

## Dr. Milagros Miceli

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CONTACT INFORMATION	Berlin, Germany Buenos Aires, Argentina	<a href="mailto:m.miceli@tu-berlin.de">m.miceli@tu-berlin.de</a> <a href="http://milamiceli.com">milamiceli.com</a>
EDUCATION	<b>Technische Universität Berlin</b> , Germany Doctor Ing. in Computer Science Dissertation: “Whose Truth? Power, Labor, and the Production of Ground-Truth Data” <i>summa cum laude</i> <b>Humboldt-Universität zu Berlin</b> , Germany Master of Arts in Social Sciences Thesis: “Data Labeling Work between Subjectivity and Standardization” <i>Grade: 1.5 (sehr gut) / A</i> <b>Universidad de Buenos Aires</b> , Argentina Sociology (visiting student) <b>Universität der Künste Berlin</b> , Germany Bachelor of Arts in Communication in Social and Economic Contexts <b>Universidad de Buenos Aires</b> , Argentina Communication Science (incomplete)	2022 2019 2017-2018 2014 2001-2005
RESEARCH EXPERIENCE	<b>Universidad Nacional de San Martín (UNSAM)</b> Escuela Interdisciplinaria de Altos Estudios Sociales <i>Guest Professor</i> <b>Weizenbaum Institute for the Networked Society</b> Data, Algorithmic Systems, and Ethics <i>Research Group Lead</i> <b>The Distributed AI Research Institute (DAIR)</b> <i>Research Lead</i> <b>The Distributed AI Research Institute (DAIR)</b> <i>Researcher</i> <b>Technische Universität Berlin</b> Criticality of AI-Based Systems <i>Doctoral Researcher</i> <b>Weizenbaum Institute for the Networked Society</b> <i>Research Assistant</i>	2026-Present 2022-Present 2025-Present 2022-2025 2019-2022 2018-2019
AWARDS AND RECOGNITIONS	<b>Award of Distinction</b> Ars Electronica <b>AI Power List — 25 People Shaping AI</b> Business Insider <b>TIME AI100 – 100 Most Influential People in AI</b> TIME Magazine <b>100 Brilliant Minds in Berliner Science</b> Tagesspiegel	2026 2026 2025 2025

	<b>Best Paper Award</b>	2025
	ACM International Conference on Supporting Group Work (GROUP'24)	
	<b>100 Brilliant Women in AI Ethics</b>	2024
	Women in AI Ethics	
	<b>Best Paper Award</b>	2022
	ACM Conference on Fairness, Accountability, and Transparency (FAccT'22)	
	<b>Impact Award</b>	2022
	ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW'22)	
	<b>Methods Recognition</b>	2022
	ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW'22)	
	<b>Honorable Mention to Best Paper</b>	2022
	ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW'22)	
	<b>Best Paper Award</b>	2020
	ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW'20)	
GRANTS	AI Collaborative	\$500,000
	<b>Reimagining Data Work: Building a Worker-Led Global Ecosystem</b>	2026-28
	Role: Co-Principal Investigator	
	Open Society Foundation	\$100,000
	<b>The Factory of Truth: How AI Systems Define Reality</b>	2026-27
	Role: Principal Investigator	
	Weizenbaum Institute for the Networked Society	\$15,000
	<b>Ethics of Data Work</b>	2024
	Role: Co-Principal Investigator	
	Ford Foundation	\$350,000
	<b>The Data Workers' Inquiry</b>	2023-25
	Role: Principal Investigator	
	National Research Agency (ANR, France)	\$567,000
	<b>Voices from Online Labour: Inequalities in Digital Earning Activities across Countries</b>	2023-27
	Role: Co-Applicant	
	European Parliament Fund	\$14,900
	<b>ENCORE - European Microworkers Communication and Outreach</b>	2022
	Role: Co-Principal Investigator	
	Federal Ministry of Education and Research (BMBF, Germany)	\$1,523,000
	<b>Data, Algorithmic Systems, and Ethic</b>	2022-25
	Role: Research Group Lead	
	Association for Computing Machinery (ACM)	\$5,000
	<b>SIGCHI Development Fund</b>	2022
	Role: Organizer	
BOOKS	Mejías, U., McNealy, J., <b>Miceli, M.</b> (eds.) [forthcoming 2026]. De Gruyter Handbook of Critical Data Studies.	

Kapania, S., Yang, T., Abdelkadir, N.A., Scheurman, M. K., **Miceli, M.**, Taylor, A. S., Fox, S. E. (2026) “‘The plan is just survival’: Data Work in Kenya and the Regime of Entrapment.” *ACM CHI 2026*.

Abdelkadir, N. A., Yang, T., Kapania, S., Malgwi, K., Berhane Gebrekidan, F., Dinika, A.-A., O Nsoesie, E, **Miceli, M.**, Chancellor, S. (2026) “Beyond Content Exposure: Systemic Factors Driving Moderators’ Mental Health Crisis in Africa.” *ACM CHI 2026*.

**Miceli, M.**, Dinika, A.-A., Kauffman, K., Salim Wagner, C., Sachenbacher, L., Hanna, A., Gebru, T. (2025) “Methodological Considerations for Centering Workers’ Epistemic Authority in AI Research.” Proceedings of the AAAI/ACM Conference on AI, Ethics, and Society (AIIES 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 2025)* \***Best Paper Award**\*

Olojo, S., Zakrzewski, J., Smart, A., van Liemt, E., **Miceli, M.**, Ebinama, A., Mbangula Amugongo, L. (2025) “Lost in Machine Translation: The Sociocultural Implications of Language Technologies in Nigeria.” *Proceedings of the 2025 ACM Conference on Fairness, Accountability, and Transparency (FAccT 2025)*

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. (2025) “The Role of Expertise in Effectively Moderating Harmful Social Media Content.” *ACM CHI 2025*.

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*.

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

BOOK CHAPTERS **Miceli, M.** & Dinika, A. (Forthcoming 2026). “Groundtruthing Facial Analysis Technologies,” in E. Carmel, J. Cobbe, R. Paul (eds.), *Handbook on AI and Public Policy*.

Wirth, A., Yang, T., **Miceli, M.** (Forthcoming 2026). “The Labor of Producing Truths: Training Data Production and the Global AI Supply Chain,” in P. Tubaro (eds.), *Digital Labour in a Turbulent Era*.

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 Salim Wagner, C., **Miceli, M.** (2026) “Data Work in the ILO Platform Labour Convention” *DAIR Institute*

**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.** (2026) “Die verdeckte Arbeit hinter der KI muss stärker reguliert werden” *Süddeutsche Zeitung*

**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*

PEER-REVIEWED WORKSHOP ARTICLES	<p><b>Miceli, M.</b>, Alvarado, A., Posada, J., Yang, T. (2021) “Co-Designing a Framework to Document Machine Learning Data Production.” <i>The Global Labours of AI and Data Intensive Systems. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’21)</i></p> <p>Posada, J., <b>Miceli, M</b> (2021) “The Data Poduction <i>Dispositif</i>. Power/Knowledge in Data Work for ML” <i>The Global Labours of AI and Data Intensive Systems. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’21)</i></p> <p>Delobelle, P., Scott, K.M., Wang, S.M., <b>Miceli, M.</b>, 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.” <i>International Workshop on Fair, Effective and Sustainable Talent Management Using Data Science (FEAST’21)</i></p> <p><b>Miceli, M.</b>, Posada, J. (2021). “Wisdom for the Crowd: Discursive Power in Annotation Instructions for Computer Vision,” in T. Gebru, E. Denton, (eds.), <i>CVPR 2021 Workshop: Beyond Fairness: Towards a Just, Equitable, and Accountable Computer Vision</i></p> <p><b>Miceli, M.</b>, Schuessler, M., Yang,T. (2020) “Towards Reflexive Documentation of Datasets for ML.” <i>Beyond Checklist Approaches to Ethics in Design Workshop. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’20)</i></p> <p><b>Miceli, M.</b>, Schuessler, M., Yang,T. (2020) “Work Practices at the Intersection of Data Processing and ML Engineering.” <i>Interrogating Data Science Workshop. ACM Conference on Computer-Supported Cooperative Work and Social Computing (CSCW’20)</i></p> <p><b>Miceli, M.</b>, Schuessler, M., Yang,T. (2020) “Sensemaking or Imposition? Power Dynamics in Practices of Data Annotation.” <i>Workshop on Worker-Centered Design: Expanding HCI Methods for Supporting Labor. ACM Conference on Human Factors in Computing Systems (CHI’20)</i></p> <p>Kazimzade, G., <b>Miceli, M.</b> (2020) “Profit, Fairness, or Both? Setting Priorities in Data Annotation.” <i>Workshop on Fair &amp; Responsible AI. ACM Conference on Human Factors in Computing Systems (CHI’20)</i></p> <p><b>Miceli, M.</b> (2019) “AI’s Symbolic Power: Classification in the Age of Automation.” <i>Workshop on Human-Centered Study of Data Science Work Practices. ACM Conference on Human Factors in Computing Systems (CHI’19)</i></p>	
ADVISING AND MENTORING	<p><i>PhD Advisor</i> <span style="float: right;">2022-2025</span></p> <ul style="list-style-type: none"> <li>• Tianling Yang</li> <li>• Jana Panier</li> <li>• Adio Dinika</li> </ul> <p><i>Master Thesis Advisor</i> <span style="float: right;">2021-Present</span></p> <ul style="list-style-type: none"> <li>• Camilla Salim Wagner (2025)</li> <li>• Ammar Zalek, Master of Science in Computer Science (2022)</li> <li>• Mouath Taamallah, Master of Science in Information Systems (2021)</li> <li>• Tianling Yang, Master of Arts in Social Sciences (2021)</li> </ul> <p><i>Mentor for International Students</i> <span style="float: right;">2013–2014</span></p> <p>Studium Generale, Universität der Künste Berlin</p>	
TEACHING	<p>TU BERLIN, FACULTY IV - ELECTRICAL ENGINEERING AND COMPUTER SCIENCE</p> <p>“Introduction to Critical Data Studies” (Lecture + Seminar) <span style="float: right;">MSc. Program</span></p> <p>GUEST LECTURES (SELECTION)</p> <p>FLACSO (Mexico) <span style="float: right;">March 2026</span></p>	

Universidad Nacional de Entre Ríos (Argentina)	March 2026
Universidad Nacional de Avellaneda (Argentina)	February 2026
Universidad de Buenos Aires (Argentina)	November 2025
Universidad Nacional de San Martín (Argentina)	November 2025
Universidad Nacional de La Plata (Argentina)	October 2025
Methods Talks, Ludwig-Maximilians-Universität München	October 2025
Summerschool der Friedrich-Ebert-Stiftung	September 2024
Mila Quebec AI Institute Summer School	May 2024
Universität der Künste Berlin	April 2024
University of Amsterdam	March 2024
Viadrina University	November 2023
John Carbot University	October 2023
Yale University	October 2023
Nexa Center for Internet and Society (Turin University)	June 2023
Science of Intelligence (Technische Universität Berlin)	June 2023
Technische Universität München	May 2023
Universität Stuttgart	May 2023
Universidad Torcuato Di Tella	April 2023
University of California, Berkeley	April 2023
Zurich University	March 2023
DigiGov Winter School 2023 (University of Vienna)	February 2023
Technische Universität Berlin.	January 2020
BIFOLD Summer School.	June 2022
NoBias Project.	June 2022
DiPLab. Institute Polytechnique de Paris.	October 2020

INVITED TALKS  
AND PANELS  
(SELECTION)

Talk: Click Meets Class. Technology, Power, and Labor Between Inequality and Solidarity (re:publica)	May 2026
Talk: What are the effects of the AI revolution on our societies and the Future of Work? (Brussels Economic Forum, European Commission)	May 2026
Talk: Fachgespräch zu Arbeitsbedingungen von Data Labelern (Deutscher Bundestag)	April 2026
Talk: CGT (General Confederation of Labor of Argentina)	January 2026
Talk: Congreso Futuro, Senate of the Republic of Chile	January 2026
Keynote: Tech Week Buenos Aires	November 2025
Keynote: Data Workers Unite! (Weizenbaum-Institut)	September 2025
Keynote: El trabajo detrás de la IA (IBEI, Barcelona)	June 2025

Keynote: Countervailing Platform Power (Scuola Normale Superiore)	June 2025
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 (AAPT 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

SERVICE

CONFERENCE AND WORKSHOP ORGANIZING

INDL-8 Conference. Bologna, Italy	September 2025
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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 <sup>A</sup> T <sub>E</sub> X, 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: May 2026