



Breaking Into Tech: Journey and Insights - Stats on Stats Podcast, Episode 2

Guest

Erica “E” Veal (she/her), Customer Success Engineer [[Website](#)]

E Veal is a rising prominent figure in the realm of data activism, fervently dedicated to unraveling the intricacies of algorithmic bias. Armed with a curious mind and a passion for justice, she dives headfirst into the depths of data to decode hidden prejudices. Armed with a laptop and a dope playlist for the gods, E Veal is doing good by breaking down algorithmic bias like she’s Monica Rambeau.

Resources & Recommendations

Books

Weapons of Math Destruction - Cathy O’Neil [[Amazon](#)]

Weapons of Math Destruction is a 2016 American book about the societal impact of algorithms, written by Cathy O’Neil. It explores how some big data algorithms are increasingly used in ways that reinforce pre existing inequality.

Big Nine - Amy Webb [[Amazon](#)]

A call-to-arms about the broken nature of artificial intelligence, and the powerful corporations that are turning the human-machine relationship on its head. We like to think that we are in control of the future of "artificial" intelligence. The reality, though, is that we -- the everyday people whose data powers AI -- aren't actually in control of anything. When, for example, we speak with Alexa, we contribute that data to a system we can't see and have no input into -- one largely free from regulation or oversight. The big nine corporations -- Amazon, Google, Facebook, Tencent, Baidu, Alibaba, Microsoft, IBM and Apple--are the new gods of AI and are short-changing our futures to reap immediate financial gain. In this book, Amy Webb reveals the pervasive, invisible ways in which the foundations of AI -- the people working on the system, their motivations, the technology itself -- is broken. Within our lifetimes, AI will, by design, begin to behave unpredictably, thinking and acting in ways which defy human logic. The big nine corporations may be inadvertently building and enabling vast arrays of intelligent systems that don't share our motivations, desires, or hopes for the future of humanity.

Viral Justice - Ruha Benjamin [[Amazon](#)]



Long before the pandemic, Ruha Benjamin was doing groundbreaking research on race, technology, and justice, focusing on big, structural changes. But the twin plagues of COVID-19 and anti-Black police violence inspired her to rethink the importance of small, individual actions. Part memoir, part manifesto, *Viral Justice* is a sweeping and deeply personal exploration of how we can transform society through the choices we make every day. Vividly recounting her personal experiences and those of her family, Benjamin shows how seemingly minor decisions and habits could spread virally and have exponentially positive effects. She recounts her father's premature death, illuminating the devastating impact of the chronic stress of racism, but she also introduces us to community organizers who are fostering mutual aid and collective healing. Through her brother's experience with the criminal justice system, we see the trauma caused by policing practices and mass imprisonment, but we also witness family members finding strength as they come together to demand justice for their loved ones. And while her own challenges as a young mother reveal the vast inequities of our healthcare system, Benjamin also describes how the support of doulas and midwives can keep Black mothers and babies alive and well.

Race After Technology - Ruha Benjamin [[Amazon](#)]

Race After Technology: Abolitionist Tools for the New Jim Code is a 2019 American non-fiction book focusing on a range of ways in which social hierarchies, particularly racism, are embedded in the logical layer of internet-based technologies.

Unmasking AI - Joy Buolamwini [[Amazon](#)]

Unmasking AI goes beyond the headlines about existential risks produced by Big Tech. It is the remarkable story of how Buolamwini uncovered what she calls “the coded gaze”—the evidence of encoded discrimination and exclusion in tech products—and how she galvanized the movement to prevent AI harms by founding the Algorithmic Justice League. Applying an intersectional lens to both the tech industry and the research sector, she shows how racism, sexism, colorism, and ableism can overlap and render broad swaths of humanity “excoded” and therefore vulnerable in a world rapidly adopting AI tools. Computers, she reminds us, are reflections of both the aspirations and the limitations of the people who create them.

Automatics Inequality - Virginia Eubanks [[Amazon](#)]

A powerful investigative look at data-based discrimination and how technology affects civil and human rights and economic equity.

Algorithms of Oppression - Safiya Umoja Noble [[Amazon](#)]

In *Algorithms of Oppression*, Safiya Umoja Noble challenges the idea that search engines like Google offer an equal playing field for all forms of ideas, identities, and activities. Data discrimination is a real social problem; Noble argues that the combination of private interests in promoting certain sites, along with the monopoly status of a relatively small number of Internet search engines, leads to a biased set of search algorithms that privilege whiteness and discriminate against people of color, specifically women of color.



Documentaries

The Coded Bias [[Netflix](#)]

This documentary investigates the bias in algorithms after M.I.T. Media Lab researcher Joy Buolamwini uncovered flaws in facial recognition technology.

The Great Hack [[Netflix](#)]

Explore how a data company named Cambridge Analytica came to symbolize the dark side of social media in the wake of the 2016 U.S. presidential election.

Social Dilemma [[Netflix](#)]

This documentary-drama hybrid explores the dangerous human impact of social networking, with tech experts sounding the alarm on their own creations.

Organizations

Black in AI [[Workshop](#)]

Black in AI is a place for sharing ideas, fostering collaborations and discussing initiatives to increase the presence of Black people in the field of Artificial Intelligence.

AfroTech [[Conference](#)]

Founded in 2016 by Blavity, Inc., the tech conference serves as the biggest annual recruiting event for companies to connect with Black tech innovators. With top technology and business executives, entrepreneurs and innovators from America's leading corporations, including Netflix, Google, Apple, TikTok, Disney, and Salesforce present, AfroTech goers can make impactful connections that have the potential to shape their future.

Black Girls CODE [[Organization](#)]

Since 2011, Black Girls Code has engaged girls of color with computer programming education to nurture their careers in tech. We partner with schools, local organizations, and dedicated volunteers to offer in-person and virtual learning opportunities for girls and women of color aged 7-25. Our programs go beyond coding skills, equipping participants with the knowledge and confidence to realize their dreams.

Algorithmic Justice League [[Organization](#)]

The Algorithmic Justice League is an organization that combines art and research to illuminate the social implications and harms of artificial intelligence. AJL's mission is to raise public awareness about the



impacts of AI, equip advocates with resources to bolster campaigns, build the voice and choice of the most impacted communities, and galvanize researchers, policymakers, and industry practitioners to prevent AI harms.

Additional Thoughts

Lead with passion

Do not pursue a career in IT, cybersecurity, technology, etc. solely for monetary gain. Passion will lead to longevity and sustainability in IT, cybersecurity, technology, etc.

People & Networking

Connect and collaborate with people inside and outside of your social circle.

Do not be afraid to fail

Failure is a part of the journey.
Take time to recover from failure.
Learn from failure.

Lab

Take time to get hands-on experience

Stats on Stats Podcast Information & Resources

About Us [[Website](#)]

Stats on Stats is a unique collaborative initiative founded by a group of passionate cybersecurity, IT, and technology enthusiasts. What initially began as a fun project to explore and experiment with various data engineering concepts quickly transformed into a thriving collective. At Stats on Stats, our primary objective is to create an environment that encourages collaboration, promotes skill development, and fosters inspiration for technical projects. We aim to provide a platform where like-minded individuals can come together, exchange knowledge, and collectively dive into exciting technological ventures.

We strive to empower our members to stay at the forefront of emerging technologies and industry trends. Stats on Stats serves as a hub for inspiration and innovation. We believe that by combining the diverse perspectives and expertise of our members, we can push the boundaries of what is possible in the fields



of cybersecurity, IT, and technology. What sets Stats on Stats apart is our emphasis on maintaining a relaxed and supportive environment. We understand that creativity and productivity flourish when individuals feel comfortable and at ease. Through fostering a chill and inclusive atmosphere, we encourage open dialogue, collaboration, and the nurturing of new ideas. Whether you are a seasoned professional, an aspiring technologist, or simply someone with a genuine interest in the world of cybersecurity, IT, and technology, Stats on Stats welcomes you. Join our community today and embark on an exciting journey of knowledge sharing, skill development, and collaborative innovation.

Collaborators

Jordyn, Co-Lead Collaborator [[LinkedIn](#) | [Email](#)]

Tiffany, Co-Lead Collaborator [[LinkedIn](#) | [Email](#)]

Anthony, Stats on Stats Podcast Producer [[Email](#)]

Leo, Social Media Manager [[Email](#)]

Podcast [[Streaming Platforms](#)]

The Stats on Stats podcast is an engaging and informative platform that originated from the desire to support aspiring IT, cybersecurity, and technology professionals in their journey towards success. Originally intended as an initiative to provide practical guidance and valuable tips, the podcast has grown and developed organically into something much more.

The Stats on Stats podcast serves as a platform for dialogues and exchanges between accomplished professionals in the industry. It offers a unique opportunity for guests to share their personal journeys, shedding light on the challenges they encountered, the strategies they employed, and the milestones they reached on their path to success.

Listeners of the podcast will benefit greatly from the deep insights and experiences shared by these industry professionals. With each episode, they will gain valuable firsthand knowledge, enabling them to navigate their own careers in IT, cybersecurity, and technology more effectively. Beyond the personal stories and learning experiences, the podcast also offers a wealth of resources that can aid in professional development. Through engaging discussions, guests share valuable resources such as books, online courses, websites, and tools that have played a pivotal role in their own success. Whether you are starting your journey in the IT, cybersecurity, or technology field or seeking inspiration and guidance to propel your career forward, the Stats on Stats podcast is a must-listen. Tune in to gain valuable insights and access a treasure trove of resources to support your professional growth in these dynamic industries.

[Stats on Stats Community Slack](#)



Requires Access Request Form. Contact info@statsonstats.io for more information.

Welcome to the Stats on Stats Podcast Slack community! Here, we provide a platform for our listeners and enthusiasts to connect and collaborate with us on all things related to IT, Cybersecurity and Technology.

Our goal is to create a space where you can actively participate in shaping the content of our podcast. By joining this Slack community, you can engage in meaningful discussions, share your insights, ask questions, and suggest topics or guests for future episodes.

Collaboration is at the heart of what we do here. We believe that by working together, we can foster a dynamic environment where knowledge is shared, new ideas are explored, and IT, Cybersecurity and Technology concepts are demystified. This community is designed to be a supportive and inclusive space, where everyone's perspectives and contributions are valued.

Use this Slack workspace as a tool to connect with other like-minded individuals who are passionate about IT, Cybersecurity, and Technology. Share your experiences, seek advice, or simply engage in friendly conversations. This is your platform to learn from others, help one another, and grow together in your statistical journey.

So, get involved, be proactive, and let's build a thriving community together. We look forward to your active participation and contributions as we strive to make Stats on Stats Podcast a valuable resource for anyone interested in the IT, Cybersecurity and Technology space.

Thank you for joining the Stats on Stats Podcast Slack community, and let the collaborative journey begin!