

Os Keyes

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Education

University of Washington

Seattle, WA, United States

PhD, Human Centered Design & Engineering

2017–2021

Doctorate under the supervision of Professor David Ribes, with a particular focus on trans experiences with virtual and physical infrastructure. Member of the Science, Technology & Society Studies program under the supervision of Professor Anna Lauren Hoffmann. 3.82 GPA.

University of Northampton

Northampton, United Kingdom

LLB

2008–2011

Law degree with a focus on human rights law and constitutional legal history.

Publications

Full-length papers.....

- **Keyes, O.**, Hoy, J. & Drouhard, M.(2019). "Human-Computer Insurrection: Notes on an Anarchist HCI". Proceedings from CHI '19: *The 37th Annual ACM Conference on Human Factors in Computing Systems*. Glasgow, Scotland.
- **Keyes, O.** (2018). "The Misgendering Machines: Trans/HCI Implications of Automatic Gender Recognition". *2018 Conference on Computer-Supported Co-operative Work*. Jersey City, NJ.
- Kocielnik, R., **Keyes, O.**, Morgan, J., Taraborelli, D., McDonald, D. & Hsieh, G (2018). "Reciprocity and Donation: How Article Topic, Quality and Dwell Time Predict Banner Donation on Wikipedia". *2018 Conference on Computer-Supported Co-operative Work*. Jersey City, NJ.
- Mullen, L. A., Benoit, K., **Keyes, O.**, Selivanov, D., & Arnold, J. (2018). "Fast, Consistent Tokenization of Natural Language Text". *Journal of Open Source Software*, 3(23), 655.
- Bollman, S., Cook, D., Dumas, J., Fox, J., Josse, J., **Keyes, O.**, Strobl, C., Turner, H. & Debelak, R. (2017). "A First Survey on the Diversity of the R Community". *The R Journal*, 9(2), 542-552.

- o **Keyes, O.**, Jacobs, J. & Rudis, B. (2016). "R Packages to Aid in Handling Web Access Logs". *The R Journal*, 8(1), 360-366.
- o Halfaker, A., **Keyes, O.**, Kluver, D., Thebault-Spieker, J. Nguyen, T. & Shores, K. (2015). "User Session Identification Based on Strong Regularities in Inter-activity Time". Proceedings from IWWW '15: *The 24th International Conference on the World Wide Web*. Florence, Italy; ACM.
- o Sen, S., Ford, H., Musicant, D. Graham, M., **Keyes, O.** & Hecht, B. (2015). "Barriers to the Localness of Volunteered Geographic Information". Proceedings from CHI '15: *The 33rd Annual ACM Conference on Human Factors in Computing Systems*. Seoul, South Korea. **(Honorable Mention)**
- o Halfaker, A., **Keyes, O.** & Taraborelli, D. (2013). "Making Peripheral Participation Legitimate: Reader Engagement Experiments in Wikipedia". Proceedings from CSCW '13: *The 2013 Conference on Computer-Supported Co-operative Work*. San Antonio, TX.

Extended Abstracts.....

- o **Keyes, O.**, Hutson, J. & Durbin, M. (2019). "A Mulching Proposal". Proceedings from CHI '19: *The 37th Annual ACM Conference on Human Factors in Computing Systems*. Glasgow, Scotland.
- o Spiel, K., **Keyes, O.** & Barlas, P. (2019). "Patching Gender: Non-Binary Utopias in HCI". Proceedings from CHI '19: *The 37th Annual ACM Conference on Human Factors in Computing Systems*. Glasgow, Scotland.

Invited talks

American Statistical Association
Symposium on Data Science and Statistics
 "Beyond an 'Ethical' Data Science"

Seattle, WA, United States
 2019 (upcoming)

New York University
Science & Technology Studies Program
 "The Politics of Data"

New York, NY, United States
 2019 (upcoming)

University of Cambridge Cambridge, United Kingdom
Symposium on Gender and AI 2019
"Trans Models, Trans Selves"

Seattle University Seattle, WA, United States
*Trans*Visions Lecture Series* 2019
"Counting the Countless: Data, Infrastructure and Queer Pluralities"

Fred Hutch Seattle, WA, United States
Invited Speaker Series 2019
"Trans/Formations: Data, Entropy, and Trans Lives"

Google Seattle, WA, United States
Invited Speakers Series 2019
"Tension, Liberation and Gender Recognition"

Seattle University Seattle, WA, United States
Department of Mathematics Colloquium Series 2018
"Encoding Gender: Bodies, Data and Identity in the Age of AI"

University of California, San Diego San Diego, CA, United States
Design Lab Invited Talks 2018
"Missing Values: Automated Gender Recognition as a Case Study in Exclusive Design"

Employment

Rapid7 Boston, MA, United States
Senior Data Scientist 2016–2017
Machine learning research within the information security field, resulting in 4 patents.

Wikimedia Foundation San Francisco, CA, United States
Research Analyst 2014–2016
One of the first researchers (and the only reader-focused researcher) at the Wikimedia Foundation, the organisation that runs Wikipedia and other open knowledge properties. Developed the standardised method for algorithmically reconstructing user sessions.

Wikimedia Foundation San Francisco, CA, United States
Community Liaison 2011–2014
Acted as a conduit between technical staff and users.

Teaching

University of Washington

Seattle, WA, United States

Instructor

2017–Present

Wrote and teach DATA 512 - "Human Centered Data Science" - a joint offering of the Data Science program and Human Centered Design & Engineering.

University of British Columbia

Vancouver, BC, Canada

Guest Lecturer

2016

Guest lectured on data science industry practices.

Northeastern University

Boston, MA, United States

Guest Lecturer

2015–2016

Provided ethical teaching and discussion to the Northeastern University data science certification program.

Media coverage

N.B.: entries with an asterisk are those in which my role was the exposure of the underlying controversies, not the causing of them.

- **Wired** (2019). ["Why Chinese Companies Plug a US Test for Facial Recognition"](#)
- **The Register** (2019). ["The infamous AI gaydar study was repeated – and, no, code can't tell if you're straight or not just from your face"](#)
- **Motherboard** (2019). ["Facial Recognition Software Regularly Misgenders Trans People"](#)
- **Fast Company** (2019). ["7 Problems With Trump's 'American AI' Initiative"](#)
- **Boston Globe** (2019). ["Artificial intelligence's diversity problem"](#)
- **The Register** (2018). ["Tumblr resorts to AI in attempt to scrub itself clean from filth"](#)
- **BBC** (2017). ["Quanta informação o Tinder tem sobre você?"*](#)
- **The Guardian** (2017). ["I asked Tinder for my data. It sent me 800 pages of my deepest, darkest secrets"](#)
- **Forbes** (2017). ["Tinder Has Been Raided For Research Again, This Time To Help AI 'Genderize' Faces"*](#)
- **Threatpost** (2017). ["Privacy Issue Fixed In Yopify Ecommerce Notification Plugin"](#)
- **DR** (2016). ["Dansk studerende offentliggør 70.000 brugere af datingsite"*](#)
- **Vox** (2016). ["Researchers just released profile data on 70,000 OkCupid users without permission"*](#)
- **Metro** (2016). ["OkCupid users had all their turn-ons and sexual info published without permission"*](#)
- **PC Magazine** (2016). ["Researchers Publish Data Set of 70,000 OKCupid Users"*](#)

Service

HCDE PhD Admissions Committee	Seattle, WA, United States <i>2019</i>
HCDE BSc Admissions Committee	Seattle, WA, United States <i>2019</i>
Data Science MSc Admissions Committee	Seattle, WA, United States <i>2018</i>
HCDE MSc Admissions Committee	Seattle, WA, United States <i>2018</i>
CascadiaConf Scholarship Committee	Portland, OR, United States <i>2017</i>
UseR! Scholarship Committee	International <i>2017</i>

Other

Research expertise: qualitative methods, Science and Technology Studies, machine learning, infrastructure, gender theory, research ethics

Programming expertise: C++, R, Java, Python

Languages: British English (fluent), American English (working proficiency)

Legal residency: United Kingdom, United States, European Union