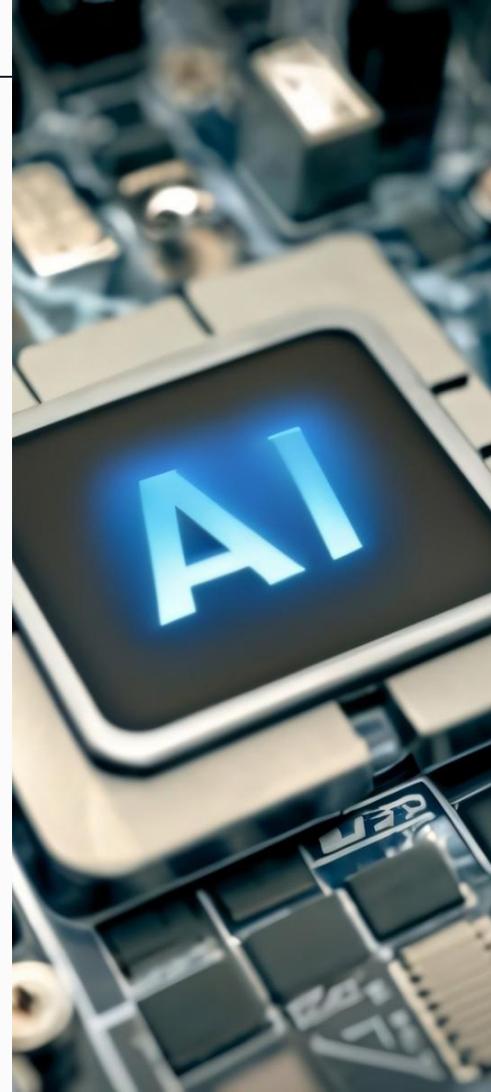


Responsible AI Adoption

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Where I'm coming from



Danica Shipley, She / They

- 1 15+ years of data & analytics
- 2 Works with employee data
- 3 Don't have decision making power about technology
- 4 Cautious adopter of AI
- 5 Trying to do the right thing with what I have

The dilemma: efficiencies and innovation vs. duty of care

The Reality

Organizations and teams rely on technology to drive operational efficiencies and innovation, which AI is being positioned as a resource to support this.

However, when handling data about people there are inherent risks when using AI that we need to be mindful of.

The Gap

AI vendor communication is centered around capabilities and regulatory compliance.

It often lacks context regarding equity and fairness related safeguards.

The Goal

Apply responsible AI principles to AI adoption, ensuring we're centering the people data represents and mitigating risk and harm to them.

It's critical to apply an equity lens to AI because of the scale of its impact on individuals and communities



AI systems do not operate in isolation. They help people make decisions that directly affect other people's lives. If we are to develop trustworthy AI systems, we need to consider all the factors that can chip away at the public's trust in AI.

Reva Schwartz

[There's More to AI Bias Than Biased Data, NIST Report Highlights](#)

Responsible AI (RAI) principles provides a framework to embed equity into AI usage

Transparency & Explainability

Allows those impacted by AI to understand and question decisions being made, thus balancing hidden power dynamics.

Fairness & Bias Mitigation

Aims to prevent the reinforcement of historic and current inequities that are embedded in the data.

Human-in-the-Loop (HITL)

Ensures decision-making is grounded in lived experiences and community knowledge; and model outputs are reviewed before decisions are made.

Data Sovereignty* & Privacy

Respects the autonomy of individuals and communities, emphasizing the need for control over one's own data and how it's used.

Accountability & Governance

Creates shared guidelines, practices, and accountability for using AI responsibly; avoiding opaque governance excludes communities.

Community-Centred Design*

Aligns AI outcomes with the collective good, not just organizational needs.

*Aren't as commonly reflected in companies' AI principles

These RAI principles can be applied across the AI lifecycle within your organization

Create your responsible AI infrastructure

- Define how you make decisions about technology usage
- Stand-up data and AI governance
- Educate your organization on AI literacy and responsible AI adoption

Specify AI use cases, benefits, & risks

- Document potential use cases
- Evaluate the benefits and risks and who is impacted
- Determine if AI should be applied and if so what precautions are needed

Determine which tools can be used and for what

- Assess AI tools against your needs
- Obtain appropriate licenses for the AI tools within your organization
- Create AI usage policies
- Audit behaviors and outcomes

Responsible AI Toolkit

Resources you can use to help your organization adopt ethical and equitable practices regarding AI

Your values should dictate your risk tolerance for technology adoption, not the technology

Toolkit

- [Data & Society, Democratizing AI: Principles for Meaningful Public Participation](#)
- [Data & Society, Enrolling Citizens: A Primer on Archetypes of Democratic Engagement with AI](#)
- [data.org, Accelerate What's Possible](#)
- [Participatory AI Research & Practice Symposium](#)
- [Santa Clara Markkula Center for Applied Ethics, A Framework for Ethical Decision Making](#)
- [Urban Institute, Do No Harm Project](#)
- [We All Count, Data Equity Framework](#)

Establishing AI governance supports a consistent, centralized approach to adoption

Toolkit

- [Algorithmic Impact Methods Lab](#)
- Center for Responsible AI
 - [Algorithmic Transparency Playbook](#)
 - [Improving Governance Outcomes Through AI Documentation: Bridging Theory and Practice](#)
 - [Rethinking the Loop: Encircling Public Benefits AI with Human Oversight](#)
- [Mark Horseman's The Policy Basics of AI Governance](#)
- [OneTrust, How to develop an AI governance program](#)
- [SDAIA, AI Principles Worksheet](#)
- [TrustArc AI Risk Assessment Template](#)

Before leveraging AI, make sure you understand its potential risks, biases, and harms

Toolkit

- [AI21, 5 Key AI Risk Management Frameworks for Enterprises](#)
- [All Tech is Human, How to Tackle AI Companions](#)
- [All Tech is Human, Responsible AI Impact Report \(2025\)](#)
- [Data & Society, Blooming in Muddy Waters: DEI at AI Ethics Conferences](#)
- [MIT AI Risk Initiative](#)
- [NIST AI Risk Management Framework](#)

Documenting AI use cases helps to assess when and how AI is safe to use and when its not

Toolkit

- [AI Incident Database](#)
- [CTRL+ALT+ETHICS: A Guide for Nonprofits Deciding Whether & How to Use AI](#)
- [Data & Technology AI Alliance, Framing “Consequential Decisions.” Harnessing the Promise of AI: Mitigating Potential Harms Through a Risk-Based Approach](#)
- [Open Data Institute, The Data Ethics Canvas](#)
- [taught by humans, AI Tools Data Privacy Policy Checklist](#)
- [Trystan S. Goetze’s AI Ethics Canvas](#)

Select AI tools based on your use cases, risk tolerance, and responsible AI best practices

Toolkit

- [Data & Society Algorithmic Impact Assessment Template](#)
- [Data & Trusted AI Alliance, AI Vendor Assessment Framework: A practical tool for organizations to evaluate AI vendors—not just for risk, but for business value](#)
- [Open Contracting Partnerships, Buying AI Tips and tools for public procurement](#)
- [Stanford, The Foundation Model Transparency Index](#)
- [taught by humans, Understanding Data Privacy Policies for AI Tools](#)

Develop AI policies and guardrails that make appropriate AI usage clear and accessible

Toolkit

- [AI Policy Template: What To Include and Why](#)
- [ICFG, How to Develop an Ethical AI Use Policy for a Nonprofit](#)
- [Lattice, AI Usage Policy Template](#)
- [NTN, Generative AI Use Policy](#)
- [OECD, AI Principles](#)
- [DataGrail, Responsible AI Use Principles & Policy Guide and Worksheets](#)
- [taught by humans, AI Tools Data Privacy Policy Checklist](#)
- [taught by humans, Data Privacy Considerations for AI](#)

Build organizational AI literacy and capacity to effectively and safely use the tools

Toolkit

- [All Tech Is Human's Responsible AI Courses](#)
- [data.org, Ethical AI in Practice](#)
- [Explained: Generative AI's environmental impact](#)
- [Responsible Innovations Labs, Data Minimization: Seek efficiencies in data + respect for privacy](#)
- [SAP, What is responsible AI?](#)
- [taught by humans, Creating a Culture of Experimentation](#)