



Opening Doorways

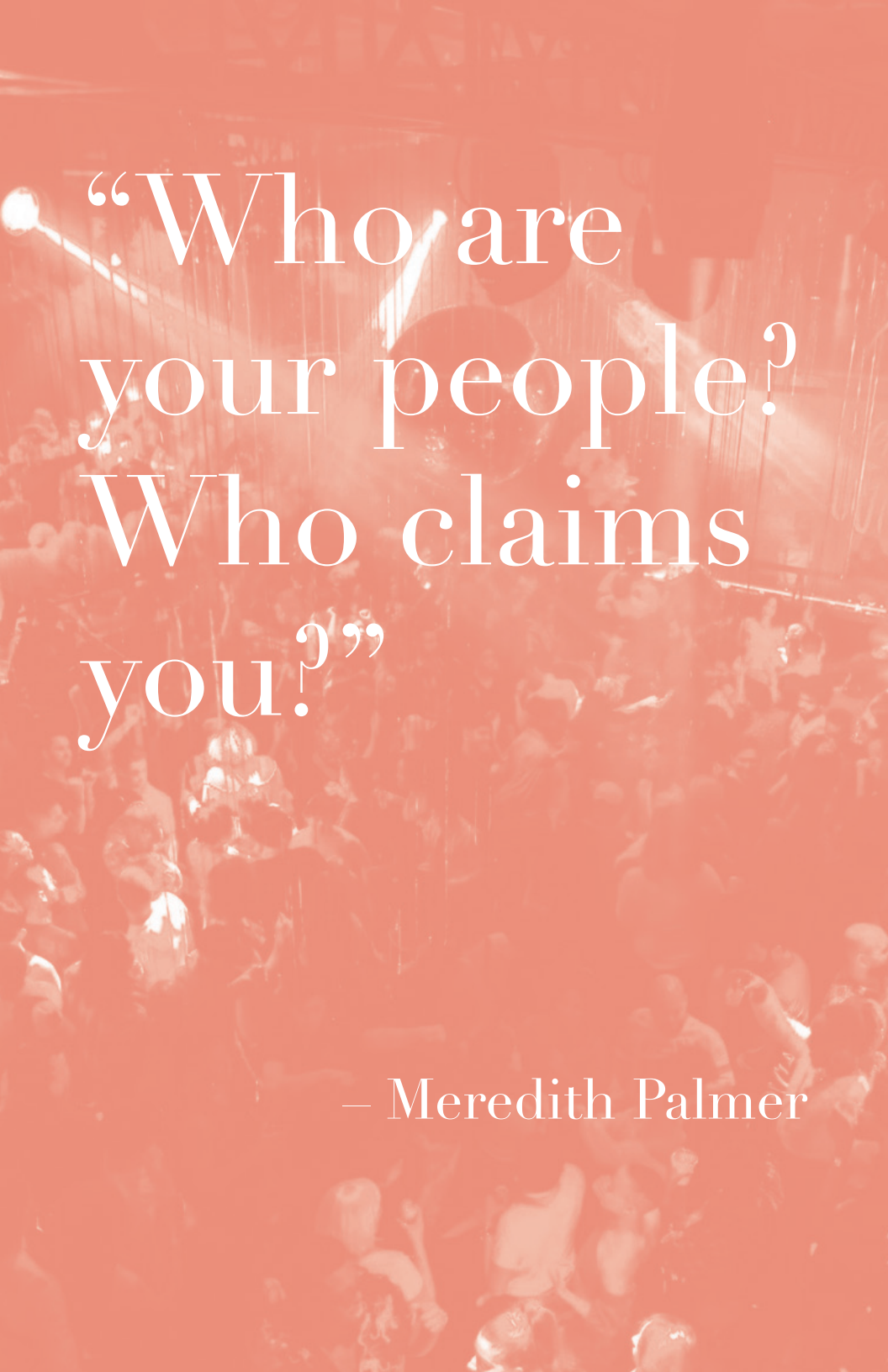
To the Ecology of Changing Tech

Holly Meadows-Smith

Logic School 2021

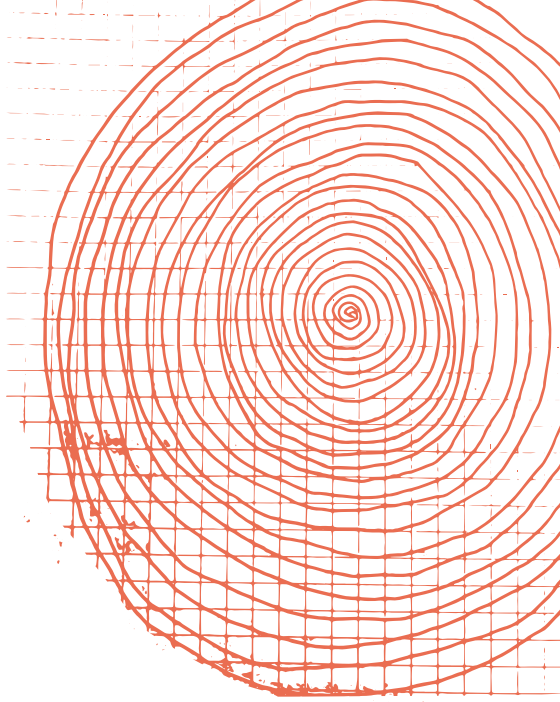
If you can welcome someone well enough,
they are the best at welcoming someone
else.

Jeffrey Yoo Warren



“Who are
your people?
Who claims
you?”

– Meredith Palmer



*Community, noun, a unified body of individuals.
Community as feeling, as practice, as lifeline.
Community as the foundation, the movement, the goal.
Community ties, community leaders, community tools.
Sense of community, lack of community, loss of community.*

"Who are your people? Who claims you?"¹

Meredith is sitting in her car, outside her home where a young child would be otherwise demanding the attention of their mother should she have stayed indoors. She poses this question over Zoom to a group of us who have been convening digitally after work for the past ten weeks to think critically about the technology industry that we're all employed by in different ways. As each person responds to Meredith, their face grows large on my screen, brows furrow, they hesitate a lot, it's not easy to answer. No one names their employer.

Researching ahead of a separate meeting for my own employer, I am confronted with a landing page reading: "Community as a service: Unite your audience under your brand ethos. Engage and retain your biggest fans and most sought-after prospects with a community experience they'll love." I screenshot it and post the image as a response to the tweet: "a bay area food tech company is doing free fridges which are a medium of mutual aid. corporate creep into the domain & language of mutual aid has arrived and it is unpleasant."

¹ Meredith Palmer, Logic School 2021, Meeting 8.

I move to Slack to check a notification in my team channel:

AA: No but I'm seriously asking does anyone own a peloton?

RH: There's a gchat room for "L***ers on Pelotons". There's 30 members. They'll give you advice and referral codes for a discount.

I screenshot and send it to a coworker with the message: "Inclusion. Community. Support."

She responds with a link to a separate Slack thread: "C2C is the independent G***le Cloud customer community, bringing together IT executives and practitioners to learn, connect, share and harness their collective power to create a better future for all."

Logic School Meeting 1 features Free Radicals and Stop LAPD Spying Coalition. The generous presenters introduce the Algorithmic Ecology framework – an organizing tool they collaboratively developed to understand and communicate their fight against the PredPol program in Los Angeles. In their own words, "This model decenters the algorithm itself, looks at the different actors that shape the algorithm, and illustrates whose interests the algorithm serves, with the ultimate goal of dismantling the actors creating algorithmic harm."

Throughout this zine, I repurpose the framework to explore and map the different actors within the network of organizers, activists, and workers transforming the technology industry. Without knowing for sure how you ended up here, I'm going to assume you have feelings about this space, perhaps energy for driving change or burning questions or even half-baked ideas worth developing. My goal throughout is to offer an entry point, if you're looking for one, into a network and community that you can add to and build relationships within.

"The opposite of surveillance is relationship."²

I'd like to start with a huge thank you to the people that brought together the individuals that now make up the Logic School community. Xiaowei Wang, whose thoughtful spirit and tireless energy built the foundation for a learning space that centers care and intention. Clarissa Redwine, who never failed to share her knowledge and questions and who made herself so available as a resource. Christa Hartsock, resident DJ and logistics expert who created a hugely valuable archive of our learning and undoubtedly worked non-stop behind the scenes. And Dorothy Santos, the kindest, most attentive, and thorough critic I could have hoped to receive feedback from.

2 Logic School 2021.

“The opposite
of surveillance
is relationship.”

— Logic School



This zine project is created through collaboration with our incredible facilitators, so many generous lecturers, teachers, organizers, activists, and of course the tech workers of our 2021 cohort. For me, there was no community I cared much to claim in tech until now, despite six years in the industry. It was isolating and confusing leading two lives; one running 9-5, centering profit, scalability, and performance; the other after hours, built around my identity, politics, and love.

Employers in the industry seem to want workers to “stay in their lane” – they create DEI teams, HR organizations, make engineers and product managers hard to reach, station contractors in separate office buildings, define users and builders and drivers and riders as distinct groups.

“The tendency of European civilization through Capitalism was not to homogenize but to differentiate, to exaggerate regional, cultural, and dialectical differences into racial ones.”³

Reflecting on three months of cooperative learning and building alongside such inspiring individuals with my same values and frustrations, I’m struggling to understand why it can feel so hard to find this community organically at work in the tech industry. When we have tools like social media and the amplification of activism through journalism, where information is always a search bar away, why is it that so many feel stuck building products they don’t think should exist, holding roles that employ motivations outside of their values, unable to find new opportunities that serve them both financially and spiritually?

Without generalizing into abstraction the ideologies of this community, I will use a Logic School lecturer Brian Jefferson’s book “Digitize and Punish” to explain some of our motivations for “changing” tech. Professor Jefferson maps the relationship between criminal databases and the machines and companies that produce them; exploring the profit cycle between IT corporations, “information capital,” and our history of racialized governance. Reading from the perspective of a worker employed by a cog in this machine, the question becomes “how am I personally capitalizing on racist law enforcement?” And then, “what agency do I have to stop or intervene?”

3 Cedric Robinson, “Black Marxism,” 1983. Quoted by Robin D.G. Kelley in his lecture “Understanding Racial Capitalism” with SURJ.



“There is not
a technical
solution to
this problem
of racial
capitalism.”

— Brian Jefferson

The book uses the lens of racial capitalism, as proposed by Cedric Robinson, to understand this relationship between racism and technology, while magnifying the present-day replication of early-capitalism's employment of racialized antagonisms to divide people into tiers of cheap labor sources.

"There is not a technical solution to this problem of racial capitalism."⁴

Similarly, there's no technical solution to many of the other problems reflected in and perpetuated within the industry. The solution is community.

Community as solution.

As you explore the Algorithmic Ecology that was made visible to me through Logic School, I hope you find entry points to community that holds you in the same comforting and energizing way that it has done for me. As you plug in or build locally around your own needs and values, I hope you're inspired by these ideas and your own, and feel confident that as an individual with questions and frustrations that any action you take is part of a larger whole working to demand change.

"Rarely do we teach people how to listen to themselves or their callings and direct them instead to a world system that will only know how to exploit the gift. To that end, so much more time should be spent teaching people how to hear themselves and have empathy, so that we might hear and feel each other better.

Labor remains my protest. Art and action, my only weapons."⁵

Returning to the lesson from Free Radicals and Stop LAPD Spying: "The algorithm is designed to operationalize the ideologies of the institutions of power to produce

4 Brian Jefferson, Logic School 2021, Meeting 2.

5 Theaster Gates, Ocula Magazine, March 2017.

intended community impact.” My intention here is to expand the network of care and community focused on building power for transformational change in the tech industry and to offer opportunities to operationalize ideologies missing from mainstream tech power today.

This is a non-exhaustive documentation of Logic School 2021, a living document for you to add to and engage with, and a small part of a continuum of change.

In solidarity,
Holly



Glossary

Algorithm

as defined by A People's Guide to AI by Mimi Onuoha and Mother Cyborg (Diana Nucera)

"A series of steps that allow you to perform a particular task...For example, maybe you have a set algorithm for making yourself a sandwich for lunch. Your goal, or output, might be to make a sandwich that will fill you up. The inputs are all of the ingredients that will go into the sandwich, and your algorithm is how you order and arrange these things so that you can get your desired result, or output, of a sandwich for lunch."

Ecology

as defined by the Ecological Society of America

"Ecology is the study of the relationships between living organisms, including humans, and their physical environment."



Fig. 1: Utah Data Center, a data storage facility for the United State Intelligence Community that is designed to store data estimated to be on the order of exabytes or larger. According to Wikipedia, it is located at Camp Williams near Bluffdale, Utah, between Utah Lake and Great Salt Lake.

Algorithmic Ecology

as defined by The Algorithmic Ecology: An Abolitionist Tool for Organizing Against Algorithms by Free Radicals and Stop LAPD Spying Coalition

“The Algorithmic Ecology is a tool that maps, visualizes, and communicates the relationships of power that surround any algorithmic technology—from facial recognition to automated risk assessment, from social media use to hiring software. In the process of mapping, we not only visualize the power and intention to inflict harm, but also seek to highlight points where the community has opportunities to resist, dismantle, and abolish systems of oppression altogether.”

“The algorithm is designed to operationalize the ideologies of the institutions of power to produce intended community impact.”

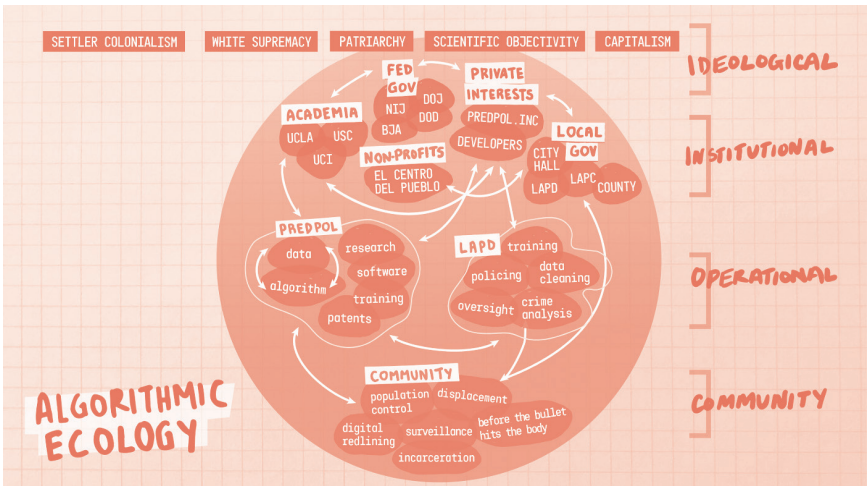


Fig. 2: Algorithmic Ecology designed by Free Radicals and Stop LAPD Spying Coalition to understand their fight against the PredPol program in Los Angeles.

Ideological

as defined by The Algorithmic Ecology

The values and ideologies that the algorithmic system creates and perpetuates.

as defined by Google Dictionary

adjective

based on or relating to a system of ideas and ideals, especially concerning economic or political theory and policy.

Institutional

as defined by The Algorithmic Ecology

The institutions and entities that uphold the ideologies of power (for personal and institutional gain) and fund/create the technology either directly or through each other.

Operational

as defined by The Algorithmic Ecology

The technical components of the algorithm and the people who directly use those technical components.

Community

as defined by The Algorithmic Ecology

The people who are impacted by the algorithm, and who hold the power to resist it. Includes the way the harm is manifested.

Organizing

as defined by the Merriam Webster dictionary

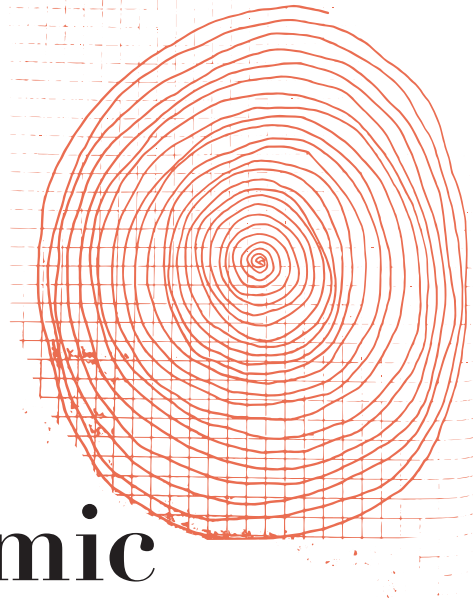
transitive verb

a: to set up an administrative structure for organize a company to manufacture his invention

b: to persuade to associate in an organization especially : UNIONIZE organize the white-collar workers

As defined by Jane McAlevey in conversation on The Ezra Klein Show

"Organizing, which I put the highest value on, is the process by which people come to change their opinions and change their views. Organizing is what I call "base expansion," meaning it's expanding either the political or the societal basis from which you can then later mobilize. What makes organizing different than all other kinds of activism is it puts you in direct contact every day with people who have no shared political values whatsoever."



Algorithmic Ecology

As a reminder, this is a repurposing of the Algorithmic Ecology that was created by Free Radicals and Stop LAPD Spying Coalition. I turn the model on it's head to identify actors in the algorithm of positive change being driven in the tech industry.

"This model decenters the algorithm itself, looks at the different actors that shape the algorithm, and illustrates whose interests the algorithm serves, with the ultimate goal of ~~dismantling~~ *uplifting* the actors creating algorithmic ~~harm~~ *remedies*."

"The algorithm is designed to operationalize the ideologies of the institutions of power to produce intended community impact."

– Free Radicals & Stop LAPD Spying Coalition

worker power

the ideologies missing from mainstream tech power today (see pg. 22)

ex. expanding the network of care and community focused on building power for transformational change in tech

Abolition

Anti-Capitalism

Anti-Racism

Intersection

Justice

Joy

Unions

Academia

Organizations

Coalitions / Collectives

DIY Education

Activism

Workers

Whistleblowers

You

ality Equity Liberation

]

IDEOLOGICAL

INSTITUTIONAL

OPERATIONAL

COMMUNITY

Published Work

Policy

Imagination

Story telling

Society

Abolition

Anti-Capitalism

Anti-Racism

Intersection

Justice

Joy

Unions

Communication Workers
of America
Alphabet Workers Union
NYT Tech Workers
Kickstarter
Glitch
Blue State Digital

Academia

Brian Jefferson Simone Browne
Cedric Robinson Desiree Fields
Ruha Benjamin Lilly Irani Dean Spade
Mercede Palmer Marissa Quarte

Organizations

AI Now Institute INCIT
The Engelberg Center
The Processing Foundation
Public Lab CoWorker.org
Open MIC

Coalitions / Collectives

Tech Workers Coalition Free Radicals
Anti-Eriction Mapping Project
Color Coded Collective Gig Workers Collective
Gig Workers Rising Disability Visibility
Cambridge River Collective

DIY Education

Concentric Tech Protocols Zone
On the Moral Collapse of AI Ethics
The Seductive Diversion of 'Solving'
Issues in Artificial Intelligence
Cambridge River Collective Student
Mutual Aid Toolkit

Activism

Turkopticon Google Walkout
Google vs. Project Maven
Amazon Employees for Climate
Justice
Whole Worker Prime Day Strike
Wayfair Walkout

Workers

Social Mapping
Inspiration
Feelings
Trust

Whistleblowers

Timnit Gebru Helena Ozoma
Sophie Zhang Chelsea Glasston
Emi Nietfeld Erika Cheung
Mark Luckie
Susan Fowler

You

Our identities are so
important in all of
what does this
to you?"

ality Equity Liberation

IDEOLOGICAL

INSTITUTIONAL

OPERATIONAL

COMMUNITY

Published Work

How to Build a Mass Movement
Digitize and Punish
Where Platform Capitalism and
Racial Capitalism Meet

Prototype Nation
Ghost Work: How to Stop
Being Robbed by Your
Building a New
Global Underclass

Policy

Silenced No More
in Act
AB-5 Bill

Disruption at The Doorstep
The Architecture of Utopia

Imagination

Storytelling

Humayun Soundarajan
AECOP Oral History Project
No Be Imagining
Kickstarter Oral
History

American Artist
Each Blas
Rebecca Roomhouse
Ling Ma
Ursula Le Guin

Society

"We can't be demanding
Google run by 50,000
rather than 10 in a
world of 8 billion"

The Youth
Beginners Mind

this -
feel like

Abolition

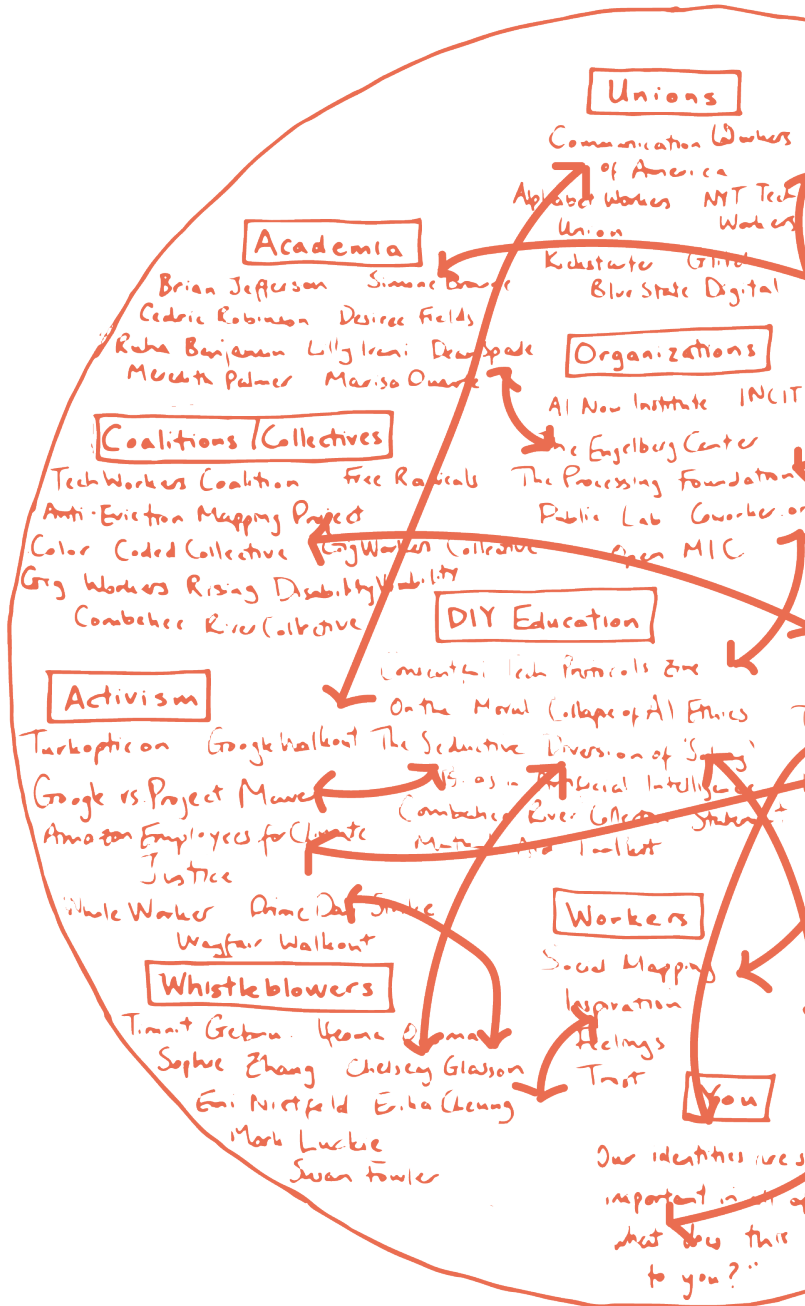
Anti-Capitalism

Anti-Racism

Intersection

Justice

Joy



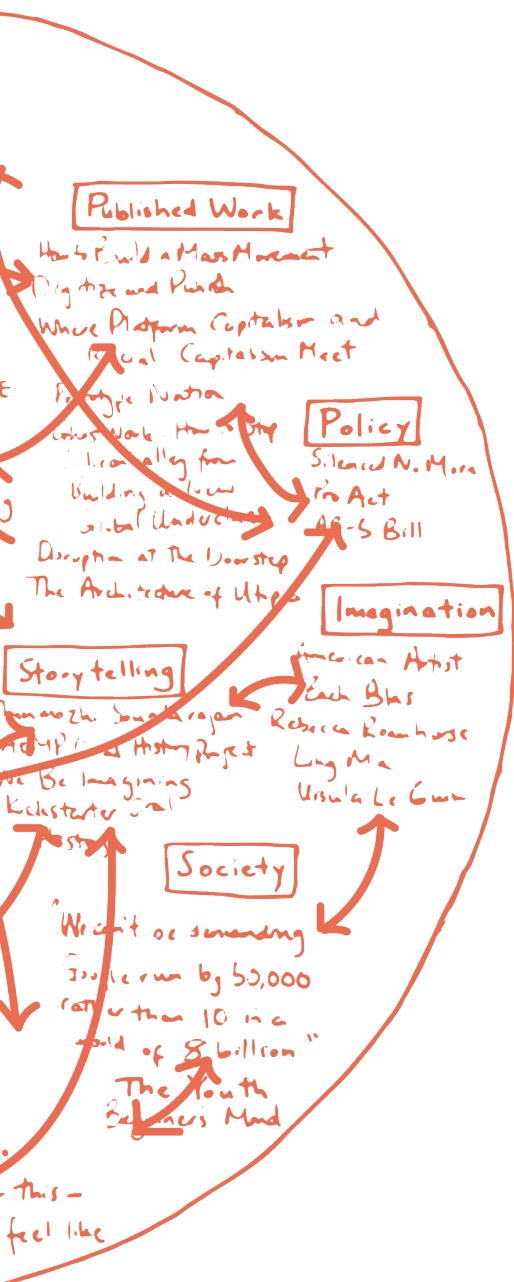
ality Equity Liberation

IDEOLOGICAL

INSTITUTIONAL

OPERATIONAL

COMMUNITY





Ideological

The values and ideologies that the algorithmic system creates and perpetuates.

- Who is the community impacted by this algorithm?
- What kinds of ~~harm~~ *remedies* does the algorithm create?
- What ideologies motivate the actors within this system?
- What ideologies are upheld, intentionally or unintentionally, by the algorithmic ecology?

Abolition
Anti-Capitalism
Anti-Racism
Intersectionality
Equity
Liberation
Justice
Joy

Abolition

"Prison industrial complex (PIC) abolition is a political vision, a structural analysis of oppression, and a practical organizing strategy. While some people might think of abolition as primarily a negative project — "Let's tear everything down tomorrow and hope for the best" — PIC abolition is a vision of a restructured society in a world where we have everything we need: food, shelter, education, health, art, beauty, clean water, and more. Things that are foundational to our personal and community safety."¹

Anti-Capitalism

"Capitalism breeds anticapitalists. In some times and places, the resistance to capitalism becomes crystallized in coherent ideologies with systematic diagnoses of the source of harms and clear prescriptions about what to do to eliminate them. In other circumstances, anticapitalism is submerged within motivations that on the surface have little to do with capitalism, such as religious beliefs that led people to reject modernity and seek refuge in isolated communities. Sometimes it takes the form of workers on the shop floor individually resisting the demands of bosses. Other times anticapitalism is embodied in labor organizations engaged in collective struggles over the conditions of work. Always, wherever capitalism exists, there is discontent and resistance in one form or other.

Two general kinds of motivations are in play in these diverse forms of struggle within and over capitalism: class interests and moral values. You can oppose capitalism because it harms your own material interests, but also because it offends certain moral values that are important to you."²

Anti-Racism

"It was freedom fighter Angela Y. Davis who said, "In a racist society it is not enough to be non-racist, we must be anti-racist." And, there are important differences between non-racism and anti-racism. To be non-racist is to simply abstain from participation in racist beliefs or actions. It is the decision not to participate in racist ideas about others. That's it. It has no social component. No manifestation within one's social networks. It's a laissez-faire political attitude on race that might prevent further harm, but does nothing to repair existing damage.

To be anti-racist is to actively work toward the eradication of racism wherever it exists. Anti-racism requires intention and disruption. Anti-racist work is not done

1 Mariame Kaba, "So You're Thinking About Becoming an Abolitionist," Medium, October 2020.

2 Erik Olin Wright, "Why Be Anticapitalist?" Verso, August 2020.

quietly nor is it performed only once. Anti-racist work is more than Facebook posts and Twitter threads. Being anti-racist is about putting one's self at personal risk so that the risk for Black people is reduced."³

Intersectionality

"Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It's not simply that there's a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times that framework erases what happens to people who are subject to all of these things.

Some people look to intersectionality as a grand theory of everything, but that's not my intention. If someone is trying to think about how to explain to the courts why they should not dismiss a case made by black women, just because the employer did hire blacks who were men and women who were white, well, that's what the tool was designed to do."⁴

Equity

"What is equity?

Equity is defined as "the state, quality or ideal of being just, impartial and fair."

The concept of equity is synonymous with fairness and justice. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept.

How is equity different from equality?

Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives.

What is systematic equity?

Systematic equity is a complex combination of interrelated elements consciously designed to create, support and sustain social justice. It is a robust system and dynamic process that reinforces and replicates equitable ideas, power, resources, strategies, conditions, habits and outcomes."⁵

3 Jenn M. Jackson, "Ahmaud Arbery's Killing Is a Reminder of the Difference Between Non-Racist and Anti-Racist," Teen Vogue, May 2020.

4 Kimberlé Crenshaw, "Kimberlé Crenshaw on Intersectionality, More than Two Decades Later," Columbia Law School, June 2017.

5 Annie E. Casey Foundation, "Race, Equity, and Inclusion Action Guide," January 2015.

Liberation

ˈlib·er·ə·tion

/,libəˈrāSH(ə)n/

noun

the act of setting someone free from imprisonment, slavery, or oppression; release.

“the liberation of all political prisoners”

Similar: freeing, release, discharge, deliverance, salvation, rescue, relief”⁶

Justice

“We have been so trained to think of justice as retributive, justice as punitive, that it is very difficult to imagine a different kind of justice — a justice that doesn’t consist of hurting the person who hurt you,” she continued. “In order to move in the direction of something like transformative justice or restorative justice, we have to consider all of the conditions that lead to the creation of harm ... rather than simply create a kind of cycle that leads from one form of violence to another...If there have been protests directed at these institutions for the entire duration of their history, doesn’t it make sense now to try something new?”⁷

Joy

“Infusing joy into programming is what makes it sustainable.”⁸

“Pleasure is the point. Feeling good is not frivolous, it is freedom. We can gift it to each other in a million ways: with authentic presence, abundant care, and honesty; with boundaries that keep us from overextending; with slower kisses; with foot massages in the evening; with baby hugs and elder hugs; with delicious food; with supported solitude and listening to our bodies, our shameless desire, and coordinated longing. Find the pleasure path for your life and follow it.”⁹

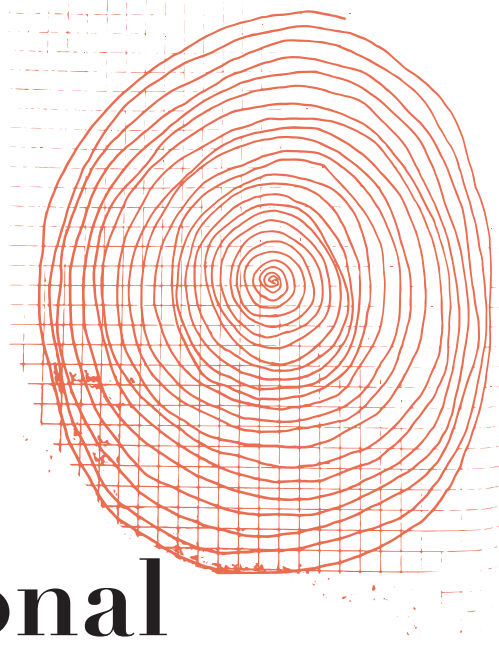
⁶ Google’s English Dictionary via Oxford Languages.

⁷ Angela Davis, in conversation at St. Catherine University, May 2021.

⁸ J. Khadijah Abdurahman, Logic School 2021, Meeting 4.

⁹ adrienne maree brown, “Pleasure Activism,” 2019.

Notes



Institutional

The institutions and entities that uphold the ideologies of power (for personal and institutional gain) and fund/create the technology either directly or through each other.

- Who funds the program?
- Who benefits?
- What interests came together to create the program?

Academic Educators

Unions

Published Work

Organizations

Coalitions / Collectives

Policy

Academic Educators

- Brian Jefferson, University of Illinois at Urbana-Champaign
- Cedric Robinson, UC Santa Barbara
- Simone Browne, UT Austin
- Desiree Fields, UC Berkeley
- Ruha Benjamin, Princeton University
- Lilly Irani, UC San Diego
- Kimberlé Crenshaw, Columbia Law School
- Dean Space, Seattle University School of Law
- Meredith Alberta Palmer, Cornell University
- Marisa Duarte, Arizona State University

Unions

- Communications Workers of America (CWA)
- Alphabet Workers Union / CWA
- NYT Tech Works / NewsGuild of New York
- Kickstarter / OPEIU Local 153
- Glitch / CWA
- Blue State Digital / CWA
- HCL Technologies / United Steel Workers

Published Work

- How to Build a Mass Movement by Keeanga-Yamahatta Taylor, Jacobin Magazine, 2017
- Digitize and Punish by Brian Jefferson, University of Minnesota Press, 2020
- Where Platform Capitalism and Racial Capitalism Meet: The Sociology of Race and Racism in The Digital Society by Tressie McMillan Cottom, Sociology of Race and Ethnicity, 2020
- Prototype Nation by Silvia Lindtner, Princeton University Press, 2020
- Ghost Work: How to Stop Silicon Valley from Building a New Global Underclass by Mary Gray and Siddharth Suri, Houghton Mifflin Harcourt, 2019
- Landlord Tech and Racial Technocapitalism in the Times of Covid-19 by Erin McElroy, University of California Humanities Research Institute - Virushumans, 2020
- How Moms 4 Housing Changed Laws and Inspired a Movement by Erin Baldassari and Molly Solomon, KQED, 2019
- Disruption at the Doorstep by Erin McElroy, Urban Omnibus, 2019
- Uploading Housing Inequality, Digitizing Housing Justice? By Desiree Fields, Public Books, 2019

- The Architecture of Utopia by Laura Raskin, The Atlantic, 2017
- The Big Picture: Defending Society by Wendy Brown, Public Books, 2017
- In the Shadow of the Shadow State by Ruth Wilson Gilmore, from *The Revolution Will Not be Funded*, Duke University Press, 2017
- The Boom and the Bombshell by Richard Walker, from *The Changing Economic Geography of Globalization*, Routledge, 2012
- Platform Capitalism by Nick Srnicek, Polity Press 2017
- DEBT: the First 5,000 Years by David Graeber, Melville House, 2011
- Mutual Aid by Dean Spade, Verso, 2020
- This Bridge Called My Back: Writings by Radical Women of Color edited by Cherrie Moraga and Gloria E. Anzaldúa, SUNY Press, 2015
- Breaking Things at Work: The Luddites Are Right About Why You Hate Your Job by Gavin Mueller, Verso, 2021
- Pleasure Activism by adrienne maree brown, AK Press, 2019
- The Biological Construction of Race: Admixture' Technology and the New Genetic Medicine by Duana Fullwiley, Social Studies of Science, 2008
- "Your DNA is our history" genomics, anthropology, and the construction of whiteness as property by Jenny Reardon and Kim TallBear, *Current Anthropology*, 2012
- A Not-So-Brief Personal History of the Healing Justice Movement, 2010–2016 by Leah Lakshmi Piepzna-Samarasinha, *Mice Magazine*, 2016
- Red Star Over the Third World by Vijay Prashad, Pluto Press, 2017
- Traces of History: Elementary Structures of Race by Patrick Wolfe, Verso, 2016
- Racial Formation in the United States by Michael Omi and Howard Winant, Routledge, 2014
- Social Life of DNA: Race, Reparations, and Reconciliation After the Genome by Alondra Nelson, Beacon Press, 2016
- Sweetness in the Blood: Race, Risk, and Type 2 Diabetes by James Doucet-Battle, University of Minnesota Press, 2021
- Sylvia Winter on Being Human as Praxis edited by Katherine McKittrick, Duke University Press, 2015
- Habeas Viscus: Racializing Assemblages, Biopolitics, and Black Feminist Theories of the Human by Alexander G. Weheliye, Duke University Press, 2014
- Don't ask if artificial intelligence is good or fair, ask how it shifts power by Pratyusha Kalluri, *Nature Magazine*, 2020
- The Illusion of Inclusion — The "All of Us" Research Program and Indigenous Peoples' DNA by Keolu Fox, *The New England Journal of Medicine*, 2020
- Severance by Ling Ma, Farrar Straus and Giroux, 2018
- The Ones Who Walk Away from Omelas by Ursula K. Le Guin, *New Dimensions* Volume 3, 1973.

Organizations

- AI Now Institute at New York University
- INCITE at Columbia University
- The Engelberg Center at NYU Law
- The Processing Foundation
- Public Lab
- Coworker.org
- Open MIC

Coalitions/Collectives

- Tech Workers Coalition
- Anti-Eviction Mapping Project
- Free Radicals
- Color Coded Collective
- Gig Workers Collective
- Gig Workers Rising
- Combahee River Collective
- Disability Visibility Project
- #NoTechForICE, campaign by Mijente

Policy

- Silenced No More Act - Ifeoma Ozoma
- ProAct
- AB-5 Bill

Notes



Operational

The technical components of the algorithm and the people who directly use those technical components.

- What is the function of the algorithm?
- Where is the data stored?
- Who interacts with the algorithm?
- What do they do with it?

Activism

DIY Education / Self-Publishing

Storytelling

Imagination

Activism

- Turkopticon
- 2018 Google Walkout
- Google vs. Project Maven
- Amazon Employees for Climate Justice
- Whole Worker
- Amazon: We Won't Build It
- Prime Day Strike
- 2019 Lyft and Uber Drivers Strike
- Salesforce workers vs. CBP
- Wayfair Walkout
- Microsoft vs. ICE

DIY Education/Self-publishing

- Building Consensual Tech zine
- On The Moral Collapse of AI Ethics by Khadijah Abdurahman
- The Seductive Diversion of 'Solving' Bias in Artificial Intelligence by Julia Powles and Helen Nissenbaum
- Combahee River Collective Statement
- Mutual Aid Toolkit by Survived and Punished
- Logic School

Storytelling

- Thenmozhi Soundararajan
- AEMP Oral History Project
- J. Khadijah Abdurahman¹
- Kickstarter Oral History Project

Imagination

- American Artist
- Zach Blas
- Rebecca Roanhorse
- Severance by Ling Ma, Farrar Straus & Giroux, 2018
- The Ones Who Walk Away From Omelas by Ursula Le Guin, New Dimensions, 1973
- The Ones Who Stay and Fight by N.K. Jemisin, Lightspeed, 2020

1 J. Khadijah Abdurahman describes the use of storytelling in her activism in the Our Data Bodies blog-post "Predictive Analytics, Child Welfare, and Storytelling's Power (Part 2 of 2).

A red-tinted photograph of a subway station. In the foreground, a white protest sign is held up. The sign has the text "they separate children at the border of Harlem too" and the hashtag "#AbolishNYCACS" at the bottom. To the left of the sign, a yellow subway sign is partially visible with the numbers "25" and the letter "A". The background shows the blurred interior of a subway car.

“Organizing
is world
building”

they separate children at the
border of Harlem too

#AbolishNYCACS

– Logic School

UBER
STOP
THE
MONKEY
BUSINESS\$



Notes



Community

The people who are impacted by the algorithm, and who hold the power to ~~resist~~ extend it. Includes the way the ~~harm~~ *remedies* are manifested.

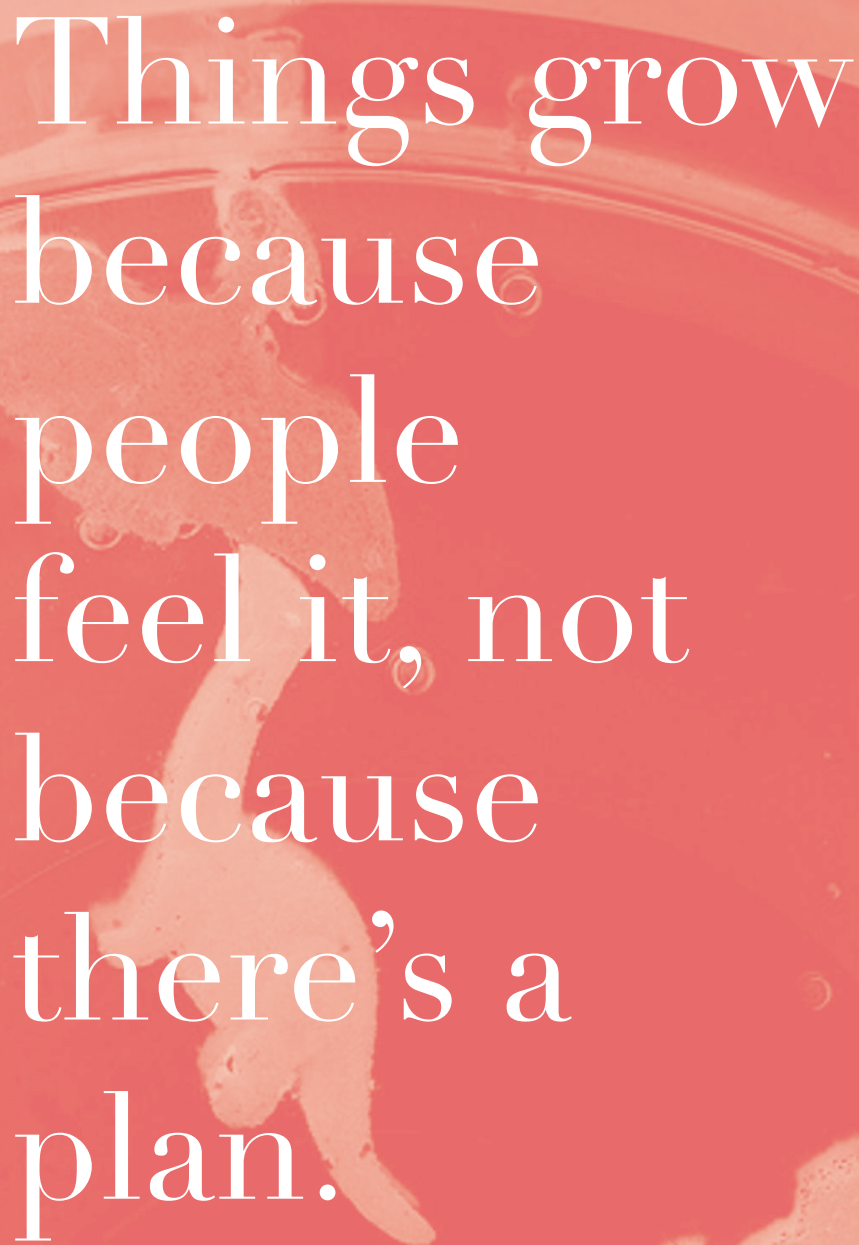
- Who is the community impacted by this algorithm?
- What kinds of ~~harm~~ *remedies* does the algorithm create?

Whistleblowers

Workers

Society

You

The background is a solid red color with a faint, white silhouette of a person jumping or falling, positioned behind the text. The text is in a white, serif font, arranged in seven lines.

Things grow
because
people
feel it, not
because
there's a
plan.

– Meredith Whittaker

Whistleblowers

- Aerica Shimizu Banks, Pinterest
- Timnit Gebru, Google
- Meredith Whittaker, Google
- Ifeoma Ozoma, Pinterest
- Sophie Zhang, Facebook
- Chelsey Glasson, Google
- Emi Nietfeld, Google
- Jack Poulson, Google
- Françoise Brougher, Pinterest
- Erika Cheung, Theranos
- Mark S. Luckie, Facebook
- Susan Fowler, Uber
- Emily Cunningham and Maren Costa, Amazon
- Linda Rodriguez, Amazon
- Christilda Dawson, Microsoft
- Shannon Waits, Google

Workers

- 4 Stages of Organizing¹
- Social Mapping
- Inspiration and feelings
- Building trust, maintaining trust
- “Who wields power? Who gets to wield power?”²

Society

- “For whom am I responsible?”³
- “Some of my people are white supremacists and I am responsible for being in conversation with them.”⁴
- “We can’t be demanding Google run by 50,000 rather than 10 in a world of 10 billion. My investment is not in Google as Google, run by the left.”⁵

1 from Communication Workers of America (CWA).

2 Meredith Whittaker, Logic School 2021, Meeting 7.

3 J. Khadijah Abdurahman, Logic School 2021, Meeting 4.

4 Meredith Palmer, Logic School 2021, Meeting 8.

5 Meredith Whittaker, Logic School 2021, Meeting 7.

- Community Science vs. Citizen Science⁶
- Beginner's Mind⁷
- "How are we getting in front of university students before they get into tech or research?"⁸

You

- ...
- ...
- ...

6 Jeffrey Yoo Warren describes this distinction on the Abolition Science Podcast: "in community science, the people who are experiencing a phenomenon, like pollution or environmental harm, are in the driver's seat or at the center of the diagram, so to speak and that's certainly not the case in citizen science which usually has formal researchers at the center...recruiting the public into their work."

7 from Wikipedia: "Shoshin is a word from Zen Buddhism meaning "beginner's mind." It refers to having an attitude of openness, eagerness, and lack of preconceptions when studying a subject, even when studying at an advanced level, just as a beginner would." Consider this in the context of organizing and building technology and the impact that has on others who join you in your efforts.

8 Stop LAPD Spying Coalition, Logic School 2021, Meeting 1.

Our identities
are so important
in all of this —
what does this
feel like to you?

— Stop LAPD Spying
Coalition



Notes

Holly Meadows-Smith (she/they) is a person existing disjointly in tech and publishing – selling data software for Google by day and running a zine collective, Irrelevant Press, by night. As an “artist,” their work explores online culture and internet phenomena. As a “publisher” their work is centered in DIY culture and mutual aid.

Irrelevant Press is a bi-coastal press with studios in Oakland, CA and Brooklyn, NY. Its mission is to provide affordable printing and publishing resources to local community members interested in self-publishing work of all kinds, with priority given to LGBTQ and POC folks.

Logic School is an online, experimental school for tech workers produced by Logic Magazine. The curriculum draws from the worlds of activism, design, and software engineering. The program cultivates critical thinking about technology and its impact.

Logic School has a grassroots theory of change. We believe the people who make the tech industry run—its workers—have the power to transform it.

Photography credit

- Pg.2: Papi Juice at Elsewhere, Instagram, @nietodickens, 2020.
- Pg. 5: Gossip Girl, HBO, screenshot, 2021.
- Pg. 7: Amazon Spheres, Alex Garland for Curbed Seattle, 2018.
- Pg. 35: #AbolishNYCACS campaign, Twitter, @cynthia4nyc, 2020.
- Pg. 36: Uber HQ rally in San Francisco, Eric Risberg for AP, 2019.
- Pg. 40: Grow Monsters, Brian Indrelunas, Flickr.
- Pg. 43: iPhone lock screen, Michael Potluck for 9to5Mac, 2018.

