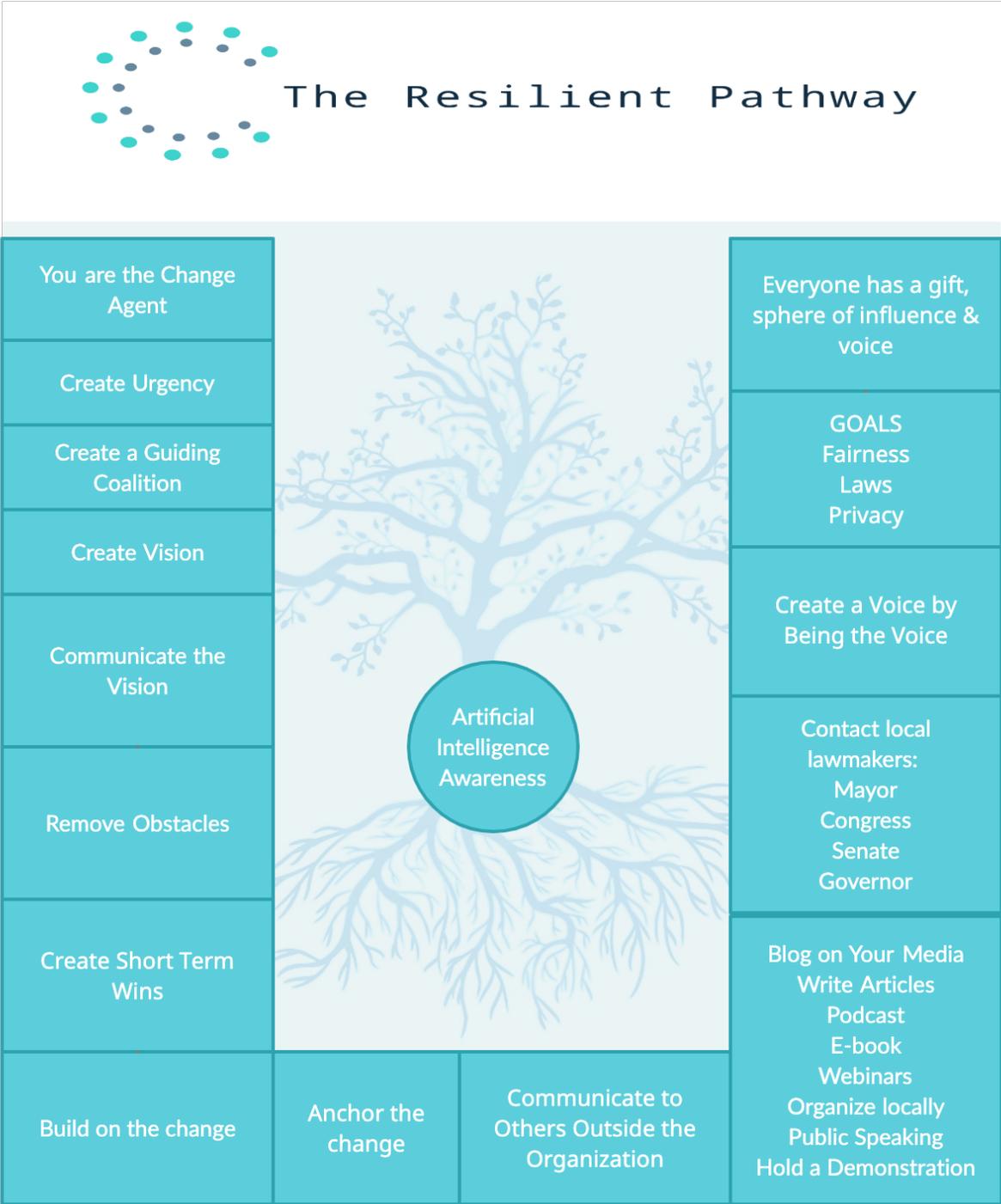


Change Management



Change begins with you and me. We all have a voice and need to first inform our networks of what is happening. There is a sense of **urgency** with the need for fairness & privacy. Provide your connections with the information and concerns. **Gather** together to have informative conversations. Create a vision. What change do you want to see? Where should we begin? Knowledge is power.

Create Your Vision to Include:

- Awareness through education initiatives for all citizens to understand artificial intelligence, it's benefits, and concerns with privacy and bias.
- Laws protecting our personal data from being sold.
- Fairness in language used in artificial intelligence.
- Improvements to facial recognition to recognize all people of color.
- Disclosure to citizens how artificial intelligence is being used by local law enforcement and federal agencies.
- Regulations for the tech industry by Congress, with an increase in transparency of their practices.
- Implementation of an Artificial Intelligence Ethics Officer in every organization & government.

Communicate the Vision by offering Resources

Recommend the following books:

'Tools and Weapons: The Promise and the Peril of the Digital Age' By Brad Smith (President Microsoft) and Carol Ann Browne
Foreword by Bill Gates

'Competing in the Age of AI: Strategy and Leadership: When Algorithms and Networks Run the World,' by Marco Lansiti and Karim Lakhani

Look at the Vision and list of areas to create change. Add ideas to this. **Prioritize** where you will begin.

What **obstacles** are in the way? How can we **remove** them?
Remember: this is a collective effort.

Do not despise **small beginnings**. Change is incremental, and takes times. **Celebrate** small wins with your team. **Build on the change** that you create. **Anchor the change**. Refrain from complacency. This is a long term process needing our attention continuously.

Now that you have started a collective process, & have facilitated some change, **communicate with other organizations**. People respond to storytelling, especially when our 'why' is communicated clearly. How will you tell your story? Consider any and every medium where you have **influence**. This could be conversations with other leaders, a blog, newsletter, writing an

op-ed in your local paper, posts on social media, public speaking and demonstrations. Coordinate efforts to include conversations with local politicians in office including your mayor, city council, congresswoman, senator, governor.

Communicate, Communicate, Communicate

Everyone has a voice, let's use our voice today.

Everyone has a gift-meaning a vehicle to influence others with creation of change.

Our end game is to increase fairness for all, with privacy protections. AI is bringing a lot of innovation. **We have a choice to be in charge; or continue to give up our rights, our data, control of our lives through ignorance and silence.**