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# Kandrea Wade

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(682) 560-6454

## EDUCATION

University of Colorado — Boulder  
New York University — Steinhardt  
University of Texas at Arlington  
University of North Texas

Doctoral Student — Information Science, Exp. Grad. 2024  
MA Media, Culture & Communications, Jan 2019  
BA Theatre Arts, 2010  
Attended 2006-2009

I am a PhD student in Information Science where I research algorithmic identity and the digital surveillance of marginalized groups in order to create ethical regulations, legal protections and education on algorithmic identity and digital literacy.

## ACADEMIC APPOINTMENTS

### Advised by:

**Dr. Jed Brubaker (Identity Lab)**  
Assistant Professor and Founding Professor of Information Science  
*University of Colorado Boulder*

**Dr. Casey Fiesler (Internet Rules Lab)**  
Co-Associate Chair for Graduate Studies — Assistant Professor — Founding Faculty of Information Science  
*University of Colorado Boulder*

## RESEARCH EXPERIENCE

**CU Boulder Student Researcher** **September 2019 - Current**  
Conducting qualitative interviews, coding and participant activities within MAXQDA on a project entitled Qualitative Big Data, in association with Aaron Jiang and under the direction of Dr. Brubaker and Dr. Fiesler.

**Digital Interests Lab NYU - Project Lead** under the direction of Dr. Anne Washington **April 2020 - Current**

**MD4SG - Bias, Discrimination and Fairness working group for Mechanism for Social Good.** **June 2020 - Current**

**NYU Research Assistant** **January 2019 - September 2019**  
Conducted qualitative research on data ethics projects, including thematic analysis and coding under the direction of Dr. Anne Washington.

## PUBLICATIONS

**How We've Taught Algorithms to See Identity: Constructing Race and Gender in Image Databases for Facial Analysis**  
*Morgan Klaus Scheuerman, Kandrea Wade, Caitlin Lustig, and Jed R. Brubaker, 2020*  
Proceedings of the ACM on Human-Computer Interaction, vol. 4, no. CSCW1, May 2020, pp. 1–35, doi:10.1145/3392866.  
**\* Best Paper Award, Diversity & Inclusion Recognition Award - CSCW 2020**

**Researcher Positionality for Qualitative Interviews within Diverse Populations**  
CSCW 2019 Workshop on Qualitative Research for CSCW: Challenges and Opportunities

**Data Literacy Education: An Underground Movement**  
Accepted to the 2019 Society for Philosophy and Technology Conference

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## RESEARCH SKILLS & DATA ANALYSIS

Survey, interview, content analysis, thematic analysis, NLP, machine learning

(Proficient) MaxQDA, Tableau, (familiar) pandas, Jupyter Notebook/JupyterLab, Android Studio, Google BigQuery

## AWARDS, FEATURES, AND ORGANIZATIONS

Best Paper Award - CSCW 2020

Diversity & Inclusion Recognition Award - CSCW 2020

Awarded Graduate School Diversity Recruitment Fellowship - 2019 CU Boulder

PolicyViz Podcast - featured guest (Sept 2020)

AdWeek - Advertisers Need to Focus on People and Drop the Excessive Use of Algorithms (Aug 2019) Featured expert

The Guardian "Chips with Everything" podcast - Who needs ethics anyway? (Mar 2018)

Featured guest discussing the future of data ethics

Shakesha and the White Boy podcast - "Protecting Your Identity w/ Kandrea Wade" (Jan 2020)

SciFi IRL web series - featured guest (Apr 2020)

Radical AI podcast - featured guest (Apr 2020)

NYU 21st Century Scholarship Recipient - 2017 NYU

MA Student Association

Direction of Events - Executive Board Steinhardt

## TEACHING EXPERIENCE

CU Boulder PhD Teaching Assistant

2019 - Current

*Understanding the World Through Data*, Assistant Prof. Jed Brubaker (Fall 2019, Fall 2020)

*Computation in Society* Prof. Roshanna Sylvester (Spring 2020)

Within this role, I am responsible for instructing students in recitation sections on synthesizing the methods and information given in lectures.

NYU Teaching Assistant

January 2019 - August 2019

*Data Ethics (for corporate professionals)*, Assistant Prof. Anne Washington

Within this role, I was responsible for creating all documentation for the course, in addition to the design and build of the online student portal within Canvas.

Technical Director/ Instructional Associate

Oct. 2011 - January 2013

Tarrant County College

Functioned as Instructional Associate and Technical Director within the drama department. Responsible for and supervised 30+ students, one assistant and work study students. I assisted students in the transition from high school to their post-secondary plan. Also designed, built and coordinated show productions. Responsible for

## GUEST LECTURES

Guest Lecture on Information Science and Immersive Theatre

*Special Topics: Design Leadership*

CU Boulder, CMCI Studio APRD 6871

Skype a Scientist LIVE - *featured guest (June 2020)*

## PAPERS REVIEWED

MD4SG 2020

CHI 2021

## RELEVANT EDUCATION AND COURSE WORK

Computation for Research - Dr. Stephen Volda

Data Science for Social Impact - Dr. Jennifer Hill

Ethics of Data Science - Dr. Laura Noren

Organizational Communications - Dr. Deborah J. Borisoff

Ethical Organizations and Professionals - CU Boulder Law School

## INDUSTRY EXPERIENCE

Manager - Brand Activation

Feb 2019 - August 2019

*Association of National Advertisers*

*New York, New York*

**Responsibilities:** Within this role I was responsible for all coordination, scheduling and data management for the Brand Activation department. My duties included speaker communications, budget management and reports, venue coordination and member/event data management. ANA is a company with over 100 years of work with major member corporations advising on standards for advertising, marketing, data management and ethical practices.

Ambassador- Member and Visitor Services

September 2017 - November 2018

*The Metropolitan Museum of Art*

*New York, New York*

**Responsibilities:** While at The Met, I functioned in several roles under the Ambassador title. These roles included member, patron and visitor greeting, ticket and membership sales, member account maintenance and renewal, information services, wayfinding, and being a general expert on The Met history, collection and special exhibitions. I played a key role in assisting in crowd facilitation and helping visitors with any possible need.

## CERTIFICATIONS AND SKILLS

CITI training

MAXQDA

Qualitative methods

High-profile client management

Budget creation and management

Corporate purchase orders

Presentation creation

Extensive public speaking training

Public relations

Media and marketing strategy

Adobe Suite (Photoshop, Illustrator and InDesign)

Facility/Office Management

Extensive stage and film production experience

Stage Management

Production Design

Lighting and sound console operations

Event planning

Customer Service

Quick to learn new software