DATA&
SOCIETY

2024 Annual Report

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ABOUT DATA & SOCIETY

Data & Society is an independent nonprofit research and policy institute, studying the social implications of data-centric technologies and automation. We believe that empirical evidence should directly inform the development and governance of new technologies — and that these technologies can and must be grounded in equity and human dignity.

We study the social implications of data, automation, and AI, producing original research to ground informed public debate about emerging technologies. We offer empirical evidence to counter the notion that technology is the best or only solution to the host of societal challenges we face, and our communications, policy, and engagement work applies and amplifies those findings.

In all our work, we collaborate with a growing, international network to explore the far-reaching ways that data-centric and automated technologies are shaping lives and opportunities.

This report presents an overview of institutional highlights from 2024.

Dear friends,

Ten years ago, conversations about technology usually posited it as an unequivocal force for social good. Technology would make our jobs easier and bring us closer together. It could solve corruption and inequality. And it was, inevitably, our future.

Today, it feels like we're watching a split screen. On one side, it's no longer a fringe idea that data-centric technologies and AI have real impacts on society, and that the most harmful of those impacts fall disproportionately on vulnerable people and communities. The tech justice and public interest technology fields have grown, strengthened, and moved ahead with policy solutions and community actions that raise hopes for a people-centric approach to incorporating technology, with meaningful governance, into society. But on the other side of the screen, we see history repeating itself: we're told that AI's incredible benefits for humanity are just around the corner, and that we can only get there through industry concentration and unfettered innovation that leaves vast swaths of society behind.

In its first decade, I'm proud that Data & Society has played a major role both in bringing these concerns to the forefront of public awareness and discourse, and in developing evidence-backed responses to the question: what kind of relationship do we want to build between technology and society? Our research and policy work cut through hype cycles and doomerism to focus on technology's real impacts and to advance useful frames for addressing them. At our tenth anniversary event in September, we celebrated our achievements and articulated a vision for taking our work even further.

It feels like an understatement to say that we face huge challenges in the years ahead of us, as that second part of the split screen again rises to dominance. In the United States and around the world, we see increasing threats to the governance of advanced technologies, to democracy, and to justice. In October, Ami Fields-Meyer and I warned that unchecked AI could endanger democracy by suppressing civil rights and individual opportunities; that concern is even

more front and center now, and will continue to animate our work going forward.

Data & Society is committed to a vision of the future in which people, not technology, come first. This is why, across our programs, we work with labor organizers and unions, local government officials seeking to support vulnerable populations, community organizations, and civil rights defenders to ensure that those on the front lines of these fights have the best and most timely evidence and policy ideas. As our organization enters its second decade, these efforts have grown increasingly urgent — and they remain central to our mission and key to our vision for the future.

Janet Haven
Executive Director
Data & Society

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

The D&S Board of Directors and Executive Director at the anniversary celebration in September 2024.

Photo by Samantha Isom.

Charlton D. McIlwain
President of the Board, Data & Society
Vice Provost for Faculty Engagement
and Development, New York University

Catherine Bracy
Co-Founder and Executive Director,
TechEquity Collaborative

Cindy Cohn
Executive Director, Electronic Frontier
Foundation

Raina Kumra
Partner, The Fund LA and Founder,
Spicewell

Ellen Pao
Co-Founder and CEO, Project Include

Suresh Venkatasubramanian
Professor of Data Science and
Computer Science, Brown University

Anuli Akanegbu
Iretiolu Akinrinade
Sareeta Amrute
Shannae Basora
Noella Boudart
Kathleen Burlingame
Ania Calderon
Surbhi Chawla
Brian J. Chen
Kiara Childs
Irene Chung
Ronteau Coppin
Patrick Davison
Carly DeVries
Siera Dissmore
Alessa Erawan
Daniela Franco
Livia Garofalo
Joanna Gould
Rigoberto Lara Guzmán
Janet Haven
Camille Horton
Harry Hudome
Robyn Jackson
Charley Johnson
CJ Brody Landow

Nicole Lee
Peggy Lenahan
Eryn Loeb
Alexandra Mateescu
Alice Marwick
Gloria Mendoza
Jacob Metcalf
Joan Mukogosi
Aiha Nguyen
Tamara Nopper
Tamara Kneese
Serena Oduro
Tunika Onnekikami
David P. Ortiz
Sona Rai
Chris Redwood
Tiara Roxanne
Melinda Sebastian
Ranjit Singh
Emnet Tafesse
Briana Vecchione
Maia Woluchem
Meg Young

Our values underpin every aspect of our work, guiding how we collaborate with and support communities and staff members alike.

Data & Society Values Poster. Illustrated by Jin Xia. 2023.

Independence

Intellectual independence enables us to select our projects, choose methodologies, and make publishing decisions based solely on our analysis of the issues at hand, without political or financial influence. We never accept funding that would compromise the independence or rigor of our work.

Equity

Out of a fundamental respect for diversity and a desire to challenge power relations in data-centric fields, we recognize and embrace differences among us. This requires equitable hiring and retention, centering community experiences in our research, and adhering to the principles of diversity, equity, inclusion and accessibility in everything we do.

Creativity

We support interdisciplinary work and deeply value creative expression. Externally, this means supporting original thinking that challenges dominant narratives and engages multiple audiences. Internally, we enable risk-taking research and explore thoughtful engagements.

Integrity

We build trust and accountability through our commitment to the independence and autonomy of our research, our transparent funding relationships and mutually shared organizational practices, and our inclusive outreach to a wide range of communities and individuals.

Mutuality

We value reciprocal relationships — not only with other institutions but with the people and communities affected by data-centric technologies. We cultivate respect and mutual responsibility by appreciating our distinct and complementary strengths, actively listening to each other, and striving to understand our shared goals and differences, while being mindful of unequal power dynamics.

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

Keywords of the Datafied State. Edited by Jenna Burrell, Ranjit Singh, Patrick Davidson. Illustrated by Gloria Mendoza. 2024.

OUR IMPACT

Together, these impact pillars help us gauge our successes, reflect on our outcomes, and use what we learn to iterate and adapt. Our work seeks to:

Change the terms of debate by challenging technosolutionist narratives and pushing for nuanced, context-specific understandings of technology's role in society.

Shift power by foregrounding systemically affected communities and offering approaches to design and governance that are grounded in equity and justice.

Shape policy and practice by informing emerging data governance with a rigorous, interdisciplinary evidence base drawn from empirical research.

Build organizational trust and equity by connecting and engaging with our staff and network to nurture a culture where everyone's work is supported, celebrated, and valued.

Illustration by Yukai Du | The Flowing Moon LTD. 2023.

CELEBRATING 10 YEARS

Photo by Samantha Isom.

When Data & Society was founded ten years ago, the social implications of data-centric and automated technologies were not something the average person thought very much about. To say that has changed would be a vast understatement. Today, conversations about how data, AI, and concentrated power in the tech sector impact our daily lives, our political system, and society at large are everywhere; they are urgent and anything but abstract. Data & Society's decade-long dedication to interdisciplinary, empirical research that reveals how technology shapes society — and that underscores society's power to shape technology in turn — has prepared us to meet the scale of the challenges and opportunities ahead of us.

In September, we were thrilled to mark our tenth anniversary with the incredible network of people whose collaboration and vision have helped Data & Society become the vibrant, vital organization we are today. The tenth anniversary program featured remarks from our leadership, lightning talks, and a panel discussion that brought together some of the key thinkers in our field.

Learn more and watch the talks here:
Data & Society at 10: Foreseeable Futures

WELCOME

Photo by Samantha Isom.

"Tonight we are here to celebrate what Data & Society has become — a rigorous and relevant source of knowledge, evidence, and insight into the ways the emerging technologies shape and impact the lives of everyday people. A growing force shaping policy about how we regulate and govern algorithmic systems, an organization working to shift the terms of debate and shift power to align technology design and use to the public interest."

— Charlton McIlwain, Board President

CREATING A FIELD

Photo by Samantha Isom.

"There's this dream that technologies will solve a problem. And one of the things I think it's important for us to remember is that there's not just … a cause or solution. And the work of Data & Society is to really complicate that process, to make certain that we look with an eye towards inequities, that we look with an eye towards inclusion, that we don't go immediately to these binaries of 'it's all good' or 'it's all bad.' That's what is at the heart of this project."

— danah boyd, Founder

LIGHTNING TALKS

Xiaowei R. Wang
Author of *Blockchain Chicken Farm: And Other Stories of Tech In China's Countryside*

Ranjit Singh
Senior Researcher, Data & Society

Zara Rahman
Author of *Machine Readable Me: The Hidden Ways Tech Shapes Our Identities*; Former Fellow, Data & Society

Michelle Miller
Director of Innovation, Center for Labor and a Just Economy, Harvard Law School; Co-Founder, Coworker.org

Photo by Samantha Isom.

"Thinking like a sociotechnical researcher… requires us to cut through the argument of the inevitability of AI. We can ask: what does the given application of AI mean for us as individuals? What does it mean for the communities that we identify with, what does it mean for the work we do for our professions, for our culture, for our places, for our countries, for the world we inhabit, and for all the other species that we share this planet? These questions invite us to imagine and live in a society where AI is not a given, but a series of active choices. After all, we are products of the choices we make."

— Ranjit Singh, Senior Researcher

PANEL

Acting On What We Know: Research and Policy in 2024

Alondra Nelson
Harold F. Linder Professor, Institute for Advanced Study;
Distinguished Senior Fellow, Center for American Progress;
Advisor and Former Board Member, Data & Society

John Palfrey
President, MacArthur Foundation; Former Board Member, Data & Society

Suresh Venkatasubramanian
Director of the Center for Technological Responsibility, Reimagination, and Redesign (CNTR) with the Data Science Institute at Brown University; Board Member, Data & Society

Felicia Wong
President and CEO, Roosevelt Institute; Advisor, Data & Society

"The challenge for us, and the goal for us, is to figure out what's next. … Right now is a time for wild visions. … If AI is a powerful and transformative new technology, what do we want it to look like at its best? I think we really need to be able to offer [that vision] and fully form strategies and narratives that we don't yet have."

— Alondra Nelson

Photo by Samantha Isom.
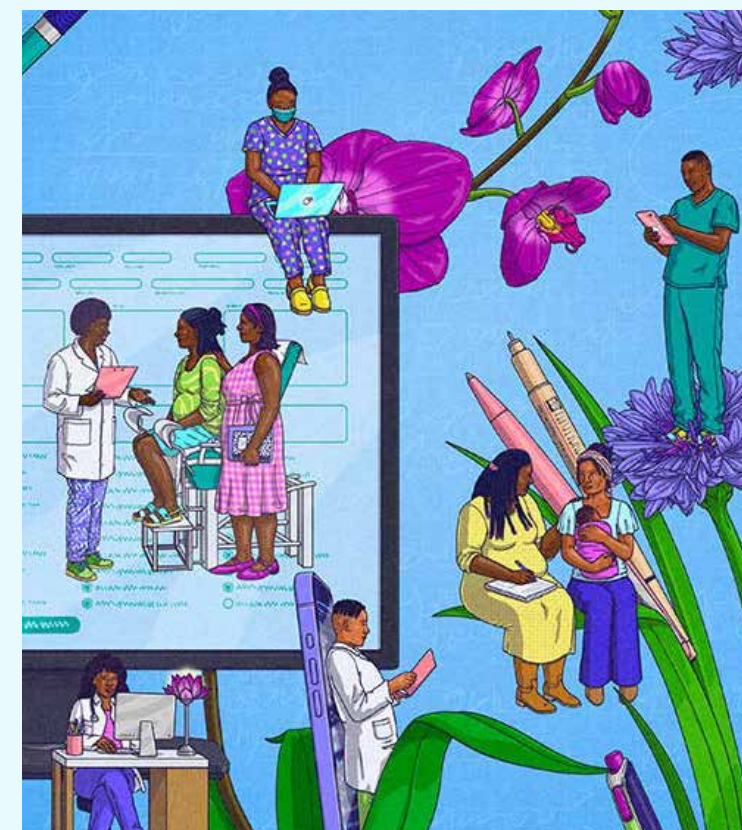
CREATING OUR FUTURE

Photo by Samantha Isom.

"Our next challenge is to strengthen and wield our power… We need to better use the levers of power to push for a future in which technology is being governed in the public interest.… To do that, we need to broaden the field of people and groups who see technology's impact on society as their issue.… It has to be an interconnected and intersectional fight."

— Janet Haven, Executive Director

Our work has always been grounded in a distinctly *sociotechnical* approach — one that recognizes that technologies' real-world safety and performance are always a product of both technical design and broader societal forces. In part, this means emphasizing the voices and perspectives of those who live and work closest to data-centric technologies — people like therapists, birth workers (including OB/GYNs, doulas, and midwives), and gig workers, all of whom were subjects of research we published in 2024. Some of these people did not initially understand themselves as experts on technology. But as exchanges with our researchers about their data-driven or data-related work became outlets for participants to speak about their experiences and surface concerns about how technology is reshaping their labor, many came to recognize their own authority — and with it, the value and legitimacy of their voices. Our own expertise as researchers is enriched by that of our research subjects, and we strive for a mutual exchange. This embodies Data & Society's commitment to *mutuality*, as we aim to ensure that our work is grounded in the needs and experiences of the people and communities who help shape it — and is useful to them in return.

Here are some of the core outputs and impacts of this work in 2024:

- We affirmed and advanced our sociotechnical approach by releasing two policy briefs dedicated to it. The first, *A Sociotechnical Approach to AI Policy*, written by Policy Director Brian J. Chen and Program Director Jacob Metcalf, defines this approach and its utility to AI governance. The second, *AI Governance Needs Sociotechnical Expertise*, written by Senior Policy Analyst Serena Oduro and Program Director Tamara Kneese, argues that employing experts from the humanities and social sciences will be essential to policy and governance efforts surrounding AI. These briefs inspired a *Tech Policy Press op-ed* from Chen and *a dedicated write-up in Politico*, which affirmed that "AI needs the non-quants, too."

- We drew on practitioners' experiences to chart the platformization of therapy and mental health. In our report *Doing the Work: Therapeutic Labor, Teletherapy, and the Platformization of Mental Health Care*, Researcher Livia Garofalo argued that the changing conditions of therapeutic labor

Establishing Vigilant Care: Data Infrastructures and the Black Birthing Experience. Written by Joan Mukogosi. Illustrated by Eliana Rodgers. 2024.

are redefining therapeutic work. Through targeted engagement with therapists throughout the research process, this project has helped grow and strengthen a community of concerned practitioners to organize for better professional norms and working conditions surrounding platform-driven mental health care. This report was

also accompanied by an animated preview to help reach new audiences.

● We also examined platformization and the precarities it engenders from the perspective of gig workers in *The Formalization of Social Precarities: Platformization from the Perspective of Precarious Workers in India, Brazil, and Bangladesh,* edited by D&S affiliate Murali Shanmugavelan and Labor Futures Program Director Aiha Nguyen. The stories in this anthology demonstrate how platforms have leaned into countries' distinct social structures to keep workers precarious — and in fact formalized those precarities through surveillance and data collection. This report was spotlighted in *Rest of World*.

● We considered what birth workers' experiences with data-driven tools can tell us about the risks and rewards of digital health technologies. In *Establishing Vigilant Care: Data Infrastructures and the Black Birthing Experience,* Research Analyst Joan Mukogosi foregrounds these risks as she examines technology's role in determining where and how (and by whom) maternity

care is delivered to Black birthing people. She discussed these issues further in an op-ed for *YES! Magazine* about the importance of protecting Black pregnant patients' "right to joyful pregnancy, data privacy, and freedom of choice."

● We hosted "Trust Issues: Perspectives on Community, Technology, and Trust," a two-part academic workshop that explored trust in digital technologies from different angles, disciplinary traditions, and global perspectives. This event included a public panel discussion, featuring Chelsea Peterson-Salahuddin (University of Michigan), Irene Solaiman (Hugging Face), and Jason D'Cruz (State University of New York at Albany) in conversation with Sareeta Amrute (founding director of D&S's Trustworthy Infrastructures program) about how practitioners, theorists, and community members approach the fraught issue of trust both inside and outside institutions.

● We engaged our broader field in conversations about expertise and its role in sociotechnical research. Garofalo and Mukogosi organized a panel titled "Expert

Doing the Work
Therapeutic Labor, Teletherapy, and the Platformization of Mental Health Care

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by Livia Garofalo

Doing the Work: Therapeutic Labor, Teletherapy, and the Platformization of Mental Health Care. Written by Livia Garofalo. Illustrated by Laura Wächter. 2024.

No More? Digital Technologies and the Transformation of Expertise" at the EASST-4S Conference in Amsterdam. Participants considered how expertise is being mediated, transformed, and reimagined by digital technologies and configurations. We also hosted a networking event adjacent to the conference, which provided our team with opportunities to share insights with like-minded scholars from around the world.

Amid sharp and swirling media narratives about automation, this much is clear: AI is transforming how workers do their jobs, and is relying heavily on data about them to do so. What do workers and leaders alike need to know in order to better understand — and deftly respond to — the scope of these changes? This year, Data & Society began to answer this question with a slate of projects that examined how AI tools are being integrated throughout the workforce. Our researchers worked across sectors — alongside fashion models, teachers, artists, therapists, and many others — to identify key patterns in workers' experiences with AI technologies. Our activities in this area promote stronger, more collective responses to workers' concerns about technologies like generative AI and hiring algorithms.

Here are some of the core outputs and impacts of this work in 2024:

- We released *Generative AI and Labor: Power, Hype, and Value at Work*, a primer from Labor Futures Program Director Aiha Nguyen and Researcher Alexandra Mateescu arguing that understanding how AI will affect work requires examining how work is organized,

how industries are structured, and whose and what work is valued.

- We hosted "Generative AI's Labor Impacts," a three-part series of conversations that explored how generative AI tools are impacting worker agency and power across sectors. In conversations moderated by Nguyen, our expert panelists discussed three key aspects of AI's emergence across sectors:

  - In the conversation focused on hierarchy, Milagros Miceli (Weizenbaum-Institut), Russell Brandom (*Rest of World*), and filmmaker John Lopez considered how generative AI scaffolds on previous economic models, structures, and modes of employment.

  - Discussing the issue of recognition, Enongo Lumumba-Kasongo (Brown University), Şerife (Sherry) Wong (Icarus Salon), and Sara Ziff (Model Alliance) explored how emerging technologies might diminish the value of workers and their contributions, with attention to what, exactly, is lost or appropriated in the process of extraction.

  - Examining adaptation, Jeff Freitas (California Federation of Teachers), Quinten Steenhuis (Suffolk University), and Livia Garofalo (Data & Society) unpacked the ways workers are reshaping their relationships with generative AI tools and with work itself.

- We worked with labor unions and advocates to articulate and amplify pressing concerns related to the use of AI in the workplace. Our executive director, Janet Haven, spoke about AI, democracy, and organizing on a panel at the annual Labor Innovation & Technology Summit co-hosted by SAG-AFTRA and AFL-CIO. Likewise, we collaborated with the Tech Justice at Work coalition, a network of grassroots advocates, in their efforts to advance tech and labor policy in California and beyond.

- We advanced our findings in academic and policy spaces to promote a better understanding of workers' experiences working with, alongside, and against data-centric technologies. Mateescu and collaborators presented original work on fashion workers' experiences with generative AI at the *Industrial and Labor*

Generative AI's Labor Impacts EventSeries. Hosted by Aiha Nguyen. Illustrated by Kim Salt. 2024.

Relations Review's conference on "Artificial Intelligence and the Future of Work" at Cornell University. She also participated in a workshop on worker data collectives at the ACM's Conference on Computer-Supported Cooperative Work and Social Computing in San José, Costa Rica.

- We considered how algorithmic accountability measures could and should be applied to the use of AI tools in hiring processes. AI on the Ground Program Director Jacob Metcalf, AIMLab Technical Researcher Briana Vecchione released two studies on NewYork City's Local Law 144 in partnership with Citizens and Technology Lab at Cornell University, Cornell University, and Consumer Reports, which subjected employers using AI decision-making tools to annual bias audits — the first law to require such audits for commercial systems. Metcalf later discussed their findings in *The Wall Street Journal* and *Fast Company,* and penned an op-ed in *The Hill* about "…what federal agencies can learn from New York City's AI hiring law. Their work was also recognized with a "Best Paper" award at the 2024 ACM FAccT conference in Rio de Janeiro.

As scientists and advocates continue to sound the alarm on climate change, greenhouse gas emissions connected to the production and use of technology are still increasing. Despite tech companies' dubious assurances that their tools will eventually be the key to solving the climate crisis, right now the proliferation of energy-intensive technologies like AI and blockchain threatens to make the situation even worse. Meanwhile, communities in the United States and around the globe are subject to the harmful consequences of increased energy use and resource extraction in their own backyards. This year, Data & Society began diving deeper into the environmental impacts of data-centric technologies, laying the groundwork for research and policy engagement that foregrounds impacted communities. These efforts have already helped us secure funding for new projects that will partner with communities living around data centers to consider how their experiences should inform how we define, measure, and ultimately govern AI's environmental impacts.

Illustrated by Myriam Wares. 2025.

Here are some of the core outputs and impacts of this work in 2024:

- We continued to develop methods and standards for assessing the risks posed by algorithmic systems, drawing on environmental impact assessments as a model. In January, Tamara Kneese, then project director for our Algorithmic Impact Methods Lab (AIMLab), shared preliminary insights from this work on our blog. In a subsequent op-ed published in *Tech Policy Press,* she argued for the use of these methods in assessing AI's environmental impacts.

- We gave a rare endorsement to the proposed Artificial Intelligence Environmental Impacts Act of 2024, recognizing its potential to promote transparency and help advance a rigorous and empirical understanding of AI's impacts on the environment.

- We helped strengthen and amplify related initiatives within our network and broader field. In *Harvard Data Science Review*, Kneese and Meg Young (then AIMLab participatory methods

researcher) argued that we must "reframe the scope of machine learning research and development to include carbon and other resource considerations." Likewise, Kneese and D&S Affiliate Bodgana Rakova organized a tutorial titled "Environmental Justice Beyond Carbon and Towards Consent" at the ACM FAccT Conference in Rio de Janeiro.

- We emerged as an authoritative voice in media coverage of issues related to tech and the environment. For instance, Kneese described AI's strain on power grids in *The Washington Post*, *The Nation*, and *Blavity*, and discussed her work in this area on the podcasts *Technically Human* and *Shaken Not Burned*. In *Jacobin,* Policy Director Brian J. Chen noted that tech companies often invisibilize systems' climate impacts, making their harms harder to see and reckon with.

Illustrated by Myriam Wares. 2025.

Photo by Nelson Luna.

Policy Engagement

Our policy team works alongside our research teams to translate rigorous, empirical social science for a range of audiences and to create actionable policy recommendations for key targets and partners. In doing so, we work closely with academic and policy research bodies, government institutions, civil and human rights advocacy groups, and community-based organizations. Our work in 2024 primarily hinged on opportunities at the federal level, but we also laid groundwork for expanding into state-level agencies and issues.

Highlights from 2024 include:

- "Ensuring 'AI Safety' Begins with Addressing Algorithmic Harms Now," a letter (co-signed with several peer organizations) asking US Secretary of Commerce Gina Raimondo to ensure that any efforts to address the theoretical risks of AI through NIST's "AI safety" measures also address the ways these technologies are already harming people today.

- "Response to RFI Related to NIST's Assignments Under the AI Executive Order," in which we argue that the process of achieving consensus to build AI safety and security practices must be participatory and include civil society and historically impacted communities.

- "AI's Alarming Trend Toward Illiberalism," a *Foreign Policy* article co-authored by D&S Executive Director Janet Haven and Harvard Kennedy School Fellow Ami Fields-Meyer, makes a powerful case for how unchecked AI endangers democracy — and what to do about it.

Media Engagement

Our communications team builds and maintains relationships with national and global media outlets to ensure the circulation and visibility of our work. As a result, Data & Society and its network are trusted and reliable sources for journalists writing at the intersection of technology and policy.

Highlights from 2024 include:

- "The Algorithms Too Few People Are Talking About," *Lawfare*, January 4, 2024.

- "The Dirty Energy Fueling Amazon's Data Gold Rush," *The Nation*, February 22, 2024.

- "Your Next Job Interview Could Be with a Bot," *Fast Company*, February 26, 2024.

- "Dozens Of KFC, Taco Bell And Dairy Queen Franchises Are Using AI To Track Workers," *Forbes*, February 23, 2024.

- "WTF is Section 230," *Digiday*, March 14, 2024.

- "Why Are Large AI Models Being Red Teamed," *Spectrum IEEE*, March 14, 2024.

- "The Regional Flavors of Labor-on-Demand," *Rest of World*, April 18, 2024.

- "Microsoft Goes from Bad Boy to Top Cop in the Age of AI," *Politico*, May 7, 2024.

- A feature on Livia Garofalo's report, *Doing the Work*, NPR News, May 8, 2024.

- "AI Missteps Could Unravel Global Peace and Security," *IEEE Spectrum*, July 21, 2024.

- "A Volunteer Network of Interpreters Wants to Make Refugees' Languages More Accessible. Will AI Help?," *AP News*, September 19, 2024 .

- "How AI Images of Cats and Ducks Powered the Pet-Eating Rumor Mill in Springfield, Ohio," *Yahoo News*, September 14, 2024.

- "The Human Cost Of Efficiency And Why It Should Matter To All Investors," *Forbes*, October 1, 2024.

- "More Children Are Depressed and Anxious. Is Social Media Really Behind It?," *Wall Street Journal*, October 15, 2024.

- "Young AI Just Got a Ticket to Run Wild," *Axios*, November 6, 2024.

- "Flawed AI Denies Benefits to Low-Income Americans, Report Warns," *The Washington Post*, November 20, 2024.

Photo by Samantha Isom.

Events

Data & Society regularly hosts innovative, engaging events for our network and broader audiences. In September, our aforementioned anniversary flagship event brought many of our partners, supporters, alumni, and staff together in Brooklyn (and online) to celebrate our first decade. Throughout the year, we held additional in-person network events in cities including New York, Austin, San Francisco, Amsterdam, and Rio de Janeiro. This year's virtual events included our ongoing Databites series, conferences, academic workshops, book talks, and other convenings. Whether online or in-person, our team works diligently to ensure that our events are open and accessible to as broad an audience as possible.

Highlights from 2024 include:

- Trust Issues: Perspectives on Community, Technology, and Trust: This two-part workshop investigated trust in digital technologies from different angles, disciplinary traditions, and global perspectives.

○ What's Trust Got to Do With It?: This panel discussion, which served as the Trust Issues workshop's public keynote, focused on how practitioners, theorists, and community members approach the fraught issue of trust inside and outside institutions.

- Doing the Work: Therapeutic Labor, Teletherapy, and the Platformization of Mental Health Care: This event brought Linda Michaels (Psychotherapy Action Network), Melody Li (Inclusive Therapists), and Mei Wa Kwong (Center for Connected Health Policy) together in conversation with D&S researcher Livia Garofalo to discuss her eponymous report on the digital transformation of mental health services.

- Black Maternal Health is in Crisis. Can Technology Help?: Experts Ijeoma Uche (Birth By Us) and Dr. Mary Fleming (Cayaba Care) joined D&S researcher Joan Mukogosi to discuss the facts and future of data-driven maternal care for Black patients following the release of Mukogosi's corresponding report.

- Data In/Visibility: This book forum showcased *Queer Data Studies*, an anthology of essays that examine how data impacts queer subjects, with and collection editor Patrick Keilty (University of Toronto) and contributors Nikita Shepard (Columbia University) and Harris Kornstein (University of Arizona).

- Living in the Shadow of AI and Data: This book forum explored *Code Dependent: Living in the Shadow of AI* with author Madhumita Murgia (*Financial Times*) and activist Armin Samii, whose experience as an UberEats worker is the focus of a chapter on how data-driven systems come to play the role of the boss.

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FINANCIALS

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

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

ACKNOWLEDGEMENTS