cookie-manufacturing line

The universal workflow of data science project

- ▶ The universal workflow of machine learning is broadly structured in three parts:
 1. **Define the task** — Understand the problem domain and the business logic underlying what the customer asked for. Collect a dataset, understand what the data represents, and choose how you will measure success on the task
 2. **Develop a model** — Prepare your data so that it can be processed by a machine learning model, select a model evaluation protocol and a simple baseline to beat, train a first model that has generalization power and that can overfit, and then regularize and tune your model until you achieve the best possible generalization performance
 3. **Deploy the model** — Present your work to stakeholders, ship the model to a web server, a mobile app, a web page, or an embedded device, monitor the model's performance in the wild, and start collecting the data you'll need to build the next-generation model

Recap

1. **Look at the big picture**
2. **Get the data**
3. Discover and visualize the data to gain insights
4. Prepare the data for Machine Learning algorithms
5. Select a model and train it
6. Fine-tune your model
7. Present your solution
8. Launch, monitor, and maintain your system

1. Frame the problem

- ▶ Framing a data science problem usually involves many detailed discussions with others. Here are the questions that should be on the top of your mind:
 - ▶ What are you trying to predict or inference?
 - ▶ You can only learn to predict or inference something if you have training data available: for example, you can only learn to classify the sentiment of movie reviews if you have both movie reviews and sentiment annotations available. As such, data availability is usually the limiting factor. In many cases, you will have to resort to collecting and annotating new datasets yourself
 - ▶ What type of machine learning task are you facing?
 - ▶ Is it binary classification? Multiclass classification? Multiclass, multilabel classification?
 - ▶ Scalar regression? Vector regression?
 - ▶ Image segmentation? Ranking?
 - ▶ Something else, like clustering, generation, or reinforcement learning? In some situation, machine learning isn't the best way to make sense of the data, and you should use something else, such as traditional statistical analysis

Frame the problem

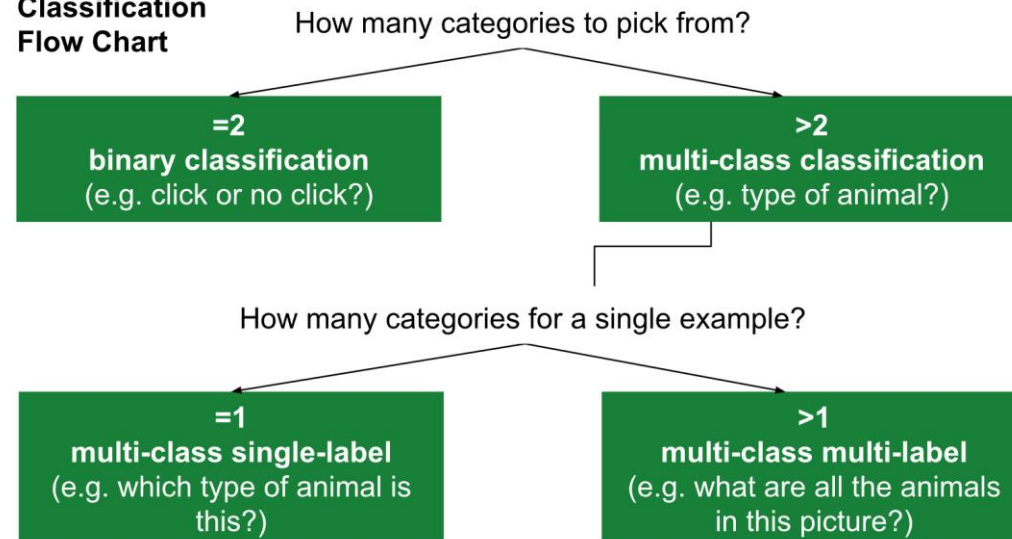
▶ What type of the problem

- ▶ The photo search engine project is a multiclass, multilabel classification task.
- ▶ The spam detection project is a binary classification task. If you set “offensive content” as a separate class, it’s a three-way classification task.
- ▶ The music recommendation engine turns out to be better handled not via deep learning, but via matrix factorization (collaborative filtering)
- ▶ The credit card fraud detection project is a binary classification task
- ▶ The click-through-rate prediction project is a scalar regression task
- ▶ Anomalous cookie detection is a binary classification task, but it will also require an object detection model as a first stage in order to correctly crop out the cookies in raw images
 - ▶ Note that the set of machine learning techniques known as “anomaly detection” would not be a good fit in this setting!

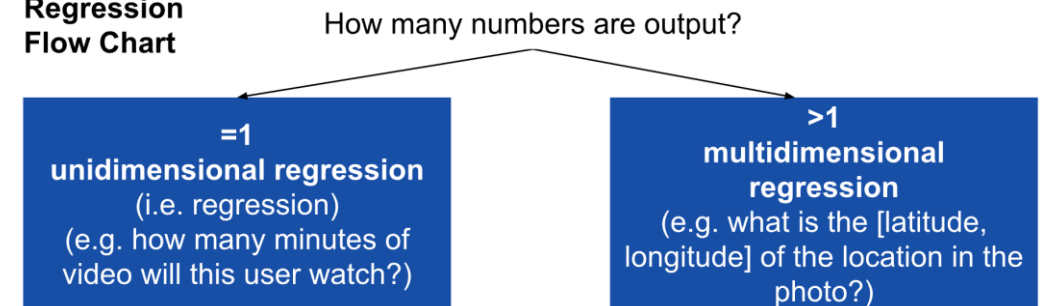
Frame the problem - Type of ML Problem

Type of ML Problem	Description	Example
Classification	Pick one of N labels	Cat, dog, horse, or bear
Regression	Predict numerical values	Click-through rate
Clustering	Group similar examples	Most relevant documents (unsupervised)
Association rule learning	Infer likely association patterns in data	If you buy hamburger buns, you're likely to buy hamburgers (unsupervised)
Structured output	Create complex output	Natural language parse trees, image recognition bounding boxes

Classification Flow Chart



Regression Flow Chart



Frame the problem – existing solution

- ▶ What do existing solutions look like?
 - ▶ Perhaps your customer already has a *handcrafted algorithm* that handles spam filtering or credit card fraud detection, with lots of nested if statements. Perhaps a human is currently in charge of manually handling the process under consideration—monitoring the conveyor belt at the cookie plant and manually removing the bad cookies, or crafting playlists of song recommendations to be sent out to users who liked a specific artist
 - ▶ Make sure you understand what systems are already in place and how they work
- ▶ Are there particular constraints you will need to deal with?
 - ▶ For example, perhaps the cookie-filtering model has such latency constraints that it will need to run on an embedded device at the factory rather than on a remote server. You should understand the full context in which your work will fit

Frame the problem – Construct your dataset

- ▶ Once you've done your research, you should know what *your inputs will be*, *what your targets will be*, and what broad type of machine learning task the problem maps to. Be aware of the hypotheses you're making at this stage:
 - ▶ You hypothesize that your targets can be predicted given your inputs.
 - ▶ You hypothesize that the data that's available (or that you will soon collect) is sufficiently informative to learn the relationship between inputs and targets
- ▶ Until you have a working model, these are merely hypotheses, waiting to be validated or invalidated
 - ▶ Not all problems can be solved with machine learning; just because you've assembled examples of inputs X and targets Y doesn't mean X contains enough information to predict Y . For instance, if you're trying to predict the movements of a stock on the stock market given its recent price history, you're unlikely to succeed, because price history doesn't contain much predictive information

Frame the problem - Choose a measure of success

- ▶ To control something, you need to be able to observe it. To achieve success on a project, you must first define what you mean by success. Accuracy? Precision and recall? Customer retention rate?
 - ▶ Your metric for success will guide all of the technical choices you make throughout the project. It should directly align with your higher-level goals, such as the business success of your customer
 - ▶ For balanced classification problems, where every class is equally likely, accuracy and the area under a receiver operating characteristic (ROC) curve, are common metrics. For class-imbalanced problems, ranking problems, or multilabel classification, you can use precision and recall, as well as a weighted form of accuracy or ROC AUC
 - ▶ It isn't uncommon to have to define your own custom metric by which to measure success. To get a sense of the diversity of machine learning success metrics and how they relate to different problem domains, it's helpful to browse the data science competitions on [Kaggle](#); they showcase a wide range of problems and evaluation metrics

Frame the problem - Choose a measure of success

► Data + Model + Objective function



吴恩达 ✓

2021年5月25日 · 公开

Would love your feedback on this idea: AI Systems = Code (model/algorithm) + Data. Most academic benchmarks/competitions hold the Data fixed, and let teams work on the Code. Thinking of organizing something where we hold the Code fixed, and ask teams to work on the Data.

Hoping this will more closely reflect ML application practice, and also spur innovative research on data-centric AI development. What do you think?



Peter Norvig

The third factor is the objective function: what are you trying to optimize? In the past we often thought of that as fixed: it is given that I'm trying to minimize misclassifications, e.g.

But now we realize that getting the right objective is complex: are there protected classes of users that I need to optimize for separately? Are there privacy and security issues that are just as important or more important than classification accuracy?

<https://www.facebook.com/andrew.ng.96/posts/3982283021827575>

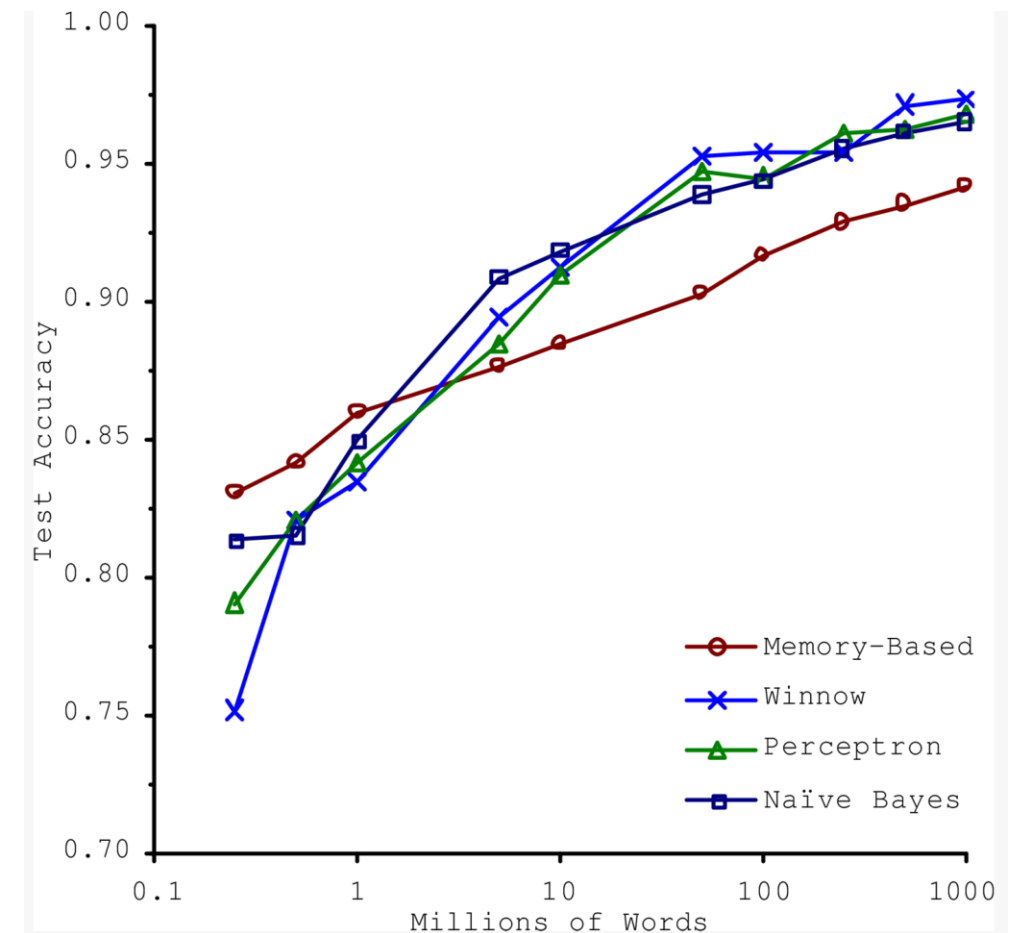
Frame the problem - Data-Centric AI Competition

- ▶ In most machine learning competitions, you are asked to build a high-performance model given a fixed dataset
 - ▶ However, machine learning has matured to the point that high-performance model architectures are widely available, while approaches to engineering datasets have lagged. The Data-Centric AI Competition inverts the traditional format and instead asks you to improve a dataset given a fixed model
 - ▶ Provide you with a dataset to improve by applying data-centric techniques such as fixing incorrect labels, adding examples that represent edge cases, apply data augmentation, etc
 - ▶ Check out [here](#) for more details

2. Constructing a dataset - main challenges of data science

1. Insufficient Quantity of Training Data

- ▶ In 2001, Microsoft showed that different Machine Learning algorithms performed almost identically well on complex problems of natural language disambiguation once they were given enough data.
- ▶ The idea that data matters more than algorithms for complex problems was popularized by a paper titled “The Unreasonable Effectiveness of Data” in 2009



Constructing a dataset - main challenges of data science

2. Nonrepresentative Training Data

- ▶ In order to generalize well, it is crucial that your training data be representative of the new cases you want to generalize to
- ▶ To build a system to recognize funk music videos. One way to build your training set is to search for “funk music” on YouTube and use the resulting videos. But this assumes that YouTube’s search engine returns a set of videos that are representative of all the funk music videos on YouTube
- ▶ It is crucial to use a training set that is representative of the cases you want to generalize to. This is often harder than it sounds: if the sample is too small, you will have *sampling noise* (i.e., nonrepresentative data as a result of chance), but even very large samples can be nonrepresentative if the sampling method is flawed. This is called *sampling bias*

Beware of non-representative data

- ▶ Models can only make sense of inputs that are similar to what they've seen before. As such, it's critical that the data used for training should be representative of the production data. This concern should be the foundation of all your data collection work
 - ▶ Suppose you're developing an app where users can take pictures of a plate of food to find out the name of the dish. You train a model using pictures from an image-sharing social network that's popular with foodies
 - ▶ Come deployment time, feedback from angry users starts rolling in: your app gets the answer wrong 8 times out of 10. What's going on? Your accuracy on the test set was well over 90%! A quick look at user-uploaded data reveals that mobile picture uploads of random dishes from random restaurants taken with random smartphones look nothing like the professional-quality, well-lit appetizing pictures you trained the model on: your training data wasn't representative of the production data!

Beware of non-representative data

- ▶ If possible, collect data directly from the environment where your model will be used. A movie review sentiment classification model should be used on new IMDB reviews, not on Yelp restaurant reviews, nor on Twitter status updates
- ▶ If you want to rate the sentiment of a tweet, start by collecting and annotating actual tweets from a similar set of users as those you're expecting in production. If it's not possible to train on production data, then make sure you fully understand how your training and production data differ, and that you are actively correcting for these differences



Beware of non-representative data - concept drift

- ▶ A related phenomenon you should be aware of is *concept drift*. You'll encounter concept drift in almost all real-world problems, especially those that deal with user generated data. Concept drift occurs when the properties of the production data change over time, causing model accuracy to gradually decay
 - ▶ A music recommendation engine trained in the year 2013 may not be very effective today. Likewise, the IMDB dataset you worked with was collected in 2011, and a model trained on it would likely not perform as well on reviews from 2020 compared to reviews from 2012, as vocabulary, expressions, and movie genres evolve over time
 - ▶ Concept drift is particularly acute in adversarial contexts like credit card fraud detection, where fraud patterns change practically every day. Dealing with fast concept drift requires constant data collection, annotation, and model retraining

Constructing a dataset - main challenges of data science

3. Poor-Quality Data

- ▶ If your training data is full of errors, outliers, and noise (e.g., due to poor-quality measurements), it will make it harder for the system to detect the underlying patterns.
- ▶ It is worth the effort to spend time cleaning up your training data. Most data scientists spend a significant part of their time doing just that. The following are a couple of examples of when you'd want to clean up training data:
 - ▶ If some instances are clearly outliers, it may help to simply discard them or try to fix the errors manually
 - ▶ If some instances are missing a few features (e.g., 5% of your customers did not specify their age), you must decide whether you want to ignore this attribute altogether, ignore these instances, fill in the missing values, or train one model with the feature and one model without it

Constructing a dataset - main challenges of data science

3. Poor-Quality Data

- ▶ Reliability refers to the degree to which you can trust your data. A model trained on a reliable data set is more likely to yield useful predictions than a model trained on unreliable data. In measuring reliability, you must determine:
 1. How common are label errors? For example, if your data is labeled by humans, sometimes humans make mistakes
 2. Are your features noisy? For example, GPS measurements fluctuate. Some noise is okay. You'll never purge your data set of all noise. You can collect more examples too
 3. Is the data properly filtered for your problem? For example, should your data set include search queries from bots? If you're building a spam-detection system, then likely the answer is yes, but if you're trying to improve search results for humans, then no

Constructing a dataset - main challenges of data science

4. Irrelevant Features

- ▶ “garbage in, garbage out”. Your system will only be capable of learning if the training data contains enough relevant features and not too many irrelevant ones. Coming up with a good set of features to train on is critical. The so called feature engineering, involves the following steps:
 1. *Feature selection* (selecting the most useful features to train on among existing features)
 2. *Feature extraction* (combining existing features to produce a more useful one — as we saw earlier, dimensionality reduction algorithms can help)
 3. Creating new features by gathering new data

3. Collect a dataset

- ▶ Once you understand the nature of the task and you know what your inputs and targets are going to be, it's time for data collection
 - ▶ The photo search engine project requires you to first select the set of labels you want to classify—you settle on 10,000 common image categories. Then you need to manually tag hundreds of thousands of your past user-uploaded images with labels from this set
 - ▶ For the music recommendation engine, you can just use the “likes” of your users. No new data needs to be collected. Likewise for the click-through-rate prediction project: you have an extensive record of click-through rate for your past ads, going back years
 - ▶ For the cookie-flagging model, you will need to install cameras above the conveyor belts to collect tens of thousands of images, and then someone will need to manually label these images. The people who know how to do this currently work at the cookie factory, but it doesn't seem too difficult. You should be able to train people to do it

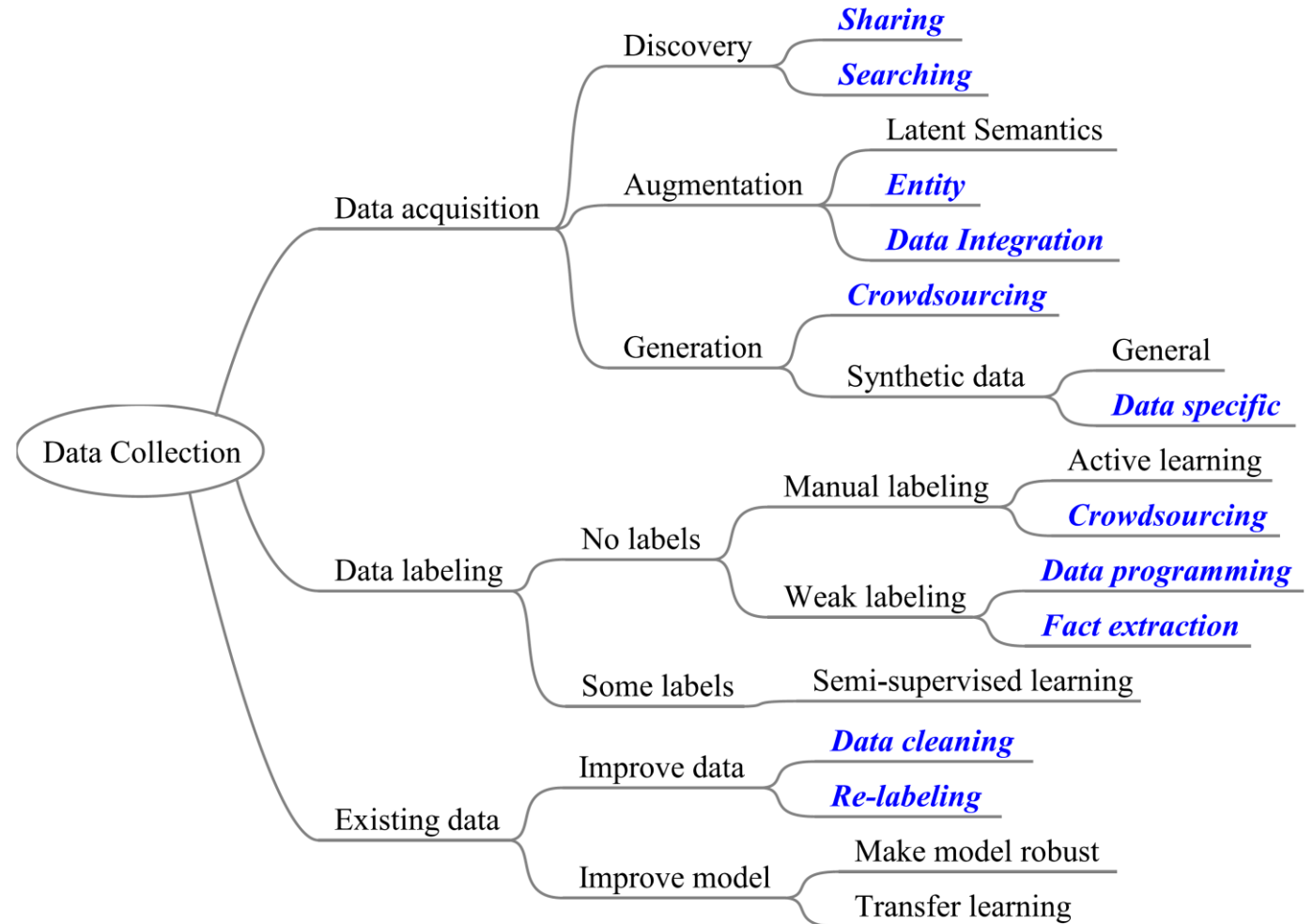
Collect a dataset

- ▶ A model's ability to generalize comes almost entirely from the properties of the data it is trained on—the number of data points you have the reliability of your labels, the quality of your features
 - ▶ If you're doing supervised learning, then once you've collected inputs (such as images) you're going to need annotations for them (such as tags for those images)— the targets you will train your model to predict. Sometimes, annotations can be retrieved automatically, such as those for the music recommendation task or the click-throughrate prediction task. But often you have to annotate your data by hand. This is a labor heavy process.
 - ▶ Check for target leaking: the presence of features in your data that provide information about the targets and which may not be available in production. If you're training a model on medical records to predict whether someone will be treated for cancer in the future, and the records include the feature “this person has been diagnosed with cancer,” then your targets are being artificially leaked into your data. Always ask yourself, is every feature in your data something that will be available in the same form in production?

Collect a dataset

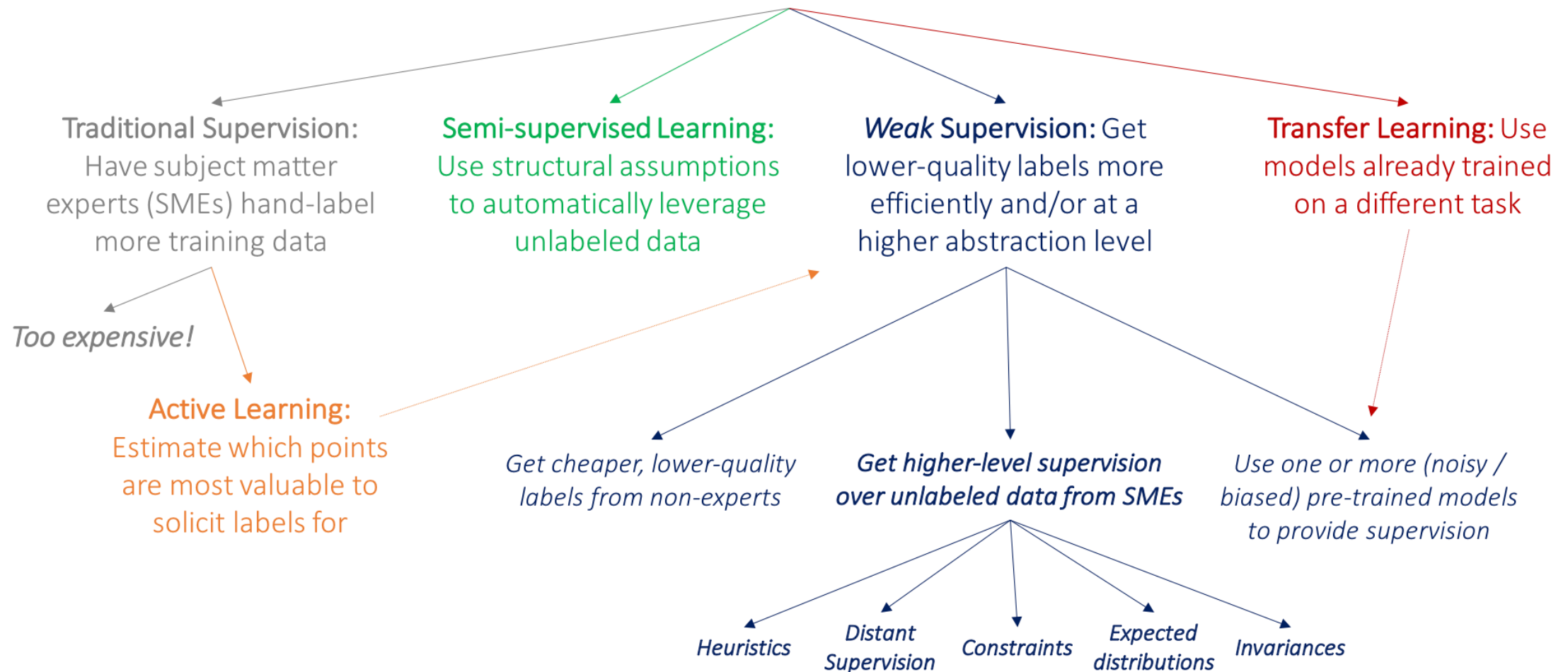
- ▶ Leverage existing search engine and public API
 - ▶ Many organizations provide public APIs for accessing their data—for example, the [Twitter API](#) or the [NY Times API](#)
- ▶ Crawler may be needed for gathering data

<https://arxiv.org/pdf/1811.03402.pdf>



How to construct a supervised dataset?

How to get more labeled training data?



Labeling the dataset

- ▶ Your data annotation process will determine the quality of your targets, which in turn determine the quality of your model. Carefully consider the options you have available:
 - ▶ Should you annotate the data yourself?
 - ▶ Should you use a crowdsourcing platform like [Mechanical Turk](#) to collect labels?
 - ▶ Should you use the services of a specialized data-labeling company?
 - ▶ Outsourcing can potentially save you time and money, but it takes away control. Using something like Mechanical Turk is likely to be inexpensive and to scale well, but your annotations may end up being quite noisy

Labeling the dataset

- ▶ To pick the best option, consider the constraints you're working with:
 - ▶ Do the data labelers need to be subject matter experts, or could anyone annotate the data? The labels for a cat-versus-dog image classification problem can be selected by anyone, but those for a dog breed classification task require specialized knowledge. Meanwhile, annotating CT scans of bone fractures pretty much requires a medical degree.
 - ▶ If annotating the data requires specialized knowledge, can you train people to do it? If not, how can you get access to relevant experts?
 - ▶ Do you, yourself, understand the way experts come up with the annotations? If you don't, *you will have to treat your dataset as a black box*, and you won't be able to perform manual feature engineering—this isn't critical, but it can be limiting
- ▶ If you decide to label your data in-house, ask yourself what software you will use to record annotations. Productive data annotation software will save you a lot of time, so it's worth investing in it early in a project

Manual labeling - Preliminary steps

- ▶ Design the interface where labeling will be done
 - ▶ Intuitive, data modality dependent and quick. Avoid option paralysis by allowing labeler to dig deeper or suggest likely labels
 - ▶ Account for measuring and resolving inter-labeler discrepancy
- ▶ Compose highly detailed labeling instructions for annotators
 - ▶ Examples of each labeling scenario
 - ▶ Course of action for discrepancies

<https://madewithml.com/courses/mlops/labeling/>

NLP in Health: A comprehensive look

- ☒ health 1
- ☒ natural-language-processing 2
- ☐ computer-vision 3
- ☐ other 4

✓ ✗ ⚡

Manual labeling - Workflow setup

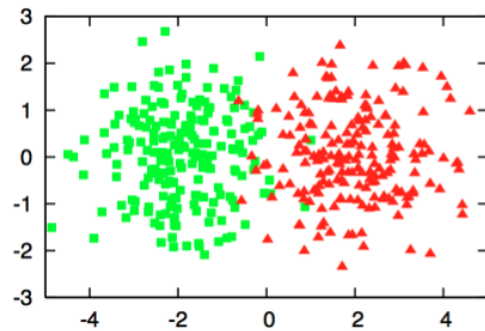
- ▶ Establish data import and export pipelines
 - ▶ Need to know when new data is ready for annotation
 - ▶ Need to know when annotated data is ready for QA, modeling, etc.
- ▶ Create a quality assurance (QA) workflow
 - ▶ Separate from labeling workflow
 - ▶ Consensus algorithm or review by others



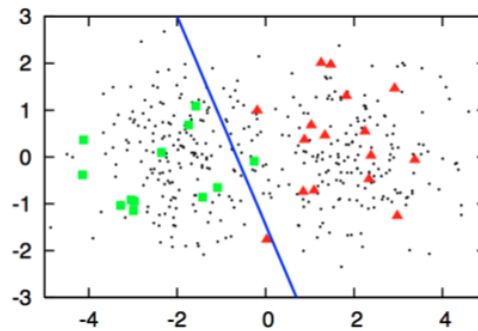
<https://madewithml.com/courses/mlops/labeling/>

4. Active learning

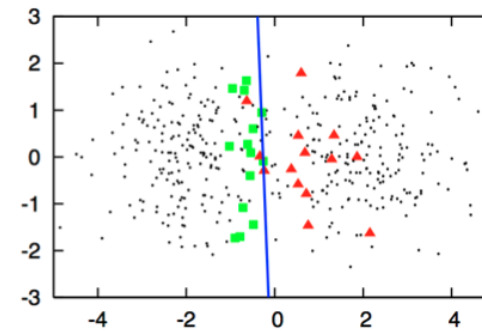
- ▶ Many framework employ active learning to iteratively label the dataset and evaluate the model
- ▶ Learning algorithms can actively query the user/teacher for labels. This type of iterative supervised learning is called active learning. Since the learner chooses the examples, the number of examples to learn a concept can often be much lower than the number required in normal supervised learning



All 400 samples labeled



*30 samples labeled randomly
(acc = 0.7)*

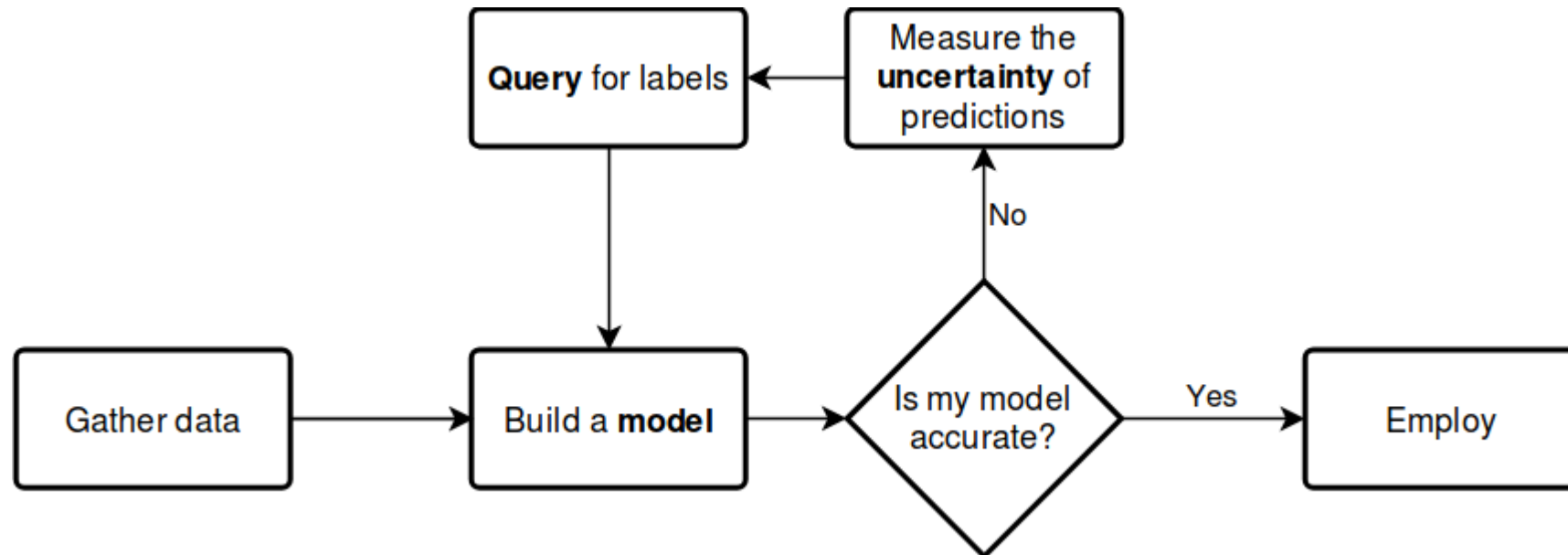


*30 samples labeled w/ uncertainty
sampling (acc = 0.9)*

<https://madewithml.com/courses/mlops/labeling/>

Active learning

- ▶ In general, AL is a framework allowing you to increase performance by intelligently querying you to label the most informative instances
 - ▶ The key components of any workflow are the model you choose, the uncertainty measure you use and the query strategy you apply to request labels



<https://modal-python.readthedocs.io/en/latest/content/overview/modAL-in-a-nutshell.html>

Active learning – classification example

- ▶ Classification uncertainty is the uncertainty of classification defined by
 - ▶ $U(x) = 1 - P(\hat{x}|x)$
 - ▶ When querying for labels based on this measure, the strategy selects the sample with the highest uncertainty
- ▶ Classification margin is the difference in probability of the first and second most likely prediction, that is, it is defined by
 - ▶ $M(x) = P(\hat{x}_1|x) - P(\hat{x}_2|x)$
 - ▶ When querying for labels, the strategy selects the sample with the *smallest* margin, since the smaller the decision margin is, the more unsure the decision
- ▶ Classification entropy is defined by
 - ▶ $H(x) = -\sum_k p_k \log(p_k)$ where p_k is the probability of the sample belonging to k-th class
 - ▶ The closer the distribution to uniform, the larger the entropy and will be selected as query

5. Weak supervision

- ▶ Weak supervision is a situation where noisy, limited, or imprecise sources are used to provide supervision signal for labeling large amounts of training
- ▶ In the weak supervision setting, our objective is the same as in the supervised setting, however instead of a ground-truth labeled training set we have:
 - ▶ Unlabeled data $X_u = x_1, \dots, x_N$
 - ▶ One or more weak supervision sources $\tilde{p}_i(y|x), i = 1 \dots M$ provided by a human subject matter expert (SME), such that each one has:
 - ▶ A **coverage set** C_i , which is the set of points x over which it is defined
 - ▶ An accuracy, defined as the expected probability of the true label y^* over its coverage set, which we assume is < 1.0

Weak supervision

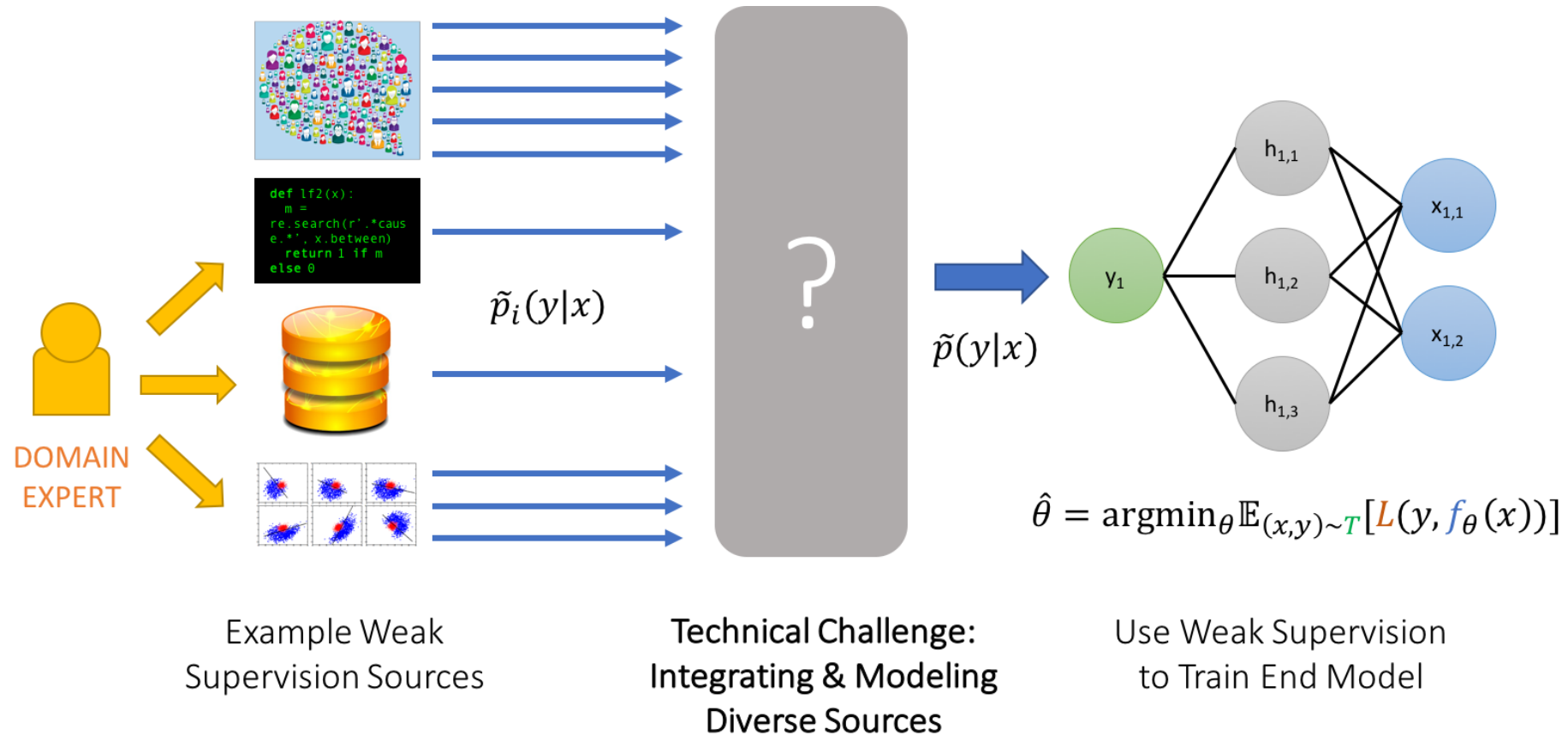
- ▶ In general, we are motivated by the setting where these weak label distributions serve as a way for human supervision to be provided more cheaply and efficiently: either by providing
 - ▶ **Higher-level, less precise** supervision (e.g. heuristic rules, expected label distributions)
 - ▶ **Cheaper, lower-quality** supervision (e.g. crowdsourcing)
 - ▶ Taking opportunistic advantage of **existing resources** (e.g. knowledge bases, pre-trained models)

Weak supervision

- ▶ These weak label distributions could take one of many forms:
 - ▶ **Weak Labels:** The weak label distributions could be deterministic functions – we might just have a set of noisy labels for each data point in C_i . These could come from crowd workers/weak estimators, the output of heuristic rules, or the result of distant supervision
 - ▶ **Constraints:** We can also consider constraints represented as weak label distributions
 - ▶ **Distributions:** We might also have direct access to a probability distribution. For example, we could have the posterior distributions of one or more weak (i.e. low accuracy/coverage) or biased classifiers, such as classifiers trained on different data distributions as in the transfer learning setting
 - ▶ **Invariances:** Given a small set of labeled data, we can express functional invariances as weak label distributions – In this way we view techniques such as *data augmentation* as a form of weak supervision as well.

Weak supervision

- ▶ The core technical challenge is to unify and model these disparate sources



Conclusion

- ▶ When you take on a new machine learning project, first define the problem at hand:
 - ▶ Understand the broader context of what you're setting out to do—what's the end goal and what are the constraints?
 - ▶ Collect and annotate a dataset; make sure you understand your data in depth
 - ▶ Choose how you'll measure success for your problem—what metrics will you monitor on your validation data?
 - ▶ Active learning and weak supervision are two crucial techniques in the supervised setting
- ▶ If you would like to construct dataset for different kinds of tasks, refer to the libraries listed in appendix
- ▶ Once you understand the problem and you have an appropriate dataset, you can then prepare and clean your data!

References

- [1] [Hands-On Machine Learning with Scikit-Learn, Keras, and TensorFlow, 2nd Edition](#) Chapter 1
- [2] [Deep learning with Python, 2nd Edition](#) Chapter 6
- [3] <https://developers.google.com/machine-learning/problem-framing/>
- [4] <https://developers.google.com/machine-learning/data-prep/>
- [5] <https://madewithml.com/courses/mlops/labeling/>
- [6] <https://www.snorkel.org/blog/weak-supervision>



Appendix

Resources and Libraries

▶ Crawler

- ▶ [Scrapy](#): An open source framework for extracting the data you need from website
- ▶ [Beautiful Soup](#): a Python library for pulling data out of HTML and XML files

▶ Data augmentation

- ▶ <https://madewithml.com/courses/mlops/augmentation/>

▶ Labeling data

- ▶ <https://www.lighttag.io/how-to-label-data/>
- ▶ <https://github.com/EthicalML/awesome-production-machine-learning#data-labelling-tools-and-frameworks>

Resources and Libraries

▶ General

- ▶ [Labelbox](#): the data platform for high quality training and validation data for AI applications.
- ▶ [Label Studio](#): a multi-type data labeling and annotation tool with standardized output format
- ▶ [modAL](#): a modular active learning framework for Python
- ▶ [Snorkel](#): a modular libraries for performing weak supervision, augmentation or slicing

▶ Natural language processing

- ▶ [Doccano](#): an open source text annotation tool for text classification, sequence labeling and sequence to sequence tasks.
- ▶ [BRAT](#): a rapid annotation tool for all your textual annotation needs

Resources and Libraries

▶ Computer vision

- ▶ [LabelImg](#): a graphical image annotation tool and label object bounding boxes in images
- ▶ [CVAT](#): a free, online, interactive video and image annotation tool for computer vision
- ▶ [VoTT](#): an app for building end-to-end object detection models from images and videos
- ▶ [remo](#): an app for annotations and images management in computer vision
- ▶ [pigeonXT](#): quickly annotate a dataset from the comfort of your Jupyter notebook

▶ Audio

- ▶ [Audino](#): an open source audio annotation tool for voice activity detection (VAD), speaker identification, automated speech recognition, emotion recognition tasks, etc

Framing the problem: Prediction or inference

- ▶ Prediction: In many situations, a set of inputs X are readily available, but the output Y cannot be easily obtained; we can then use \hat{f} as follows

$$\hat{Y} = \hat{f}(X)$$

- ▶ In this setting, $\hat{f}(X)$ is often treated as a black box
- ▶ There will be reducible and irreducible error
 - ▶ Reducible error can be potentially improved by using the most appropriate machine learning technique to estimate f
 - ▶ Irreducible error may contain unmeasured variables that are useful in predicting Y : since we don't measure them, f cannot use them for its prediction. It may also contain unmeasurable variation
- ▶ We will focus on the part of the reducible error

Framing the problem: Prediction or inference

- ▶ Inference: We are often interested in understanding the association between Y and X_1, \dots, X_P . In this situation, we wish to estimate f , but our goal is not necessarily to make predictions for Y .
 - ▶ Which predictors are associated with the response?
 - ▶ What is the relationship between the response and each predictor?
 - ▶ Can the relationship between Y and each predictor be adequately summarized using a linear equation, or is the relationship more complicated?
- ▶ We will see a number of examples that fall into the prediction setting, the inference setting, or a combination of the two
- ▶ <https://developers.google.com/machine-learning/problem-framing/good>

Note on ethics

- ▶ You may sometimes be offered ethically dubious projects, such as “building an AI that rates the trustworthiness of someone from a picture of their face.”
 - ▶ First of all, the validity of the project is in doubt: it isn’t clear why trustworthiness would be reflected on someone’s face. Second, such a task opens the door to all kinds of ethical problems. Collecting a dataset for this task would amount to recording the biases and prejudices of the people who label the pictures. The models you would train on such data would merely encode these same biases into a black-box algorithm that would give them a thin veneer of legitimacy
 - ▶ Your model would be laundering and operationalizing at scale the worst aspects of human judgement, with negative effects on the lives of real people
- ▶ Technology is never neutral. If your work has any impact on the world, this impact has a moral direction: technical choices are also ethical choices. Always be deliberate about the values you want your work to support