

Adapting to the evolving nature of data through governance

Julie Hollek

Summary

Data Products & Data Science

Consumer and Regulatory Concerns

Case Study: Revenue Data Access Initiative

Background + Acknowledgements

Senior DS + ML manager at Mozilla

- Metrics, Revenue, ML/Data Products, Subscription Services
- Previously: internet health, ad tech

Thank you to the Mozilla Revenue Data Group and Xuan Luo, Arkadiusz Komarzewski

We're hiring!

careers.mozilla.org

Product Thinking and Data

Data Product

“A product that facilitates an end goal through the use of data”

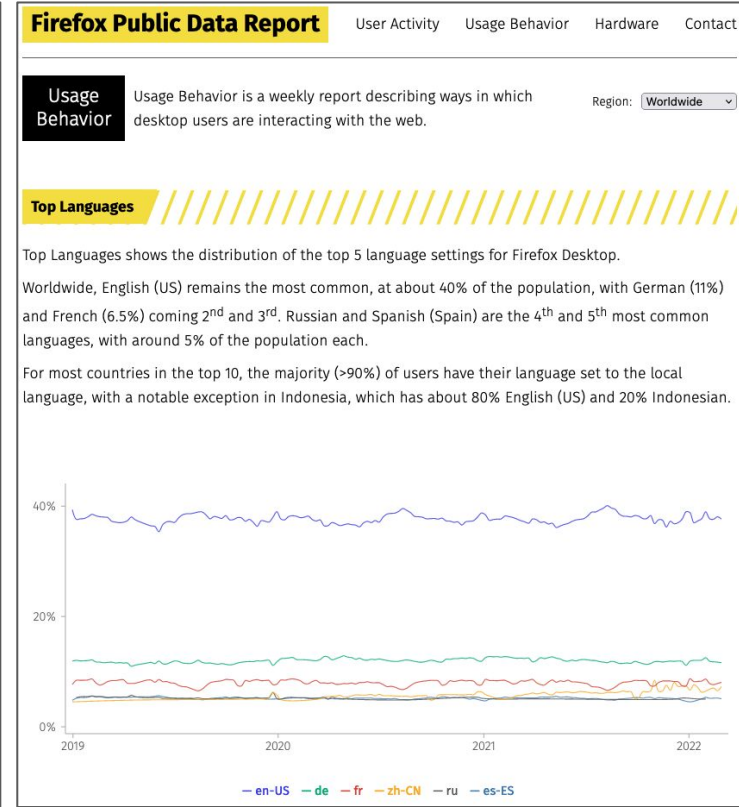
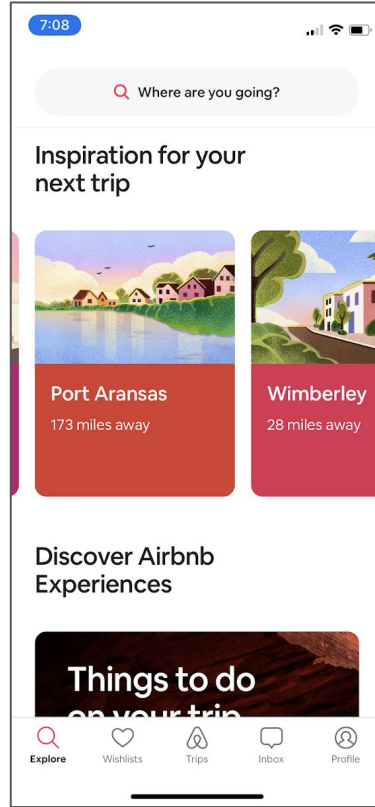
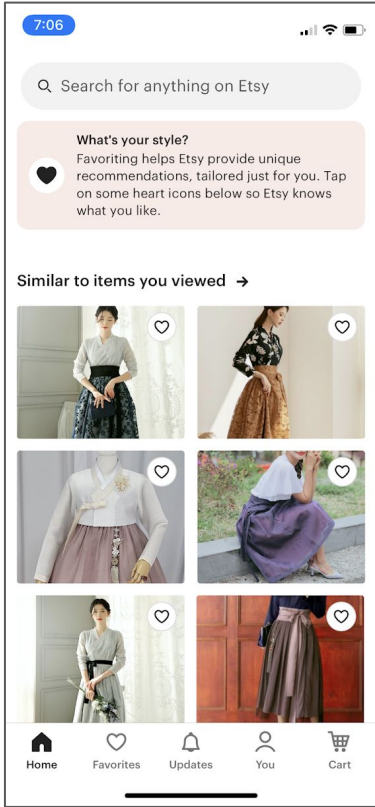
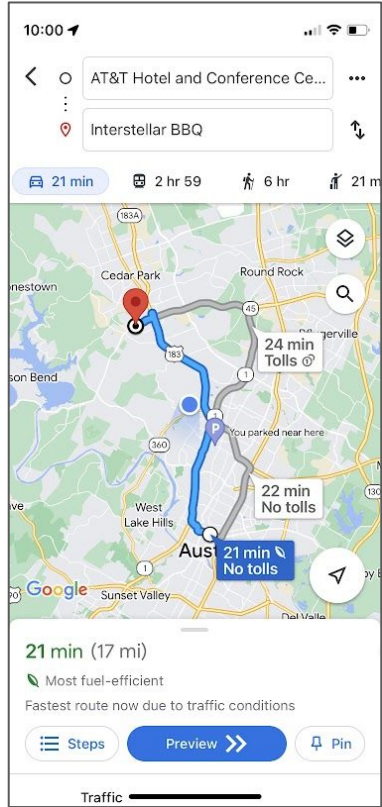
DJ Patil, Data Jujitsu: The Art of Turning Data into Product

Data as a Product

“...data teams must apply product thinking [...] to the datasets that they provide; considering their data assets as their products and the rest of the organization’s data scientists, ML and data engineers as their customers.”

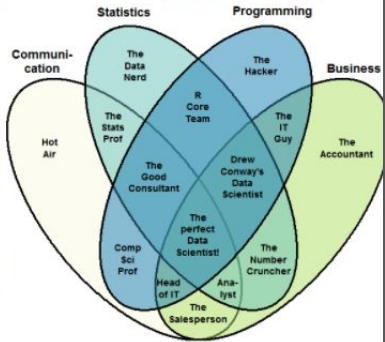
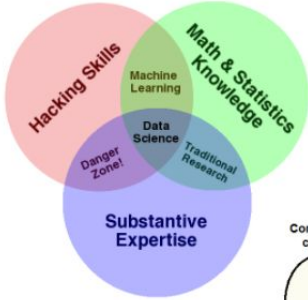
Zhamak Dehghani, How to Move Beyond a Monolithic Data Lake to a Distributed Data Mesh

Data Products in the Wild



Data Science

So, what /do/ you do all day?



MODERN DATA SCIENTIST

Data Scientist, the second job of the 21st century, requires a mixture of interdisciplinary skills ranging from an understanding of mathematics, statistics, computer science, programming and artificial intelligence. Finding people who understand what a data scientist is, is a difficult task. So here is a list of their must-haves so that the modern data scientist really is:

- MATH & STATISTICS**
 - Machine learning
 - Statistical modeling
 - Bayesian statistics
 - Bayesian networks
 - Bayesian decision theory
 - Bayesian optimization
 - Bayesian inference
 - Bayesian networks
 - Bayesian statistics
 - Bayesian decision theory
 - Bayesian optimization
 - Bayesian inference
- PROGRAMMING & DATABASE**
 - Computer science fundamentals
 - Programming languages: Python
 - Database: SQL, NoSQL
 - Reverse engineering
 - Python: decorators and decorators
 - Python: decorators
 - Python: decorators
 - Python: decorators
 - Python: decorators
 - Python: decorators
- COMMUNICATION & VISUALIZATION**
 - Ability to explain with ease
 - Clear communication
 - Clear writing skills
 - Clear presentation skills
 - Clear speaking skills
 - Clear thinking skills
 - Clear problem-solving skills
 - Clear decision-making skills
 - Clear collaboration skills
 - Clear leadership skills
 - Clear teamwork skills
 - Clear organizational skills
 - Clear time management skills
 - Clear resource management skills
 - Clear risk management skills
 - Clear quality management skills
 - Clear process management skills
 - Clear project management skills
 - Clear change management skills
 - Clear crisis management skills
 - Clear conflict management skills
 - Clear negotiation skills
 - Clear persuasion skills
 - Clear influence skills
 - Clear motivation skills
 - Clear inspiration skills
 - Clear encouragement skills
 - Clear support skills
 - Clear assistance skills
 - Clear help skills
 - Clear advice skills
 - Clear guidance skills
 - Clear direction skills
 - Clear instruction skills
 - Clear training skills
 - Clear coaching skills
 - Clear mentoring skills
 - Clear supervision skills
 - Clear management skills
 - Clear leadership skills
 - Clear team management skills
 - Clear project management skills
 - Clear organizational management skills
 - Clear risk management skills
 - Clear quality management skills
 - Clear process management skills
 - Clear change management skills
 - Clear crisis management skills
 - Clear conflict management skills
 - Clear negotiation skills
 - Clear persuasion skills
 - Clear influence skills
 - Clear motivation skills
 - Clear inspiration skills
 - Clear encouragement skills
 - Clear support skills
 - Clear assistance skills
 - Clear help skills
 - Clear advice skills
 - Clear guidance skills
 - Clear direction skills
 - Clear instruction skills
 - Clear training skills
 - Clear coaching skills
 - Clear mentoring skills
 - Clear supervision skills
 - Clear management skills
 - Clear leadership skills
- DOMAIN KNOWLEDGE & SOFT SKILLS**
 - Passion about the business
 - Clear communication
 - Clear writing skills
 - Clear presentation skills
 - Clear speaking skills
 - Clear thinking skills
 - Clear problem-solving skills
 - Clear decision-making skills
 - Clear collaboration skills
 - Clear leadership skills
 - Clear teamwork skills
 - Clear organizational skills
 - Clear time management skills
 - Clear resource management skills
 - Clear risk management skills
 - Clear quality management skills
 - Clear process management skills
 - Clear change management skills
 - Clear crisis management skills
 - Clear conflict management skills
 - Clear negotiation skills
 - Clear persuasion skills
 - Clear influence skills
 - Clear motivation skills
 - Clear inspiration skills
 - Clear encouragement skills
 - Clear support skills
 - Clear assistance skills
 - Clear help skills
 - Clear advice skills
 - Clear guidance skills
 - Clear direction skills
 - Clear instruction skills
 - Clear training skills
 - Clear coaching skills
 - Clear mentoring skills
 - Clear supervision skills
 - Clear management skills
 - Clear leadership skills

What Scientists Do

A colorful poster titled 'What Scientists Do' with a blue and white polka-dot border. The poster is divided into several sections, each with a title and an image of scientists working. The sections are:

- Scientists communicate information**: Image of scientists in a meeting.
- Scientists make observations**: Image of scientists in a lab.
- Scientists look for patterns**: Image of scientists looking at data.
- Scientists ask questions**: Image of scientists in a lab.
- Scientists support their ideas with evidence**: Image of scientists in a lab.
- Scientists use math**: Image of scientists in a lab.
- Scientists make and use models**: Image of scientists in a lab.
- Scientists do investigations**: Image of scientists in a lab.
- Scientists get information from lots of different sources**: Image of scientists in a lab.

 There are also several speech bubbles with text:

- 'How do you know?' (blue)
- 'What does this mean?' (purple)
- 'I think the world is flat because it's the heritage of the land.' (orange)
- 'I think the world is round because it's the heritage of the sea.' (green)
- 'I think the world is flat because it's the heritage of the land.' (orange)
- 'I think the world is round because it's the heritage of the sea.' (green)
- 'I think planets like the light because they cover in the light air. Thinking and the ones in the dark are very dark.' (yellow)

Data Science

So, what /do/ you do all day?

Hacking

MODERN DATA SCIENTIST

Data Scientist, the second job of the 21st century, requires a mixture of interdisciplinary skills ranging from an understanding of mathematics, statistics, computer science, operations and software. Finding data is essential to the field. Finding people who understand what is data scientist is a search for. So here is a list of the hard stuff we will do. The modern data scientist will:

MATH & STATISTICS

- Machine learning
- Statistical modeling
- Bayesian inference
- Operational learning (decision trees, random forests, support vector machines)
- Dimensionality reduction
- Dimensionality reduction

PROGRAMMING & DATABASE

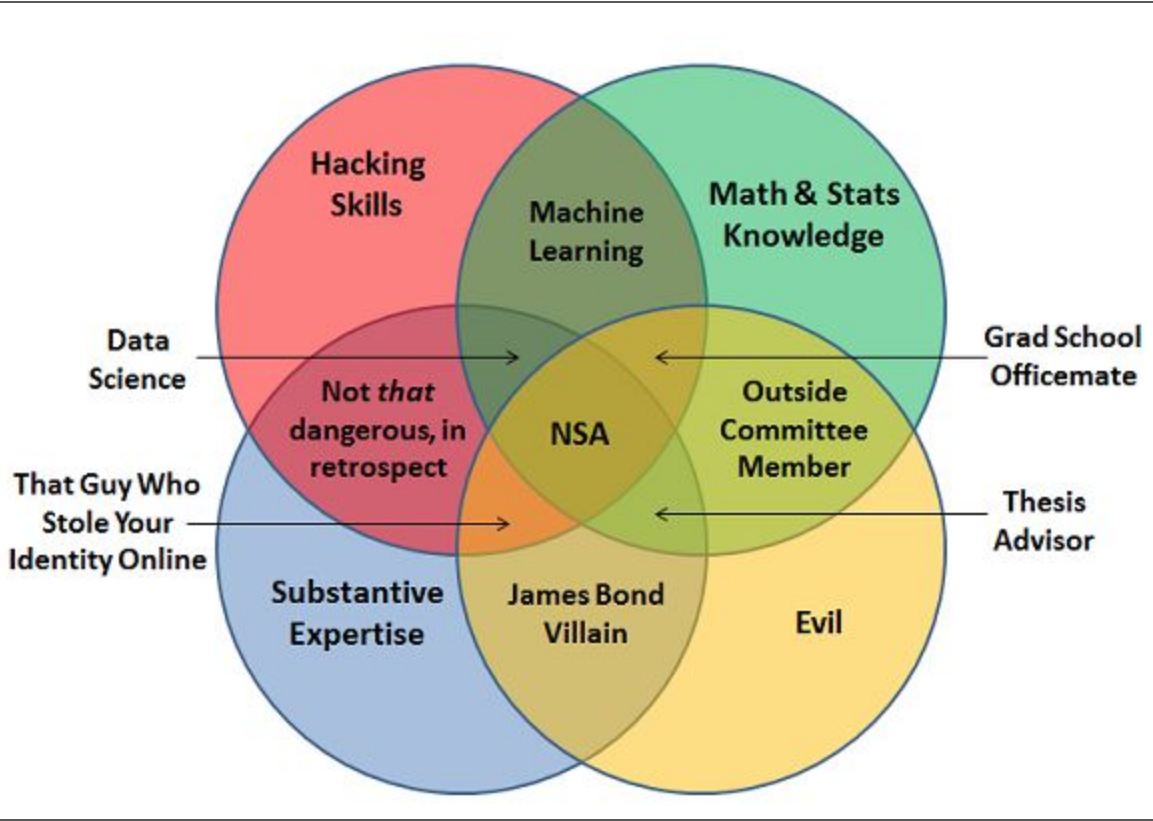
- Complex vector mathematics
- Learning languages like Python
- Database SQL and NoSQL
- Network analysis
- Parallel processing and distributed systems
- MapReduce
- Machine learning
- Hacking and security
- Exploitation and social engineering

DOMAIN KNOWLEDGE & SOFT SKILLS

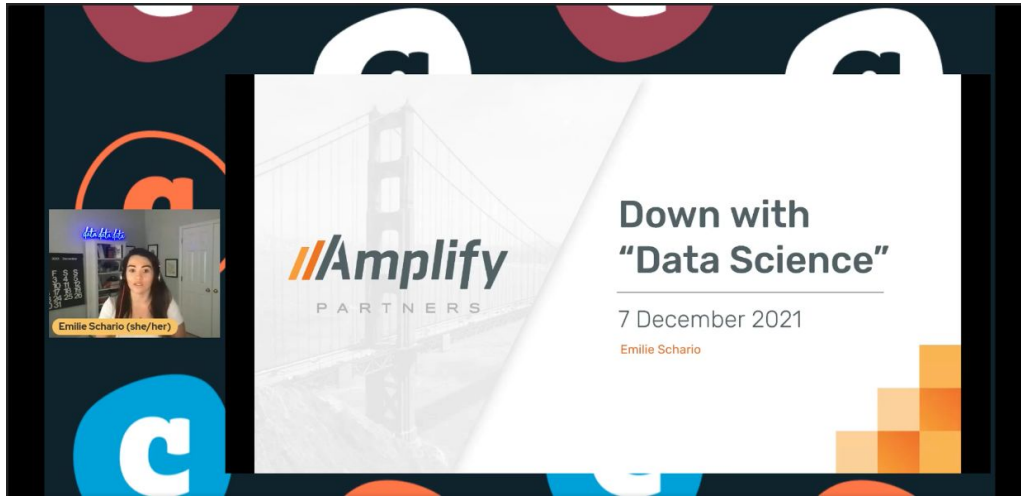
- Passion about the business
- Domain knowledge
- Interdisciplinary curiosity
- Team player
- Effective communication
- Ability to explain with clarity and confidence
- Strong writing skills
- Ability to drive change in the organization
- Work ethic
- Knowledge of one of the following: biology, law, psychology, medicine, etc.



Modern Data Scientist



Beyond the Venn Diagram



- Data Engineers
- Analytics Engineers
- Data Analysts
- Machine Learning Engineers

Emilie Schario - [Down with "Data Science"](#)

Analytics

Insight as output

- Play the *objective* voice of your customers
- Metrics + measurements frame how your company views its health
- Looks like
 - Opportunity Sizing/Prototyping
 - Experimentation
 - Impact Analyses



What is the secret of ~~Soylent Green~~ analytics?

(data)



Equifax Says Cyberattack May Have Affected 143 Million in the U.S.



By Tara Siegel Bernard, Tiffany Hsu, Nicole Perloth and Ron Lieber

Sept. 7, 2017

[Equifax](#), one of the three major consumer credit reporting agencies, said on Thursday that [hackers](#) had gained access to company data that potentially compromised sensitive information for 143 million American consumers, including Social Security numbers and driver's license numbers.

The attack on the company represents one of the largest risks to personally sensitive information in recent years, and is the third major cybersecurity threat for the agency since 2015.

Equifax, based in Atlanta, is a particularly tempting target for hackers. If identity thieves wanted to hit one place to grab all the data needed to do the most damage, they would go straight to one of the three major credit reporting agencies.

"This is about as bad as it gets," said Pamela Dixon, executive director of the World Privacy Forum, a nonprofit research group. "If you have a credit report, chances are you may be in this breach. The chances are much better than 50 percent."

Facebook appeal over Cambridge Analytica data rejected by Australian court as 'divorced from reality'

Full bench of the federal court confirms earlier ruling that tech giant collects personal information in Australia

● [Get our free news app; get our morning email briefing](#)



Facebook has been dealt a major blow in its legal fight with the Office of the Australian Information Commissioner over the Cambridge Analytica scandal. Photograph: Artur Widak/NurPhoto/REX/Shutterstock

Facebook has lost a major battle with the Australian regulator over the [Cambridge Analytica](#) scandal, after a court dismissed the social media giant's claim that it neither conducts business nor collects personal information in the country.

The Office of the Australian Information Commissioner (OAIC) is [suing Facebook](#), now Meta, for breaching the privacy of more than 300,000 Australian Facebook users in the Cambridge Analytica scandal, exposed more than four years ago [by the Guardian](#).

Throughout the 2010s, consulting firm Cambridge Analytica harvested the personal data of millions of [Facebook](#) users without their consent using a

Shortlisted for the FT/McKinsey
Business Book of the Year Award 2019

The International Bestseller

THE AGE OF SURVEILLANCE CAPITALISM

THE FIGHT FOR A
HUMAN FUTURE
AT THE NEW
FRONTIER OF POWER

SHOSHANA ZUBOFF

"The true prophet of the information age" *FT*

The **General Data Privacy Regulation** or GDPR is part of the privacy and human rights laws of the EU that set the standards of how companies collect, handle, and protect personal data for EU citizens.

- Users can know how their data are used, what data companies have about them, correct mistakes in the data, have their data deleted, and opt out
- Companies must pay fines for non-compliance such as data breaches or lack of user consent

This is the first of many regulatory standards worldwide. The **California Consumer Privacy Act** is another that is US-based.

Data governance is the set of roles, policies, processes, and technologies that empower an organization to consistently and appropriately handle its data.

Why is this important? It ensures compliance, security, privacy, quality, availability, and usability. It ultimately provides the foundation for an organization's data strategy.

Case Study: Revenue Data Access Initiative

How do we leverage sensitive data for
insight and understanding?

Revenue Data Threat Model

What are we making?

What threats are we concerned about?

What can we do to mitigate these threats?

Do these mitigations work?

Adapted from [Toreon](#) threat modeling materials

Revenue data are

- important to analyze because they will allow us to make better choices about our business
- sensitive because they contain confidential information that present risk to the business
 - Do not contain personal information
- in need of system designed to
 - grant access to only those who need access to it for processing, evaluation, or decision-making purposes
 - restrict access from the rest of the company

Monica Rogati's Hierarchy of Needs

THE DATA SCIENCE **HIERARCHY OF NEEDS**

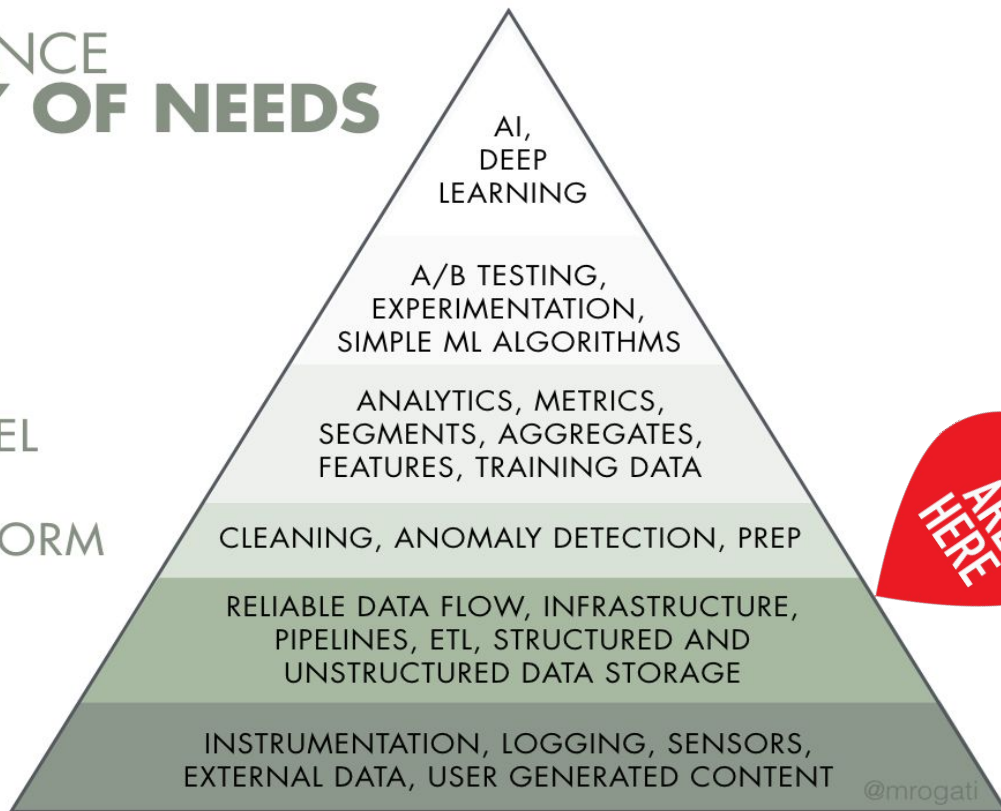
LEARN/OPTIMIZE

AGGREGATE/LABEL

EXPLORE/TRANSFORM

MOVE/STORE

COLLECT



Revenue Data

- PDFs and Spreadsheets and APIs, oh my!
- Sometimes hand-curated, from non-Mozillians, mostly maintained by hand by non-technologists
- *sensitive*
- All-or-nothing access, but difficult to use
- safeguarded by the CFO herself

Revenue Data Science @ Mozilla

Revenue Forecasting

Product Data Science for our monetizable surface areas

Data Help for Finance and Business Operations Analysts

- Methods
- Data

Given that this is what they do, what do Rev DS look like?

Data Scientist

- Tend to have advanced degrees (Ph.D, MS) in a STEM field
- Advanced skills in SQL and scripting language (usually Python or R)

Finance/Business Analyst

- Subject matter expert
- Simple SQL skills, proficient in Excel
- Straightforward domain-relevant modeling



Revenue Data Access Initiative

Framework

- Policy

- Process

Technical Infrastructure

- Differential Access Implementation

- Data Pipeline Migration & Improvements

Empowerment

- Visualization Layer

Policy

Principles-first approach to understand who should get access to sensitive data

Spell out why you need these particular principles

Categories of Data

1	Data that are sensitive but extremely difficult or impossible to calculate sensitive quantities
2	Data that allow someone to back-calculate sensitive quantities
3	Highly sensitive, restricted, and rarely shared data that must be kept confidential

Framework

Technical

Empowerment

Policy

Principles-first approach to understand who should get access to sensitive data

Role-based Access

- Permanent - you have a job at the company that requires you to deal with these data regularly
- Project - you're working on a project that requires these data but this is due to the project and not your position

Framework

Technical

Empowerment

Policy

Principles-first approach to understand who should get access to sensitive data

Compliance

People with access to these data must take a test to demonstrate that they have read and understood the sensitive information training and sign an acknowledgement that they will comply

Framework

Technical

Empowerment

Process

Practical, standardized workflow to apply our policy

Request and Evaluation Flow

Jira Software

DO-581

TEMPLATE - Revenue Data Access Request

Attach Create subtask Link issue Add Checklist

Description

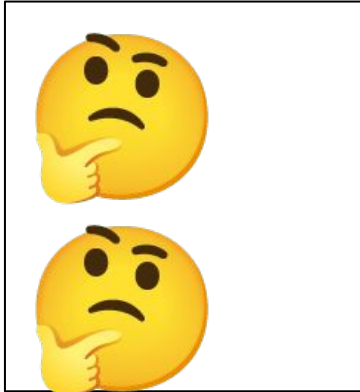
Revenue Data Request process

If you need to request access to revenue data, copy and fill out this JIRA ticket on the DO board (content below). If you fill out the below, it will help us quickly figure out if the request is in-scope, and allocate resources accordingly.

Here is a list of questions you MUST answer in the JIRA ticket template:

1. For whom do you request the revenue data access? Which team is the person from?
2. What questions are you trying to answer? What is the business value to this request?
3. What's the specific data for this request?
4. Duration - how long do you need access? Is it permanent or temporary?
5. Is there any prior/concurrent work or artifacts around this request? If yes, please provide links.
6. Who should be informed about the decision of this request?
7. Are there any special considerations we should be aware of for timeline and prioritization of this request?

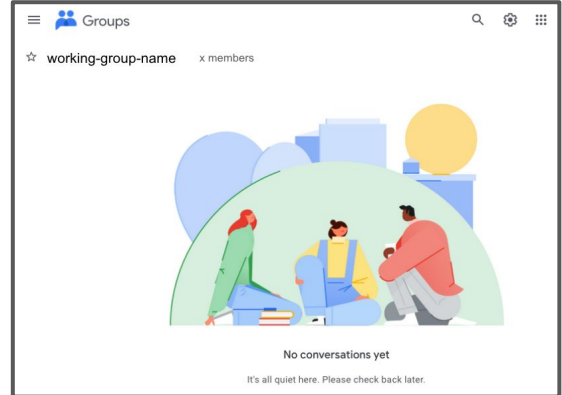
Data stewards



Technical

Framework

Google Groups



Empowerment

Process

Practical, standardized workflow to apply our policy

Auditing

- Quarterly audits on permanent access
 - Requires manager and access steward approval
- Extension evaluation for temporary access if needed for project
 - Request is evaluated by access stewards

Framework

Technical

Empowerment

Technical Infrastructure

Differential Access Implementation

give access to those who need it and restrict access from those who don't

- Leverages BigQuery's authorized views to create differential access based on revenue access policy specifications

Data Pipeline Migration & Improvement

contain all of the revenue data in one place to make easier access configuration, more robust datasets, SRE support

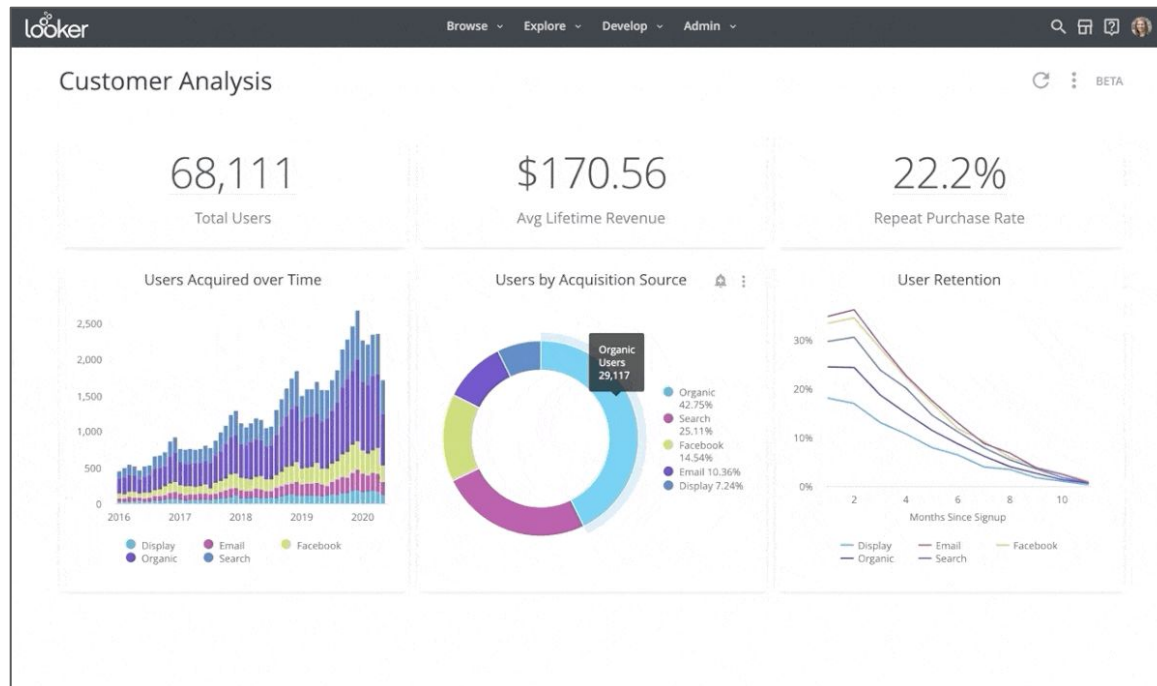
- Syndication of data, new ETL, new connectors that standardize and stabilize pipelines

Framework

Technical

Empowerment

Visualization Layer



Framework

Technical

Empowerment

Monica Rogati's Hierarchy of Needs

THE DATA SCIENCE **HIERARCHY OF NEEDS**

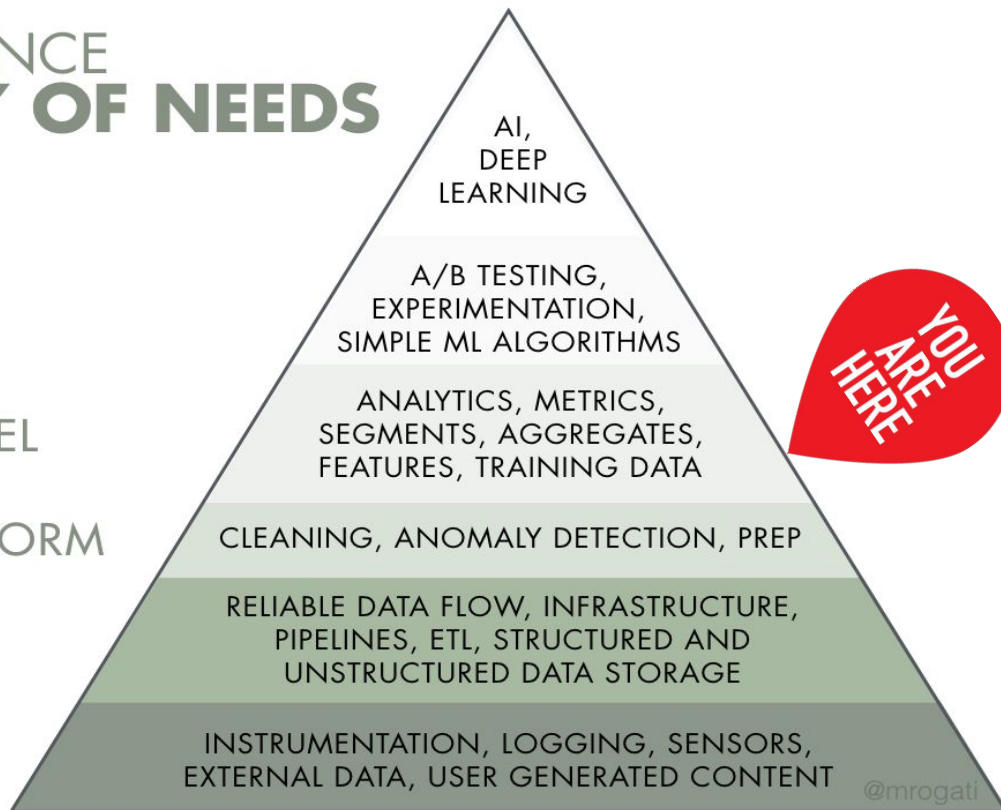
LEARN/OPTIMIZE

AGGREGATE/LABEL

EXPLORE/TRANSFORM

MOVE/STORE

COLLECT



How does this tie back to data privacy?

Domain	Revenue Data	Personal Data
Framework	Policy based on business risk	Policy based on user privacy
Technical Infrastructure	Differential access, data warehouse	Differential access, data warehouse
Empowerment	Insights	Insights, user-facing data product