

AI Governance Framework

Overarching AI principles

AI offers a chance to help nonprofit organizations like SelfDesign Learning Foundation in new ways. Individual tools, as well as AI systems, can affect how organizations meet their community's needs. In a world with limited resources, nonprofit organizations need to explore all available tools to fulfill their mission to serve. However, valid concerns exist related to AI's potential for bias and unethical use as well as privacy of SelfDesign community members. Additionally, there are concerns that some uses of AI may undermine our vision and may inadvertently impact a human's freedom and ability to author their own life.

To balance these concerns and support our community service efforts, when SelfDesign contractors choose to use AI or when SelfDesign selects AI tools for organization-wide or team use, we will do so responsibly by applying the following principles, which align with our values:

- In service of mission and vision: We will use AI in support of human decision-making, expertise, and creativity, and not in place of human expertise, creativity, care, and critical thinking. AI tools will be used with discernment, in ways that remain aligned with our shared purpose and the well-being of the communities we serve.
- Accountability and responsibility: We will hold the individuals using AI tools accountable for their decision-making around input and output based on the tools, within a shared culture of reflection, learning, and mutual responsibility. AI tools and systems support the work our contractors remain committed to, while we remain attentive to the relational impacts of their use. Users retain control over the final authentic work product, with awareness of how that work affects others.
- Equity and access: We will use AI in ways that do not create new inequities or barriers to accessing vital services. We will maintain safeguards that promote fair access to SelfDesign services. We support the use of AI to enhance accessibility and productivity for individuals with disabilities in ways that are responsive to lived experience.
- Fairness and non-discrimination: We will aim to use AI tools in ways that do not discriminate against the communities we serve, remaining attentive to both visible and less visible forms of bias. We will seek to use AI tools that minimize bias and ensure fair outcomes for everyone, regardless of race, gender, ethnicity, or other factors. We recognize that some populations may be underrepresented in AI technology and aim to find ways of ensuring our practice remains inclusive.
- Reliability and accuracy: We will use AI tools that perform as intended. We will select AI tools that consistently produce accurate outputs.

- Transparency: We will explain when and how we use AI products when asked by recipients of output or by our stakeholder community in ways that support understanding, trust, and informed engagement.
- Trust: We will use AI in ways that allow us to maintain trust with the community we support, recognizing that trust is built over time through consistency, care, and openness.
- Relationship: We will use AI in relational and respectful ways that allow us to maintain authentic human-to-human relationships, grounded in heart-centred and supportive communication.

These overarching AI Principles support and supplement our organization's stated mission, vision, and values. We recognize that both our organization and AI technology will evolve; therefore, we will review and update this policy annually or more frequently in the case of the selection of new organization-wide tools, privacy or security incidents related to the use of AI tools, and/or new regulatory or legislative requirements.