

City of Oakland Equity Statement for the Development of Policy to guide the use of Artificial Intelligence (AI) Tools and Applications for the City of Oakland

Equity Goal: To ensure that the use of artificial intelligence (AI) in the City of Oakland benefits its residents, businesses, and employees by helping the City to reduce existing racial disparities and promote a more just and inclusive workplace and community.

The City of Oakland is committed to ensuring that the following guiding principles are followed in the adoption and prioritization of uses for artificial intelligence (AI) technology to promote equity, transparency, and justice for all residents. In embracing AI, Oakland will prioritize:

- 1. Inclusive Access:** AI technologies will be inclusive and beneficial to all communities, especially historically underserved and marginalized groups, such as Black, Indigenous, and People of Color, low-income residents, and individuals with disabilities.
- 2. Fairness and Accountability:** AI systems must be designed and implemented in a manner that actively reduces bias and discrimination. We will continuously evaluate AI algorithms to ensure they uphold fairness, and we will hold both public and private entities accountable for any negative impacts that arise from their use.
- 3. Community Engagement:** The City of Oakland will involve community members feedback in projects that involve AI to improve City processes, services and policy and will abide by regulation of AI technologies set by Federal and State policies. The City will advocate and prioritize the voices of those most impacted by systemic inequities, ensuring that AI technologies serve the needs of all residents.
- 4. Transparency and Privacy:** AI implementations will be transparent, and residents will be informed about how AI is used, particularly in public safety, city planning, and social services. We are committed to protecting residents' privacy and personal data and will adopt strict data governance policies to prevent misuse.
- 5. Workforce Development:** The City of Oakland will invest in training programs that prepare local workers, especially those from underrepresented backgrounds, for opportunities in AI-related and impacted industries. We will ensure that the economic benefits of AI are shared equitably, mitigating negative impacts, with a focus on reducing unemployment and promoting digital literacy.

Specific Equity Objectives:

- **Identify and address biases:** Proactively identify and mitigate potential biases within AI systems to ensure fair and equitable outcomes for all residents and City employees.
- **Prioritize community benefit:** Ensure that AI applications directly address the needs of underserved communities and contribute to improving their quality of life.
- **Promote transparency and accountability:**
 - Increase public understanding of how the City will use AI technologies and their applications, while maintaining transparency in decision-making processes and related policies.
 - Inform the public on how AI technologies and their applications impact their everyday lives through our policies, services, and programs.
- **Build capacity:** Encourage and support training and education to equip City staff with the skills necessary to understand, evaluate, and utilize AI effectively to reduce racial disparities in access to City services and programs.
- **Collaborate with stakeholders:** Foster partnerships with community organizations, researchers, and experts to ensure that AI policy development and implementation aligns with the City's mission to deliver equitable, effective, courteous, and responsive services. And is in alignment with community values and priorities.

Key Performance Indicators (KPIs):

- **Reduction in disparities:** Measure the impact of AI applications on reducing existing disparities by increasing access to determinants of equity as defined by [OMC 2.29.170.2.B.](#)
- **Public trust:** Track public opinion and community benefits of AI technologies used by the City.
- **Community engagement:** Assess the level of community involvement needed to adopt an AI-policy and maintain stakeholders informed on related decision-making processes and offer opportunities for input to inform final decisions.
- **Ethical compliance:** Ensure adherence to ethical guidelines and principles for AI development and use.
- **Equity:** Ensuring that AI technologies are accessible and unbiased so all people, regardless of their race, gender, or socioeconomic status can receive better service and have access to information, services and programs offered by the City.

By pursuing this equity goal and implementing these prioritization processes and key performance metrics, the City of Oakland can harness the potential of AI to create a more just, equitable, and inclusive community for all residents.