



## **Our Approach to AI**

### **We Are Using AI For...**

- Working more efficiently so we have more time to focus on relationships and impact.
- Exploring ideas and brainstorming to spark creativity and expand possibilities.
- Drafting and refining communications that we will then review, personalize, and make our own.
- Synthesizing and organizing information to support decision-making and problem-solving.
- Enhancing analysis and visualization when it helps us understand and share complex information.

### **We Are Not Using AI For...**

- Making final decisions without human review and accountability.
- Replacing our own voice, perspective, or expertise.
- Sharing or uploading confidential or personally identifiable information.
- Citations. We always find, verify, and cite the original source.
- Outsourcing our thinking. We critically evaluate all AI output before using it.
- Frivolous reasons. We acknowledge the environmental impacts of AI.

### **How We Use AI, Aligned to Our Values**

- Community
  - We use AI to strengthen, not replace, human connection and collaboration in our work.
  - We ensure our use of AI benefits the communities we serve.
- Connection
  - We see AI as a bridge, not a barrier. It supports our work but never takes the place of genuine relationships.
  - AI is not our friend. We depend on our collective judgment whether an AI generated idea is worth pursuing.
- Collaboration
  - We treat AI as a tool that needs direction and oversight.
  - We share AI learnings and tips with each other, so we all grow in skill and confidence.
- Trust
  - We use AI with good intent, in ways that protect privacy, respect intellectual property, and uphold our ethical standards.
  - In the interest of building trust and learning, we are open and transparent about our use and engagement of AI.

As we learn more together, this approach will evolve.