

Julian Posada

CONTACT INFORMATION	4 Devonshire Place Toronto, ON M5S 2E1	<i>Email:</i> julian.posada@mail.utoronto.ca <i>Site:</i> https://posada.website
EDUCATION	University of Toronto , Canada PhD in Information	2022
	School for Advanced Studies in the Social Sciences (EHESS) , France Master in Sociology	2018
	Sorbonne University , France Maîtrise in the Humanities	2016
AFFILIATIONS	New York University , United States Affiliate, Center for Critical Race and Digital Studies	2020–Present
	Massey College , Canada Junior Fellow	2018–Present
GRANTS AND FELLOWSHIPS	Graduate Fellowship, Schwartz Reisman Institute, \$7,500	2021
	Research Fellowship, Weizenbaum Institute for the Networked Society, \$6,000	2021
	Marcia J. Nauratil Memorial Fellowship, University of Toronto, \$500	2021
	Doctoral Research Award, International Development Research Centre, \$20,000	2020
	Ethics of AI Research Fellowship, Centre for Ethics, University of Toronto, \$2,500	2020
	Junior Fellowship, Massey College	2018
	Joint Research Grant, University of Toronto & French National Centre for Scientific Research (with P. Tubaro, A. Casilli, and A. Delfanti), \$10,000	2018
AWARDS AND HONORS	Hudd Bursary, Massey College, \$2,750	2019–20
	Henry N. R. Jackman Scholarship, Massey College, \$5,000	2018–20
	Doctoral Scholarship, Faculty of Information, University of Toronto, \$100,000	2018–23
	SGS Award, Massey College, \$16,500	2018
	Int. Student Scholarship, Faculty of Information, University of Toronto, \$10,000	2018
	Highest Honours (mention <i>très bien</i>), École des Hautes Études en Sciences Sociales	2018
	Highest Honours (mention <i>très bien</i>), Sorbonne University	2016
	Erasmus Scholarship, European Union, \$3,000	2015
REFEREED PAPERS	Miceli, M., Posada, J. , Tianling, Y. (Accepted 2022). “Studying Up Machine Learning Data: Why Talk About Bias When We Mean Power?” <i>Proceedings of the ACM on Human-Computer Interaction</i> , 6(GROUP)	
	Posada, J. , Weller, N., Wong, W. (2021). “We Haven’t Gone Paperless Yet: Why the Printing Press Can Help Us Understand Data and AI.” <i>Proceedings of the 2021 AAAI/ACM Conference on AI, Ethics, and Society (AIES ‘21)</i>	
	Posada, J. , Shade, L. R. (2020). “Platform Labour Discourse: How Hyr Targets The ‘Bucket List Generation’,” <i>Democratic Communiqué</i> , 29(1)	

- BOOK CHAPTERS **Posada, J.**, Newlands, G., Miceli, M. (*Forthcoming 2022*). “Labor, Automation, and Human-Machine Communication,” in A. L. Guzman, R. McEwan, S. Jones, (eds.), *SAGE Handbook of Human-Machine Communication*, London: SAGE
- Posada, J.**, Miceli, M. (*Forthcoming 2022*). “A Question of Power: How Meanings are Ascribed to Machine Learning Data,” in E. Wahal, A. A. Casilli, (eds.), *The Other Side of Robots*, Milan: Feltrinelli Editore
- Casilli, A., **Posada, J.** (2019). “The Platformization of Labour and Society,” in M. Graham, W. Dutton, (eds.), *Society and the Internet*, 2nd vol. Oxford: Oxford University Press
- OTHER PAPERS 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*
- Posada, J.** (2020). “The Future of Work Is Here: Toward a Comprehensive Approach to Artificial Intelligence and Labour.” *Ethics in Context*, 56
- POLICY REPORT May, C., Mamoon, M., Campana, M., Cheng, A., Matic, G., **Posada, J.**, Matic., A. (2020). *Microtasking*. Toronto Workforce Innovation Group. Ministry of Economic Development, Job Creation and Trade, Government of Ontario
- REVIEWS **Posada, J.** (*Forthcoming 2022*). “A. Delfanti, Unboxing AI at Amazon Fulfillment Centres”, in E. Wahal, A. A. Casilli, (eds.), *The Other Side of Robots*, Milan: Feltrinelli Editore
- Posada, J.** (2019). “Alex Rosenblat, Uberland: How Algorithms Are Rewriting the Rules of Work, Berkeley, CA: University of California Press, 2018”, *International Journal of Communication* 13
- PUBLIC WRITING **Posada, J.** (*Forthcoming 2021*). “Divided but United” *Logic Magazine*
- Posada, J.** (*Forthcoming 2021*). “Why AI Needs Ethics from Below” *The New AI Lexicon*, AI Now Institute
- Posada, J.** (2019). “From Computers to the Streets. Voices of the Global Technology Industry” *Notes from Below*, 8
- MANUSCRIPT UNDER REVIEW Miceli, M., **Posada, J.** “The Data Production Dispositif.” *Currently under review for publication in the journal “Proceedings of the ACM on Human-Computer Interaction”*
- MANUSCRIPT IN PREPARATION **Posada, J.**, “(Dis)Embeddedness in Latin American Data Work.” *Full paper presented at the 2021 American Sociological Association Annual Meeting. Chosen as one of the twelve best papers of the 2021 AoIR Annual Meeting for publication as a peer-reviewed paper in the journal “Information, Communication & Society”*
- Ebrahim, K., Ferrari, F., **Posada, J.** “The Geographies of Crowdsourcing.” *Paper currently in its early stages.*
- CONFERENCE PRESENTATIONS “The Platform Dystopia.” Views on Techno-Utopia Workshop. *Absolutely Interdisciplinary Conference*. Schwartz Reisman Institute. October 2021
- “Labor Disembeddedness in Machine Learning Data Annotation.” *Association of Internet Researchers Annual Meeting*. October 2021

“The Social Networks and Data Annotation in Latin America.” *4th Annual Meeting of the Society for Social Studies of Science*. October 2021

“Sociology of Artificial Intelligence.” Ideas for Future Research. *American Sociological Association Annual Meeting*. August 2021. (With I. Kozłowska)

“(Dis)embeddedness in Latin American Data Work.” *American Sociological Association Annual Meeting*. August 2021.

“Personal Networks in Crowdsourcing.” *Canadian Sociological Association Conference*. June 2021

“Power Relations in Machine Learning Annotation.” *7th Annual Conference of the Canadian Association of Work and Labour Studies*. June 2021. (With M. Miceli)

“The Coloniality of Crowdsourcing.” *Canadian Communication Association Annual Meeting*. June 2021

“The Politics of Data Production in Machine Learning.” *Politics and Ethics of Platform Labour: Learning from Lived Experiences*. University of Cambridge. April 2021. (With M. Miceli)

“The Coloniality of Data Annotation Platforms.” *Platform Governance Research Network Conference*. March 2021

“A Question of Power: How Task Instructions Shape Training Data.” *Second Symposium on Biases in Human Computation and Crowdsourcing*. November 2020. (With M. Miceli)

“Social Reproduction in Human-Aided Artificial Intelligence.” Doctoral Consortium. *The Eight AAAI Conference on Human Computation and Crowdsourcing*. October 2020

From Development to Deployment: For a Comprehensive Approach to Ethics of AI and Labour.” *Association of Internet Researchers Annual Conference*. October 2020

Platform Cooperativism and Capitalism at Work.” *American Sociological Association Student Forum*. August 2020

Programmed Inequalities in Platform Labour.” *Canadian Communication Association Annual Meeting*. June 2020

Structural Inequalities: The Case of Deliveroo & SMart.” *Canadian Work and Labour Studies Association Annual Conference*. June 2020

“Platform Co-Operatives: A Comparative Study of Worker-Owned Labour Platforms.” *Association of Internet Researchers Doctoral Colloquium*. October 2018.

“Click-work in the kitchen: How digital platforms transform labour in the restaurant industry.” *British Sociological Association “Work, Employment and Society” Conference*. September 2018. (With P. Tubaro, A. Casilli, É. Pénalva-Icher, and P. Caillou)

“The elephant in the dining room: Digital platforms and the restaurant industry.” *Digital Capitalism conference*, King’s College London. March 2018. (With P. Tubaro, A. Casilli, É. Pénalva-Icher, and P. Caillou)

“From online quality valuations to a new division of labour: How platforms transform value creation in the restaurant industry.” *Work and Employment in an Era of Platform Capitalism conference*. February 2018. (With P. Tubaro, A. Casilli, É. Pénalva-Icher, and P. Caillou)

“Inconspicuous digital labor and online quality valuations: The case of a French restaurant and booking platform.” *Reshaping Work Conference*, Amsterdam University College. October 2017. (With P. Tubaro, A. Casilli, É. Pénalva-Icher, and P. Caillou)

INVITED TALKS	A New AI Lexicon. RightsCon & AI Now Institute	June 2021
	Gender in Management Special Interest Group. British Academy of Management	May 2021
	Histories of AI. Mellon Sawyer Seminar, University of Cambridge	April 2021
	5th Ursula Franklin Forum. Massey College	March 2021
	The Massey Dialogues. Massey College	January 2021
	Junior Fellows Lecture Series. Massey College	December 2020
	Telephone union of the Mexican Republic. (With A. Casilli)	June 2020
	The Massey Dialogues. Massey College. (With A. Casilli and B. McPhail)	March 2020
	Toronto Taskforce Innovation Group, Government of Ontario	March 2019
Junior Fellows Lecture Series. Massey College	December 2019	
MEDIA COVERAGE	Elliot, V. (August 2021). "Training self-driving cars for \$1 an hour." <i>Rest of World</i>	
	Vincent, M. (January 2021). "Ethical AI Has Not Solved Tech's Problem with Racism." <i>Elle Canada</i>	
	Délaacroix, G. (November 2020). "Plaidoyer pour des captchas éthiques" [Advocating for Ethical Captchas]. <i>Médiapart</i>	
CAMPUS TALKS	Critical Computing Seminar. Dept. of Computer Science, University of Toronto	August 2021
	Ethics of AI Lecture Series. Centre for Ethics, University of Toronto	April 2021
	Academic High Table. Trinity College, University of Toronto	March 2021
	Ethics of AI Lecture Series. Centre for Ethics, University of Toronto	July 2019
MENTORSHIP	Co-Founder, Research Mentorship Program, Faculty of Information	2021–Present
	<i>Student Mentees:</i> <ul style="list-style-type: none"> • Lorena Almaraz, Master of Information • Kamilah Ebrahim, Master of Information 	
TEACHING EXPERIENCE	Teaching Assistant, University of Toronto	2018–21
	INF2243: History of Info. and Communication Technologies (Graduate)	Winter 2020
	CSC300: Computers and Society	Summer 2021
	CSC303: Social and Information Networks	Winter 2021
	CCT416: Work, Media and Technology	Winter 2021
	CCT420: Information Technology and Globalization	Summer 2020
	CCT180: Introduction to the Information Society	Summer 2020
	CCT222: Political Economy of Comm., Culture, and Technology	Fall 2018, 2019, 2020
RESEARCH AND POLICY EXPERIENCE	Government of Canada Innovation, Science and Economic Development Canada <i>Workshop Facilitator</i>	2021
	Assisted with data collection, note taking, and report writing based on workshops with Canadians about their perceptions of artificial intelligence	

University of Toronto
Schwartz Reisman Institute for Technology and Society
Research Assistant 2020–22
 Research assistant for the “Human Rights in the Digital Era” research project under the supervision of Prof. Wendy H. Wong

University of Toronto
McLuhan Centre for Culture and Technology
Research Assistant 2019–20
 Research assistant for the “You’re Deactivated” research group under the supervision of Prof. Alessandro Delfanti

Government of Ontario
Toronto Workforce Innovation Group
Researcher 2019–20
 Expertise provided for a policy report on data annotation for the Ministry of Economic Development, Job Creation and Trade, Government of Ontario

University of Toronto
Faculty of Information
Research Assistant 2018–19
 Research assistant for the eQuality Project on information policy. Supervised by Prof. Leslie Shade

French National Centre for Scientific Research (CNRS)
Laboratory of Computer Science
Research Assistant 2017
 Member of the “Machine Learning and Optimization” research group. Assistant for a project on digital platforms, labour, and automation. Supervised by Dr. Paola Tubaro

SERVICE

PEER REVIEWING

Association of Internet Researchers (Conference) 2021

American Sociological Association (Conference) 2021

Environment and Planning A: Economy and Space (Journal) 2020

CONFERENCE & WORKSHOP ORGANIZING

Log Out 2 Conference in Toronto, Canada 2020

ENDL/INDL Doctoral Colloquia in Canada, France, & Italy 2018–20

Walter Gordon Symposium in Public Policy in Toronto, Canada 2019

ELECTED POSITIONS

Elected Representative, Student Forum, American Sociological Association 2020–22

Don of Hall (Representative), Massey College, 2019–20

Student Representative at the Faculty Council, EHESS Paris, France 2017–18

VOLUNTEER ACTIVITIES

Member of the Governance & Nominations Committee, Massey College 2020–23

Member of the Executive Committee, Faculty of Information, U. of Toronto 2020–21

Member of the Governing Board, Massey College 2019–21

Volunteer, OuiShare	2017
Member of the Steering Committee, La Coop des Communs	2017–18
Volunteer, United Nations Development Program	2015
Volunteer, Fundación Pandebonium	2010–11

COMPUTING

Advanced: NVivo, E-Net

Intermediate: R (tidyverse, ggplot2, igraph, sna), L^AT_EX, MAXQDA, Gephi

Beginner: Python (pandas, NumPy), SQL, HTML/CSS

LANGUAGES

Spanish (Native), French (Advanced), English (Advanced)

MEMBERSHIPS

Association for Computing Machinery (ACM)

American Sociological Association (ASA)

Association of Internet Researchers (AoIR)

International Network on Digital Labour (INDL)

CV Version: September 2021