**1 - AI Governance Framework for Nonprofits**

0:01  
Hello and welcome to the overview of the AI Governance Framework for Nonprofits.

0:06  
My name is Afua Bruce and I'm the founder and principal of A&B Advisory Group.

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The materials that you will encounter as part of this framework reflect the insights and knowledge shared by nearly two dozen nonprofit leaders across sectors across different size nonprofit organizations who participated in a number of community listening sessions over a three month period during the spring and summer of 2024.

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This training provides a framework to help nonprofits navigate the current AI environment.

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For more than the past year, we've all been inundated with and surrounded by many conversations about AI, the good, the bad, and the ugly, about the possibilities of AI as well as the perils of AI.

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Nonprofit organizations, as do organizations across sectors, face mounting pressure to adopt AI and to manage internal AI use.

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There have been a number of ongoing conversations about guardrails and guidance, but given research resource constraints at nonprofits, it can be difficult for nonprofits to understand where to start and have a good framework for decision making when it comes to assessing AI for their particular organization.

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So what does this project provide?

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It provides a framework that has sample language for internal AI policies, it includes many examples of use of AI within nonprofits, and it includes materials for conversations for nonprofit leaders to have with their boards.

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There are 6 modules that will guide you through important considerations for nonprofits when implementing AI.

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This first module is the overview of the Governance Framework.

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At the end of this training in this particular module, you will be equipped to take the next step in AI implementation for your organization.

2:00  
You'll have a good understanding of how AI can be developed and used within nonprofits.

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You will understand about the AI policy template that is included in this package of materials.

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That template has language for an AI policy for your organization as a starting point for you to customize, and you will also understand that these materials include board talking points, which are a series of discussion points for you to use along with this presentations and conversations with your board about artificial intelligence.

2:32  
Wherever you and your organization are in thinking about AI, you are in good company.

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Nonprofit workers are truly at all ends of the spectrum on AI usage, although it really varies based on the organization.

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So just over one in five nonprofit workers are identified as power users of artificial intelligence.

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These are individuals who are using AI for a number of functions inside their organization or perhaps developing their own technology.

3:04  
Over half of nonprofit workers, though, said they were unsure of how to use AI.

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We can still reconcile that with the fact that about one in five or 19% of nonprofit respondents to a survey conducted by Microsoft in 2024 said that they had at least received one time training on AI.

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As AI becomes more prevalent in the functions and functionality of tools that are given to nonprofits, that are purchased by nonprofits, that are pitched to nonprofits, it is important for nonprofits to have some sort of framework to decide when and how to use AI responsibly inside their organization.

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So the time to implement AI policy is now.

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We know that nonprofits have many priorities, including many technology priorities.

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So the question can be why, of all of the things that I, as a nonprofit employee, am worried about, should I care about AI?

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On top of that, it's because AI can also provide an opportunity to do new things or to do old things in new ways.

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Many nonprofits are resource constrained and face a mounting list of responsibilities to their communities they serve to legal compliance and more.

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AI can be a way to help ease some of the administrative burden of nonprofits.

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It's also important to recognize that AI tools aren't perfect.

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They are a technology and like many man man made things, they have the AI tools have flaws.

4:46  
And so it is also therefore important for organizations to understand when and how they want to encourage their Staffs to use AI or allow their Staffs to use AI to protect around some of the flaws in AI technologies.

5:04  
So the question then becomes, how can organizations balance creativity and responsibility when it comes to AI tools?

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Now, I have had the pleasure of working with dozens of organizations on Technology Strategy over the years.

5:21  
And specifically, I've worked with a number of organizations on AI strategy.

5:26  
And one thing that is incredibly apparent to me and important to take away from these trainings is that the basics of how nonprofits work need to be kept intact.

5:38  
And so that means that nonprofits which are known for their empathy, which are known to be human driven, and which are known to be providing critical services, those things must continue.

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AI is merely 1 tool and a toolbox of many different management solutions and technology solutions that are available.

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But whether or not you view your organization as one that is technical or one of that is technology enabled, it's important to understand how to position AI as it becomes more involved in our workspace in a way that really does allow nonprofits to double down on the empathy, on the human driven aspects of their work and on providing critical services.

6:27  
This AI policy framework that you will be introduced to in this and subsequent modules as well as the downloadable templates is done in a way that we hope is relevant and certainly modular and community informed.

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Again, the materials were developed with the insights and expertise of about two dozen non profit leaders.

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The materials are also developed in such a way that they are productivity driven scenarios.

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So you'll see that AI is used in service of the organizational mission and not using AI simply because it is the topic of the day.

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The materials as well are designed in a modular format.

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And so that means that you can pick and choose the sections that are most relevant to you.

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If you're an organization that is building technology, you can look at certain sections of the training videos as well as the template.

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If you're an organization that is just getting started and will only ever use commercial off the shelf solutions, there are other sections that are just for you as well.

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We've also anchored the materials in real world use cases.

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And so as you look through the video modules as well as you look at the downloadable templates, you'll see that there are examples of what other nonprofits have done in their use of AI and in their decision making about if, when, and how to use AI.

8:00  
This training includes 2 components, video overviews and downloadable documents customized based on your current AI implementation status.

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So the six videos, again, this is the first of six, introduce each component of the framework.

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The downloadable documents are in two categories.

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The 1st are is 1 downloadable document that includes a brief description of the function, roles, objectives, as well as sample language for an AI policy.

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The second downloadable document is talking points for conversations for you to have with your board about if, when, and how to use AI in your organization.

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So as you get started, remember iteration is good.

8:43  
You don't know everything now.

8:44  
You shouldn't know everything now.

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You can start small.

8:48  
You can try something out.

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You can learn and grow.

8:51  
Sometimes people say that AI should be the answer for us because it's innovative or it's creative.

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But those are characteristics that nonprofits leader.

9:00  
Nonprofit leaders have.

9:02  
Nonprofit leaders are innovative, creative, nimble, community centered, and problem solvers.

9:07  
And so you as a nonprofit leader should lean into that and see if and where there are ways that AI can support the work that you're doing and those critical characteristics that you bring to the work you do.

9:20  
Also, keep in mind that the goal is to support your staff and your community.

9:24  
You want to make sure that everything you do is aligned to supporting your nonprofit organization staff, how you get work done, managing burnout, managing sharing responsibilities, managing decision making.

9:37  
And how are you?

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You're executing on your mission to deliver your services to your community.

9:43  
And so to help with that, you want to think about using AI in your decision making loop.

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So not just signing up for tools that may say, set this AI now and forget about it forever, but really thinking about how AI can enter the decision making loop for your organization.

10:01  
And finally, AI is powered by data.

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So the decisions that we make, the predictions that AI comes up with, really reflect the people, the history and the policies of our world and your specific context in which you operate.

10:15  
So there are a lot of opportunities, there's a lot of responsibility.

10:18  
I look forward to getting started.