FEDERAL JOBS DATA UNLOCKED

The Uses, Processes and Critical Infrastructure that underpin the United States Economy

ILR CAROW

Federal Jobs Data Unlocked:
The uses, processes, and critical infrastructure that underpins the US economy

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Cornell University—ILR School

April 23, 2025

CAROW Webinar

Cornell University
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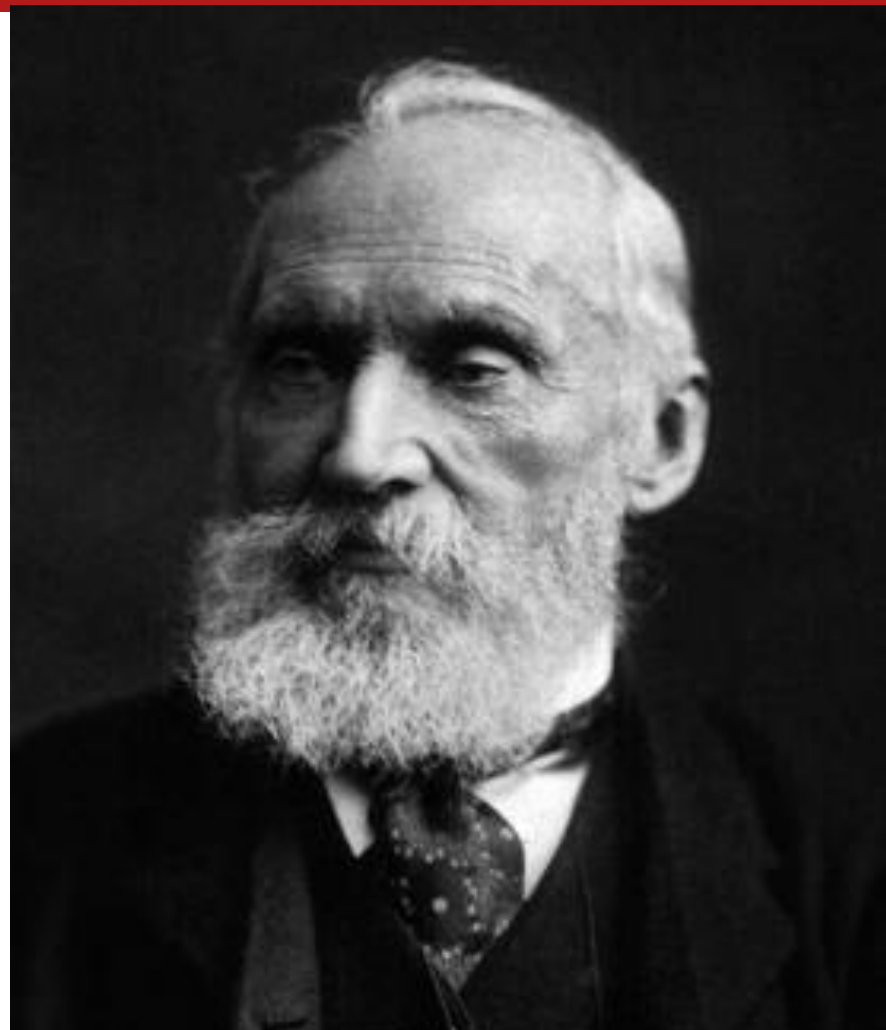
Why measurement?

"If you cannot measure it, you cannot manage it."*

William Thomson, Lord Kelvin (1824-1907)

To support evidence-based public and private decision-making.



*Paraphrased

US Bureau of Labor Statistics

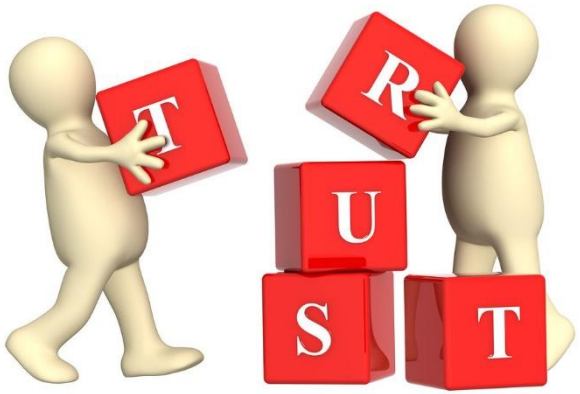
- Established 1884: industrial turmoil
  - Technological change
  - Trade
  - Immigration
  - Unionization
- Principal Federal agency responsible for measuring
  - Labor market activity
  - Working conditions
  - Price changes in the economy
- Collect, analyze, and disseminate essential economic information
- Support public and private decision making

Just the facts, for everyone

- Is the glass half full or half empty?
  - It is a 12 oz. glass with 6 oz. of liquid.
- Equal access to data for all users

Trust is mission critical for statistical agencies

- To use data products to guide their decisions, users must trust that the data are accurate and objective
- To supply data inputs, data subjects and data providers must trust that their data will
  - Serve an important need
  - Not be used to harm them
  - Be held securely



Data systems are infrastructure

- Support enterprise and democratic society
- Facilitate movement of goods, services, and people by informing decisions
- Need an upgrade
  - One-off solutions are not enough

BLS data sources

- Household surveys
  - Contracted out, mostly to Census Bureau
- Establishment surveys
  - Mostly fielded internally by regional offices and state partners
  - Many collection modes
  - Mostly voluntary
  - Response rates better than private surveys, but falling
- Growing use of administrative and non-survey data
  - UI employer records
  - Web scraping, 3rd party sources, corporate dumps, etc.

Current Population Survey

Household survey

- 60,000+ households
- Records labor market activity of household members during week containing the 12th of month
- First contact in person; rest usually by phone
- Reported by person answering phone
- 4 months in; 8 months out; 4 months in
- 69% response rate

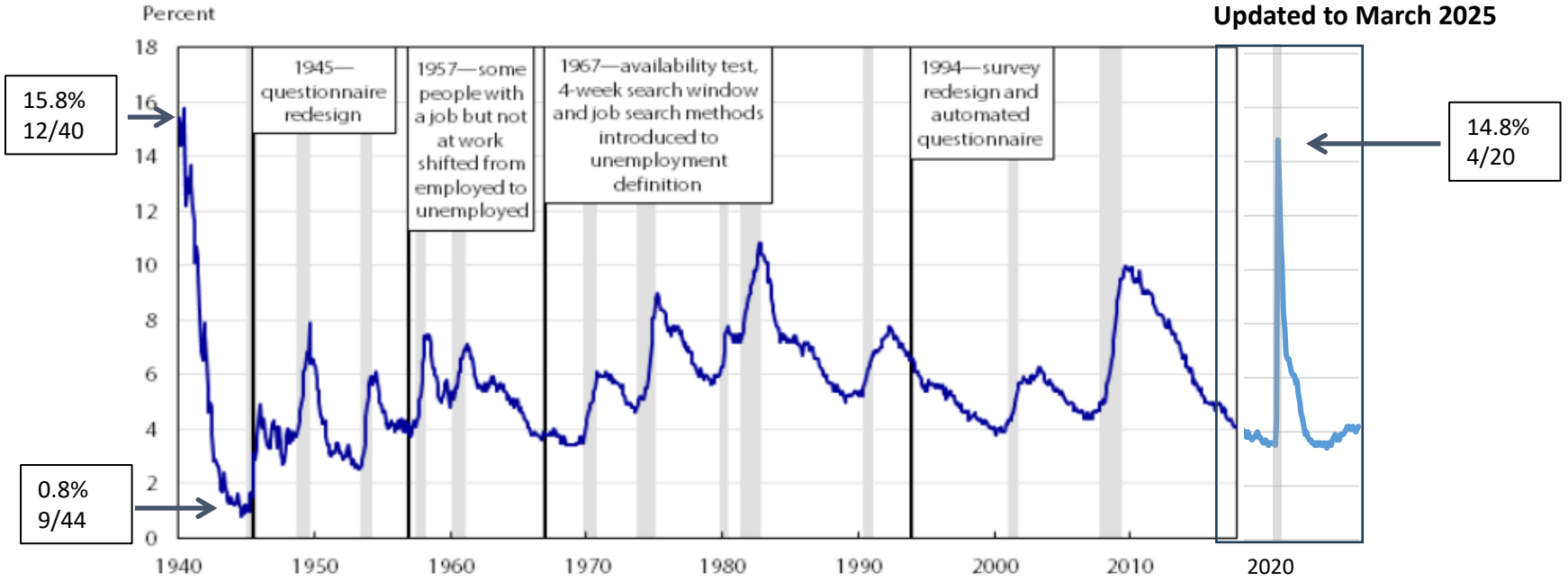
CPS questions and classification strategy

- Questions
  - Based on activities, not self-classification
  - Delivered by trained professional field staff
  - Tested, validated, updated, and retested
  - Transparent
- Classification
  - Based on activity questions
  - Hierarchical, mutually exclusive

Employed → Unemployed → Not in Labor Force

History of US unemployment rate

Figure 1. Unemployment rate and timing of changes to Current Population Survey measurement, 1940–2017



Note: Shaded areas represent recessions as determined by the National Bureau of Economic Research. Estimates for 1940–47 are not seasonally adjusted and pertain to people 14 years and older. Data for 1948–present are seasonally adjusted and refer to people 16 years and older.
Source: 1940–47 figures are based on authors' calculations using U.S. Census Bureau data; 1948–2017 data are from the U.S. Bureau of Labor Statistics.

Establishment Surveys

Current Employment Statistics (CES)--"Payroll Survey"

- 147,000 businesses and agencies at 634,000+ worksites (covers 1/3 of non-farm jobs)
- Records jobs, hours and earnings in pay period containing 12th of month
- Contains industry and location
- Reported by employer using various modes
- 43% response rate

Job Openings and Labor Turnover Survey (JOLTS)

- Records job postings, separations, hires over the month
- 34% response rate

Quarterly Census of Employment and Wages (QCEW)

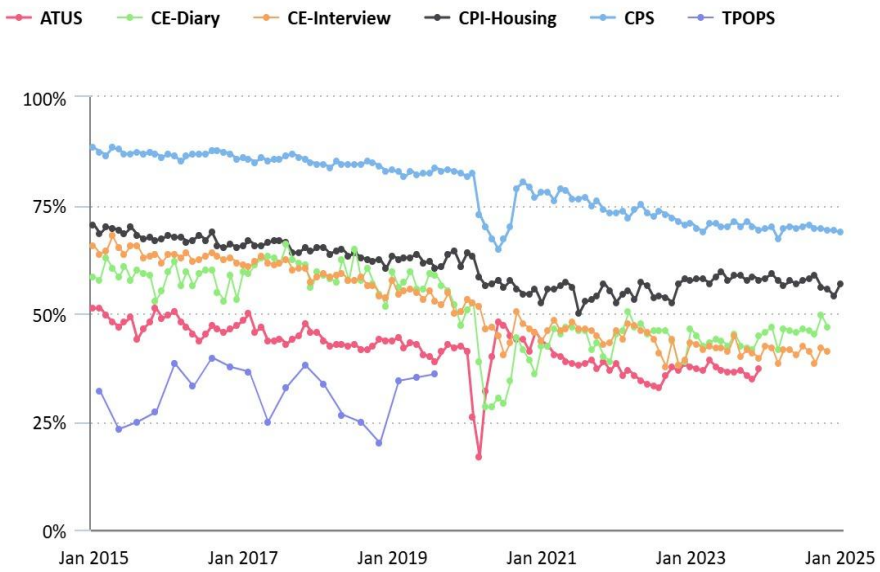
Administrative data

- Collected from quarterly reports filed by employers with state Unemployment Insurance offices
- Cover 95% of US jobs
- Records number of jobs and total quarterly earnings of all employees in the establishment
- Contains industry and location

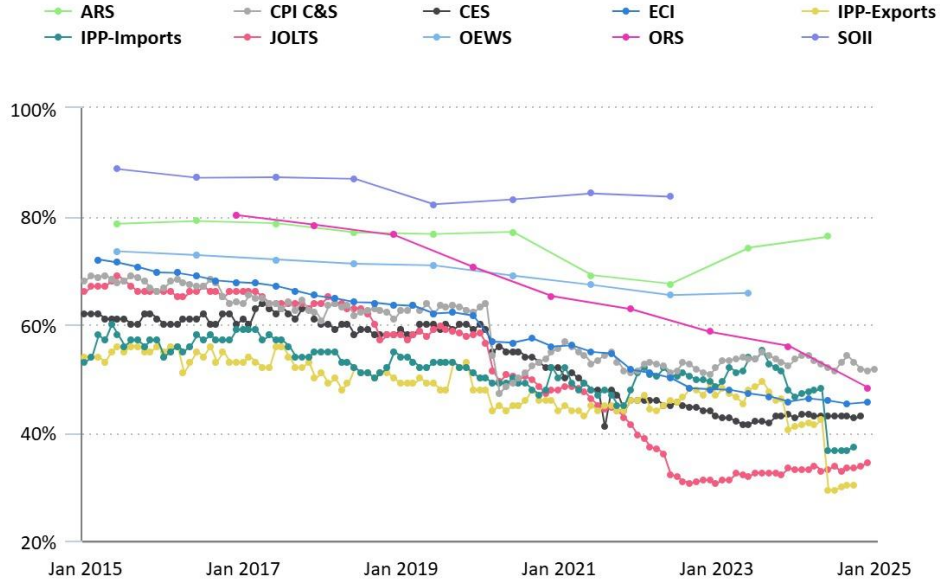
Future of Federal Employment Statistics

Survey response rates are declining, eroding quality and granularity of official statistics

Household survey response rates, January 2015–January 2025



Establishment surveys unit response rates, January 2015–January 2025



Source: U.S. Bureau of Labor Statistics https://www.bls.gov/osmr/response-rates/

Evolution of US official statistics

Stats 1.0 (1880s-mid 1900s): Convenience samples

Stats 2.0 (mid 1900s-early 2000s): Surveys dominate

- Administrative data, if available

Stats 3.0 (now): Threats to surveys

- Survey fatigue
- Security and privacy concerns

➢ Low survey response rates that raise costs and erode reliability

Toward a 21st century data infrastructure

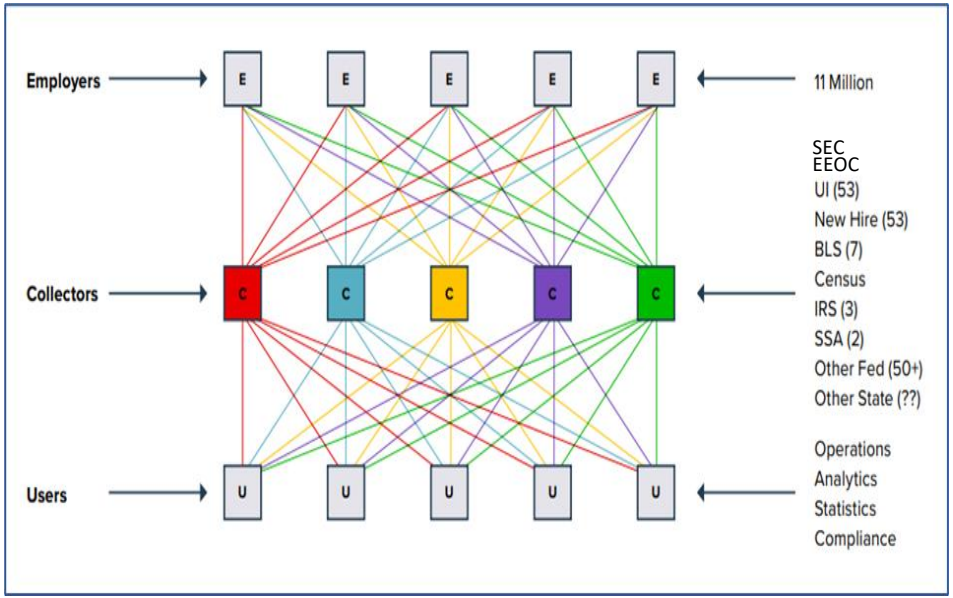
- Opportunity—Big Data explosion
  - Digitized operations; cheap powerful computers; internet connectivity; novel software (e.g., AI)
- Challenge—Undesigned inputs
  - Flawed, incomplete, inconsistent, siloed
- **Stats 3.0 Solution: Blended data products**
  - Combine multiple sources to overcome limitations
  - Promote quality and interoperability via data standards

➢ Report by Committee on National Statistics, National Academies of Sciences, Engineering and Medicine, Sept. 2022

Why data standards?

- We're in the Information Age
  - …"a time in which information has become **a commodity that is quickly and widely disseminated** and easily available especially through the use of computer technology." *(Merriam Webster)*
- Make administrative data more like surveys
  - Interoperable
  - Designed for measurement purposes
- Lower burden for respondents and collectors
  - All employers have similar records already

Current workforce administrative data system is a mess

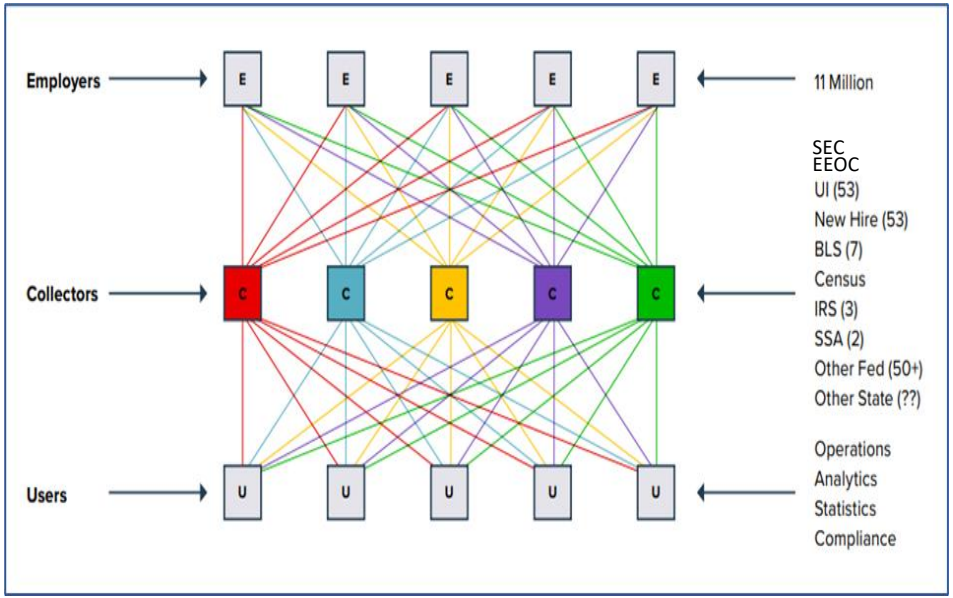


Note: Current diagram omits the complex web of siloed data-sharing arrangements between collectors and other Federal and State agencies.

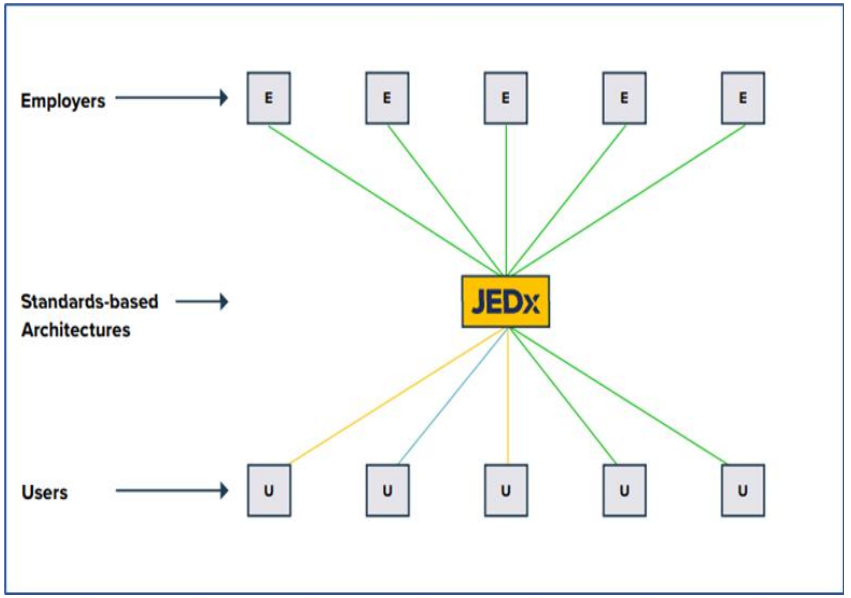
- Each line represents a flow of employer administrative data.
- The flow contents are similar, but not the same.
- Essentially, variations on UI worker and employer records.

Vision for a modern workforce data system

Current



21st Century



Note: Current diagram omits the complex web of siloed data-sharing arrangements between collectors and other Federal and State agencies.

Initiative for workforce data standards: Jobs and Employment Data Exchange

- U.S. Chamber of Commerce Foundation public-private, standards-based initiative
- Promotes sharing and using **workforce data** via
  - **Data standards:** data model and definitions
  - **Technology standards:** improve data sharing, management, and protection
  - **Governance mechanism**

JEDx

U.S. Chamber of Commerce Foundation

JEDx resources: one-pager & website

To modernize, consolidate the statistical system

- Now: 13 principal stats agencies + >100 statistical units all under Cabinet members
- Modernization requires
  - Economies of scale and scope to improve efficiency and agility
  - Sharing data
  - Coordination and prioritization across agencies to improve interoperability
  - Ability move resources around
- Preserving trust requires ensuring the statistical system operates outside of policy and political influence on methodology
- Proposed by many previous administrations, maybe now is the time?
  - Administration is bold
  - Threats to trust are high
  - Need for modernization is getting critical

Thank you.

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Comparing government and private data products

- Not “or”…. “**and**”

Government	Private
• Transparent • Access to comprehensive and sensitive data • High survey response rates • Objective • Long history	• Proprietary methods • Speedy production • Quick innovation • Access to transactional data • Tailored to special needs

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Assessing non-survey data and risks

- Quality
  - Bias
  - Production-grade
- Access
  - Cost
  - Data stream can change
- Legal framework
  - Administrative enforcement data
  - Web scraping

Study of AI can inform implementation of data standards

- Salient application/”use case” for standards
- Demonstrate how standards improve
  - Occupational supply and demand analysis
  - Program and policy evaluation
  - Research on AI
- Validate and prioritize fields for collection
- Test viability of collection in pilot projects

Building blocks of good data

ccurate. . . Getting it right

bjective. . . Free from bias

elevant. . . Information you can use

imely. . . Getting it out quickly

ccessible. . . Meeting you where you are

FEDERAL DATA OVERVIEW

- Key data sets – public and private
- Example uses in policymaking and program design

KEY DATA SETS

- Survey versus administrative data
- Individuals, households, firms, industries, geographies
- Frequency of data collection
- Public versus private

KEY DATA SETS: PUBLIC

DATA SETS	FOCUS	INFORMATION
Current Population Survey (CPS)	People & Households	Monthly national data collection: employment, unemployment, labor force participation, income, types of job (industry, occupation), union membership, worker characteristics, household characteristics. Special supplements some months.
Job Openings and Labor Turnover Survey (JOLTS)	Job changes	Monthly and annual estimates of job openings, both private & public sector *except fed gov't* (i.e., demand/ shortages), hires (people added to payrolls), and separations (worker v employer initiated, other). Available at national and regional levels, and industry.
Quarterly Census of Employment and Wages (QCEW)	Geography & industry, employment & wages	Industry data reported by employers, including employment numbers and wages. Compiled from full unemployment insurance reporting, rather than survey estimates.
Current Employment Statistics (CES) – sometimes called "Payroll Survey"	Jobs currently held	Monthly estimates at national and state level of employment, hours, and earnings, size of firm, by industry from smaller employer sample than QCEW (~120,000 businesses), but available faster. Benchmarked annually to QCEW.

KEY DATA SETS: PRIVATE

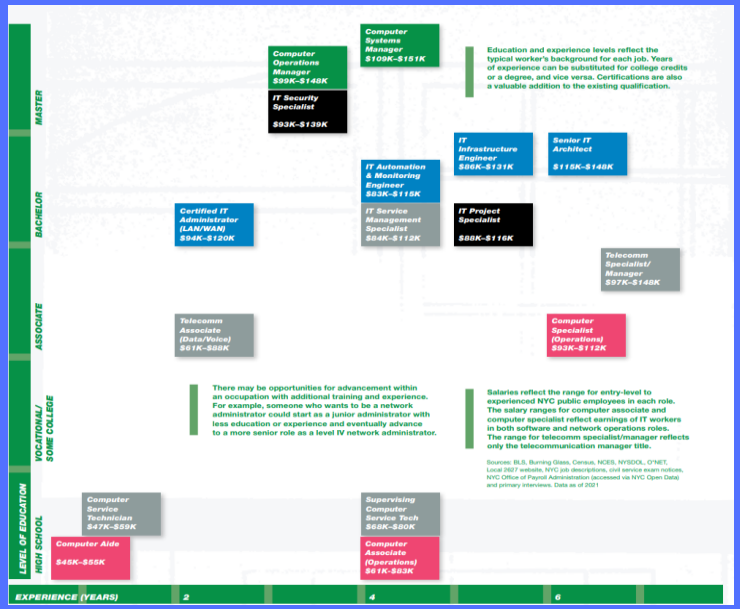
DATA SETS
❖ LinkedIn
❖ Lightcast
❖ ADP
❖ Indeed

BENEFITS & DRAWBACKS
❖ Data source
❖ Representativeness of sample
❖ Neutrality
❖ Comparable definitions

DATA IN POLICYMAKING

- The Federal Reserve uses federal data to determine interest rates and manage inflation/unemployment. For example, monthly jobs reports (CES, CPS) help the Fed assess labor market “slack.”
- Tax credits and subsidies (like EITC or child tax credits) are adjusted using income distribution data from sources like the Census Bureau’s Current Population Survey (CPS) and others.
- QCEW can reveal which counties or industries are hit hardest by layoffs or economic downturns to help guide government interventions.

COMBINING DATA: EXAMPLES IN PRACTICE



- DC 37 public sector union: the value of unions in career pathways
- NYC Department of Veterans' Services: comparing population's success
- NYC Public Schools: helping young people prepare

LMIS

- NYC Labor Market Information Service (LMIS) is an applied research center at the CUNY Graduate Center.

- We are the only NYC-based organization devoted to conducting mixed-methods labor market research and making the findings relevant and actionable for mission-driven organizations.

Summary

- **Federal statistics were already at risk**
- **Collateral damage so far: bit.ly/FedStatMonitoring**
- **Federal statistics disadvantaged in approps process**
- **Federal statistics need you: many ways to contribute**
- **pierson@amstat.org**

The Health of the Federal Statistical Agencies: "The Nation's Data at Risk"

Steve Pierson, Jonathan Auerbach, Claire Bowen, Connie Citro, Nancy Potok, Zach Seeskin

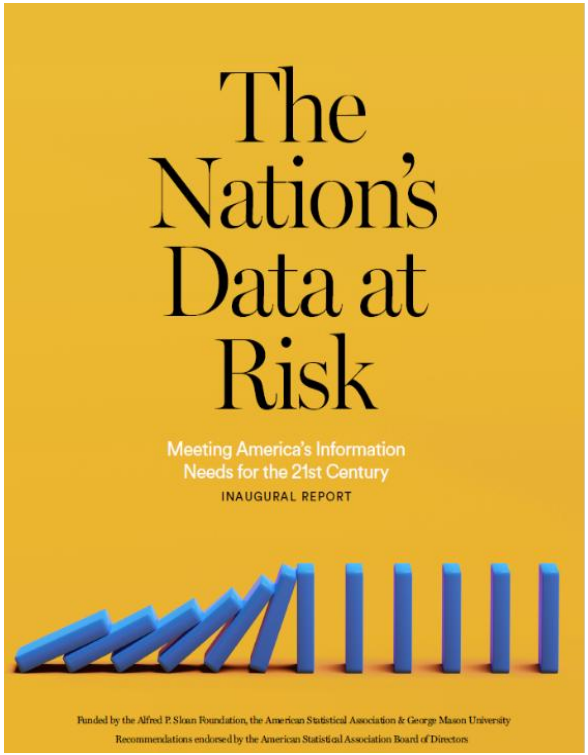
Funded by Alfred P. Sloan Foundation, Annie E. Casey Foundation, and California Community Foundation

April 23, 2025

ASA
AMERICAN STATISTICAL ASSOCIATION
Promoting the Practice and Profession of Statistics®

GM
GEORGE MASON UNIVERSITY

- Assessing the health of the federal statistical agencies
  - Inaugural report ("baseline")
  - 2025
- Congressional challenges for federal statistical agency budgets
- Ways to contribute



Assesses capacity of 13 principal statistical agencies and chief statistician's office to serve the nation's data needs.

Assesses the support required to enable these statistical agencies to meet their missions in the 21st century.

Goal is annual report with active dissemination to increase visibility and motivate stakeholders to act

1. Is the agency able to consistently produce relevant, timely, credible, accurate, and objective statistics?
2. Is the agency trustworthy, accountable, and agile?
3. Does the agency have sufficient support in three key areas: professional autonomy; parent-agency support; budget and staffing
4. What are the challenges and threats the agency faces?
5. What is its record with innovation?
6. Is the agency responsive to user needs and transparent about its data products and decisions that affect users?

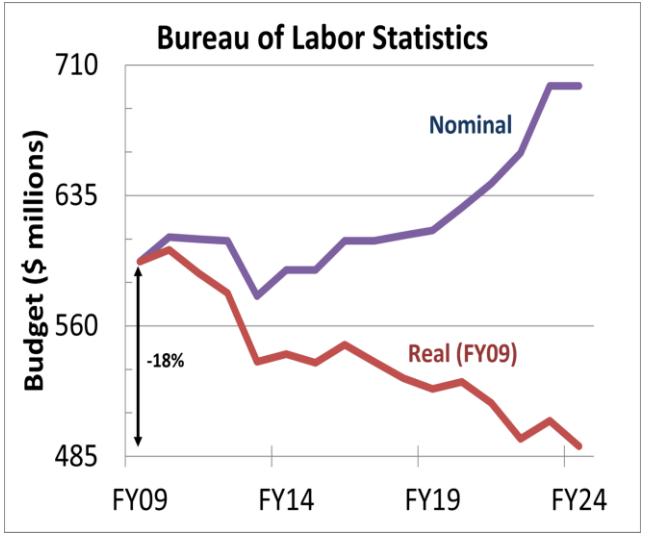
For inaugural report, questions boil down to

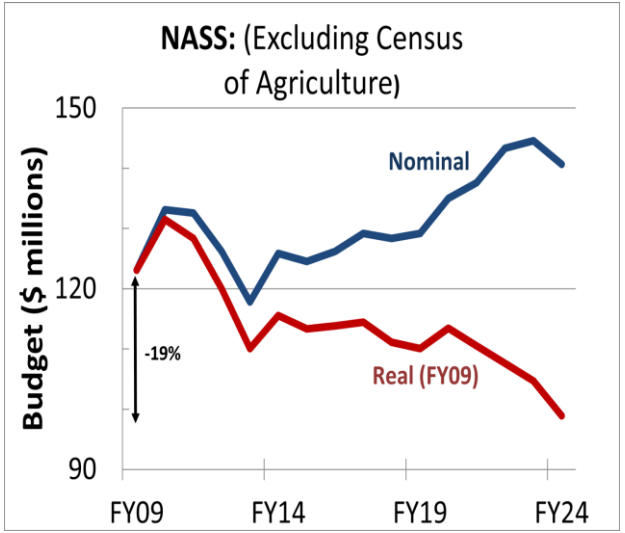
Is the agency able to produce relevant and timely statistics

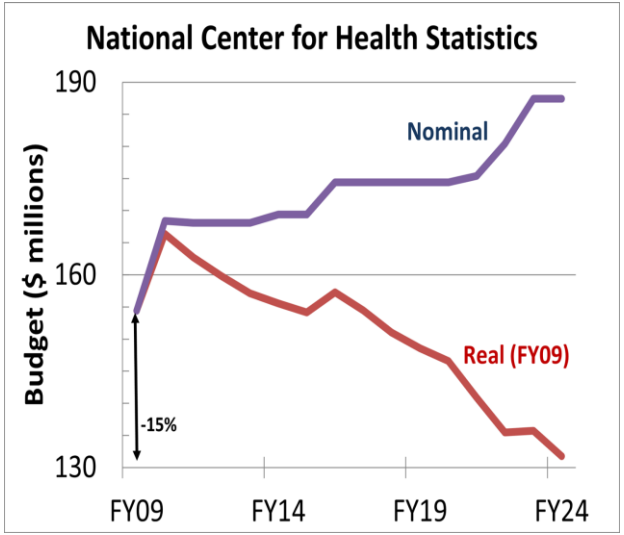
- Requires constant innovation to update existing products, create new products
- Requires support in three areas: professional autonomy, parent-agency support, budget and staffing

⇒Take into account headwinds (declining response rates, unfunded mandates, rising costs) and challenges of changing economy, society, data user needs, etc.

- Highly innovate culture but innovation capacity hamstrung
- Most, if not all, statistical agencies have a significant weakness in at least one of three critical supports:
  - Weak legislative protection for how agencies collect and analyze data and disseminate products—makes agencies vulnerable to political meddling as has happened in other countries; also weakens accountability
  - Lack of support from parent agency
  - Insufficient resources (budget and staffing levels - often woefully so)



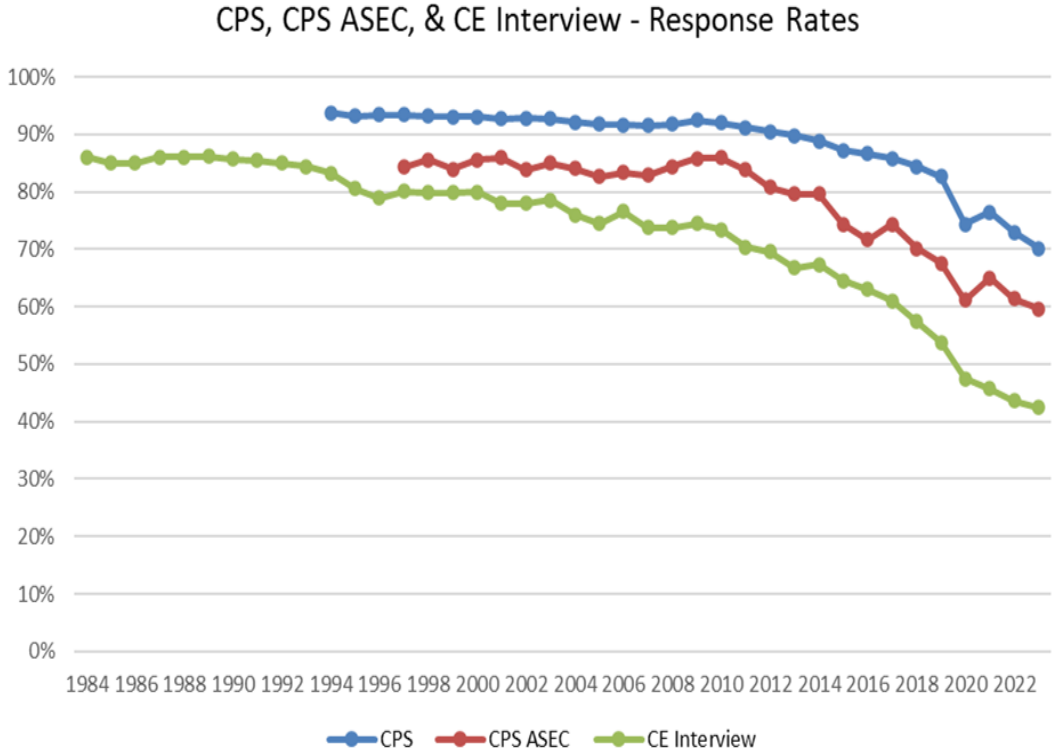




NASS: National Agricultural Statistics Service; GDP deflator used to adjust for inflation; total nondefense discretionary domestic budget increased by 16% in real terms over same period

- Ability to innovate/modernize impeded: necessary condition for relevant & timely products; agile, accountable, & trustworthy agency
- Long-running series for key economic and social indicators prone to become outdated in content and methods–e.g., Current Population Survey (CPS) unemployment rate, consumer spending…
  - Agencies lack resources for testing, improvement, concurrent series

- Environmental headwinds drive up survey costs, degrade quality, and make "blended data" solutions hard to achieve
  - Survey response rates declining here and abroad
  - Costly to strive to maintain response rates
  - Other data sources could help (e.g., administrative data, commercial data), but barriers (legal, regulatory, cost) often stand in the way
- Increasing threats to privacy and confidentiality; agencies pulling more data into limited access research centers, limiting equitable data access



- **Current Population Survey** produces monthly unemployment rate
- **CPS Annual Social and Economic Supplement** produces yearly poverty rate, median household income
- **Consumer Expenditure Survey** produces market basket weights for the CPI

- Chief statistician's office lacks sufficient resources to fully carry out its myriad responsibilities–only 8 statistical policy staff

- Office is remarkably productive given small size, but lacks capacity to
  - Conduct meaningful strategic planning
  - Expedite and coordinate needed innovation in cross-cutting topic areas–e.g., education, health, labor force, economic well-being
  - Handle full plate of standards and regulations on a timely basis

Agency*	Resources	Staffing applicable only to BJS, NCES & NCSES)	Professional Autonomy	Parent-Agency Suport
BEA	Mixed	—	Challenging	Good
BJS	Weak	Challenging	Mixed	Mixed
BLS	Challenging	—	Mixed	Good
BTS	Challenging	—	Weak	Challenging
Census	Mixed	—	Weak	Good
EIA	Challenging	—	Good	Strong
ERS	Challenging	—	Challenging	Good
NASS	Challenging	—	Challenging	Good
NCES	Challenging	Weak	Weak	Weak
NCHS	Challenging	—	Mixed	Mixed
NCSES	Mixed	Challenging	Mixed	Mixed
ORES		—	Challenging	
SOI	Challenging	—	Challenging	Mixed

2025-What are we witnessing so far

Shifted our project to more real-time monitoring:

bit.ly/FedStatMonitoring

Five situations we are watching most closely (anything that would undermine the continued availability and objectivity of govt stats):

- Cuts in Statistical Programs
- Delays, Reduced Detail, or Cancelations of Data Products
- Resources: Decreases in Budget or Staffing
- Undermining Leadership and Staff Security
- Accessing and Using Statistical Data for Nonstatistical Purposes

2025-What are we witnessing so far

Mostly Collateral Damage so far:

- People, contracts, leadership, advisory committees, data resources
  - 0-95% staff loss due to early retirement, early separations, RIFs, hiring freezes, and probationary firing
- NCES especially devastated
- Social Security Administration statistical agency, ORES, gutted
- Statistical units in SAMHSA and USDA likely gone
  - Future of their programs unclear
- Some contracts renewed but not managed by experienced SM experts

2025 - What are we witnessing so far

April 23: Uncertainty regarding

- **RIFS, further departures**
- **Schedule Policy/Career**
- **Reorg**
- **Budgets**
- **What next?**

Federal Statistical Agencies Challenged in Appropriations

Powerful, compelling message so what's the problem?

- Government statistics are a public good
  - Supported by all, championed by few; lack of awareness
- Appropriations process disadvantages statistical agencies
  - "Popularity" game; extremely competitive; modernization doesn't sell
- Political expediency is the default—no statistical perspective
- Little advocacy for federal statistical agencies

What you can do

- **Raise awareness**
- **Educate on value/uses of data**
- **Contact your elected officials**
- **Contribute to understanding of statistics production/inter-connectness**
- **Talk about the opportunity**

Summary

- **Federal statistics were already at risk**
- **Collateral damage so far: bit.ly/FedStatMonitoring**
- **Federal statistics disadvantaged in approps process**
- **Federal statistics need you: many ways to contribute**
- **pierson@amstat.org**

Finding and Preserving At-Risk Federal Data

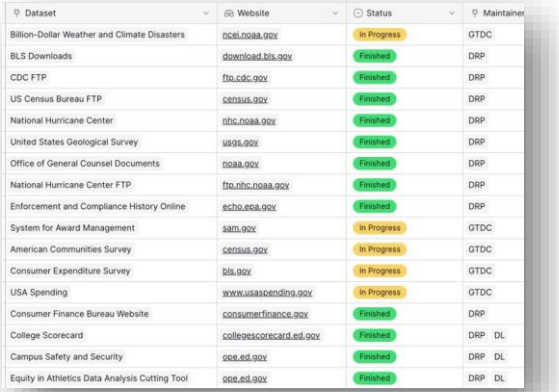
Wendy Kozlowski

Director, Research Data and Open Scholarship, Cornell University Library
Coordinator, Cornell Data Services

data-help@cornell.edu

open-scholarship@cornell.edu

Need access to data that is no longer online?



Dataset	Website	Status	Maintainer
Billion-Dollar Weather and Climate Disasters	ncei.noaa.gov	In Progress	GTDC
BLS Downloads	download.bls.gov	Finished	DRP
CDC FTP	ftp.cdc.gov	Finished	DRP
US Census Bureau FTP	census.gov	Finished	DRP
National Hurricane Center	nhc.noaa.gov	Finished	DRP
United States Geological Survey	usgs.gov	Finished	DRP
Office of General Counsel Documents	noaa.gov	Finished	DRP
National Hurricane Center FTP	ftp.nhc.noaa.gov	Finished	DRP
Enforcement and Compliance History Online	echo.epa.gov	Finished	DRP
System for Award Management	sam.gov	In Progress	GTDC
American Communities Survey	census.gov	In Progress	GTDC
Consumer Expenditure Survey	bls.gov	In Progress	GTDC
USA Spending	www.usaspending.gov	In Progress	GTDC
Consumer Finance Bureau Website	consumerfinance.gov	Finished	DRP
College Scorecard	collegescorecard.ed.gov	Finished	DRP DL
Campus Safety and Security	ope.ed.gov	Finished	DRP DL
Equity in Athletics Data Analysis Cutting Tool	ope.ed.gov	Finished	DRP DL

Data Rescue Tracker from datarescueproject.org
Check out the “Backups” list to see which datasets have been captured already

Datalumos.org
ICPSR’s crowd sourced repository of government data

DATA LUMOS

INTERNET ARCHIVE

The End of Term Archive at IA web.archive.org
Federal government websites archived during government transitions

Need access to data that is no longer online? p2

Library Innovation Lab
Full archive of data.gov

findlostdata

findlostdata.org
Search for data across various sites/databases

UMN's Guide to Finding Government Information during the 2025 Administration Transition
z.umn.edu/govinfo25

LIBRARIES
UNIVERSITY OF MINNESOTA

Roper, IPUMS, OEDI, Big Local News (Stanford Fed Data Coll Colab), DataRefuge
DataVerse

Know of at-risk data?

1. Identify the type of data you're working with:
   - Datafile or publication (pdf, spreadsheet, image, etc)
   - Dataset or database (one that may require selection to subset, or API to access)
   - Website (static vs interactive)
   - Code
2. Check if it's already been preserved
3. Submit a request to preserve the data
   - Data Rescue Tracker Download Submission Form
   - Submit to the End of Term Archive
   - Request to save code through Software Heritage

Data Rescue Project

https://www.datarescueproject.org/

Know of at-risk data? p2

4. If the data are not complex, very large, or restricted, make a local copy *including metadata and documentation*

DATA CURATION NETWORK

Consult MIT's Checklist for Federal Data Backups, the DCN's CURATED steps for data rescue, and UW's Data Rescue Guides

5. Consider putting a copy of the raw data t[illegible] just backed up in a data repository or archive

6. Ask your local experts for help, resources, and guidance

CDS | CORNELL DATA SERVICES

https://data.research.cornell.edu

data-help@cornell.edu

About that local download… record provenance!

You need more than just the files!

- Full dataset titles and full filenames
- Source URL
- Dataset identifiers
- Licensing or restrictions (e.g. Public Domain vs CC0 vs CC-By)
- Agency/program/organization that produced the data
- Date of download
- Date of last recorded change to dataset
- Any methodological information needed for how you accessed the files
- Any tools or apps that are needed to interact with the data
- Any issues that arose during download

Example 1: BLS Download

download.bls.gov - /pub/time.series/compressed/tape.format/

[To Parent Directory]

4/4/2025	8:30 AM	23723359	bls.cena.date202503.gz
4/4/2025	8:30 AM	4509572	bls.cena0.date202503.gz
4/4/2025	8:30 AM	4685048	bls.cena1.date202503.gz
4/4/2025	8:30 AM	4738134	bls.cena2.date202503.gz
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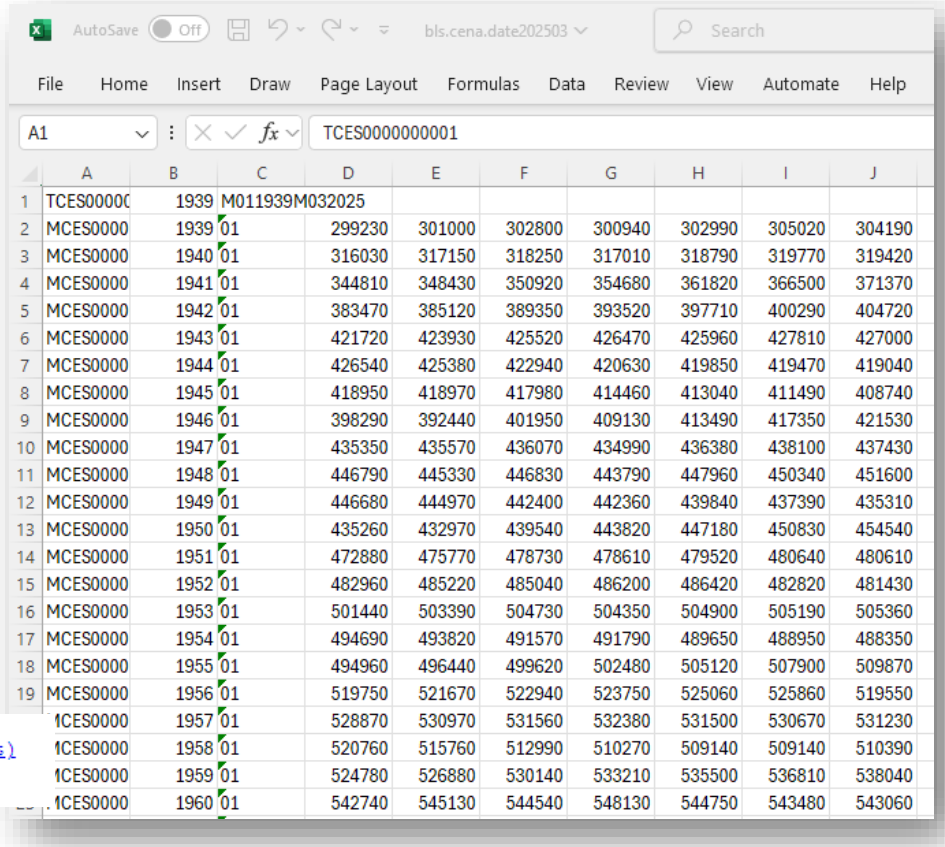
2/8/2021	9:56 AM	4280853	bls.cpi0.seasadj.date202012.gz
2/8/2022	9:34 AM	4475010	bls.cpi0.seasadj.date202112.gz
2/10/2023	11:00 AM	4678343	bls.cpi0.seasadj.date202301.gz
2/9/2024	9:34 AM	4878107	bls.cpi0.seasadj.date202401.gz
3/12/2025	8:31 AM	4211513	bls.cpi0.seasadj.date202501.gz
4/10/2025	8:31 AM	2098039	bls.cpi1.date202503.gz
2/8/2021	9:56 AM	3445559	bls.cpi1.seasadj.date202012.gz
2/8/2022	9:34 AM	3594866	bls.cpi1.seasadj.date202112.gz
2/10/2023	11:00 AM	3751687	bls.cpi1.seasadj.date202301.gz
2/9/2024	9:34 AM	3902838	bls.cpi1.seasadj.date202401.gz
3/12/2025	8:31 AM	2092643	bls.cpi1.seasadj.date202501.gz
4/10/2025	8:31 AM	4125383	bls.cpi2.date202503.gz
2/8/2021	9:56 AM	2765592	bls.cpi2.seasadj.date202012.gz
2/8/2022	9:34 AM	2888640	bls.cpi2.seasadj.date202112.gz
2/10/2023	11:00 AM	3015454	bls.cpi2.seasadj.date202301.gz
2/9/2024	9:34 AM	3143452	bls.cpi2.seasadj.date202401.gz
3/12/2025	8:31 AM	4106725	bls.cpi2.seasadj.date202501.gz
4/10/2025	8:31 AM	2066938	bls.cpi3.date202503.gz
3/12/2025	8:31 AM	2060064	bls.cpi3.seasadj.date202501.gz
4/18/2025	10:03 AM	20232870	bls.eesm.date202503.gz
4/18/2025	10:03 AM	3462915	bls.eesm0.date202503.gz

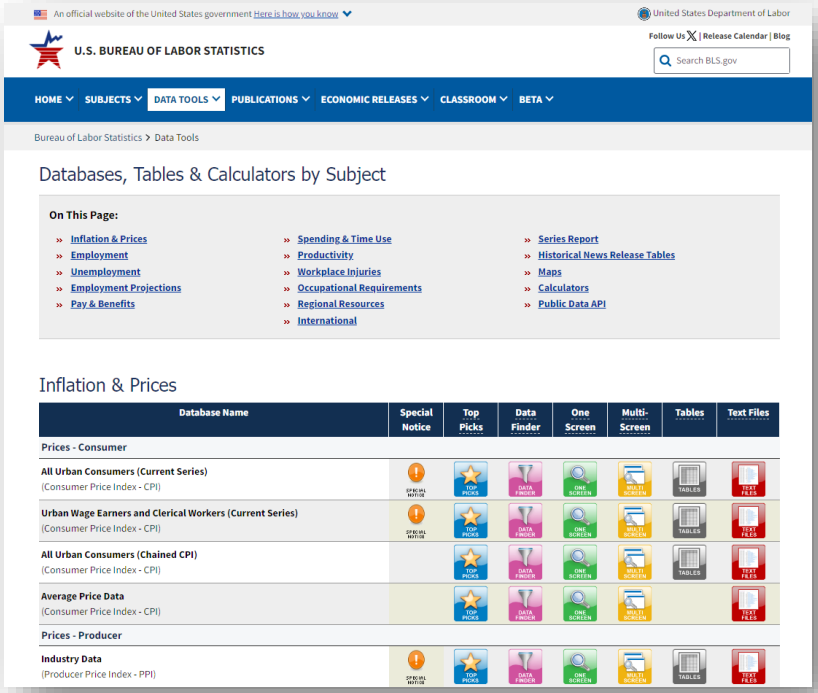
[...]

11/22/1996	3:50 PM	640	README
12/4/2002	2:01 PM	829	README-ModifiedFormatSpecifications(EESM-Tapes)
5/4/2007	8:23 AM	2310	readme.cena.txt
5/16/2003	3:34 PM	32250	tapeformat.doc

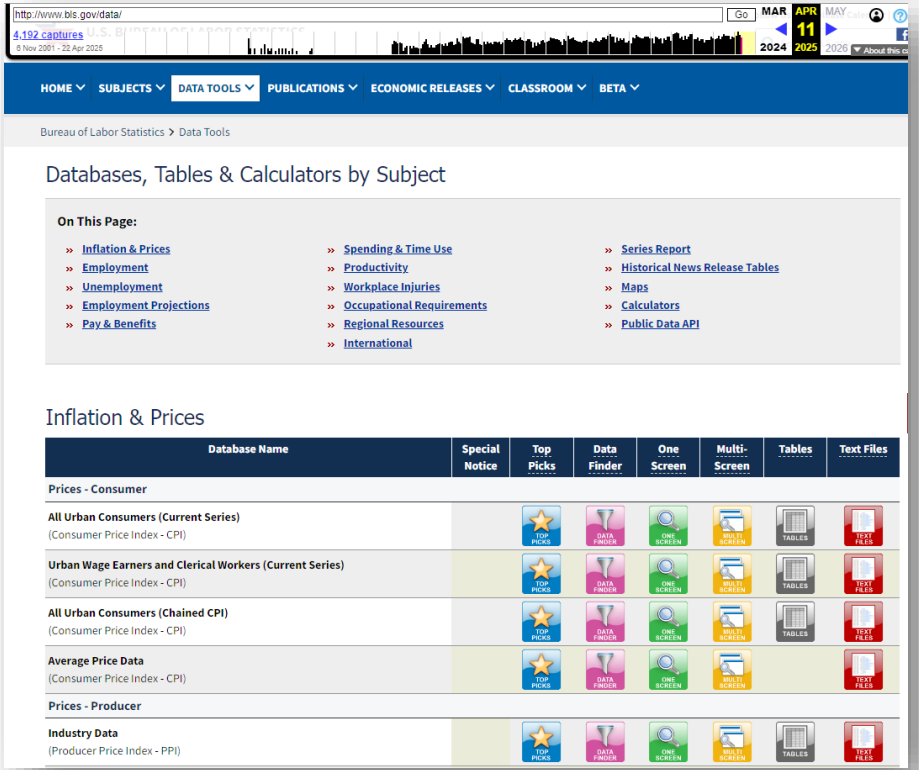


	A	B	C	D	E	F	G	H	I	J
1	TCES00000	1939	M011939M032025							
2	MCES0000	1939	01	299230	301000	302800	300940	302990	305020	304190
3	MCES0000	1940	01	316030	317150	318250	317010	318790	319770	319420
4	MCES0000	1941	01	344810	348430	350920	354680	361820	366500	371370
5	MCES0000	1942	01	383470	385120	389350	393520	397710	400290	404720
6	MCES0000	1943	01	421720	423930	425520	426470	425960	427810	427000
7	MCES0000	1944	01	426540	425380	422940	420630	419850	419470	419040
8	MCES0000	1945	01	418950	418970	417980	414460	413040	411490	408740
9	MCES0000	1946	01	398290	392440	401950	409130	413490	417350	421530
10	MCES0000	1947	01	435350	435570	436070	434990	436380	438100	437430
11	MCES0000	1948	01	446790	445330	446830	443790	447960	450340	451600
12	MCES0000	1949	01	446680	444970	442400	442360	439840	437390	435310
13	MCES0000	1950	01	435260	432970	439540	443820	447180	450830	454540
14	MCES0000	1951	01	472880	475770	478730	478610	479520	480640	480610
15	MCES0000	1952	01	482960	485220	485040	486200	486420	482820	481430
16	MCES0000	1953	01	501440	503390	504730	504350	504900	505190	505360
17	MCES0000	1954	01	494690	493820	491570	491790	489650	488950	488350
18	MCES0000	1955	01	494960	496440	499620	502480	505120	507900	509870
19	MCES0000	1956	01	519750	521670	522940	523750	525060	525860	519550
	ICES0000	1957	01	528870	530970	531560	532380	531500	530670	531230
	ICES0000	1958	01	520760	515760	512990	510270	509140	509140	510390
	ICES0000	1959	01	524780	526880	530140	533210	535500	536810	538040
	ICES0000	1960	01	542740	545130	544540	548130	544750	543480	543060

Example 2: IA File

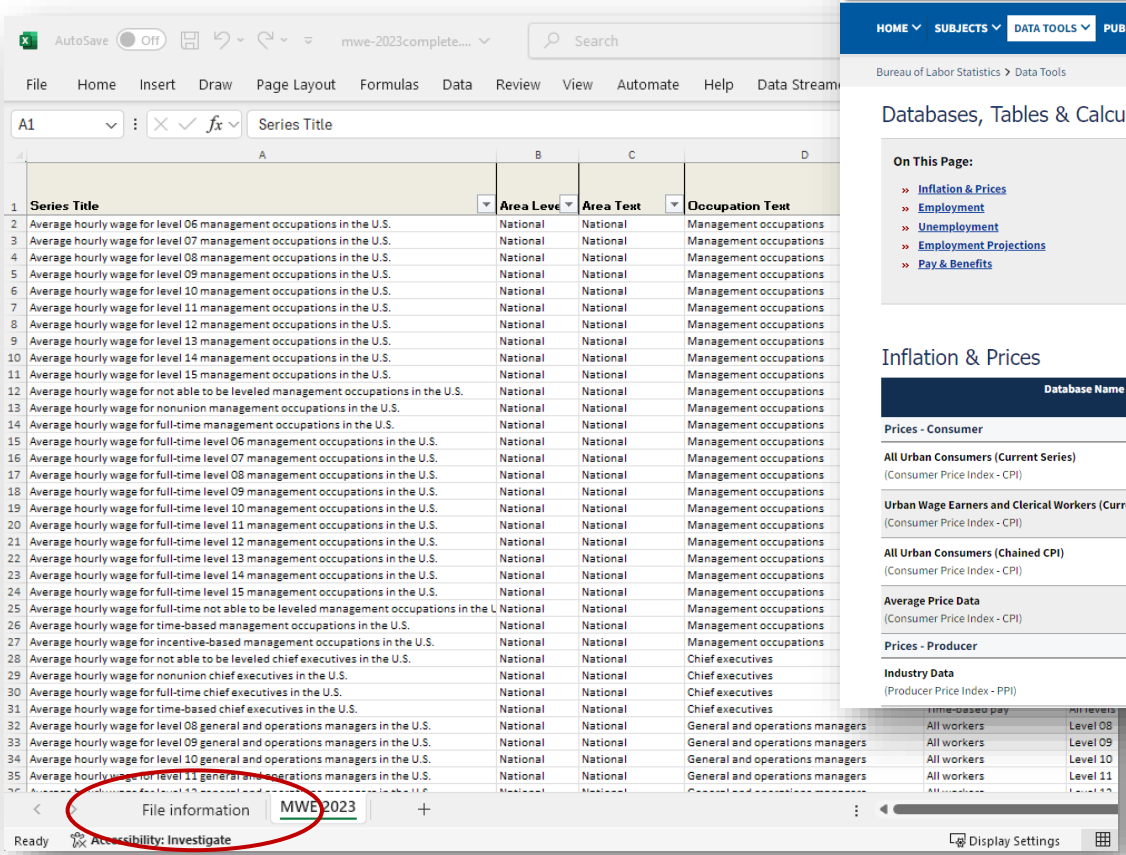


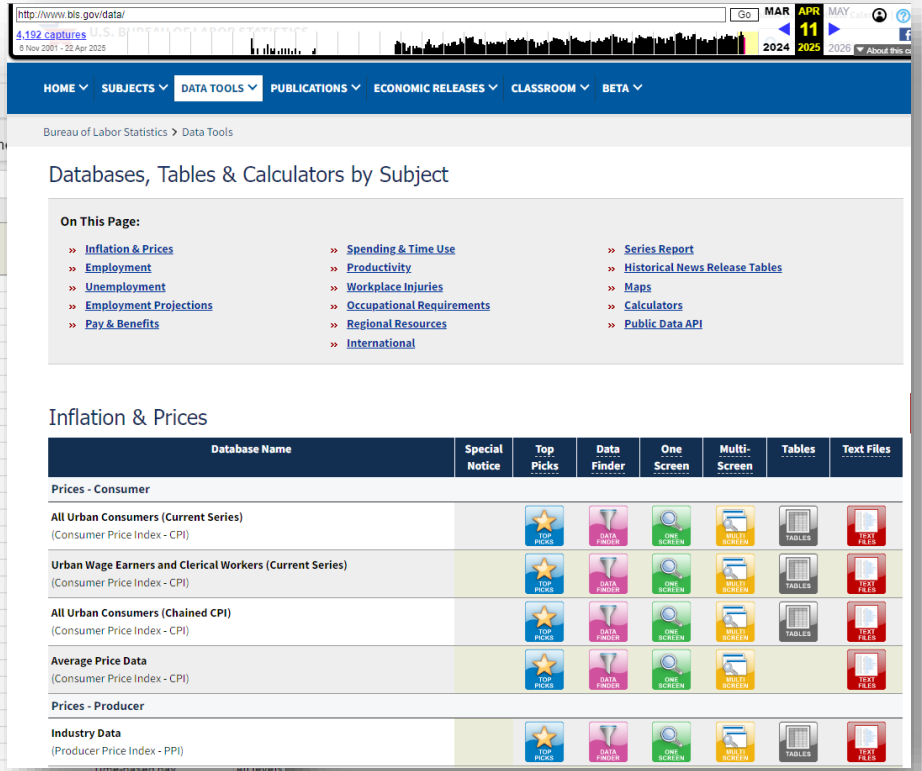
https://www.bls.gov/data/ (as of 2025-04-23)



Internet Archive Version (as of 2025-04-11, most recent crawl)

Example 2: IA File p2





https://www.bls.gov/mwe/mwe-2023complete.xlsx

Our systems are fragile. How can we do better?

- What can be done?
  - Infrastructure – both user-facing and underlying architecture
  - How to track not just take-downs, but alterations?
- Who should do it?
  - How to create sustainable collaborations
- How can/should it be funded?
- How can we advocate for improvements?
  - Tell stories of why the data are valuable. What alternate uses might the data have outside original intent?
  - Build in transparency and trust.