

Dr. Siân Brooke

+31 6 14 300 954

www.sianbrooke.com

 [SianJMBrooke](https://github.com/SianJMBrooke)

s.j.m.brooke@uva.nl
drsianbrooke@outlook.com

Employment

MacGillavry Fellowship: Assistant Professor (Tenure Track) People & Machines in the Socio-Physical Environment. University of Amsterdam, Amsterdam, Netherlands. <i>Faculty of Science, Informatics Institute, Digital Interactions Lab.</i>	08/2024–now
Leverhulme Early Career Research Fellowship. London School of Economics and Political Science, London, United Kingdom. <i>Department of Methodology and The Leverhulme Trust.</i>	04/2022–08/2024
Fellow in Computational Social Science. London School of Economics and Political Science, London, United Kingdom. <i>Department of Methodology.</i>	09/2020–04/2022

Research Positions

Principal Investigator. <i>Amsterdam, Netherlands.</i> Funded by Dutch Research Council (NWO - VENI).	2026 – now
User Interaction Lab Coordinator. <i>Amsterdam, Netherlands.</i> Digital Interactions Lab, Informatics Institute, University of Amsterdam.	2025 – now
Visiting Researcher. <i>Berlin, Germany.</i> Data Science Lab, Hertie School.	2023 – 2024
Principal Investigator. <i>London, United Kingdom.</i> Funded by (1) British Academy (2) Suntory and Toyota International Centers. Equity in Freelancing: An intersectional analysis of intervention strategies in Online Labor Markets.	2022 - 2024
Researcher. <i>Oxford, United Kingdom.</i> Funded by John Fell Fund (University of Oxford). Social Image Concerns and Inclusive Hiring: A field experiment with committees in Ethiopia.	2021 – 2023

Education

Doctor of Philosophy (D.Phil.) Information, Communication, and the Social Sciences. <i>University of Oxford, Oxford Internet Institute.</i> <u>Expertise:</u> Statistics, Data Science, Big Data, Natural Language Processing, Network Analysis, Machine Learning, Deep Learning	2016 – 2020
Master of Research (MRes) In Social Sciences. First Class Honors. <i>University of Portsmouth. 76% Grade Average.</i> <u>Expertise:</u> Applied Statistics, Research Design, Quantitative Methodologies, Stata	2015 – 2016
Bachelor with Honors (BA Hons) In Political Science and Sociology. First Class Honors. <i>University of Portsmouth. 80% Grade Average.</i> <u>Expertise:</u> Desk Research, Philosophy, Theory, Qualitative Methodologies, SPSS	2012 – 2015

Peer-Reviewed Publications

Published.

- Brooke, S. (2026). Interact And React: Gender, Open-Source Software, And The Governance Of User Interface Technologies. Paper presented at AoIR2025: The 26th Annual Conference of the Association of Internet Researchers. Retrieved from <http://spir.aoir.org>.
- Vasarhelyi, O., & Brooke, S. (2026). Computing Gender. In Handbook of Computational Social Science edited by Taha Yasseri. Edward Elgar Publishing Ltd. https://doi.org/10.31235/osf.io/admcs_
- Brooke, S. (2025). "Python is for girls!": Masculinity, femininity, and queering inclusion at hackathons. SIGCHI, Yokohama Japan. <https://doi.org/10.1145/3706598.3713235>. **Best Paper Award**
- Oh, N., Vrakas, G. D., Brooke, S. J., Moriniere, S., & Duke, T. (2025, October). PETLP: A Privacy-by-Design Pipeline for Social Media Data in AI Research. In Proceedings of the AAAI/ACM Conference on AI, Ethics, and Society (Vol. 8, No. 2, pp. 1926-1938).
- Brooke, S., & Rao, A. H. (2024). *Designing for justice in freelancing: Testing platform interventions to minimise discrimination in online labour markets*. Big Data & Society, 11(1). <https://doi.org/10.1177/20539517241232631>
- Brooke, S. (2024). Testing for Gender Differences in Python Programming Style and Quality on GitHub. Journal of Computer-Mediated Communication. <https://doi.org/10.1093/jcmc/zmad049>
- Brooke, S. (2022). *Nice Guys, Virgins, and Incels: Gender in Remixing and Sharing Memes at Hackathons*. In CHI Conference on Human Factors in Computing Systems (CHI' 22). Association for Computing Machinery, New York, NY, USA, Article 395, 1–14. <https://doi.org/10.1145/3491102.3517627>
- Brooke, S. (2021). *Trouble in Programmer's Paradise: Gender Biases in Sharing and Recognizing Technical Knowledge on Stack Overflow*. Information, Communication, and Society [Special Issue: Gender in the Digital World.] 24:14, 2091-2112, <https://doi.org/10.1080/1369118X.2021.1962943>
- Brooke, S. (2019). "There are no girls on the Internet": Gender performances in Advice Animal memes. First Monday, 24(10). <https://doi.org/10.5210/fm.v24i10.9593>
- Brooke, S. (2019). "Condescending, Rude, Assholes": Framing gender and hostility on Stack Overflow. In Proceedings of the Third Workshop on Abusive Language Online, pages 172–180, Florence, Italy. Association for Computational Linguistics. <https://doi.org/10.18653/v1/W19-3519>

Forthcoming.

- Brooke, S. & Martínez-Pandiani, D. (2026). Hallucinated Subject: Gender, Coherence & the Ontological Politics of Generative AI. Oxford intersections.

Under Review.

- Robertson, A., Brooke, S., De Haro, S., Pisa, D., Geurts, A., & Schaffner, C. (forthcoming). Irrelevant carrots and non-existent sticks: Trust, governance, and security in the transition to quantum-safe systems. Journal of Cyberpolicy
- Pheijffer, T. & Brooke, S. (2026). Malleable Views, Dynamic Attributes: Design Patterns for AI-Assisted Technical Repository Discovery. In Proceedings of the 39th Annual ACM Symposium on User Interface Software and Technology (UIST '26), November 2–5, 2026, Detroit, MI, USA. ACM, New York, NY, USA.

Teaching Experience

Assistant Professor. Informatics Institute, University of Amsterdam

2024 – now

Designed, coordinated, and delivered core teaching across Bachelor's and Master's programs in Information Studies, Data Science, and Software Engineering.

- **Data Systems Project.** Convened a large, project-based data and design course integrating HCI, systems thinking, and collaborative workflows. I developed the curriculum, led a team of seven supervisors, and coordinated industry collaborations providing authentic technical projects. I designed and ran hands-on workshops on problem framing, ideation, and rapid prototyping.
- **Shaping Digital Life.** Convened a socio-technical foundations course using speculative design to teach AI and ethics, enabling students to analyze future-oriented human–AI interactions and governance challenges.
- **Theory and Data.** Developed and convened a Master's-level course for a new program

in digital society and computation. The course integrates HCI theory with computational methods, introducing frameworks for interaction design alongside applied techniques such as behavioral data analysis and computational ethnography.

Fellow in Computational Social Science. London School of Economics and Political Science.
Lecturer, supervisor, and seminar tutor on the MSc in Applied Social Data Science at the Department of Methodology. Courses included:

2020 – 2024

- **Computer Programming in Python (Introductory and Advanced).** Teaches students from a range of graduate courses the foundations of programming through base Python. I developed and ran seminar classes, focusing on making the content approachable and relevant to students' interests and applications.
- **Statistics and Machine Learning in R and Python.** Technical class, which covered the application of statistical learning models. I led the seminars and developed material to assist students' understanding.
- **Research Design (Data Science and Social Science).** A broad methodological course which provides data science students with the necessary skills to develop an independent research project. I wrote, developed, and led seminars and several lectures. I contributed to the structure and content of the overall course, tailoring the content to students interested in computational work.
- **Python for Business Analytics.** An online course established by LSE and FourthRev which taught students the statistical and data science skills necessary to work in data science in the private sector.

Teaching Awards:

- Excellence in Education (2023)
- LSE Students' Union: Teaching Award (Nominated, 2022)
- Seminar Teacher Award (2021)

Laboratory Instructor. University of Oxford.

2017 – 2020

Led and developed seminar content for the MSc in Social Data Science and Social Science of the Internet at the Oxford Internet Institute. Courses included:

- **Intensive Python for Data Science.** Three times weekly seminars instructed students on Python. I wrote the seminar content, contributed to the assignments, and led a number of the lectures, which looked at finding, reviewing, and organizing literature.
- **Accessing, Cleaning, and Managing Data in Python and R.** Focused on accessing big data from the Internet (APIs, scraping, etc.) as well as data cleaning and processing. I contributed to and ran the weekly seminars, assisting in the development of assignments.
- **Research Design for Data Science and Digital Social Research Methods.** A general research design course that introduces graduate students to essential concepts in research design. I wrote and led the seminars, tailoring the content to be relevant to social data scientists.

Course Lecture. Oxford Summer School (Undergraduate).

2017 – 2018

Developed lecture content and assessment material for social and political theory course at the Oxford Summer School hosted at Corpus Christi College.

- **Knowledge is Power.** Weekly lectures and seminars on grand social and political philosophy. I drew on the Internet and technology as a site of study to engage students.

Relevant Employment Experience

Founder of Queer + Feminist Informatics Network.

Research Assistant/Associate. University of Oxford.

2016 – 2020

Contributing to multiple research projects as part of a distributed team. Project included:

- Structuring programming courses on GitHub (Dr Bernie Hogan)
- Practices and Policies for Promoting Crowdworkers' Continuous Learning (European Centre for the Development of Vocational Training, Prof. Villi Lehtonvirta).

- [Using Facebook Ad Data to Track the Global Digital Gender Gap](#), Nuffield College, University of Oxford, (Prof. Ridhi Kashyap)
- [Exploring Video Games and Violence in Adolescents](#), Oxford Internet Institute (Prof. Andrew Przybylski).

Conference Chair. University of Oxford, Alan Turing Institute, London School of Economics and Political Science, CIVICA (The European University of the Social Sciences). 2016-2022
Conceptualizing and organizing conferences for academia and the private sector.
Including:

- Debugging (In)equality in Data Science (2022)
- Connected Life: Digital Inequalities (2017)

Teaching Awards

Departmental Seminar Teacher Award. 2021, 2022
 Innovation in Teaching. *Nominated by students.* 2022
 Enhancing Education Award. 2023

Relevant Consultancy Experience

Consultant. The Fawcett Society. March 2023
I gave consultation on key literature and insights on investigating the structural barriers to gender diversity within the technology sector.

Hiring Consultant. The Canadian Revenue Agency (Agence du revenu du Canada). August 2022
Provided expertise in encouraging applications from women for a high-profile technical role with the Government of Canada. Included advice on advertising for, interviewing, and hiring a head of Information and Teaching Services.

Consultant. United Nations, Human Rights: Office of the High Commissioner. (B-Tech) December 2021
Delivered expertise on ensuring respect for human rights in developing, deploying, and using digital technologies by fostering the uptake and implementation of the UN Guiding Principles on Business and Human Rights (UNGPs) by technology companies and States.

Selected Funding Awards

Dutch Research Council – VENI. *Three Year Research Project.* 2025
 Google Cloud Education Program. *Funding for Cloud Computing Resources.* 2023
 Alan Turing Institute. *Funding for Debugging Data Science Conference, Postdoctoral Enrichment Award, London School of Economics.* 2022
 European University of the Social Sciences. *Postdoctoral Mobility Award, The Hertie School.* 2022
 British Sociological Association and Leverhulme Trust. *Research Grant, London School of Economics.* 2021
 Suntory and Toyota International Centers for Economics and Related Disciplines. *Research Grant, London School of Economics.* 2021
 Leverhulme Early Career Fellowship. *36-Month Fellowship, The Leverhulme Trust, London School of Economics.* 2021
 Pontigny Scholarship for Academic Exchange. *In a Nutshell Seminar Series, St Edmund Hall, University of Oxford.* 2019
 Santander Fellowship for Academic Exchange. *Networking Seminars in the USA, University of Oxford.* 2018
 Economic and Social Research Council. *Conference Funding for Connected Life 2017, Incubator Fund, University of Oxford.* 2017
 Economic and Social Research Council. *Full Doctoral Scholarship, including Research Funding, University of Oxford.* 2016
 The Clarendon Scholars Fund. *Full Doctoral Scholarship, University of Oxford.* 2016
 Postgraduate Dissertation Award. *University of Portsmouth, Sociology.* 2016
 Full Masters Scholarship. *University of Portsmouth, Sociology.* 2015
 Nelly Haddad Memorial Award, International Politics of the Middle East. *University of Portsmouth,* 2015

Politics and International Relations.

- Highest Overall Achievement in Politics and International Relations. *University of Portsmouth, Politics and International Relations.* 2015
- Henry Walton Award, Outstanding Social Science Thesis. *University of Portsmouth, Sociology.* 2015

Invited Presentations and Talks

- YouTube Speaker Series. *YouTube's Racial Justice, Equity and Product Inclusion.* 2023
- Feminist Approaches to User-Experience Design. *What IF? Summit.* Tech Circus. 2023
- Nationalism, Populism and Social Media. Manchester Metropolitan University. 2023
- Going Native and Compiling Code: How to explore equality in technology. Saïd Business School and Oxford Internet Institute, University of Oxford. 2023
- Who codes matters. *What is an AI System? From objects to ecosystems.* AI Ethics Speaker Series. Text Analysis-Analytics Center of Expertise, Research and Innovation Lab. Service, Innovation, and Integration Branch SIIB. 2023
- Testing Interventions in Discrimination in Online Labor Markets, *New Perspectives on the Future of Work Panel.* The American Sociological Association's Annual Conference 2023. 2023
- Why Women Can't Write Code: Challenging Gender Stereotypes in STEM, *IDEA Speaker Series Presentation,* Berkeley Lab. 2022
- How to Challenge Inequality with Data Science. *Hertie Lab Data Science Series.* 2022
- Illiberalism and Abuses of the Public Sphere, *Democracy Institute, Central European University,* Budapest, Hungary. 2021
- Fedoras, Virgins, and Hardware: Hackathons and the social dynamics of competitive creation, *OxDEG: The Oxford Digital Ethnography Group, University of Oxford.* 2020

Conference Proceedings and Talks

- Interact and React: Gender Patterns in Development and Their Impact on Innovation and Robustness. *AoIR: Association of Internet Researchers Conference. Rio, Brazil.* 2025
- "Python is for Girls!" Masculinity, Femininity, and Queering Inclusion at Hackathons. *CHI 2025: Conference on Human Factors in Computing Systems, Yokohama, Japan.* 2025
- Programmed Differently? A comparison of gendered programming styles in Python. *IC2S2: 9th International Conference on Computational Social Science, Copenhagen.* 2023
- Nice Guys, Virgins, and Incels: Gender in Remixing and Sharing Memes at Hackathons. *CHI 2022: Conference on Human Factors in Computer Systems.* 2022
- Trouble in Programmers Paradise: Gender Biases in Interacting on Stack Overflow. *IC2S2: 7th International Conference on Computational Social Science, ETH Zurich.* 2021
- Softening Up Data Science: Considerations for the Analysis of Gender in Computational Research, *IC2S2: 6th International Conference on Computational Social Science, MIT, Massachusetts.* 2020
- Breaking Gender Code: Stereotypes as a Barrier to Women Entering Programming Cultures in Online Spaces, *British Sociological Association, Scotland, Glasgow.* 2019
- Crowd Learning: Skills Formation and Skills Matching in Online Platform Work, *British Sociological Association, Scotland, Glasgow.* 2019
- The Disappointing Adventures of Hacker Girl: Gender in Hacking Narratives, *Conference on Human Factors in Computing Systems (CHI), Canada, Montreal.* 2018
- Gender and Legitimate Identity in Advice Animal Memes, *Theorizing the Web, USA, New York.* 2017

Academic Service

Affiliations and Visiting Positions.

- Data Science Lab. *The Hertie School, Berlin.*

- The Data Science Institute. *London School of Economics and Political Science, London.*
- Oxford Internet Institute. *University of Oxford, Oxford.*
- Alan Turing Institute. *London.*
- Open Technology Fund. *Washington, USA.*

Associate Editor.

- Associate Editor for Data Ethics and Integrity. *Information, Communication and Society.*

Peer Reviewer.

- Social Media and Society
- Information Communication and Society
- New Media & Society
- First Monday
- Computers and Human Interaction (CHI): Critical and Sustainable Computing
- Institute of Electrical and Electronics Engineers (Software)

Events Organized.

- General Election Hustings (University of Portsmouth, 2016)
- Reclaim the Night Protest March (University of Portsmouth, 2016)
- Connected Life Conference (University of Oxford, 2017)
- International Women's Day (2018, 2019, 2021, 2022, 2023)
- Gender and Technology Reading Group (Oxford Internet Institute, 2020)
- Debugging Inequality in Data Science (London School of Economics, 2022)
- Demystifying the Doctorate (London School of Economics, 2021, 2022, 2023)
- Careers in Data Science and Technology Panels (London School of Economics, 2021, 2022)