

## Toronto



## Spring 2023

### Fourth Edition

## Vancouver



*ACEDS is a global association serving the legal professional community, creating a space for collaboration, exchange of ideas and offering professional development opportunities. In 2020, the ACEDS community expanded into Canada with two new chapters!*

## MESSAGE FROM THE CHAPTERS

Dear Readers,

I hope this message finds you basking in the rejuvenating spirit of spring, full of health and gratitude!

This newsletter's message from the president is about springing into action! As the world around us bursts into life with the vibrancy of spring, we're excited to invite you to join us at the [Association of Certified eDiscovery Specialists \(ACEDS\)](#). If you are in Canada and have yet to be affiliated with one of our chapters, please join us! This season is the perfect time for fresh beginnings, to explore new ideas and forge collaborations that will shape the future of our industry.

ACEDS Toronto and Vancouver are pulsating communities of committed professionals with a shared passion for the dynamic landscape of the legal industry. By becoming part of our community, you have the unique opportunity to learn from industry leaders, share your insights and experiences, and collaborate with peers to drive innovation.



ACEDS  
ASSOCIATION OF CERTIFIED  
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# Spring 2023



## MESSAGE FROM THE CHAPTERS (CONTINUED)

Here are some exciting opportunities that await you at ACEDS Toronto & Vancouver:

1. **Networking Events:** Attend our events to build connections with fellow legal tech enthusiasts, expand your professional network, and discover potential collaborations with like-minded individuals.
2. **Professional Development:** Participate in our educational sessions, webinars, and workshops to stay informed on the latest trends and developments in eDiscovery and legal technology.
3. **Certification:** Earn your Certified eDiscovery Specialist (CEDS) credential to demonstrate your expertise and commitment to staying at the forefront of eDiscovery.
4. **Innovate and Collaborate:** Contribute to our community by sharing your ideas and research, joining committees, and collaborating on projects that will help shape the industry's future.
5. **Mentorship Opportunities:** Provide guidance and support to new members or find a mentor yourself to help you navigate your career.

I encourage you to embrace the spirit of spring and seize the opportunity to grow personally and professionally with ACEDS. Your participation will enrich your career and contribute to the ongoing advancement of the legal technology industry.

Join us today by visiting our websites: [ACEDS Toronto](#) or [ACEDS Vancouver](#), and become an integral part of the community. We look forward to seeing you at our upcoming events and collaborating on exciting projects that will drive the future of our industry.

Lastly, I would like to express my gratitude to our dedicated board members and all those who continue to support the ACEDS Toronto and Vancouver chapters. Your hard work and enthusiasm drive our chapters success, and I am truly honoured to serve as your president of the Toronto Chapter! In closing, I wish you a productive and fulfilling year ahead. Let's continue to learn, collaborate, and grow as we navigate the exciting world of eDiscovery!

Kind regards,  
Carolyn Anger  
ACEDS Toronto Chapter President



# ACEDS Toronto Chapter



Formed in February 2020, the ACEDS Toronto Chapter was the first Canadian chapter to join ACEDS. In just over three years, the Chapter has built a solid membership base and continues to explore new ways to interact with the community.

## Past Events

- |                   |  |
|-------------------|--|
| November 3, 2022  | Emoji in the Workplace: What you Need to Know  |
| November 17, 2022 | Demystifying CaseLines   |
| November 22, 2022 | Holiday Social (in collaboration with Women in eDiscovery)                             |
| February 2, 2023  | Canadian eDiscovery Caselaw Year in Review   |
| February 16, 2023 | eDiscovery Year in Review: eDiscovery Technologies, Workflows and General Developments |

## Upcoming Events

- |               |   |
|---------------|---|
| May 16, 2023  | The Canadian eDiscovery Landscape   |
| May 25, 2023  | Deciphering the Future: ChatGPT's Role in Transforming the Legal Industry |
| June 15, 2023 | Toronto ACEDS Chapter & Women in eDiscovery Social                        |



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# ACEDS Vancouver Chapter



Formed in August 2020, the ACEDS Vancouver Chapter was the second Canadian chapter to join ACEDS to enhance the eDiscovery community in Vancouver and beyond through various education and networking opportunities.

## Past Events

December 1, 2022      A Practical Guide to Explaining Machine Learning



## Upcoming Events

Date to be Confirmed      Session on Building the Business Case of eDiscovery in your Organization led by Tiana Van Dyk of Epiq Global

Date to be Confirmed      eDiscovery Back to Basics (Webinar)

Date to be Confirmed      Ricoh Social

## Chapter Board

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# Can You Recover Deleted Files?

by Alain Filotto (Alphafox Forensics Ltd.)



This is one of the most asked questions, can deleted files or data be recovered? As with most things in forensics, it depends. The answer depends on what device you use, as an example, a computer or a mobile phone. Then it depends on what make and model the device is. Is it a Windows computer, an Android mobile device or an Apple product? On top of that, the version of the operation system makes a big difference. A Windows 11 computer will handle deleted files differently than a Windows XP computer or an Apple product. They will mostly be similar but there are differences. The same with mobile phones. An older iPhone 5 will not handle deleted files the same way as a current model.

## Let's Keep it Simple

It is not possible for me to discuss all the various deleted file scenarios in a short article. For simplicity, this article discusses how a Windows computer handles deleted files. Other types of devices will do mostly the same thing but in a different way. Sometimes, these different ways make it difficult to recover files and sometimes it is impossible to recover deleted files. I have done a lot of presentations and testified in court on this topic. I like to keep things simple so that everyone can understand.



## The Best Example of Deleted Data

The best way to explain how deleted files are handled is with the library example. By that I mean that a deleted file, or any file, is like a book in a library. Remember the library? Have you been there lately? This is one thing that the Internet sure has changed. Some of you may have never been to a physical library but that's ok, I'm sure most of you are familiar with the concept. If not, here is how it works. Before computers were around, the way you found a book in a library was with good old-fashioned index cards! You would go to the index and look for the book you wanted. Every book had an index card. Once you found the card, it would tell you where the book was in the library, on which floor and on which bookshelf.

## So Where is Your File? (I Mean Your Book)

I am going to describe how files are deleted and recovered now. When I say book, I mean file, the below description should make things easier:

- 1.Book = File
- 2.Index = Operating System
- 3.Index Card = File Entry
- 4.Blue Bin = Recycle Bin

When you delete a file in Windows, the file (book) is not deleted. It just means that the file entry (index card) for that file is placed in the recycle (blue) bin. The operating system (index) keeps track of where the file is and that the index card is in the recycle bin.

## Let's Look at Various Scenarios

Let's say you want your file back. Very simple, just take the index card out of the recycle bin and put it back in the index. Voilà, your file is back! If you are following along, you know the file never went anywhere.

What happens when you empty the recycle bin (when the index card is destroyed)? As before, the file (book) is still on the shelf. In computer terms, it is still in the file system in the allocated space for the file. But now, because there is no longer an index card, the operating system of the computer no longer knows where the file is. It basically "forgets" where it is.

You would be tempted to think that this means that all files can be recovered. Not so fast. You see, now the computer thinks that the space on the shelf where the book was is empty. So it now thinks it can put new books (files) there. The file is now in what is called "unallocated" space or "free" space. New books or files can take the place of old ones. When a new file is placed on top of an old file, the old file is "over-written". If the new file is smaller than the old file, then you could recover a partial file. The image below is a partially recovered image file.



What happens when the new file is bigger than the old file? The old file is gone and it is not recoverable.

## What is Slack Space?

Another way to think about partially recoverable files is by looking at "slack space". Slack space is the space left over in a file that is left behind from an older file. An easy way to represent this is with VHS tapes. Again, you may not have used a VHS tape but your parents probably did and most judges have, or at least, are comfortable with the concept. Let's say you record a two hour movie on a VHS tape and the tape can only hold two hours of recordings. If you want to record something else, you would have to use a new tape or re-use this one. Let's re-use this tape and record a 30 minute TV show at the beginning. What you would end up with is the 30 minute TV show followed by 1.5 hours of the movie. This 1.5 hours of the movie is slack space. Note that the first 30 minutes of the movie is over-written and gone forever.



## How Do I Recover Deleted Files?

Using forensic tools and software, a variety of deleted files may be recoverable. The way this is done is by searching the entire computer hard drive using specialized software. Every file has what is called a file "signature". A file signature is a series of characters at the beginning of the file. It is similar to a book title. You would need to

look at every book in the library to find the one you are looking for. On a computer, you need to look at every file with the signature you are looking for.

If you do find your file after the index card was deleted, it will have no file name, date or original location information. It is just “there”. Just like a \$5 bill on the ground. It is there but you do not know how long its been there or who put it there. Recovered deleted files are sometimes difficult to use as evidence.

## What About Mobile Devices?

A few things affect how mobile devices handle deleted files. One is encryption, all files are encrypted on an iPhone for example. Another is something called “trim” which is a process that “cleans” free space regularly. There are other ways, however that is a topic for another article.



*Alain Filotto has been working with digital evidence for over 15 years, including with his company, Alphafox Forensics. He is a retired Sergeant of the Royal Canadian Mounted Police (RCMP) with 29 years of policing experience. The last 10 years of his career were spent with the RCMP's Digital Forensic Services as an examiner and team leader. He is certified by the Technological Crime Branch of the RCMP as a computer forensic examiner. He is a graduate of the computer forensics program of the British Columbia Institute of Technology (BCIT). He is a Certified Information Systems Security Professional (CISSP) which is considered the premiere cybersecurity certification in the industry. He holds other certifications including being an Encase Certified Examiner (EnCE) and is a court-recognized expert in computer and mobile forensics. He has supported major investigations as an examiner including internet child exploitation, commercial crimes, organized Crime, and national security.*

**Alain Filotto**  
Digital Evidence Specialist,  
Alphafox Forensics



# ACEDS CANADA EXAM AND CANADIAN PRICING



In 2021, ACEDS launched an exam and training program designed specifically for Canadians, with content developed by eDiscovery professionals from coast to coast. The program has been a great success with study groups led by Canadian Certified eDiscovery Specialists.

And the price has never been better!

CEDS Canada Certification Pricing	
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Learn More At  
[ACEDS.org](https://www.aceds.org)

Testimonials from three recently certified Canadian CEDS members --

*“Before my introduction to eDiscovery, I didn’t know this world even existed. At first, I wasn’t sure whether any of this would benefit my career, so I contacted ACEDS. The program was suitably designed for Canada and ACEDS provided all the necessary materials and webinars to successfully complete the program and pass the exam. I found ACEDS to be incredibly helpful as I had countless questions. I would definitely recommend ACEDS as your guide to expanding your eDiscovery career.” – Victoria Leonova*

*“It’s been a great journey to get certified. Even if it was a hard exam, I was glad to have plenty of resources from ACEDS, such as webinars, a prep course and a study group. In the course of preparing for the exam, it expanded my knowledge in the eDiscovery field and gave me opportunities to connect with the eDiscovery community.” – Heng Xue*

*“ACEDS has provided a platform for eDiscovery professionals to validate their knowledge in the area of eDiscovery. I found the course to be most advantageous to improve and strengthen my comprehension of the eDiscovery workflow. The experience is not limited to passing the exam, but is an opportunity to connect and share expertise with other eDiscovery professionals. It’s certainly an opportunity not to be missed.” – Linda Misbah*





# A View from LegalWeek 2023

by Stephanie Mills (Cassels Brock & Blackwell LLP)

Held once a year in New York, LegalWeek brings together legal professionals from around the world to focus on current issues and challenges faced by the legal industry, while showcasing new and emerging technology solutions to complement the needs of the legal profession.

In this article, I explore a first time attendee's perspective on what to expect from a trip to LegalWeek.

When someone says bring comfortable shoes to LegalWeek and be well rested, heed their advice. Stamina and brain power are needed to appreciate the week. LegalWeek, held in March 2023, is a week long conference where thousands of legal professionals gathered in New York City to enhance their professional knowledge by diving deeper into topics specifically tailored to their role and network with the best and brightest. LegalWeek 2023 had a plethora of information condensed into four days. Twenty-one streams of focused sessions, three floors to the Exhibit Hall, industry leaders sharing their knowledge with networking opportunities at great parties, LegalWeek 2023 delivered and then some. The conference was a buzz with AI models (including ChatGPT) and how it will change the legal industry, some comparing it to the “new internet”. Discussions focused on

the legal landscape of this new AI, the foresight and validation of it, and how legislation might be built into its use. An aptly named session “Using Tech as a SuperPower” focused on how to embrace technology and how the legal field will buy into its rapid consumption. All legal technology, GPT or otherwise, will continue to evolve and assist the eDiscovery industry and will be more frequently demanded by clients. As seen in the Exhibit Hall, technology is at the ready to assist with all things eDiscovery.

As we continue to work in a hybrid environment and have numerous Apps to organize our lives and work, relevant sessions about Collaboration Apps and the coming (or arrived) App-ocalypse demonstrated the continued challenges in the preservation and

collection process. How to manage and organize the data also proves challenging with discussions surrounding the new definition of what constitutes a record.

Finding the right technology to suit the needs of a matter and client is one of the most important parts of eDiscovery and project planning - as is revisiting the technology already in use to fit these needs. Collaborating with clients and vendors to determine which technology to implement will lead to successful and efficient outcomes. LegalWeek 2023 provided an amazing opportunity to solidify a professional's eDiscovery foundation but also ignited excitement for the technology that's available or in development. LegalWeek gives the chance to network with peers, strategize with vendors and use industry expertise to apply to the work back at the office. And remember, bring comfortable shoes, eat fast and stay hydrated!



*Stephanie Mills has been a law clerk since 2003, working for National law firms in Toronto and Halifax. She has been an eDiscovery & Litigation Case manager at Cassels for 13 years. Stephanie has extensive experience in civil litigation with an emphasis on intellectual property law, aboriginal law, and class actions. She focuses on applying project management techniques for the strategic and efficient preservation, collection and review of evidence and preparation and attendance at discovery and trials. Stephanie specifically offers experience with the management of evidence as it pertains to discovery and trial preparation and frequently assists in such capacity with multiple-week hearings.*

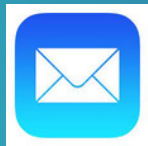
***Stephanie Mills***

*e-Discovery & Litigation Case  
Manager*

*Cassels Brock & Blackwell LLP*

# We want to hear from you!

Have you written an article or have materials with an educational focus on the topics of eDiscovery?  
Contact us to share them with the ACEDS Community.



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*Chris Walker*  
KPMG LLP

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## Member Spotlight - Chris Walker

### Tell Us About Yourself

My name is Chris Walker, and I work in Toronto as a Senior Manager in KPMG's Forensic Technology practice, specializing in eDiscovery, digital forensic and cyber security investigations.

### What Drew You to the World of eDiscovery?

On the first day of my first job in eDiscovery I found myself in a warehouse full of boxes with approximately 30 lawyers sitting at tables physically reviewing and flagging documents to be scanned. I knew there had to be a better way and I have spent the past 15 years finding creative ways to use technology to combat eDiscovery challenges.

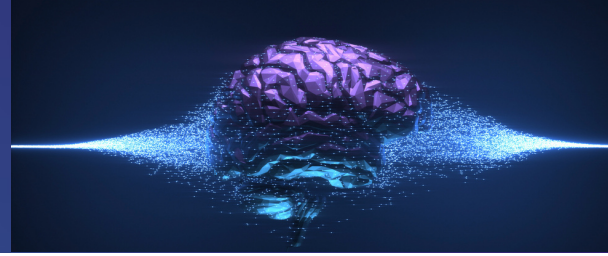
### Why Did You Get Involved with ACEDS?

I was looking for a community of eDiscovery professionals to learn from. When I joined ACEDS, the eDiscovery community in Toronto was pretty small and I was looking for ways to connect with and learn from professionals in the United States and beyond.

Chris is a member of the Newsletter Committee and is this edition's ACEDS C.A.N. Newsletter Editor in Chief. Thank you for your contributions Chris!

# Can We Reach Consensus on How AI Will be Used, Regulated and Interwoven into Society?

by Maura R. Grossman, JD, PhD



## What is AI?

Artificial intelligence is an umbrella term first used at a conference in Dartmouth in 1956. AI means computers performing cognitive tasks — such as thinking, reasoning, and predicting — that were once thought to be the sole province of humans. It's not a single technology or function.

Generally, AI involves algorithms, machine learning, and natural language processing. An algorithm is simply a sequence of precise rules to solve a problem or perform a task.

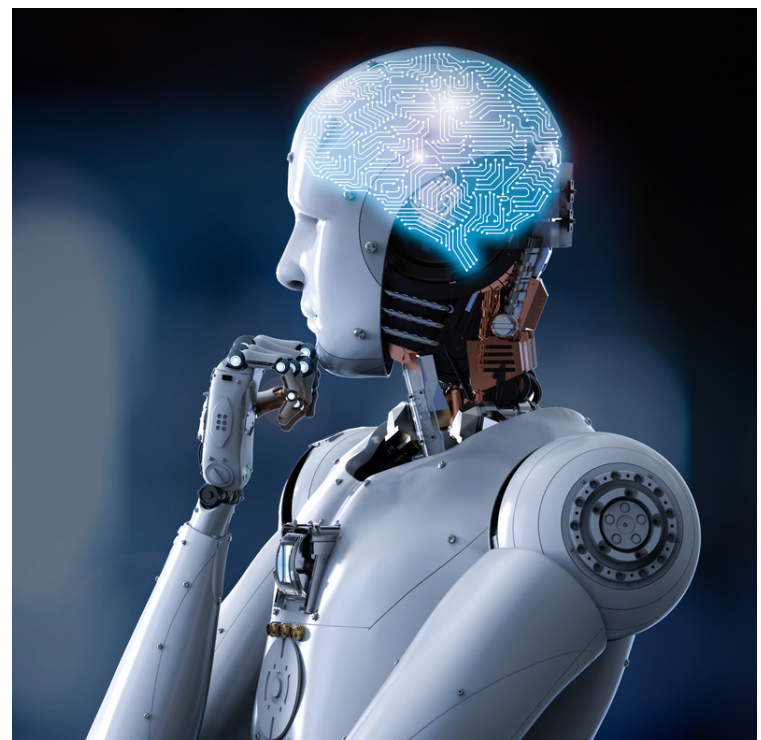
There are basically two types of AI, though some people believe there are three. The first is narrow or weak AI. This kind of AI does some task at least as well as, if not better than, a human. We have AI technology today that can read an MRI more accurately than a radiologist can. In my field of law, we have technology-assisted review - AI that can find legal evidence more quickly and accurately than a lawyer can. Other examples are programs that play chess or AlphaGo better than top players.

The second type is general or strong AI. This kind of AI would do most if not all things better than a human could. This kind of AI doesn't yet exist, and there's debate about whether we'll ever have strong AI. The third type is super intelligent AI, and that's really more in the realm of science fiction. This type of AI would far outperform anything humans could do across many areas. It's obviously controversial though some see it as an upcoming existential threat.

## Why are we Hearing so Much About AI Now?

AI has become prominent because of a confluence of factors. The first is the exponential growth in computational power. We carry more computing power in our pockets today than what NASA had to perform the calculations needed to land humans on the moon.

The second is that we have more data than ever. For one, we have the Internet, and the Internet allows us to collect and access massive amounts of data that are needed to train AI algorithms. The third is the development of open source software communities that have lowered the barrier to entry. If you want to build some kind of AI you can go to an opensource site such as GitHub, download code that does something similar to the intended task and with a bit of modification, start using it right away.



## How is AI different from conventional computer programming?

In the past, if you wanted to program a computer you had to write down all the steps in the right order and then you had to translate them into instructions using a programming language. Now, we have machine learning, where we give large amounts of data to an algorithm and it can figure out the rules itself. This allows us to do many things that would be time consuming - if not impossible - were we to attempt them by programming a computer step by step.

There are different kinds of machine learning.

Unsupervised machine learning is a kind of AI where you do not train the computer with labelled data or tell it what you're looking for. Instead, the AI looks for patterns, clusters, groupings, and anomalies, which were previously unknown to you.

Another type is supervised machine learning. If I want to train a computer to distinguish between pictures of puppies and kittens, I can give it labelled examples — this is a picture of a puppy, this is a picture of a kitten. The algorithm learns what features distinguish a puppy from a kitten. Once trained, you can give the computer an unlabelled picture and it can determine if it's a photo of a puppy or a kitten. Supervised learning systems infer mathematical functions or rules from the old data to make predictions about new data.

Yet another type of AI is reinforcement learning. Say I don't have training examples to give the computer beforehand and I want to train the AI as I go. I can teach the algorithm using positive and negative

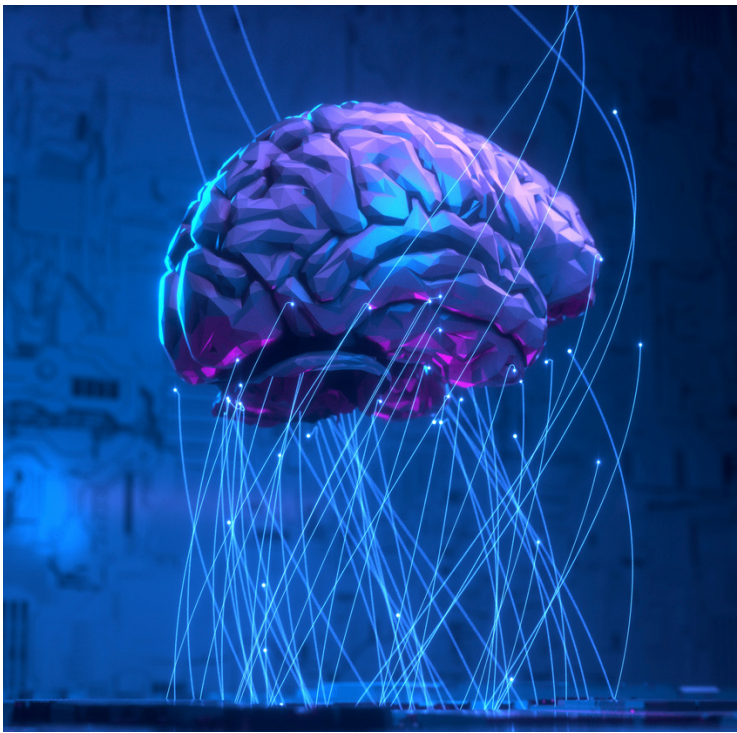
reinforcement and it will learn as it goes. Reinforcement learning finds a balance between exploration and exploitation, where exploration goes into new territory and exploitation goes deeper into something we already know.

Deep learning, another type of AI, uses multiple layers of algorithms that transform complex input into mathematical representations. For example, with speech recognition, the AI system might begin with digitized electrical signals, the next layer might be phonemes, followed by words, then phrases and parts of speech.

All of this information would be combined at the upper levels to make predictions about meaning. We can do much more complex tasks with deep learning, but often we don't know what's happening underneath the hood — what features of the data are being used and how they're weighted — so deep learning is less explainable and transparent than other algorithms, but it's also more powerful.

There's also natural language processing or NLP. NLP tries to understand human language as it's written or spoken by making a computer representation of the language, including both its syntax and semantics.

While a supervised machine learning algorithm designed to distinguish between puppies and kittens does not care about meaning, Siri or Alexa do care about something resembling meaning. Question answering requires something resembling an understanding of meaning. Translation between languages requires something resembling an understanding of meaning.



## Where is AI used?

AI is used in countless areas.

In healthcare, AI is used to detect tumours in MRI scans, to diagnose illness, and to prescribe treatment. In education, AI can evaluate teacher performance. In transportation, it's used in autonomous vehicles, drones, and logistics. In banking, it's determining who gets a mortgage. In finance, it's used to detect fraud. Law enforcement uses AI for facial recognition. Governments use AI for benefits determination. In law, AI can be used to examine briefs parties have written and look for missing case citations.

AI has become interwoven into the fabric of society and its uses are almost endless.

## What is ethical AI?

AI isn't ethical, just as a screwdriver or a hammer isn't ethical. AI may be used in ethical or unethical ways. What AI does, however, is raise several ethical issues.

AI systems learn from past data and apply what they have learned to new data. Bias can creep in if the old data that's used to train the algorithm is not representative or has systemic bias. If you're creating a skin cancer detection algorithm and most of the training data was collected from White males, it's not going to be a good predictor of skin cancer in Black females. Biased data leads to biased predictions.

How features get weighted in algorithms can also create bias. And how the developer who creates the algorithm sees the world and what that person thinks is important - what features to include, what features to exclude - can bring in bias. How the output of an algorithm is interpreted can also be biased.

## How has AI been regulated, if at all?

Most regulation so far has been through soft law - ethical guidelines, principles, and voluntary standards. There are thousands of soft laws and some have been drafted by corporations, industry groups, and professional associations. Generally, there's a fair degree of consensus as to what would be considered proper or acceptable use of AI - for example, AI shouldn't be used in harmful ways to perpetuate bias, AI should have some degree of transparency and explainability, it should be valid and reliable for its intended purpose.

The most comprehensive effort to date to generate a law to govern AI was proposed in April 2021 by the European Union. This draft EU legislation is the first formal AI regulation.

It classifies AI into risk categories. Some uses of AI are considered unacceptably high risk and they tend to be things like using AI

to manipulate people psychologically. Another prohibited use is AI to determine social scores, as in the People's Republic of China, where a person is monitored and gets points for doing something desirable and loses points if doing something undesirable. A third prohibited use is real-time biometric surveillance.

The next category is high-risk AI tools like those used in medicine and self-driving vehicles. A company must meet all sorts of requirements, conduct risk assessments, keep records, and so on before such AI can be used. Then there are low-risk uses, such as web chatbots that answer questions. Such AI requires transparency and disclosure, but not much else.

[Is there a place for education about law in computer science and for computer science education in law?](#)

Unquestionably, and this is something I address in my courses.

Developers, in general, don't have much background in law and policy. Say a computer scientist is asked to create an AI system and the data used to train it is biased in some way. The person might think it's the data scientist's problem because this is where the data came from. The computer scientist may believe their role is only to create and optimize the algorithm. But the computer scientist might be the only person who has any knowledge about the data, how it's been collected and cleansed, and may be the only person who is in a position to do anything about the problem.

On the other hand, law students go on to write laws and regulations, as lawyers, policy makers, and politicians, but they typically

have little understanding of the technology, so they may propose blunt instruments, or draft regulations that have unintended consequences.

You have this disconnect where few people have both skills. That's why I teach courses that cross disciplinary boundaries. And it goes well beyond those two disciplines. You need a multiplicity of stakeholders to talk about the ethical issues, not just people with a background in law and computer science. A diversity of viewpoints and expertise is critical in many areas, but especially in applying ethics to artificial intelligence.

[Can AI conform to human values or social expectations?](#)

It's very difficult to train an algorithm to be fair if you and I cannot agree on a definition of fairness. You may think that fairness means the algorithm should treat everyone equally. I might believe that fairness means achieving equity or making up for past inequities.

Our human values, cultural backgrounds, and social expectations often differ, leaving it difficult to determine what an algorithm should optimize. We simply don't have consensus yet.

[In machine learning, we often don't know what the system is doing to make decisions. Are transparency and explainability in AI important?](#)

That's a difficult question to answer. There is definitely something to be said for transparency and explainability, but in many circumstances it may be good enough if the AI has been tested sufficiently to show that it works for its intended purpose. If a doctor

prescribes a drug, the biochemical mechanism of action may be unknown, but if the medication has been proven in clinical trials to be safe and effective, that may be enough.

Another way to look at this is, if we choose to use less sophisticated AI that we can more easily explain, but it is not as accurate or reliable than a more opaque algorithm, would that be an acceptable tradeoff? How much accuracy are we willing to give up in order to have more transparency and explainability?

It may depend on what the algorithm is being used for. If it's being used to sentence people, perhaps explainable AI matters more. In other areas, such as identifying tumors, accuracy is the more important criterion. It comes down to a value judgment.



*Maura R. Grossman, JD, PhD, is a Research Professor in the Cheriton School of Computer Science, an Adjunct Professor at Osgoode Hall Law School, and an affiliate faculty member of the Vector Institute for Artificial Intelligence. She is also Principal at Maura Grossman Law, an eDiscovery law and consulting firm in Buffalo, New York.*

*Maura is best known for her work on technology-assisted review, a supervised machine learning approach that she and her colleague, Cheriton School of Computer Science Professor Gordon V. Cormack, developed to expedite review of documents in high-stakes litigation.*

*She teaches Artificial Intelligence: Law, Ethics, and Policy, a course for graduate computer science students at Waterloo and upper-class law students at Osgoode, as well as the ethics workshop required of all students in the master's programs in artificial intelligence and data science at Waterloo.*

*This article is a lightly edited transcript of a Q&A interview published at <https://cs.uwaterloo.ca/news/the-ethics-of-artificial-intelligence>*



# ACEDS Canada Annual Salary Survey



The second annual Canadian eDiscovery Salary Survey will be available shortly.

A total of 103 participants completed the survey this year, which was approximately 20% more than the previous year's survey. Out of the 103 participants, approximately 60% are from Eastern Canada (Ontario, Nova Scotia and Newfoundland), and approximately 40% are from Western Canada (British Columbia, Alberta and Saskatchewan). All participants are involved in e-discovery in the legal field.

The objective of the survey is to support hiring managers, employees, and job applicants in making well-informed decisions by grasping the fundamental job responsibilities and required skillsets for various eDiscovery rolls. The information provided will include compensation ranges, emerging trends in education, skills, certifications and bonuses.

The Survey report will be released to ACEDS members within the next month or so. If you do not receive the report and are a member, please reach out to your local chapter or alternatively, become an ACEDS member and join either the Vancouver or Toronto chapter.