

Dr. Milagros Miceli

CONTACT INFORMATION	Berlin, Germany Buenos Aires, Argentina	m.miceli@tu-berlin.de milamiceli.com
EDUCATION	Technische Universität Berlin , Germany Doctor Ing. in Computer Science Dissertation: “Whose Truth? Power, Labor, and the Production of Ground-Truth Data” <i>summa cum laude</i> 2022 Humboldt-Universität zu Berlin , Germany Master of Arts in Social Sciences Thesis: “Data Labeling Work between Subjectivity and Standardization” <i>Grade: 1.5 (sehr gut) / A</i> 2019 Universidad de Buenos Aires , Argentina Sociology (visiting student) 2017 Universität der Künste Berlin , Germany Bachelor of Arts in Communication in Social and Economic Contexts 2014 Universidad de Buenos Aires , Argentina Communication Science 2005	
RESEARCH EXPERIENCE	Weizenbaum Institute for the Networked Society Data, Algorithmic Systems, and Ethics <i>Research Group Lead</i> 2022-Present The Distributed AI Research Institute (DAIR) <i>Research Lead</i> 2025-Present The Distributed AI Research Institute (DAIR) <i>Researcher</i> 2023-2025 The Distributed AI Research Institute (DAIR) <i>Research Fellow</i> 2022-2023 Technische Universität Berlin Criticality of AI-Based Systems <i>Doctoral Researcher</i> 2019-2022 Weizenbaum Institute for the Networked Society <i>Research Assistant</i> 2018-2019 Universität der Künste Berlin - Studium Generale <i>Mentor for International Students</i> 2013-2014	
FURTHER WORK EXPERIENCE	WoodUp UG <i>Co-Founder</i> 2013-2017 Amauta Language School <i>Program Coordinator</i> 2009-2010 IBL Language School <i>Student Services Coordinator</i> 2006-2009 Freelance <i>Photographer</i> 2002-2006	

AWARDS	Best Paper Award	2025
	ACM International Conference on Supporting Group Work (GROUP'24)	
	100 Brilliant Women in AI Ethics	2024
	Women in AI Ethics	
	Best Paper Award	2022
	ACM Conference on Fairness, Accountability, and Transparency (FAccT'22)	
	Impact Award	2022
ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW'22)		
Methods Recognition	2022	
ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW'22)		
Honorable Mention to Best Paper	2022	
ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW'22)		
Best Paper Award	2020	
ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW'20)		
GRANTS	Weizenbaum Institute for the Networked Society	\$15,000
	Ethics of Data Work	2024
	Role: Co-Principal Investigator	
	Ford Foundation	\$350,000
	The Data Workers' Inquiry	2023-25
	Role: Principal Investigator	
	National Research Agency (ANR, France)	\$567,000
	Voices from Online Labour: Inequalities in Digital Earning Activities across Countries	
2023-27		
Role: Co-Applicant		
European Parliament Fund	\$14,900	
ENCORE - European Microworkers Communication and Outreach	2022	
Role: Co-Principal Investigator		
Federal Ministry of Education and Research (BMBF, Germany)	\$1,523,000	
Data, Algorithmic Systems, and Ethic	2022-25	
Role: Research Group Lead		
Association for Computing Machinery (ACM)	\$5,000	
SIGCHI Development Fund	2022	
Role: Organizer		
BOOKS	Mejías, U., McNealy, J., Miceli, M. (eds.) (<i>forthcoming 2025</i>). De Gruyter Handbook of Critical Data Studies.	
REFEREED ARTICLES	Abdelkadir, N. A., Yang, T., Kapania, S., Estefanos, M., Berhane Gebrekidan, F., Zelalem, Z., Ali, M., Berhe, R., Baker, D., Talat, Z., Miceli, M. , Hanna, A., Gebru, T. [<i>forthcoming</i>] "The Role of Expertise in Effectively Moderating Harmful Social Media Content." <i>ACM CHI 2025</i> .	

Zhang, B. Z., Yang, T., **Miceli, M.**, Haimson, O., Thomas, M. [forthcoming] “The Making of Performative Accuracy in AI Training: Precision Labor and Its Consequences.” *ACM CHI 2025*.

Alvarado García, A., Yang, T., **Miceli, M.** (2025). “What Knowledge Do We Produce from Social Media Data and How?.” *Proceedings of the ACM on Human-Computer Interaction (GROUP 2024)* ***Best Paper Award***

Yang, T., **Miceli, M.** (2024). “Guilds as Worker Empowerment and Control in a Chinese Data Work Platform.” *Proceedings of the ACM on Human-Computer Interaction (CSCW 2024)*

Scott, K., Wang, S.M., Artemenko, M., **Miceli, M.**, Berendt, B. (2023). “We try to empower them” – Exploring Future Technologies to Support Migrant Jobseekers. *Proceedings of the 2023 ACM Conference on Fairness, Accountability, and Transparency (FAccT 2023)*

Alvarado García, A., Wong-Villacres, M., **Miceli, M.**, Hernández, B., Le Dantec, C. (2023). “Mobilizing Social Media Data: Reflections of a Researcher Mediating between Data and Organization.” In *Proceedings of the 2023 CHI Conference on Human Factors in Computing Systems (CHI '23)*

Miceli, M., Posada, J. (2022). “The Data-Production Dispositif.” *Proceedings of the ACM on Human-Computer Interaction (CSCW 2022)*

Impact Award, Methods Recognition, Honourable Mention to Best Paper

Miceli, M., Yang, T., Alvarado García, A., Posada, J., Wang, S.M., Pohl, M., Hanna, A. (2022). “Documenting Data Production: A Participatory Approach for Data Work.” *Proceedings of the ACM on Human-Computer Interaction (CSCW2022)*

Scott, K., Wang, S.M., **Miceli, M.**, Delobelle, P., Sztandar-Sztanderska, K., Berendt, B. (2022). “Algorithmic Tools in Public Employment Services: Towards a Jobseeker-Centric Perspective.” *Proceedings of the 2022 ACM Conference on Fairness, Accountability, and Transparency (FAccT 2022)*

Best Paper Award

Miceli, M., Posada, J., Yang, T. (2022). “Studying Up Machine Learning Data: Why Talk About Bias When We Mean Power?” *Proceedings of the ACM on Human-Computer Interaction 6 (GROUP 2022-2023)*

Miceli, M., Yang, T., Naudts, L., Schuessler, M., Serbanescu, D., Hanna, A. (2021). “Documenting Computer Vision Datasets: An Invitation to Reflexive Data Practices.” *Proceedings of the 2021 ACM Conference on Fairness, Accountability, and Transparency (FAccT 2021)*

Miceli, M., Yang, T., Schuessler, M. (2020). “Between Subjectivity and Imposition. Power Dynamics in Data Annotation for Computer Vision.” *Proceedings of the ACM on Human-Computer Interaction 4 (CSCW 2020)*.

Best Paper Award

Kazimzade, G., **Miceli, M.** (2020). “Not Just For-Profit. Towards Ethics-Oriented Data Labeling Practices.” *Ethics of Data Science Conference 2020*. University of Sydney.

Kazimzade, G., **Miceli, M.** (2020). “Biased Priorities, Biased Outcomes: Three Recommendations for Ethics-oriented Data Annotation Practices.” . *Proceedings of the 2020 AAAI/ACM Conference on AI, Ethics, and Society (AIES '20)*.

BOOK CHAPTERS Wirth, A., Yang, T., **Miceli, M.** (Forthcoming 2025). “Groundtruthing Facial Analysis Technologies,” in E. Carmel, J. Cobbe, R. Paul (eds.), *Handbook on AI and Public Policy*.

Posada, J., Newlands, G., **Miceli, M.** (2023). “Labor, Automation, and Human-Machine Communication,” in A. L. Guzman, R. McEwan, S. Jones, (eds.), *SAGE Handbook of Human-Machine Communication*, London: SAGE.

- POLICY REPORTS **Miceli, M.**, Tubaro, P., Casilli, A.A., Le Bonniec, T., Salim Wagner, C., Sachenbacher, L. (2024) “Who Trains the Data for European Artificial Intelligence?” *European Parliament; The Left*.
- Kröger, J.L., **Miceli, M.**, Müller, F (2021). “How Data Can Be Used Against People: A Classification of Personal Data Misuses” *Social Science Research Network*
- PUBLIC WRITING **Miceli, M.** [2024] “I hope this isn’t for weapons’ How Syrian Data Workers Train AI” *Untold Mag*
- Miceli, M.**, Yang, T. (2023). “The Performativity of Ground Truth Data” *unthinking.photography*
- Williams, A., **Miceli, M.**,. “Data Work and its Layers of (In)Visibility” *Just Tech*
- Williams, A., **Miceli, M.**, Gebru, T. (2022). “The Exploited Labor Behind Artificial Intelligence” *Noema Magazine*
- Miceli, M.**, Posada, J. (2022). “How to analyze power in data production for machine learning” *SRI Blog. Schwarz Reisman Institute for Technology and Society*
- Miceli, M.**, Schuessler, M. (2021). “Data Annotation for Computer Vision: How Power Shapes Datasets and Systems” *ML2R Blog*
- POSTER ABSTRACTS **Miceli, M.** (2020). “Making Data, Making Rality. Power, Visibility, and the Production of Datasets for ML” *ACM Celebration of Women in Computing (WomENCourage ’20)*
- PEER-REVIEWED WORKSHOP ARTICLES **Miceli, M.**, Alvarado, A., Posada, J., Yang, T. (2021) “Co-Designing a Framework to Document Machine Learning Data Production.” *The Global Labours of AI and Data Intensive Systems. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’21)*
- Posada, J., **Miceli, M** (2021) “The Data Poduction *Dispositif*. Power/Knowledge in Data Work for ML” *The Global Labours of AI and Data Intensive Systems. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’21)*
- Delobelle, P., Scott, K.M., Wang, S.M., **Miceli, M.**, Hartmann,D., Yang,T., Murasso,H., Sztandar-Sztanderska,K., Berendt, B. (2021) “Time to Question if We Should: Data-Driven and Algorithmic Tools in Public Employment Services.” *International Workshop on Fair, Effective and Sustainable Talent Management Using Data Science (FEAST’21)*
- Miceli, M.**, Posada, J. (2021). “Wisdom for the Crowd: Discursive Power in Annotation Instructions for Computer Vision,” in T. Gebru, E. Denton, (eds.), *CVPR 2021 Workshop: Beyond Fairness: Towards a Just, Equitable, and Accountable Computer Vision*
- Miceli, M.**, Schuessler, M., Yang,T. (2020) “Towards Reflexive Documentation of Datasets for ML.” *Beyond Checklist Approaches to Ethics in Design Workshop. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’20)*
- Miceli, M.**, Schuessler, M., Yang,T. (2020) “Work Practices at the Intersection of Data Processing and ML Engineering.” *Interrogating Data Science Workshop. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’20)*
- Miceli, M.**, Schuessler, M., Yang,T. (2020) “Sensemaking or Imposition? Power Dynamics in Practices of Data Annotation.” *Workshop on Worker-Centered Design: Expanding HCI Methods for Supporting Labor. ACM Conference on Human Factors in Computing Systems (CHI’20)*

Kazimzade, G., **Miceli, M.** (2020) “Profit, Fairness, or Both? Setting Priorities in Data Annotation.” *Workshop on Fair & Responsible AI. ACM Conference on Human Factors in Computing Systems (CHI’20)*

Miceli, M. (2019) “AI’s Symbolic Power: Classification in the Age of Automation.” *Workshop on Human-Centered Study of Data Science Work Practices. ACM Conference on Human Factors in Computing Systems (CHI’19)*

ADVISING AND MENTORING	<i>PhD Advisor</i> <ul style="list-style-type: none"> • Tianling Yang • Janina Zakrzewski • Jana Panier • Adio Dinika 	2022-2025
	<i>Master Thesis Advisor</i> <ul style="list-style-type: none"> • Camilla Salim Wagner (2025) • Ammar Zalek, Master of Science in Computer Science (2022) • Mouath Taamallah, Master of Science in Information Systems (2021) • Tianling Yang, Master of Arts in Social Sciences (2021) 	2021-Present
	<i>Mentor for International Students</i> Studium Generale, Universität der Künste Berlin	2013–2014

TEACHING	TU BERLIN, FACULTY IV - ELECTRICAL ENGINEERING AND COMPUTER SCIENCE “Introduction to Critical Data Studies” (Lecture + Seminar)	MSc. Program
	GUEST LECTURES Summerschool der Friedrich-Ebert-Stiftung Mila Quebec AI Institute Summer School Universität der Künste Berlin University of Amsterdam Viadrina University John Carbot University Yale University Nexa Center for Internet and Society (Turin University) Science of Intelligence (Technische Universität Berlin) Technische Universität München Universität Stuttgart Universidad Torcuato Di Tella University of California, Berkeley Zurich University DigiGov Winter School 2023 (University of Vienna) Technische Universität Berlin. BIFOLD Summer School.	September 2024 May 2024 April 2024 March 2024 November 2023 October 2023 October 2023 June 2023 June 2023 May 2023 May 2023 April 2023 April 2023 March 2023 February 2023 January 2020 June 2022

	NoBias Project.	June 2022
	DiPLab. Institute Polytechnique de Paris.	October 2020
INVITED TALKS AND PANELS	Panel: Si discrimina, esta no es mi IA (Oxfam, Barcelona)	December 2024
	Talk: Who trains the data for European AI? (The Left. European Parliament)	November 2024
	Keynote: Data Workers' Inquiry: Recentering Workers' Epistemic Authority. INDL-7, Santiago de Chile	October 2024
	Panel: Decolonising AI (Hacking Alienation Conference. Disruption Lab)	September 2024
	Invited Talk: Contested Freedom: Von Migration über KI bis hin zur Klimakrise (Humboldt Stiftung)	September 2024
	Panel: Responsible Generative AI Workshop (CVPR'24)	June 2024
	Invited Talk: Machtasymmetrien und Arbeitsbedingungen in der Datenarbeit (LOOPS, UdK Berlin)	April 2024
	Panel: Generative AI's Impacts on Labor (Data & Society Research Institute)	January 2024
	Panel: Platform work and AI (Global Conclave - IHD)	January 2024
	Invited Talk: She, He and It. Discussing AI and Journalism from a Global South Perspective. (Syrian Female Journalist Network)	December 2023
	Panel: AI and the future (and present) of work (ReDemocracIA)	December 2023
	Panel: Fair and Responsible Crowdsourcing (HCOMP'23)	November 2023
	Invited Talk: Harvest and Decay: A Weekend on Artificial Intelligence (Gropius Bau Berlin) November 2023	
	Panel: Critical Stances towards AI (Deutsches Haus, NYU)	September 2023
	Keynote: Data Beyond Classification (NoBias Summer School)	June 2023
	Panel: Fair and Responsible Crowdsourcing (FAccT'23)	June 2023
	Keynote: Digital Justice Conference (German Society for Design Theory and Research)	June 2023
	Invited Talk: <A+> Alliance for Inclusive Algorithms	March 2023
	Panel: AI Labor (Stochastics Parrots Day)	March 2023
	Invited Talk: Just Tech talk series	February 2023
	Invited Talk: CRIMT / OBVIA Workshop	November 2022
	Panel: Rhodes Technology and Society Forum.	November 2022
	Invited Talk: AIES Edinburgh.	October 2022
	Panel: AIGLE conference	October 2022
	Panel: Data Labelling Working Group (AAPTI Institute).	November 2021
	Panel: Technische Universität Berlin.	February 2020
	Invited Talk: Mobius Labs. Berlin, Germany	July 2020
	Invited Talk: Data Science Meetup. Berlin, Germany	May 2019

CONFERENCE
PRESENTATIONS
(SELECTION)

- “Documenting Data Production Processes” ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’22.) November 2022
- “The Data Poduction *Dispositif*.” ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’22.) November 2022 (With J. Posada)
- “The Data Poduction *Dispositif*. Power/Knowledge in Data Work for ML” *International Communication Association - ICA 2022*. Paris, France, June 2022 (With J. Posada)
- “Power/Knowledge in Data Work for ML” *The Global Labours of AI and Data Intensive Systems*. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW.) October 2021 (With J. Posada)
- “Co-Designing a Framework to Document Machine Learning Data Production.” *The Global Labours of AI and Data Intensive Systems*. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW.) October 2021.
- “Wisdom for the Crowd: Discursive Power in Annotation Instructions for Computer Vision.” *Workshop: Beyond Fairness: Towards a Just, Equitable, and Accountable Computer Vision*. IEEE Conference on Computer Vision and Pattern Recognition (CVPR). June 2021 (With J. Posada)
- “Power Relations in Machine Learning Annotation.” *7th Annual Conference of the Canadian Association of Work and Labour Studies*. June 2021. (With J. Posada)
- “Data Annotation Labor and the Politics of Data Creation for Machine Learning.” *Conference on Politics and Ethics of Platform Labour: Learning from Lived Experiences*. Centre for Research in the Arts, Social Science and Humanities. University of Cambridge. April 2021 (With J. Posada)
- “Documenting Computer Vision Datasets: An Invitation to Reflexive Data Practices.” *ACM Conference on Fairness, Accountability, and Transparency (FAccT ’21)*. March 2021.
- “A Question of Power: How Task Instructions Shape Training Data.” *Second Symposium on Biases in Human Computation and Crowdsourcing*. November 2020. (With J. Posada)
- “Between Subjectivity and Imposition: Power Dynamics in Data Annotation for Computer Vision.” *ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’20)*. October 2020 (With M. Schuessler)
- “Making Data, Making Reality.” *2020 ACM Celebration of Women in Computing (WomEncourage ’20)*. September 2020.
- “Data Annotation Between Subjectivity and Imposition.” *Ethical Innovation for Artificial Intelligence*. UCL-University of Toronto. July 2020 (With M. Schuessler).

SERVICE

CONFERENCE AND WORKSHOP ORGANIZING

- INDL-7 Conference. Santiago, Chile October 2024
- “Ethics of Data Work,” Weizenbaum Institute. Berlin, Germany September 2024
- “The Data Workers’ Inquiry Talk Series,” online July - November 2024
- “Artisanal AI: An art exhibition for embodied understandings of data work,” CRAFT, FAccT’24. Rio de Janeiro, Brazil June 2023
- INDL-6 Conference. Berlin, Germany October 2023
- Weizenbaum Conference 2023. Berlin, Germany June 2023
- csv,conf, v7. Buenos Aires, Argentina April 2023

“Tech and its Labours” Symposium. Berlin, Germany	February 2023
“Investigating Data Work Across Domains”, ACM CHI’22	April 2022
“Crossing Data: Building Bridges with Activist and Academic Practices from and for Latin America,” ACM CHI’22	April 2022
“Co-Designing Data Documentation with Data Workers,” online	November 2021
“Diseño Participativo de Documentación con Trabajadorxs de Datos,” online	October 2021
“Workshop on Data-Driven and Algorithmic Tools in Public Employment Services,” online	May 2021
“AI Explainathon,” AI Innovation Camp, STATE Studio and Kompetenzzentrum für Kultur- und Kreativwirtschaft. Berlin, Germany	March 2019
“AI Workshop for Kids,” Deutsche Telekom, Berlin, Germany	January 2019
“AI Workshop for Families,” REDI School, Berlin, Germany	February 2019

PEER REVIEWING

International Network for Digital Labor (INDL)	2022-Present
ACM Conference on Human Factors in Computing Systems (CHI)	2021-Present
ACM Computer-Supported Cooperative Work And Social Computing (CSCW)	2021-Present
ACM Conference on Fairness, Accountability, and Transparency (FAccT)	2021-Present
ACM Conference on Designing Interactive Systems (DIS)	2023
Engaging Science, Technology, and Society (ESTS)	2023
Behaviour & Information Technology (Journal)	2022

COMPUTING NVivo, MAXQDA, Dedoose, SPSS, L^AT_EX, EndNote, Zotero.

LANGUAGES Spanish (Native), English (Fluent), German (Fluent), Italian (Intermediate), Portuguese (Beginner).

MEMBERSHIPS Association for Computing Machinery (ACM)
ACM Special Interest Group on Computer-Human Interaction (SIGCHI)
International Communication Association (ICA)
International Network on Digital Labour (INDL)

CV Version: January 2025