SALZBURG GLOBAL LAW AND TECHNOLOGY FORUM

PRIVACY, SECURITY, AND ETHICS IN AN ASYMMETRIC WORLD
SALZBURG GLOBAL SEMINAR WOULD LIKE TO THANK ALL PARTICIPANTS FOR DONATING THEIR TIME AND EXPERTISE TO THIS PROGRAM. SPECIAL THANKS ARE DUE TO MEMBERS OF THE ADVISORY COMMITTEE FOR THEIR PROGRAMMATIC ADVICE, INSIGHT AND SUPPORT. MEMBERS OF THIS COMMITTEE INCLUDE: STACY BAIRD, ANASTASSIA LAUTERBACH, KATRIN NYMAN-METCALF AND JASON WANG.

SALZBURG GLOBAL SEMINAR THANKS THE FOLLOWING FOR PROVIDING SUPPORT TO THIS PROGRAM:
PRIVACY, SECURITY, AND ETHICS IN AN ASYMMETRIC WORLD

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TABLE OF CONTENTS

05 Introduction

06 Salzburg Discussions
06 Bridging Ethical Divides in an Online World
09 Incentivizing Stakeholders to Come to the Table
11 Improving Education and Changing the Culture Around Innovation

12 Conclusion and Next Steps

15 Appendix
15 Participants
26 Salzburg Global Seminar Staff & Consultants
INTRODUCTION

Technology has led to fundamental disruptions across society, commercial sectors, and traditional spheres of governance. While these changes provide ample and exciting opportunities to develop products, systems, and structures designed to optimize public good, they also create new fields and grey areas that raise unprecedented challenges for policy, law, and regulation.

The program *Privacy, Security and Ethics in an Asymmetric World* brought together stakeholders from a diverse set of technology companies, along with academics, regulators, and policymakers from around the world to tackle these issues. Through its new *Law and Technology Forum*, Salzburg Global Seminar seeks to create meaningful partnerships and formulate tangible outcomes by encouraging participants to discuss the place of technology in today’s society, and how law and governance structures could improve this status quo.

Working as a small group of peers, representing multiple sectors and countries, the discussions in Salzburg enabled participants to foster meaningful and ongoing relationships with stakeholders who may have different perceptions of technology and its role in the world.

The takeaways from this inaugural program, together with input from the Advisory Committee, will now inform the future topics of discussion for the *Salzburg Global Law and Technology Forum*, the next program of which will be held in 2020.

**TOPICS OF DISCUSSION**

- Ensuring an ethical underpinning for technological development, consistent with the rule of law and global public good, seeking in particular to balance needs for security and privacy, law enforcement and human rights, and responsibilities for private firms and public institutions to each other and to citizens.
- Resolving specific priority issues and global challenges through a comprehensive and cross-sectoral process within conditions of mutual trust.
- Devising methods to equip rule-makers from judicial, legislative, and executive bodies with technological literacy, including both through facilitating continuing education or mainstreaming technical staff advising and supporting the rule-makers within institutional and legal processes.
- Developing leadership skills and competencies that help to unleash human potential to lead technological change, exploiting existing capabilities and new opportunities.
**SALZBURG DISCUSSIONS**

The highly-interactive discussion-based program took place in plenary and breakout sessions. Participants from radically different legal perspectives, technological settings, and cultural backgrounds, sat together on equal terms to learn and reflect across divides. By focusing in great depth on barriers and synergies, they explored new risks and opportunities. Strict adherence to the Chatham House Rule ensured a completely open and free exchange. This report provides a summary of those discussion while ensuring no identification of speakers or their organizations.

**BRIDGING ETHICAL DIVIDES IN AN ONLINE WORLD**

Technological innovation has created an increasingly globalized world. Companies are able to offer their products and services worldwide. Individuals can easily interact with family, friends, and strangers on different continents. Governments enact legislation that has extraterritorial impact. This means different societies frequently come into contact with each other, presenting more opportunities for conflict and disagreement. Further complicating the landscape, states seem to be receding as networks become more eminent in their prominence. This can often decrease the power of states to step in and exert control, as well as create conflicts of interests between citizens and their government. This new balance also means existing structures and procedures that governed may no longer be applicable or effective, requiring a larger upheaval and more creative solutions.

Fellows identified these tensions as a key barrier to enacting cross-border regulation and partnerships, as essential goalposts to addressing technological change. While conducting discussions around international ethics and values to foster cross-cultural understanding was pointed to as a good starting place, the Fellows also delved into more granular problems and solutions.

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**THE CHATHAM HOUSE RULE**

“When a meeting, or part thereof, is held under the Chatham House Rule, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.”
PRIVACY NORMS ACROSS BORDERS
Informed by government structures, unique histories, existing legal and regulatory frameworks, and dominant industries, each country has developed its own ideas about privacy rights, such as surveillance and data ownership, and the balance between civil liberties and law enforcement access. While some common ground often exists, countries are rarely identical, creating a significant problem for given the pervasiveness of the internet in everyday life.

Legislation such as the European Union’s General Data Protection Regulation (GDPR) attempts to codify these differences in norms. The GDPR is a privacy and data protection law that applies to all individuals within the European Union, and primarily aims to give individuals control over their personal data. Under the law, companies must enact appropriate technical and organizational measures to implement the data protection principles when handling the data of European Union citizens. The GDPR necessarily imposes geographical borders onto the internet as companies are forced to handle the data of European Union citizens differently than citizens of other countries. Figuring out how to impose such boundaries creates many complications for international business transactions as the internet is boundaryless in nature.

Several Fellows criticized the law, arguing that it fragments the internet. Indeed, much of the value and revolutionary nature of the internet can be traced to the fact that it allows entities to easily transcend borders. The GDPR operates in tension to these principles. Others, however, argued the GDPR’s fragmentation of the internet is necessary because it reflects the fact that the European Union and its citizens have different views about how the internet should function and how data should be treated on networks than other countries and their citizens. Although the GDPR is not a perfect law—or perhaps not even a good one—one participant pointed out it is the best the European Union currently has to address these principles and serves as an important step in the right direction of using legislation to address privacy issues. Creating a privacy or data law that transcends cultural borders may prove too difficult and abstract at this early stage of technological governance. However, some Fellows suggested looking to solutions that transcend more homogenous borders, such as across Europe, could provide a model to then scale.

In countries with different priorities, values and norms, a privacy law similar to the GDPR could be seen as a hindrance. GDPR compliance, one participant explained, was a big challenge to industry and enterprise of developing countries, who felt they needed to be extremely careful in entering the European market. Similarly, other countries have different values surrounding data ownership and privacy norms. For example, in China, data does not just belong to a specific individual; sometimes it belongs to an enterprise and sometimes belongs to the government. Moreover, data ownership is not always clear and only government and companies—not citizens—are typically involved in discussions around such laws.

TACKLING SMALLER PROBLEMS TO BUILD TRUST, CONSENSUS
One participant pointed to cybersecurity to further illustrate how differences in cultural norms make consensus in the cyber realm particularly difficult. In the cybersecurity and warfare context, there is a lack of international norms. These norms are particularly complex and difficult to define regarding the actions of nation state. On the other hand, cybercrime is a place where there exist more laws and standard operating procedures. The existence of norms in this area can be leveraged to drive progress and cooperation between countries more broadly.

Although countries may have divergent national security interests, law enforcement can engage in cross-border coordination, sharing, and data transfer to help address cybercrime and cybersecurity threats. The internet spans national borders, allowing adversaries to conduct nefarious activity outside their home country. It also allows them to avoid detection and capture by taking advantage of the anonymous and diffuse nature of the internet. Law enforcement, however, remains defined by national borders and national sovereignty. For example, neither European or United States law allows foreign authorities to unilaterally assert police functions in its territory without making formal requests through a Mutual Legal Assistance Treaty (MLAT), which often contain processes that are slow and bureaucratic. This limits a European law enforcement agency from quickly responding to a cyber actor based in Europe, targeting victims in Europe, but using servers in the United States. Indeed, many nefarious cyber actors know to take advantage of this vulnerability. Greater cross-border law enforcement cooperation will allow the world to more effectively combat these borderless threats, which cost countries billions of dollars and degrade society’s trust in technology. To this end, one of the Forum’s breakout groups proposed finding norms that focus on building trust and confidence in technology and across cultures more generally.
DIGITAL GENEVA CONVENTION
Forum Fellows recommended holding a “Digital Geneva Convention” around the topics of cybersecurity and cyberwarfare. The Convention, they suggested, could build on principles discussed in the Tallinn Manual, an academic, non-binding study on how international law (and, in particular, jus ad bellum and international humanitarian law) applies to cyber conflicts. The Convention was proposed by Microsoft in 2017, which argued the world needs new international rules to protect the public from nation state threats in cyberspace, which are increasingly common. Because of the Convention’s potential broad implications and high stakes, it would incentivize key players to come to the table to find a pragmatic way forward to ensure a stable, sustainable, and secure cyberspace.

CREATING ETHICAL STANDARDS AROUND ALGORITHMS AND DATASETS
The issue of fostering trust around technology also came up during a discussion about algorithms, datasets, and ethics. Currently no government imposes a standard, legal or otherwise, to determine if an algorithm is ready and appropriate to be used by the general public. One Fellow with experience developing technology noted that this is hugely problematic but no company wants to deal with legislation and government oversight. As algorithms play an increasingly prominent role in society, even groups who do not traditionally track technological standards are becoming wary. For example, researchers created a synthetic DNA strand that contained malware; when the DNA strand was uploaded to a machine designed to analyze the genetic material, it infected the computer. This lack of oversight structures poses a significant risk to general welfare. It is one thing for an algorithm to fail and bankrupt a company; it is another when it harms the lives of others. However, ethics and principles can be very abstract, which makes it hard to translate them into a technical framework. Thus, Fellows considered a good first step to solve this problem would be to define under what circumstances government oversight is required and under what circumstances the market can govern itself.

Similarly, the Fellows debated the best way to ensure that datasets on which algorithms are built on both represent and are shared by society as a whole. Not every country is advanced technologically as others. As datasets are critically important to scientific and technological development, this disadvantages these countries in multiple ways. Not only do these countries begin to lag behind others in terms of progress and economic development, but their citizens are also not represented in datasets that help inform and train tomorrow’s technology. At best, this means the datasets do not take into account these citizens; at worst, it means that they are biased against them. Thus, countries need to prioritize sharing datasets across borders wherever feasible. This ensures countries will be on an equal playing field when it comes to innovation—a rising tide lifts all boats. It also allows countries that tend to be left out of dataset development to ensure the sets are diverse and representative and, if they are not, to make them more robust.

In response to this solution, some Fellows brought up that this could have implications for intellectual property and privacy issues. Indeed, sharing proprietary information, such as datasets and source code, poses a risk to a company’s business models and could thus chill innovation. Even sharing source code with regulators is a significant barrier to regulation and oversight. A more palatable solution may be building and investing in independent bodies outside of or adjacent to the government that can vouch for the company’s practices and mission. Although these bodies may not have access to the source code in their initial configuration, once they become institutionalized and trusted, it would likely be easier to shift toward this model.

DIFFERENCES AS GROWTH OPPORTUNITIES
Despite these differences, divergent ethical principles and privacy norms present an opportunity of growth across borders. One participant expressed that collaboration between the government and private industry in Europe and the United States is often more adversarial than in developing economies. Governments in these countries often demonstrate a greater interest in collaboration and understanding each other more thoroughly. These governments see technological progress as an economic and development opportunity first before they consider it as a threat to society requiring risk prevention. The lack of communication, understanding, and empathy between the government and technology industry can be understood and framed as an experience unique to the United States and the broader Western world, not something inherent to that relationship. The international community need not—and likely never will—converge on one set of ethical values, but different countries can use examples across borders as a way to challenge and expand existing norms.

TRANSPARENCY AS AN ANTIDOTE
Participants agreed that given all of the differences in ethics, defining a set of universal cross-border norms may prove impossible. However, a good first approach to the problem
would be to encourage companies to make more serious, substantive efforts at being transparent about their privacy norms and practices. By having information about how a company acts, consumers would be able to vote with their money by only supporting businesses that align with their values. Allowing consumers to play a greater role in this process would also help alleviate some of the problems surrounding the amount of time it takes to pass regulation and legislation. Participants across many different sectors noted that companies are farther ahead technologically than the government, meaning they were in a better position to take action immediately. Notably, recently many companies have been founded with this kind of business model in mind, mainly in response to privacy, environmental, or other ethical concerns.

INCENTIVIZING STAKEHOLDERS TO COME TO THE TABLE

To achieve difficult goals such as cross-border regulation and partnerships, many participants in Salzburg stressed the right individuals must come together at the table. Successful innovation requires the cooperation of a diverse set of stakeholders—governments, large incumbent technology companies, small emerging ones, standard-setting organizations, and citizens. Without trust and cooperation between each party, the extraordinary potential of new technology for public progress will be undermined. However, incentivizing these stakeholders to come together can present challenges given misaligned incentives and a lack of an established history of cooperation.

A participant who worked in the technology sphere expressed that technology companies often want to avoid legislation, regulation, and government oversight at all costs. However, this can create serious problems for society. For example, there is currently no legal standard to determine if a certain artificial intelligence system or technology is ready and safe to operate in general society. Engineers sometimes prefer to avoid these questions, as it puts further demands on the research and development process. Thus, private companies may have reason to avoid engaging in productive dialogue with governments actors as it is more expedient to avoid legislation and oversight.

On the other hand, politicians are not incentivized to create good technology policy and legislation. The pace and breadth of innovation makes it difficult for the general public to truly understand and grapple with the implications of many technologies. The needs of citizens are also not necessarily homogenous, making it difficult for
the general public to join together to demand change in a certain area. Since designing effective technology legislation requires significant resources but is not politically expedient, politicians have little reason to come to the table.

Traditional systems of cooperation in the legal and policy realm are not necessarily effective or even relevant in the digital age, one participant argued. Thus, new structures and systems are needed to help address issues that have arisen from this new way of navigating the world. Complicating this, the lack of long-standing norms or legislation creates a vacuum where it often benefits parties not to come to the table.

A common vision based on a specific, concrete, and outcome-orientated goal can allow stakeholders to figure out if and how they can align themselves with this vision. In particular, many participants named examples of successful small-scale collaboration between the government and the private sector. For example, the City of San Diego partners with an innovation accelerator called Scale, which aims to come up with technological and data-based solutions to urban challenges such as food insecurity and urban planning and coming up with non-obvious solutions. Similarly, a European telecommunications company partnered with its relevant law enforcement agency to block IP addresses that host child pornography. The telecom company was responsible for the technical implementation of the filter while the law enforcement agency provided information about offending websites.
IMPROVING EDUCATION AND CHANGING THE CULTURE AROUND INNOVATION

Although a lack of structures and systems proved to be a challenge in promoting cooperation among stakeholders, Fellows found that capacity-building and education efforts could leverage existing structures to provide individuals with critical tools to adapt to and maneuver within our increasingly digital world. Given the program’s location in Salzburg, one participant fittingly highlighted the important of education through the example of Wolfgang Amadeus Mozart and his training. Mozart’s father, Leopold, spent significant time and money to ensure that he was well-trained; without the resources his father invested in his musical talent, Mozart likely would not have been as successful and revered.

The importance of education was at the forefront of many participants’ minds as they discussed the impact innovation and, in particular, artificial intelligence, would imminently have on the workforce. Most stakeholders have not thoroughly grappled with how to address this issue. One participant opined that there are no companies or governments that are successfully dealing with this issue, leaving no models to analyze for best practices. Nonetheless, the displacement of jobs will be set into motion by technology companies and the innovation they create. A possible solution to this is training multidisciplinary experts who master technological skills along with another field or subject matter, such as health care or education. In addition to training experts, educating the general public about technology – in a manner which both demystifies complex technology, such as self-driving cars, and also makes people feel safe – was also highlighted. This will encourage individuals to have a base-line level of technical knowledge, thereby giving them the confidence to pursue further technical education and to engage with these issues in the civic and political realms.

While a knee jerk reaction to this displacement may be to invest in technical education, society is also unable to anticipate job change. Over two-thirds of jobs that will exist in a few decades have yet to be invented. Because of this, it is key not to overinvest in the wrong areas. Instead, humans can focus on areas and skillsets that differentiate us from robots and artificial intelligence, such as empathy, problem solving, and critical thinking.

Consensus at the program existed about the importance of education in adapting society to technological innovation; the allocation of this responsibility proved more difficult. Some proposed that industry should step up given the magnitude of the problem companies have hiring employees with the adequate technical skillsets. Moreover, since technology typically advances faster than the coursework in higher education programs, robust education and retraining initiatives can become core differentiators between companies in a competitive market.

While companies are already involved in education efforts through providing certifications and fostering recruitment relationships with universities, many agreed they could do more. In particular, companies should think about how to implement retraining programs for their existing labor force. Similarly, unions should focus their efforts on fighting for the employability of their members and investing in workers development instead of work hours or other benefits. Both paths would provide workers with a framework of lifelong education and professional development, which would simultaneously add value to an ever-changing market.

Beyond educating students and workers around certain skills, participants discussed the role culture plays in innovation. Engineering goals typically center on improving the user experience or providing convenience for users. These goals are often achieved at the expense of other values such as privacy and safety. Innovators and technologists play a key role in not only creating future technological systems but also setting technological norms. Thus, some future problems derived from technological advances could be mitigated by creating a culture that privileges responsible, ethical innovators who develop technology with an eye to public good.
CONCLUSION AND NEXT STEPS

Demand for the *Salzburg Global Law and Technology Forum* came from participants at our high-level annual fora on Finance, Corporate Governance, and Public Sector Strategy. These multi-year programs bring together senior and emerging leaders and specialists at the frontline of global and domestic policy and practice, who are confronted daily by the complexity and speed of technology and its potential for disruption across societies and economies worldwide.

The *Salzburg Global Law and Technology Forum* was therefore designed to gather leading stakeholders in law, technology, and civil society with three goals: to harness the innovation of cutting-edge companies and developers; to foster trust and cross-border collaboration; and to enhance risk analysis, foresight and pragmatism in law- and policy-making.

The Forum’s inaugural meeting aimed to set priorities for practical collaboration and to influence new international norms in coming years. It recognized that improved global governance is essential to achieve the Sustainable Development Goals, particularly Goal 9 (Industry, Innovation, and Infrastructure), Goal 16 (Peace, Justice, and Strong Institutions), and Goal 17 (Partnerships for the Goals).

Participants saw education as the top priority for practical collaboration. Learning systems need to be (re-)designed to give young people the skills and flexibility to adapt to accelerating change, and to retrain people already in work. Policymakers will require digital and technological literacy to anticipate key trends and disruptive impacts when framing public policy and legislation. Capacity building is urgently needed for decision-makers, including government officials, regulators, and corporate heads.

These demands can only be met by engaging technology companies, with the right checks in place to avoid corporate capture. Collaborative opportunities for education, reskilling, and training are most promising at the regional level, where stakeholders share similar experiences and contexts, and where cross-border exchange could accelerate joint capacity-building. During 2019, Salzburg Global Fellows – particularly those based in European countries with similar approaches and gaps – intend to build on these connections and test out pilot approaches to share at the Forum’s 2020 program.

As regards international norms, new technologies are increasingly bypassing traditional state structures and shifting power asymmetrically to individuals and companies. However,
the framework for setting new international rules and standards remains the traditional geopolitical architecture. This makes it imperative to seek common ground and bridge divides by working across geographic regions, and among countries that have less commonality. Participants prioritized working to create models for best practice on cross-border data transfers, focusing on law enforcement assistance and cooperation, cybersecurity, and cyberwarfare.

Despite growing calls in many countries to regulate technology companies more strictly, particularly when acting in legal grey areas, regulators will still need to coordinate across borders to address asymmetries, exploring ways to strengthen individual access to data, data portability, and open source codes. Participants recommended that these trends be addressed in an integrated way to find more internationally-workable balances between privacy and security, taking into account ethical frameworks from different societies. In 2019-2020, a white paper could be developed by Salzburg Global Fellows and a wider range of stakeholders to identify areas of broad agreement and provide the basis for discussion at the Forum’s 2020 meeting and in other international meetings.

Future programs of the Forum will seek to bring together a wider group of stakeholders, including:

- Technology companies, including multinational giants (Microsoft, FAANG), telecoms companies, and device manufacturers;
- Law firms operating across jurisdictions;
- Jurists, regulators, and policymakers;
- Thought leaders from academia or think tanks, and emerging talent from law schools;
- Civil society activists representing a variety of viewpoints (for example on freedom of speech or digital privacy);
- New players and up and coming disruptors, including those not yet with a global footprint.

Consistent with Salzburg Global Seminar’s track record, and given the current under-representation of women in leadership roles in the technology sector, the Forum will ensure high diversity and inclusion among participants.

Building on this inaugural meeting, Salzburg Global Seminar will actively curate interlocking but often diffuse networks to promote and increase more constructive interaction among diverse constituencies and to develop concrete opportunities for follow-up throughout the year and in different geographic regions. We will connect recommendations and outcomes from the Forum to its sister programs on Finance, Corporate Governance, and Public Sector Strategy, and to our major initiative on Education for Tomorrow’s World.

Salzburg Global Seminar invites interested partners and stakeholders to engage with the Salzburg Global Law and Technology Forum, refine these policy recommendations, and help lead in their dissemination and practical application.
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All bios and positions correct at time of program (April 2019)

**STACY BAIRD, USA**
Stacy Baird is the consulting director at the Singapore-based consulting firm TRPC. His expertise lies in law and advising businesses and governments on innovation, information technology, cloud computing, artificial intelligence, privacy, data protection and intellectual property (IP) public policy matters. Stacy also serves as executive director of the US-China Clean Energy Forum Intellectual Property Program, where he helps address bilateral technology transfer and IP issues in the context of clean energy research and commercialization. Previously, Stacy served as a senior policy advisor to US Senator Maria Cantwell, including working on the US Patriot Act, and an advisor to US Congressman Howard Berman on issues of first impression related to the then-nascent internet and the mapping of the human genome. Prior to his legal career, Stacy worked as a music recording engineer with clients including Madonna, Stevie Nicks, Elvis Costello, Brian Eno, David Byrne and Francis Coppola. He held appointments as visiting scholar at the University of Southern California College of Letters, Arts and Sciences and visiting fellow at the University of Hong Kong Faculty of Law. Stacy holds a B.A. in radio and television communications from San Francisco State University, USA and also received a J.D. from Pace University. He is a member of the Advisory Committee of the Salzburg Global Law and Technology Forum.

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Tereza Bartoníčková is founder and president of the Internet Institute in the Czech Republic. She founded the think-tank based NGO during her studies of social science of the internet at the Oxford Internet Institute at the University of Oxford. She is currently leading this institution, connecting and cooperating with the private sector, academia and the government and educating the public on complex issues in our digitalized world. Throughout her career, she worked as a freelancer in small agencies and also bigger corporations such as Google, focusing on communication, digital marketing and data analysis. Her expertise is specifically in the ethical and legal implications of AI, nudging, and the fight for human rights online.
**CHRISTOPHER BELTRAN, USA**  
Christopher Beltran is a successful serial entrepreneur in financial service software, board governance software, and leadership & executive coaching in over seven countries. In addition to his personal consulting business and ventures, Christopher serves as managing partner and co-founder of Syntrina Leadership, bringing world-class coaching talent to leaders. He also serves as a technical and strategic advisor on a variety of ventures and helps them get acquired or grow in a profitable way. Christopher is interested in blockchain, AI, robotics, ethics, governance and privacy as he explores his next platform to build. Christopher is an inaugural member of the Silicon Valley Blockchain Society, which represents $1.2 trillion in assets. He serves on the board of Change Makers Rule Breakers to bring entrepreneurs each year to Richard Branson’s Necker Island, CULedger, the first blockchain-based identity platform for over 300 million people globally, and in/PACT, a firm that streamlines charitable giving for banking consumers. He also serves on the Dean’s Board at Butler University’s Jordan College of the Arts where he helps shape fine arts programs for students in ballet, dance, orchestra, and music. He obtained his bachelor’s degree in industrial management and management information systems from Purdue University.

**DAVID A. BRAY, USA**  
David A. Bray has served as executive director for the People-Centered Internet co-founded by Vint Cerf, focused on providing support and expertise for community-focused projects that measurably improve people’s lives using the internet. He previously served as IT chief for the Bioterrorism Preparedness and Response Program at the U.S. Centers for Disease Control and Prevention, leading the program’s technology response to during 9/11, anthrax in 2001, Severe Acute Respiratory System in 2003, and other international public health emergencies. He also provides strategy to both boards and start-ups espousing human-centric principles to technology-enabled decision making in complex environments. Business Insider named him one of the top “24 Americans Who Are Changing the World” under 40 and he was named a Young Global Leader by the World Economic Forum for 2016-2021. He was also named a Senior Fellow with the Institute for Human-Machine Cognition in 2018. He holds a bachelor’s degree in computer science and biology and a master’s degree in health informatics from Emory University, a Ph.D. from Emory University’s Goizueta Business School, and two post-doctoral associateships at the Massachusetts Institute of Technology and Harvard University.

**GRACE CHEN, USA**  
Grace Chen is privacy director international at Ant Financial. She joined the company in January 2018, and prior to that worked as a technology lawyer in US and European law firms. She is interested in exploring issues at the intersection of technology, law, and policy, and is currently focusing on tackling global privacy issues that arise in the context of cross-border transactions and multi-jurisdictional product offerings. She received her M.S. in civil and environmental engineering and technology and policy from the Massachusetts Institute of Technology and a J.D. degree from the University of California, Berkeley.
STEPHANIE COX, Austria

Stephanie Cox has been a member of the Austrian Parliament since November 2017. Prior to her election, Stephanie served as co-founder of Chancen:reich, an Austrian job and recruiting fair for refugees and people with migration backgrounds. Stephanie has a background in coaching, consultancy and also expertise in working with startups. Between 2013 and 2015, Stephanie co-founded TEDxDounauinsel, a program of local, self-organized events that bring people together to share a TED-like experience and engage in deep discussion and connection. In 2013, she worked as a project manager for Ashoka Austria, a non-profit organization that supports social enterprises in over 70 countries. From 2010 until 2012 she worked as a project manager and human resource manager for STARTeurope, now known as Pioneers Festival, an international conference for pioneering businesses in the software and hardware development sector. She holds a B.A. in cultural and social anthropology from the University of Vienna.

LAURA A. DEBONIS, USA

Laura DeBonis currently serves as an advisor and consultant for a number of start-ups and as a board member for several non-profits, including the Public Interest Declassification Board and the Digital Public Library of America. She has previously worked at EF Education First and Google and served on taskforces at Harvard’s Berkman Klein Center for Internet and Society. She is interested in technology’s impact on education, civil society, and democracy and improving outcomes through technology in those areas. Laura received her A.B. in history and literature from Harvard College and her M.B.A. from Harvard Business School.

CHARLES E. EHRLICH, Austria

Charles E. Ehrlich joined Salzburg Global Seminar as a program director in May 2014. He has particular responsibility for designing, developing, and implementing programs on justice, democracy, economics, and rule of law. He has practical experience in legal development working in over a dozen countries, including in the Balkans, the Caucasus, and the Russian Federation, advising governments and public institutions on strategic planning, drafting legislation, and implementing comprehensive reforms in the justice sector, public administration, property rights, freedom of the media, and constitutional law. Charles has also worked as legal counsel for the Organization for Security and Cooperation in Europe (OSCE) in Kosovo, in Georgia, and at its Secretariat in Vienna. At the Claims Resolution Tribunal in Switzerland, he adjudicated claims to Nazi-era bank accounts. He remains affiliated with Wolfson College, Oxford, and has published a book, *Lliga Regionalista– Lliga Catalana, 1901-1936* (in Catalan), and numerous academic articles on constitutional law, justice, and political history. Charles holds an A.B. in history and classics (Latin) from Harvard University, a J.D. from the College of William and Mary, an M.Sc.Econs. in European studies from the London School of Economics, and a D.Phil. on contemporary Spanish history from the University of Oxford.
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Alessandro Mantelero is associate professor of private law at the Polytechnic University of Turin, Italy. He is also a rapporteur of the Council of Europe on artificial intelligence and data protection. In 2016, Alessandro was appointed as an expert consultant by the Council of Europe to draft the guidelines on personal data in a world of big data. He has served as an expert on data regulation for several national and international organizations, including the United Nations-International Labor Organization, the European Union Agency for Fundamental Rights, the United Nations Office of the High Commissioner for Human Rights, the European Commission, the American Chamber of Commerce in Italy, the Italian Ministry of Justice, and the Italian Communications Authority. Alessandro has held visiting appointments in several universities including Harvard, Oxford, Nanjing University of Information Science and Technology, and the Open University of Catalonia. He is a member and European data protection supervisor of the Internet Privacy Engineering Network, and also a member of the editorial boards of Computer Law and Security Review and the European Data Protection Law Review. Alessandro obtained his Ph.D. in civil law from the University of Turin.
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Salzburg Global Seminar is an independent non-profit organization founded in 1947 to challenge current and future leaders to shape a better world. Our multi-year programs aim to bridge divides, expand collaboration and transform systems.

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New for 2019, the Salzburg Global Law and Technology Forum will create a high-level, cross-sectoral leadership network connecting technology, law, policy, academia and civil society, to consider current challenges and emerging trends. It will enhance opportunities for cross-border frameworks; equip judges, regulators, policymakers, and the legal profession to understand new technology; and align law and ethics with technological progress.

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