

Keyanah Nurse ([00:06](#)):

All right. Hello everyone. Good afternoon. Uh, we're so happy you could join us. Um, today we are going to talk about data ethics. Um, but before I get into introducing very, very esteemed colleagues today, I just wanted to say if you missed the opening webinar about the Digital Justice grant program, where I talked about the parameters of the program, the ethos, we did a deeper dive into the eligibility requirements and the application components, and also had a mini discussion about the difference between the seed and development grants. You can check out that recording on the A C L S site, on the digital justice, um, supplementary materials program page. So let's just jump into it. I'm very, very excited to have with us today Professor Kim Gallen, who is the associate professor of Africana Studies at Brown University. Her work has been supported by the American Council of Learn Societies.

Keyanah Nurse ([01:03](#)):

We have good judgment, uh, national Endowment for the Humanities, the Social Science Research Council, and the Spencer Foundation. She's also served on a number of national grant review committees. We're also joined by Leo Hughes Watkins, who's the Associate Director of Engagement Inclusion and Reparative Archives and Special Collections and University Archives at the University of Maryland College Park. And this is a newly established position for the university. She's a member of the, of, she's a founding founder of Project Stand, the first of its kind, uh, that's a collaborative effort among archival repositories within academic institutions across the country to create an online portal featuring analog and digital collections that document student activism that primarily focuses on historically marginalized communities. So, professor Gallin Kim, please. Okay. Kim, Kim, and Leo. So, like I said, I'm so, uh, happy that they both agreed to join us today, um, because really the idea of starting this webinar series emerged from different conversations with the both of them around the importance of foregrounding data ethics more explicitly in the application materials, and of course, the importance of providing some resources for folks as they think about this new component of the application.

Keyanah Nurse ([02:20](#)):

And so the first, uh, sort of thing that we're gonna do today is just really have a general discussion about what we mean by data ethics, um, and sort of talk about what that might look like in the application. And then we'll move into, uh, two breakout sessions. So, uh, Kim will be leading one, and Leah will be leading one. I will, um, join Leah in one room, my colleague James Schulman, who's the vice president of A C L S, will join Kim. And the other where we really give, uh, everyone an opportunity to engage in smaller group discussions around this question. And you can also feel free to sort of talk about the specificity of your project, um, and sort of, you know, get feedback, uh, and sort of engage in the brain trust in the world. So I do wanna note before we jump in that this session is recording.

Keyanah Nurse ([03:05](#)):

The first half of it, the general discussion will be recorded so that those folks who could not join us because of scheduling commitments, um, or anything like that, can, can watch it asynchronously. But the discussions in the smaller group sessions will not be reported just to respect people's privacy if they are going to talk about their, their projects. And so, with all of that said, I wanna ask everyone, you know, in the audience, um, if you could quickly just in the chat, right, answer the question, what is data ethics to you? What is that phrase invoke? And just a few sort of quick words. I'll give folks, uh, 30 seconds or so, um, to put some answers into the chat to just start us off with this discussion. Alright. So I see some, some answers coming into the chat. I'm just gonna read these aloud for folks.

Keyanah Nurse ([03:58](#)):

So we have one answer that data ethics is about moral conversations about data. Okay? It's about caring and being cautious with what others share with us and how we share it with others. Data ethics means to me, protecting the people I work with, right? Data justice, fairness and privacy, respect. Privacy. It includes morals, include morals into numbers. That's an interesting phrasing, right? So as more answers come in, um, I wanna sort of pose the first question to our interlocutors, Kim and Layal today. Um, when you look at these answers of how folks think of, of data ethics, do any, does anything resonate with you? Do you see any common commonalities between how you approach data ethics or how you define data ethics in your own work?

Kim Gallon ([04:49](#)):

I, I guess I can go first, Leo. Is that okay? Okay. Um, yeah, thanks. First of all, uh, Keyanah, thanks for having me. A part of this really important conversation, you know, is as soon as I got the invitation, I immediately say, say yes. Because I think these are the types of conversations that are important just in the context of, you know, the projects like this, but in, in a broader culture. And so, when I look at people's, um, what people are putting in the chat, they, they absolutely resonate with how I think about, uh, data ethics, right? Where people are at the center of these ethical conversations around data. Um, care comes up a lot in these, uh, comments and these, uh, suggestions. Um, protection, care, you know, respect, all those things are really important. But I also like to think about data ethics in a much more broader landscape.

Kim Gallon ([05:42](#)):

I mean, ethics is part of that, right? And so I think anyone thinking about a data ethics plan, data ethics, have to start thinking about what ethics means to them and whether ethics is something that's relative or whether there's an absolute conceptualization of ethics in a broader sense. And then think about how that then comes to resonate with your project, right? Um, and what that means for your project. So, uh, absolutely all of this resonates with me, but I would love to, hopefully we can dig into a little bit more deeper about the nuances of, of data ethics.

Lae'l Hughes-Watkins ([06:19](#)):

It's hard to come after Kim, with such a thorough answer, <laugh>. Um, but yes, um, again, just also resonating with, um, words such as in terminology, uh, care, um, and community and, and individuals. Um, thinking about, um, I think someone else said, putting humanizing numbers or, or putting a person behind numbers. And so that is so critical. Um, oftentimes we do look at data points, and those data points are connected to stories, but sometimes we don't always go to that extra layer to talk about what those stories and what those communities and individuals that's behind those data points. And so I definitely think that's very critical to this conversation, and glad that that has been mentioned, um, by one of our attendees. But I do love what, um, another thing that I really love what Kim just said about thinking about the more nuances.

Lae'l Hughes-Watkins ([07:16](#)):

Um, I'm so glad that, again, invited to this conversation, um, I really appreciate the approach that A C L S does, uh, to this work. Um, it's, it's not normal <laugh>. So they're leading the, leading the ground, um, in this, in this approach to doing, um, grant grants and having these conversations. So I'm just, again, appreciate it. Um, but those nuances around ethics, that's why I really love this question because how everyone in this space may define what ethics is or define what data that isn't very nuanced

conversation. So, you know, even the people on your team that you're running a grant with may have a different definition of ethics, and you need to make sure y'all are all on a sim same page or similar page <laugh>, um, as, as you're working on through this grant process.

Keyanah Nurse ([08:04](#)):

Thank you for that. I mean, I love the phrasing of the story behind the data, right? Because we're all, you know, humanists, uh, in one way or another, and storytelling is our bread and butter. So having a focus on the stories behind the, the data, uh, is really important. And so I do wanna dig a little bit into sort of what we mean by data, right? And what we mean by ethics. And so as you think about your own work or projects that you've supervised, um, what kinds of conversations have you had with your team to get started on coming to a sort of a shared definition of both of those terms?

Kim Gallon ([08:46](#)):

Leo, I'm gonna let you start this time. So yield to you.

Lae'l Hughes-Watkins ([08:51](#)):

I'm still processing that question. Um,

Lae'l Hughes-Watkins ([08:56](#)):

<inaudible> start. So I do think when you think about, um, startup versus, um, startup versus established projects, um, I, I think with startups it's, it's really important to be very clear about who you, you brought to the table, who you're bringing to the table to start your work. I do think there needs to be an acknowledgement that sometimes if people start doing a startup may not have made all the connections to maybe create the visibility for their, for their work in those beginning, beginning stages. So I think it's really important to try to build those relationships as you're entering into that process so that you have people that's a part of your process that'll help you advocate for the importance and value of the, of the work that you're engaging in. I do think with more established projects, I think that's also a point to try to course correct.

Lae'l Hughes-Watkins ([09:54](#)):

Um, during that process, um, what have been some things that you could, um, build on or, or, uh, make adjustments in were some voices that weren't included in your work early on that you now realize, um, that you, you need to include and make sure you, again, bring to the table for this stage, um, of your work. So there's, there's definitely benefits to being a startup. 'cause you can really, really think broad and, and wide in, in, in that beginning stage. But I do think some of the other benefits when you're established as you have that moment to course correct. 'cause there's, there should be lessons that's been, um, learned if, if you're more established projects.

Kim Gallon ([10:34](#)):

Yeah. Thanks, Lae'l. That's, you got me thinking about some of these, um, as you said, the nuances and then Kiana the story behind the data. Um, and so again, just sort of to ground us, like if you were to Google data ethics, most of them is going to talk about most frameworks, whether it's in business, whether it's in nonprofits, whether it's in academic institutions, are gonna broadly give you some helpful, but starting language about, um, protecting, uh, sharing how to share, collect, protect, even process data to make sure that, you know, you're not harming people. And many of us, um, if you're an academic, have institutional review boards, right? That help you guide you on your data, um, plan, right?

Data sustainability, making sure that if it's human subject research, your, your data plan, your data ethics plan can, um, you know, make sure it passes these specific guidelines.

Kim Gallon ([11:31](#)):

But I think when we're doing the work around digital justice, where we're trying to do reparative work using data, and that could be unstructured data where it's more stories, um, and text-based, and it could be quantitative data where it really is focused on numbers. I think it's important for us to think about, um, the relationship that people have to data and then the relationship that people have to people who've been the data ca gatekeepers or the data collectors, right? Um, and to think about the history of that data in that particular community or that particular context, and what that relationship and what that history has been before you can really start thinking about what ethical data practices look like, right? So if you're dealing with communities that historically have been the subject of data collection and that lived experience and knowledge has been passed down from, you know, generations, there's gonna be a, a particular relationship to data that you're gonna have to really dig into, think about when you think about data ethics.

Kim Gallon ([12:29](#)):

And so, um, when we think about this as a, a framework for thinking about what data ethics looks in our, in our projects, I think we have to think and really historicize and think really deeply about, um, what the data ethics are. So in the work that I do, and right now most of my work is in providence around data black and brown communities around data. You know, one of the first things that we're doing is asking what people, what their definition of data is, right? Um, and starting there, just in terms of to think about what a data ethics plan might look like,

Keyanah Nurse ([13:07](#)):

And if there's anything you can share with us about what you're finding so far in terms of people's definition of data. Yeah. I'm curious if you can share,

Kim Gallon ([13:15](#)):

Uh, I wouldn't, I can't share yet, because we are just coming up with the, the interviews. Like, so we are doing, we, I can share tell you what the, um, the design of the project is. We, uh, have identified community organizations and community leaders, and we're asking them to tell us what their, um, what they believe is data, what their data plan, um, structures are, um, whether they have one or not, and then what do they believe their community's relationship to data might be? So we're using them as our sort of insight into community. And, um, in the spring we hope to have, uh, a data toolkit for researchers who are researching communities on how to think for black and brown communities, how to think about data and relationship to those communities.

Keyanah Nurse ([14:02](#)):

Well, thank you for sharing that. I think that's a wonderful segue actually into another question, which is about how to incorporate community partners into the creation and maintenance of your, your project's data. How do you fold them into, uh, your data ethics plan? And so I guess I can kick the question over, uh, tute, especially given your title, right? Um, in terms of thinking about reparative archiving. Um, and so when you think about engaging community partners and their role in the creation of a data ethics plan, um, what might you offer in terms of words of advice?

Lae'l Hughes-Watkins ([14:40](#)):

Um, I, I think it's important to look for and, and I always feel like in, in this work that the people who are best suited for these conversations in community end up making themselves known <laugh>. So you don't have to, like, who should I talk to? If you're, if you're doing the work, you'll end up knowing who those <laugh>, who those people are, um, and building, building those relationships. I think sometimes in, in the process, we, we also don't always include those individuals early on in, in, in our plans. And so it's really horrible. It's almost like, to me, I compare it to being caught on an email thread where you should have been part of the conversation early on, and you see like 10 <laugh> conversations happening. You just get tagged on at the end and it's like, well, we knew you were important, but <laugh> it's after all these important, uh, plans and, and conversations have been had, and you're like the last part of the, the, the process.

Lae'l Hughes-Watkins ([15:38](#)):

So to me, I really think it's important when you talk about building community partners, that they're part of the genesis of, of the plan and not brought in midway or at the tail end, um, of, of that process. Um, I really feel that I've seen projects, even things that I've been a, a, a part of that have gone off the rails because your community partners will bring insight that there's just no way you were going to have that insight because you are not built in caked in, into that community, into that community in that way that they are. And so really having your community partners at the genesis of, of your project can really is important to shifting, you know, what the entire, what that work is, is going to look like. And so sometimes it's hard to, again, course correct your, your work when you're bringing them in later because you're like, man, that was an excellent idea, or, oh wow, I, I, I didn't think about that. So you really don't want to, to have to do the extra work of trying to adjust whether you should have just included them at the genesis at the, at the very beginning.

Kim Gallon ([16:46](#)):

Yeah. I think what Lael says is so vital, and I, I, I'll just share a personal, a personal, um, story, not story, but a personal experience, um, that I had just recently where, uh, Lael talking about course correcting is absolutely what I had to do. I really wanted to do a project, um, studying the Providence Black communities relationship to digital health and technologies. And I really do think that's important. You know, I don't take that lightly in terms of like how, um, what access to digital health might look like, but talking to community members, and I'm, I'm still very new to this community. I've only been living in Providence for a little over a year, so I'm largely an outsider. My son may, who you probably saw popping in, but, um, makes me more of an outsider, more of an insider rather than his relationship to the community.

Kim Gallon ([17:38](#)):

He's much more in, you know, on the ground going to community things. But what I discover is that in terms of community needs, that's not really the real sort of front and center community needs or interest. And so, uh, like Lael said, I I course correct it because, um, and I'm not suggesting this is for everyone, or everyone has the latitude to do this, but I, I, I do wanna do work that's driven by community interest and need. And while again, I, I will engage that work of looking at digital health technologies in another context, in the context of really being on the ground and doing work with communities and for communities, I, I course corrected 'cause I knew that there were other needs. So this is not to say that in developing community partners, you scrap your whole project. And I certainly

have, I've just sort of shifted it, is to say that, you know, if you bring community in, there's a, there should be a willingness to listen to community and maybe adjust the project if it really is about justice.

Kim Gallon ([18:39](#)):

The community really should be driving what justice looks like. You may have a, a really good idea of what's needed, and you may even be right. So that's not even, um, it's not about being right or wrong, but it's about what is necessary and more importantly, what the community is ready for, right, in terms of how they might, uh, receive a plan around justice. Um, and I, I would argue that the community is more likely to adopt and be interested and engage a, a project, a plan, um, that is driven by their needs and their interests. And so I think, you know, with real careful thinking, you could, um, you know, hopefully thread that needle and, and speak to both community and the work of the project. Kean, if I could just say one thing about the, um, established projects and the, um, startup projects.

Kim Gallon ([19:31](#)):

I think again, Leo touched on some really good points. You know, if you are, uh, established project and you are trying to think about data in relationship to data ethics plan or establishing community partners, um, I would suggest that one of the things that you might think about is how, if you're up and running, how a data ethics plan aligns with your vision of the project, right? So this is not just about data, it's also about the vision of the project. So if you, and this gets back to again, what you think ethics are. You know, a lot of the work of projects is actually very philosophical. Like, what are the ethics? What are the morals of the project? What are the morals and ethics of the people engaged in that project? And so people who have an established project should sort of do a check-in with the project themselves, the people who are working on the team, and try to build a data ethics plan that really aligns with a larger sort of ethos of the project.

Kim Gallon ([20:26](#)):

I would argue if you're just starting your project, this is an incredible opportunity to build with community, to create a data ethics plan that grows, um, and has the flexibility to change as necessary. Again, not drastically. I think there are some core principles of data ethics around care, uh, protection, thinking really critically about when and when not to share data. But I think the nuances of the project and the nuance of the data ethics plan could really grow together and be more mutually constituent. So I think both projects, the established one, and then the startup have a really incredible rich opportunity to do work that really deeply reflects the project or the organization.

Keyanah Nurse ([21:10](#)):

Thank you for sharing, uh, those thoughts, Kim. 'cause I was, I was gonna ask about that pivot moment, right? Like, if you already do have an established project and you wanna take on more intentionally this question of data ethics, but you haven't sort of folded in the partners in the same way, um, that both you and Leo have talked about. How does one sort of make that, um, pivot and also in, in, with respect to the genre of grant writing, how do you sort of be honest about that and fold it into the sort of work plan or what you hope to do, um, as part of what your, your proposed activities? Right.

Kim Gallon ([21:48](#)):

I, I'll just jump in and I, I would love to hear what Lay says that, you know, the gr I like grant writing. It's weird. I don't, I never thought that I would, but I, I enjoy grant writing, um, because I think the opportunity to tell a story and in such a compelling way and to make a case for why a project and why

the, the story that you have to tell about the project, it merits the support of, you know, a various organization. And here, I think if that, if that is the case, you're an established project and you realize that you know, you, um, maybe mistepped or could have done a better job or you're coming into establishing community partners relatively late. Tell that story, tell the story about this as a moment and an opportunity to do what other organizations haven't done or what other projects haven't done.

Kim Gallon ([22:42](#)):

And that because of this opportunity, you believe that you can establish a much richer, much deeper, um, project that really will reflect the community, um, that you wanna work with practically. You know, 'cause that's the story that you tell practically. There is some real work that you need to do, um, to actually establish those, uh, relationships. And not in a very superficial way, but more in a substantive way. So, um, I found myself absolutely in the same position as much as intellectually. I know that, you know, order to work with communities, you need to build relationships. I was still letting the institution where I worked drive the timeline of getting this project through I r B and up and running, and I stopped the I r B process and realized that this project was gonna fail if I didn't actually spend the time getting to know the community.

Kim Gallon ([23:36](#)):

And so I'm fortunate enough, and I had the luxury of having funding where, um, several of my, um, people that work on my team at Brown, um, uh, so a couple of them are students, but others are not students that I dedicate one hour of their time in the community working as a volunteer in a community organization one day a week, and then I started actually working in the community on the weekends for a particular organization. It means the process has slowed down. It means that, you know, the I R B's gonna go in in the spring, not the fall like I want it to. But, you know, if we're really gonna be about justice and doing this work, there are gonna be times we have to slow down. So tell, tell that story, also tell how you plan to course correct and, and establish a much more meaningful relationship to the community.

Lae'l Hughes-Watkins ([24:26](#)):

Kim, I feel like just that part, right there was like a masterclass of course correction and vulnerability. Like, I so appreciate you sharing that. Um, like truly, I, I like if you're, if you're in that, when you're in that moment, you have that realization, I think that level of transparency is so important because personally trust and believe there's somebody in the group or a couple of people in the group who know that there's a course correction that should, should happen, and they're like waiting for you to say something and then better if you don't, <laugh> don't say anything. And so to have that vulnerability and to say, you know what, um, team or, or, or community, community partners, like, I have not, I have, I have not done my due diligence in this area. I'm, I'm seeing that we're challenged in this area and I really wanna take a pause or, or slow down like you are, like you're doing to really get in more, um, feedback and, and listen and, and do the project at the, the, the pace that it needs to go at.

Lae'l Hughes-Watkins ([25:28](#)):

Not that what you're being told it needs, that it needs to go at and let that process be more, um, organic. Because yes, institutions will put you on timelines that you're just like, this is crazy. I, I really can't do this and that. And that is part of the problem with, um, trying to have a more thoughtful relationship and process with community partners because they have their own timeline <laugh> and when they're going get to you and talk to you and, and work with you. And so that is such a process. And

then that, and then their timeline is never on the institution's timeline, <laugh>. So you have, we have to bend to them, not, not the other, not always the other way around. And so, um, I think just having that transparency and vulnerability, I just really appreciate you, um, sharing that because I, I think that that, and I don't know what the word I'm looking for, but I just think that makes a stronger connection with the community partner that, that you're working with. And, and people appreciate honesty and acknowledging when you've made a misstep. And I, I just think that makes people wanna work with you more and, and, and fully trust you, um, when you're willing to, to make those, um, acknowledgements.

Keyanah Nurse ([26:34](#)):

Yeah. Thank you both for those, uh, comments. I'm, I'm reminded of two things. One is that I do wanna make clear also to the, the folks in the audience, uh, the perspective applicants that, you know, there is a real pressure to perform a return on investment with grant writing. And we want to try to encourage folks to do something a little bit different in terms of the way that they're crafting their materials for this program. Because, you know, as you know, my colleague James always says, so well, like, we're invested in the work of field building, which requires a little bit of risk taking, requires a little bit of vulnerability, requires sort of that pause and that intentionality to sort of, um, build the relationships that are actually gonna sustain a project over the long term, right? And so if we take the pressure to sort of perform an assuredness that's perhaps not there and sort of, uh, lean into that vulnerability in terms of talking about the story of how a project has unfolded, whether that's for a seed project or for a development project, those are really, um, you know, those, the vividness of those projects really jumps out on the page.

Keyanah Nurse ([27:43](#)):

I always think, um, and I really wanna sort of underscore that. We want to encourage folks to, to sort of think about that because the reality is no matter what happens, whether or not you do all the things you said you were gonna do in your project timeline in the way that you said, or you didn't, and you, you know, came across a lot of mishaps, all of that is useful information for the next phase of the project, right? This is an iterative long-term process. So any data, uh, you know, to use that word, any data in terms of the process is, is useful and helpful for moving things forward. The other thing that I wanna lift up that I find interesting about this, um, sort of discussion on data ethics is sort of the ways in which folks doing this work have to kind of engage in community partners and the data ethics is part of the interpersonal relationships that one establishes. Um, but I wanna I wanna shift gears a little bit to talk about sort of, um, I guess in some ways, like the data that will live on servers or on our computers. Like how does one ethically engage with the data that's collected? How do you, um, sort of maintain it? What sort of questions do you ask around where it lives, who has access to it? Uh, those kinds of things. So any thoughts that you have on that would be, would be great.

Kim Gallon ([28:59](#)):

Yeah, that, those are great questions. Um, uh, and you know, I, I'll, I'll harken back to some of the, I think, incredible work that's been done at other places or through other projects. I'm thinking more specifically about, uh, color conventions project who, um, in those questions about the sort of data infrastructures, um, I think they really work hard to think about who's handling the data after it's collected in terms of what those, their principles are, right? In terms of thinking about, um, diversity at the level of technical, of the technical apparatus in terms of like data scientists, right? And that doesn't mean that, and I'm thinking di diversity broadly here. Um, you know, obviously racial and ethnic and maybe gender diversity sort of comes up to the surface, but I'm also talking about diversity in terms of praxis and, um, being willing to think innovatively about the, uh, the, uh, data science as a field, right?



Kim Gallon ([30:01](#)):

So one of the things I'm committed to doing, and it doesn't really resonate a lot with, you know, general data science practice, is to be more comfortable with data that has noise in it, or data that isn't necessarily, uh, clean data. The data might have some outliers and figure out ways to, instead of cleaning the data to sort of live with some of the variables. Um, so thinking about those sort of ethics of like, again, how does, um, how you collect and store and sit with the data, uh, reflect more of, uh, the, the justice, um, objectives that you have, right? So thinking about, you know, how to sort of balance out the, the sort of technical aspects of data in terms of where it is, um, and how it's processed with the sort of ethical moral justice ones are, are not easy. You know, I would encourage people to think about their infrastructure and look at platforms like Makutu, right?

Kim Gallon ([31:05](#)):

Which is a platform that was built for indigenous communities and has all sorts of protocols built in to the infrastructure that allows access to that data from the community, right? Um, so that's one technical thing is think about your platform. Does that platform actually is it conducive to the ethics and the justice vision that you have for the project? Um, the other thing I would think about, think about if there's funding rather through this, um, program or through another, um, building your own custom data hub and then creating your own protocols that reflect the vision of your organization or your project. I know it's easier said than done, but there are a lot of open source tools out there, and with the right data scientists and the right support, you might be thinking about a infrastructure that you have to custom build because you can't have a in, you don't have to see an infrastructure that actually, uh, reflects the vision that you had. So those are a couple things that you might think of in terms of, of technically,

Lae'l Hughes-Watkins ([32:12](#)):

Again, I don't have too much to add to that <laugh> to that. Um, I, I, the, the fact that, um, Kim mentioned McCree too, like, I, I, I like, I love that as an, as an example, um, because I do think, which we touched on earlier, like having that shared understanding, um, about what the team decides, uh, defines as ethics, um, will impact what you decide is accessible, what looks, what accessibility to that data looks like. And so, um, creating those protocols, um, in a and, and maybe cannot necessarily do that in advance because depending on what the data looks like as, as it's, as it's, um, coming into view is gonna impact what those protocols look like. Um, but I do think as you're, especially if you're gonna build out, um, a platform, I think even just effective, um, Kim mentioning like if you had those data outliers, like just how are you going to manage making that, that data accessible?

Lae'l Hughes-Watkins ([33:15](#)):

Um, and I kind of think it would be great to document that process, like those conversations that were had to decide how you came up with the protocols that you decide to put in place, or how you came to decide to build out your own platform versus the platforms that already exist and why you didn't use that. Like, I really think that could be very, very valuable, um, documentation and conversations, um, to have for your, for your team and if everyone's, um, agreed upon it, that could be shared out and be very valuable for others also that are, are engaging in, in, in this process as well.

Kim Gallon ([33:47](#)):

Can I just follow up on what Leo's saying? Um, I, I, I love the fact of documenting that process. It's something that we are going to be doing with the work I'm doing with my team, documenting a process

for, um, sort of moving away from the racial categories that have been prescribed for us, um, by the federal government. The federal government is, is, is really working hard, um, under the Biden administration to, to make, create more nuance around racial and ethnic categories. But here in Providence, like many, many communities, you know, people who are phenotypically black may or, uh, you know, identify as Cape Verdean or you know, Dominican or Liberian, a Liberian American. And so the data practice that we have here at the, the work I'm doing is that we are going to get granular in people's identity, but we have to also sit with the fact that that data is probably not gonna be usable for many people outside of the Providence community, which is fine, right? We're building something for black and brown people in Providence. We're not building, uh, a, a, a data, um, you know, a collection of data, quite frankly that is supposed to be really usable outside of the community, right? Um, and so I think that might be also something to consider as, as Lay said, you know, what, what are you willing to sacrifice? What are you willing to not sacrifice in the ethics and, um, the data infrastructure or the data that you build and create?

Keyanah Nurse ([35:19](#)):

Thank you. And I think that's a wonderful example of how even if the data that you're collecting is intentionally inaccessible to people outside of the particular community that you're serving, that even documenting the process though of how you, as Lay said, sort of come up with, um, sort of your framework is still useful to, to others. And that's also something that I wanna highlight in terms of an ongoing conversation, um, that we've been having at A C L S about this particular grant program is this question of accessibility, right? Recognizing that the data that belongs to certain kinds of communities, ones that have been historically and currently still subject to online harassment, like there are parts of that data that should be, that should absolutely be protected. And so thinking a little bit more, uh, intentionally about what accessibility looks like is also sort of part of, of data ethics in that way. So I wanna switch, uh, gears just slightly to sort of talk about, um, you know, thinking about your experience as a reviewer for various kinds of grants and fellowship competitions. Can you share, just generally speaking, any glaring red flags around data ethics that have appeared within applications? And if there are any words of caution that you might offer to prospective applicants when developing and articulating their own data ethics plan?

Kim Gallon ([36:43](#)):

Well, for me, it's boilerplate language. If, uh, you know, and I know people are busy and I understand that people are doing the best that they can, but, you know, some of the red flags I've seen, it's so clear that this is just boilerplate or language that is very, very general or basic. Um, like I said, you know, there's so many resources, um, on data ethics, um, but you know, uh, if you haven't really thought through, uh, a data ethics plan and you're just sort of trying to find something to just sort of satisfy that part of the application, I would urge you to actually deep, deep think more deeply about it. And to be really clear, you know, show that your data ethics plan connects with the broader vision and objectives of the project. The data ethics plan isn't the place to all of a sudden sort of talk about your commitment or your, um, your ideas of what justice means.

Kim Gallon ([37:44](#)):

That should be something that is integrated and then shows up again in your, your ethics, uh, your data ethics plan or your data ethics strategy. Um, and think another red flag is it's, it's clear that your community partners that you are unaware or you just miss real information about your community partners that can easily be accessed by someone else. And so, um, as much as possible, a really well written but deeply, uh, thought out ethics plan that actually reflects the project, the community

partners. And then I would also lastly say a data ethics plan or strategy that is, um, very explicit about, um, or is a flexibility not in the sense again that, you know, well, our data ethics plans changes as, you know, people change. Um, there certainly should be a core there, but it also should recognize the cultural specificity, should recognize times, you know, um, change over time, the nuance of larger things that might happen. So there's a certain flexibility about the plan. Also, um,

Lae'l Hughes-Watkins ([38:56](#)):

Just a few additional points, just, um, I always think it's important as people are doing their data ethics plans, that if they can, um, draw any lines to any com comparative projects that's similar to theirs, when, when I'm personally, when I'm reading a project and if it has any similarity to anything else that I know I'm going and it's not referenced, I'm like, Hmm, <laugh> do you not know and you should know <laugh>, you know, so that's a red flag to me. Um, but uh, again, also something, your data ethics plan is realistic. I sometimes I feel like you can read a plan. I'm just like, this sounds so <laugh> and I, and I never like to tamp down anybody's light or, or sunshine or, or, or vision, but it also has to be realistic and, and there's gonna be people in the room that's gonna be reading your grant that has been doing this work or been in relationship with who's doing this work. And when somebody sounds so out of bounds, just like, how are they gonna do this on this timeline with this? Did they reach out to this community and they're supposed to be doing this? This is, it's like, okay, this doesn't sound possible <laugh>. So you don't wanna lose out on a wonderful opportunity just because you, you may not have been more realistic about what's, uh, what your data at this point could actually, um, carryout. So that, that's just my 2 cents on, on that point.

Keyanah Nurse ([40:19](#)):

And so I think, you know, for the final question, we could take everything that you just shared, both of you just shared in the affirmative, but I wanna ask if there are also any green flags, right, that you've seen or any aspects of a data ethics plan that have been exemplary or that could provide potentially useful model, uh, to others, just so that we can, we can end on a relatively positive note before we head into our breakout rooms.

Kim Gallon ([40:50](#)):

Lael, did you have, oh, good. Okay.

Lae'l Hughes-Watkins ([40:52](#)):

I'll just say one, one quick thing, just saying that when you could tell there's been work done on the front end that they're just not waiting for when the, to get this grant approved before they start doing the work <laugh>, um, that you, that you believe in your work enough that you actually started some of that on the front end, um, in advance to, to create the environment for success and that you have that built into your conversation around your data ethics plan. I think that's, to me, that's always like impressive when you can see like they've started to lay the groundwork, um, already and, and so I think that's like a wonderful green flag that I love to see.

Kim Gallon ([41:32](#)):

Leo, that's a good, good one. That is absolutely a good one. Um, yeah, I would say, you know, obviously do all the things that we said not to do <laugh> as part of the, the green flags, quite frankly. Um, but I also think that having, um, uh, sort of a vision about the data for what, like, uh, what it can do, right? Like what the, the possibilities of what the data can do, um, in terms of being part of the transformative

change that the data is not just, uh, data that is either going to be, um, collected and, and sort of static, but what the data ethics plan can sort of do for, uh, a longer visions of the project and then the sort of longer vision of social justice outside of that specific project. You know, when I can see projects that can actually think, um, um, or ethics, and again, this doesn't, you know, I'm not asking for people to come up with some grand scheme of how to, you know, solve some of the more long-term systemic issues, but a nod to how data ethics, uh, strategy plan, um, might have a broader life outside of the specific project, though that's a real green flag.

Keyanah Nurse ([42:47](#)):

Wonderful. Well thank you both for engaging in what I felt like was a very rich sort of discussion, um, to get us primed to go into our breakout rooms. So I'm going to, um, pause the recording now. Um, okay, wonderful. So thank you all for attending and I hope that, I genuinely hope that this was helpful and that you got some good feedback or just different, um, sort of things to consider as you're crafting your applications. Risa, could you share your screen, um, so that I can go through some, just some dates. So just wanted to reiterate that the deadline for applications is December 15th at 9:00 PM This also includes the institutional verification that the administrator has to submit on your behalf. So if you are at all on the fence about, um, applying, I would still sort of start the application and note which administrator's gonna fill this out for you so that the, um, our online fellowship application portal can send that to them as soon as possible. It is a very, very quick form. It is not a letter of recommendation, it is a series of three check boxes with a small fill in field that gives us a little bit more information about the, uh, sort of technological infrastructure that would be available to you should you get the grant funds. And so once the application closes in mid-December, we'll have our selection committee meetings in March and then notify folks via email in May. Next slide, please.

Keyanah Nurse ([44:19](#)):

I also wanted to lift up, uh, the other webinars that are coming down the pipeline. So in a couple of weeks we'll be joined by professor, uh, Rio Moto, who's at, uh, Princeton, and Dr. Lorena Goodrow, who's at the University of Houston. And they'll be talking about capacity building and what that looks like for the appropriate scale for seed projects. Then we'll be joined by Marissa Parm a few weeks later to talk about what that looks like for development grants. And if at any point you have further questions, um, about your application, you can attend one of the applicant q and as, which will feature, um, A C L S staff. And those are very, very informal. They're kind of just pop in, Hey, I have a quick question about this, could I get some FaceTime? Um, so I definitely recommend attending those. Uh, if you have, if you just wanna chat all of these recordings, uh, with the exception of the q and as will be available on the A C L S digital justice supplementary materials page. So if you can't make any of those, any of the ones coming up, you can still access the recording. Next slide.

Keyanah Nurse ([45:24](#)):

Alright, so that is it. Thank you. Best of luck in your application. I also want to extend a warm thank you to both Kim and Layle for joining us today, for giving us some of their time. This is a real sort of new effort that we're trying to do in terms of giving folks, um, more resources, resources in terms of how to, um, sort of think about their applications and craft materials. So I'm so grateful that you both agreed to, to join us today, and I hope that this was helpful to everyone who attended.

Speaker 4 ([45:53](#)):

Thank you and good luck everyone.

Speaker 5 ([45:56](#)):

Yes, good luck.