



2024

CIVIC LEADERSHIP SUMMIT

AI FOR SOCIAL IMPACT

October 24, 2024 | Case Western Reserve University

IN PARTNERSHIP WITH
CLEVELAND
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COMMUNITY
Tech Impact

2024

CIVIC LEADERSHIP SUMMIT
AI FOR SOCIAL IMPACT

THANK YOU
2024
SPONSORS



What We Do

CONNECT

*Board Matching,
Skills-Based & Direct Service
Volunteering*



CONSULT

*Consulting to strengthen
nonprofit excellence and
business impact*

EDUCATE

*Leadership development,
nonprofit governance,
corporate social
responsibility*





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2024 CIVIC LEADERSHIP SUMMIT AI FOR SOCIAL IMPACT

OCT 24
at CWRU

AI EMPOWERMENT: ENHANCING NONPROFITS FOR MAXIMUM IMPACT

WITH

AMY NEUMANN

Author and Nonprofit Leader





Resourceful
Nonprofit

AI Empowerment: Enhancing Nonprofits for Maximum Impact



Amy Neumann
October 17, 2024

◎ It's exciting!!



(various versions of “excitement”)



DALL-E-3



Paid Shutterstock



Playground – v2.5

Midjourney



◎ First: Feel free to ignore the technical side



◎ A few quick questions



② AI as a global force for social good



© AI Use Case: UNICEF AI for Education



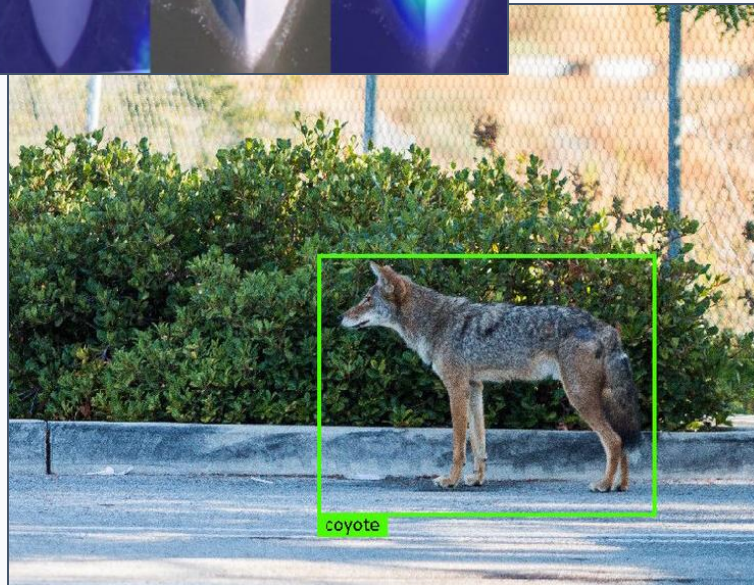
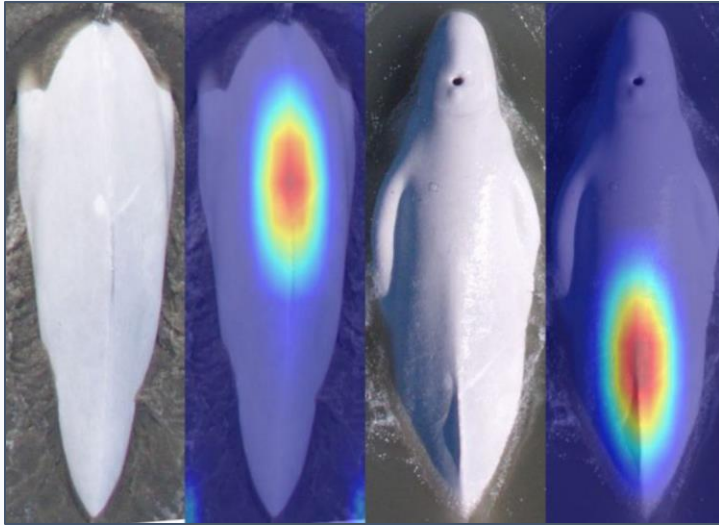
AI Use Case: World Food Programme Hunger Map



AI Use Case: American Heart Association Heart Disease Prediction



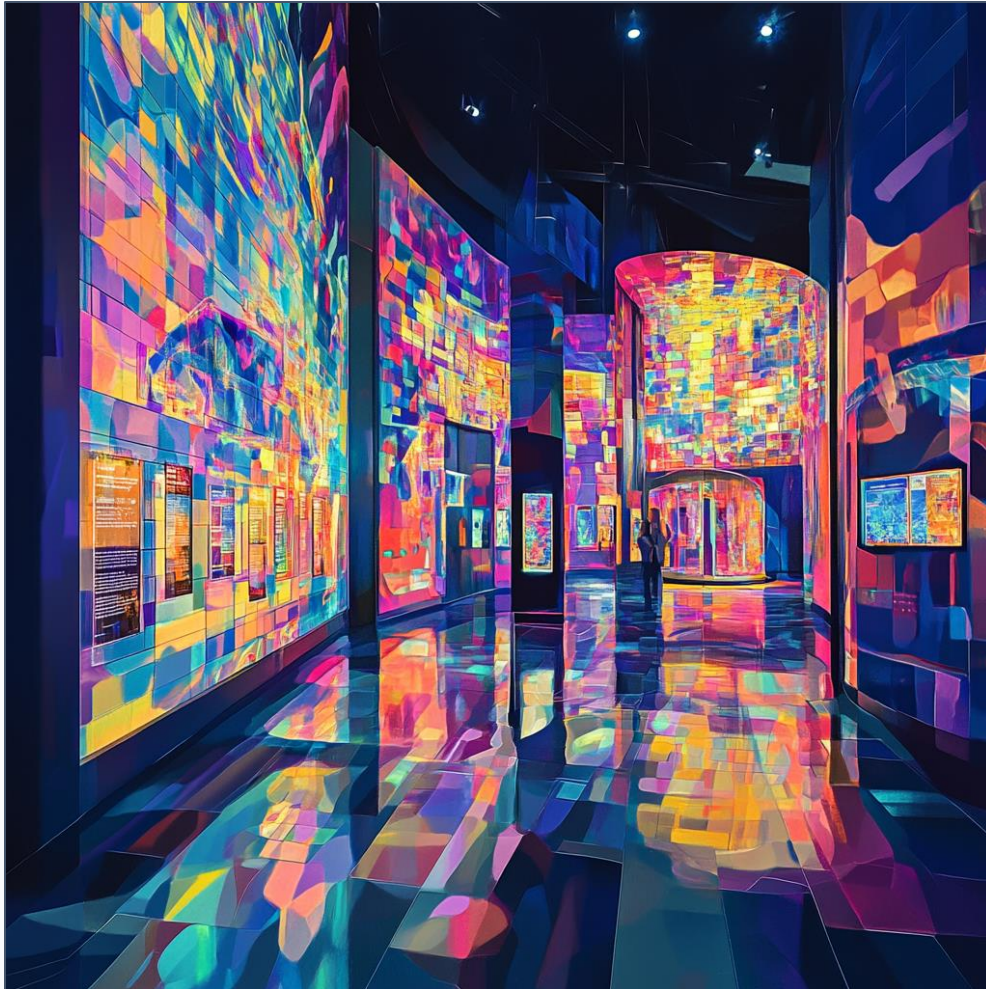
Unique AI Examples: Expanding Creative Horizons – Wild Me, Zindi, AI for Good Foundation



② AI for Local Impact: Healthcare and Human Services



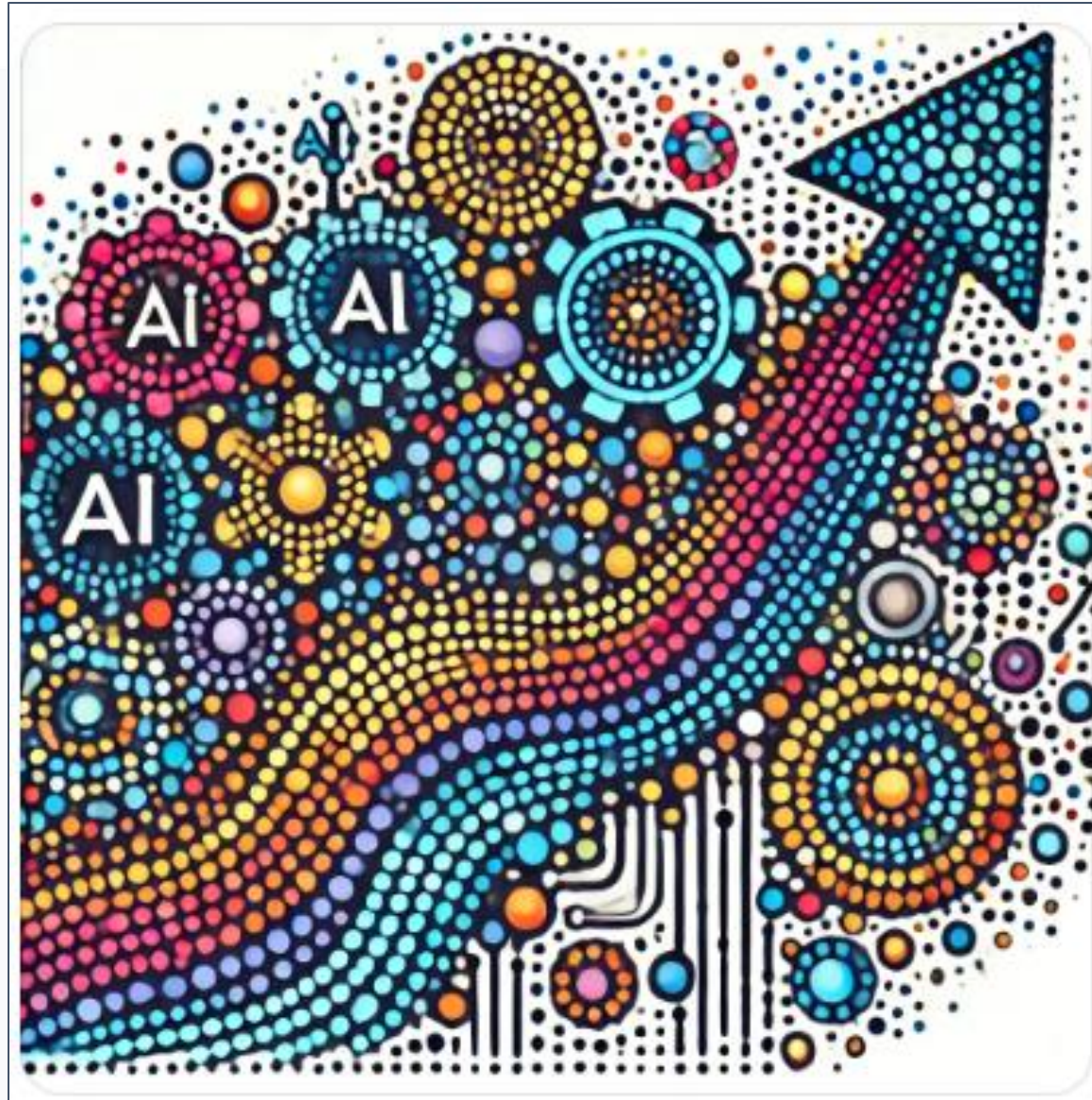
② AI in Arts & Culture: Engaging Local Communities Creatively



⦿ AI's Role in Local Food Security and Social Services



© AI's Future: Scaling Local Nonprofit Impact



② AI + Human Intelligence: The Winning Combination



◎ How Nonprofits Can Start with AI Today



◎ **A bright future**



What's next?

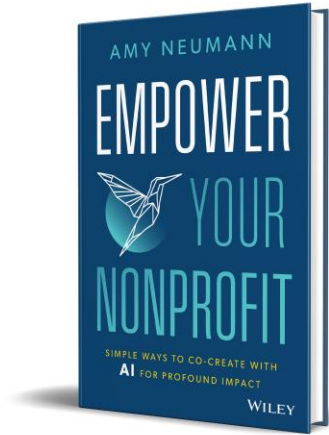


Thank You!





Resourceful
Nonprofit



Amy Neumann

Social Impact Entrepreneur

A social good fanatic, striving world changer, and entrepreneur, Amy founded a start-up nonprofit called [Resourceful Nonprofit](#) in 2016 and is CEO of the social enterprise consultancy [Good Plus Tech](#). Both have a focus on diversity, equity, and inclusion (DEI), impact communications, and emerging technologies like blockchain and artificial intelligence for social impact. Resourceful Nonprofit provides free or low-cost technology tools, resources, and training to other 501(c)3 nonprofits.



REFERENCE SLIDES

② AI as a Global Force for Social Good



Definition of *artificial intelligence*

- 1: a branch of computer science dealing with the simulation of intelligent behavior in computers
- 2: the capability of a machine to imitate intelligent human behavior



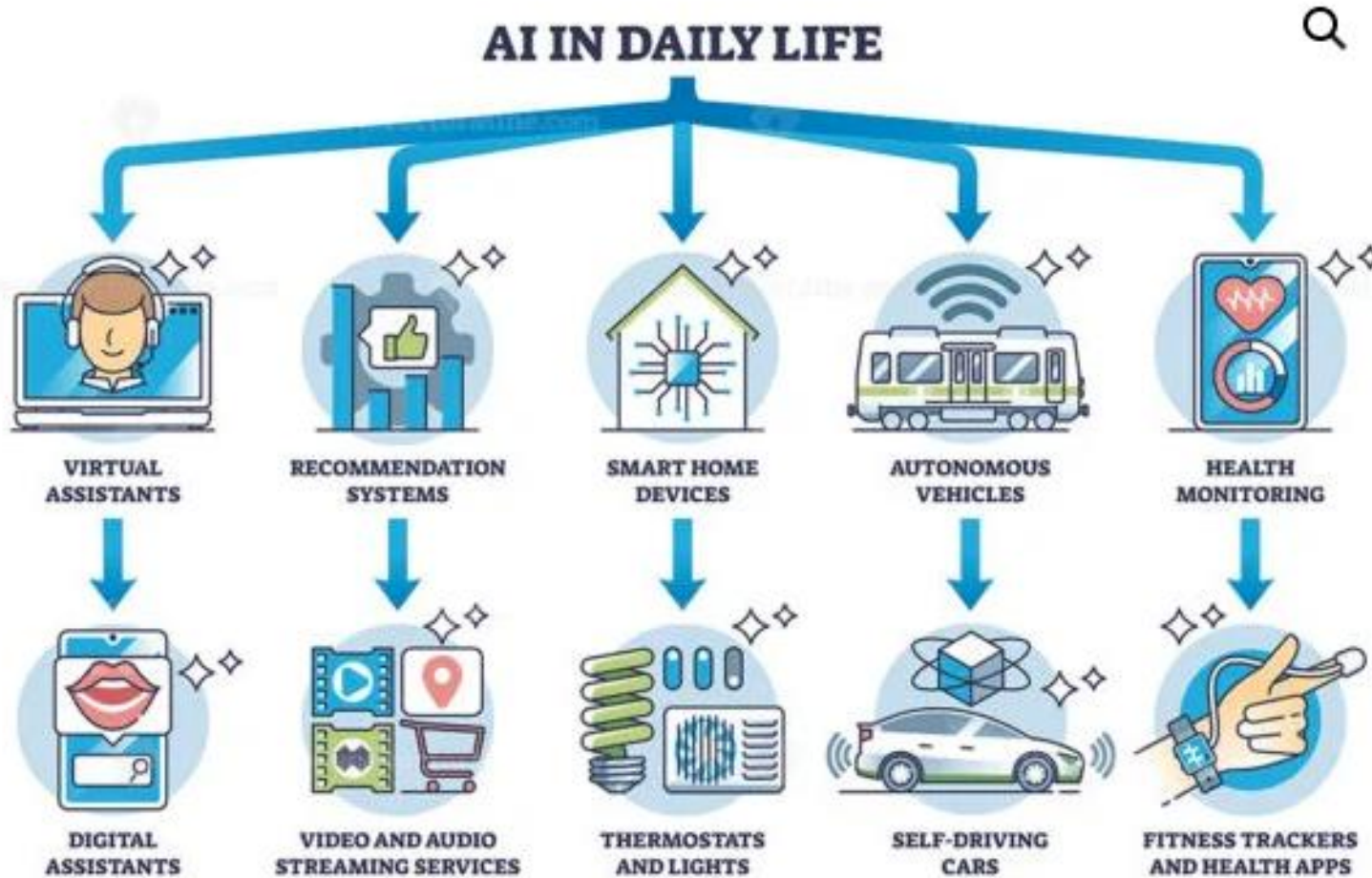
GPT-4

Poe

Generative AI refers to artificial intelligence algorithms designed to generate new content, such as text, images, music, or other types of media, that is original and coherent, often learning from existing data to produce results that are similar in nature but not identical to what it has learned from.



② A recent history of AI (hint: we are all already using it daily)



•**2000s**: The introduction of smart personal assistants, such as Siri and later Amazon's Alexa, made AI an accessible and interactive part of daily life, handling tasks from setting reminders to answering questions.

•**2010s**: AI-driven recommendation engines, like those used by Netflix and Spotify, personalized entertainment by suggesting movies and music based on individual tastes, changing how people discover content.

•**2020s**: AI in autonomous vehicles, including Tesla's Autopilot, began revolutionizing transportation, offering glimpses of a future with self-driving cars.



A long history of AI (since the 1950's) – so why now?



- 1950s:** The Turing Test, proposed by Alan Turing, sets the foundational concept for evaluating AI intelligence, sparking the quest to create machines that could mimic human reasoning.
- 1960s:** ELIZA, an early natural language processing computer program, simulates conversation by rephrasing much of the user's input—among the first instances of AI in human-computer interaction.
- 1970s:** AI research leads to the development of Dendral, a program designed for chemical analysis, showcasing AI's potential in scientific research.
- 1980s:** Expert systems, like MYCIN in medicine, offer decision-making guidance, demonstrating AI's application in specialized knowledge fields.
- 1990s:** IBM's Deep Blue defeats world chess champion Garry Kasparov, highlighting AI's ability to surpass human expertise in specific tasks.
- 2000s:** The advent of social media platforms employs AI for personalized content curation, altering digital interaction and information consumption.
- 2010s:** AI advancements enable real-time voice translation services, making instantaneous multilingual communication a reality and enhancing global connectivity.
- 2020s:** AI-driven developments in biotechnology, such as CRISPR gene editing, begin to show promise for personalized medicine, indicating the next frontier of AI's impact on society.

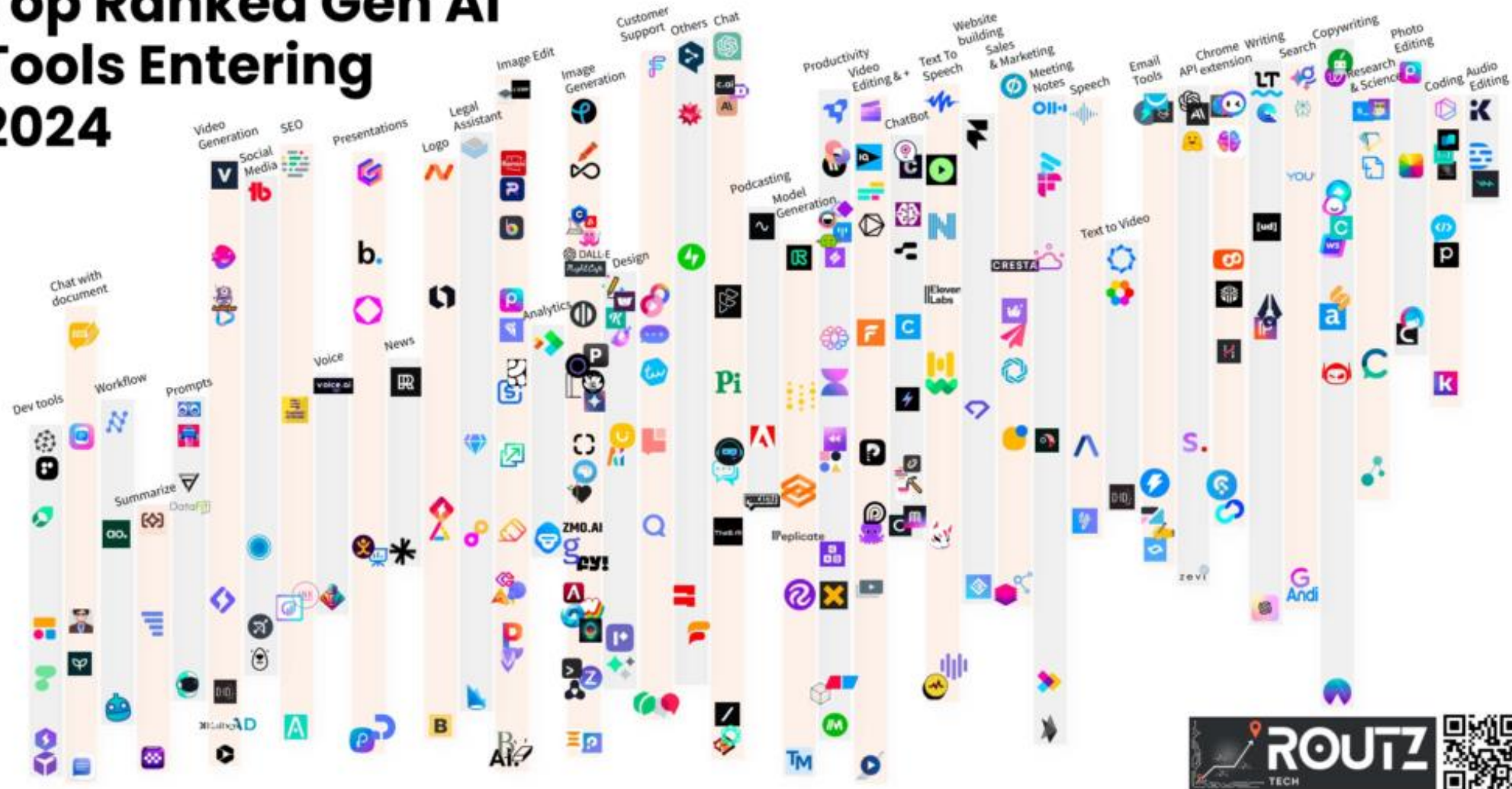
- **Advances in Computing Power**
- **Availability of Big Data**
- **Improvements in AI Algorithms**
- **Increased Investment and Research**
- **Broader Adoption and Application Areas**



Question: How are you using it?



Top Ranked Gen AI Tools Entering 2024



* Ranking as of December 2023, based on daily web traffic each website receives. Ranking source: <https://airankings.co/>

Subscribe @ www.routz.tech for more AI & Growth related insights

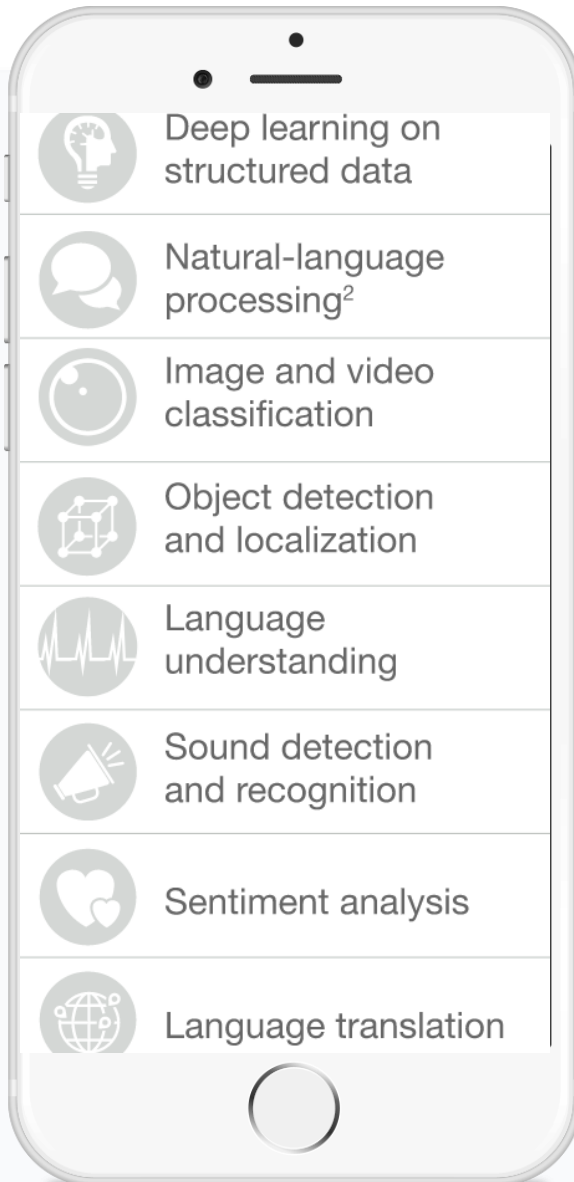


Some Types of Generative AI



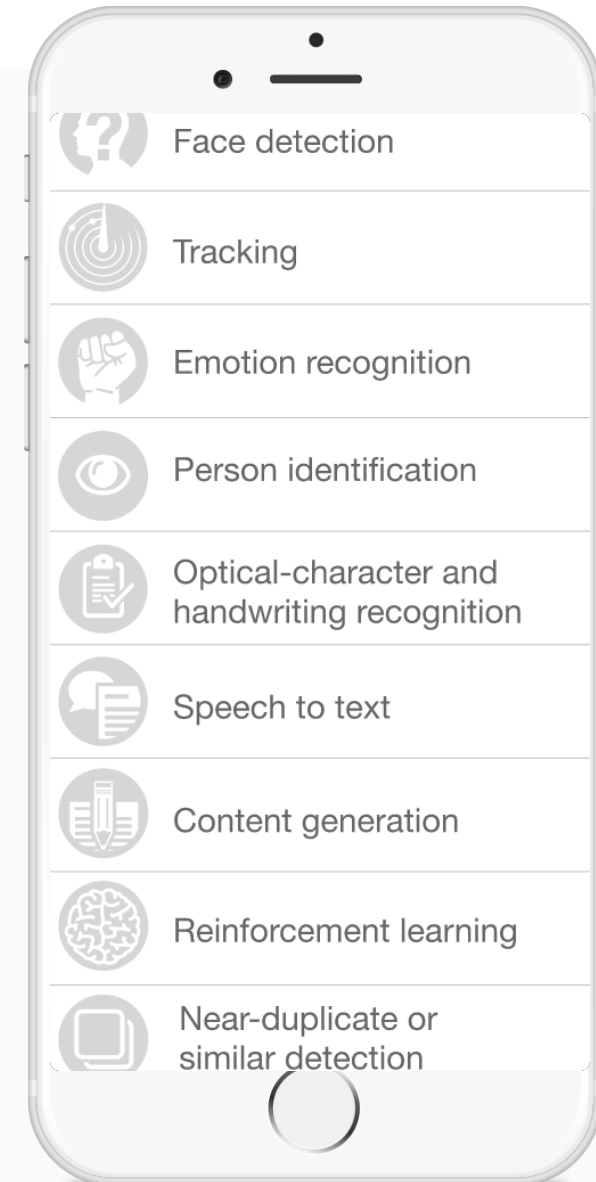
Type of Generative AI	Use Case for Nonprofits
Text Generation	Automatically drafting grant proposals, reports, and newsletters tailored to the nonprofit's mission and target audience.
Image Generation	Creating visual content for social media campaigns, websites, and promotional materials to engage supporters and raise awareness.
Video Generation	Producing informative and compelling videos to showcase the nonprofit's impact, success stories, and calls to action.
Speech Synthesis	Developing voiceovers for educational content, guided meditations, or assistive technologies for individuals with visual impairments.
Music Generation	Composing unique background music for videos, podcasts, or events to create an engaging and emotionally resonant experience.
3D Object Generation	Generating virtual 3D models of the nonprofit's projects, such as housing developments or community centers, for presentations and fundraising.
Code Generation	Automating the creation of basic websites, data analysis scripts, or chatbots to streamline operations and improve efficiency.
Game Generation	Developing educational games or simulations to teach beneficiaries about important topics related to the nonprofit's mission.
Architecture Generation	Assisting with the design of sustainable, accessible, and community-focused buildings for the nonprofit's initiatives.
Recipe Generation	Creating nutritious and budget-friendly meal plans or recipes for food banks, community kitchens, or health-focused nonprofits.

What Can AI Do? Is Your Challenge Here?



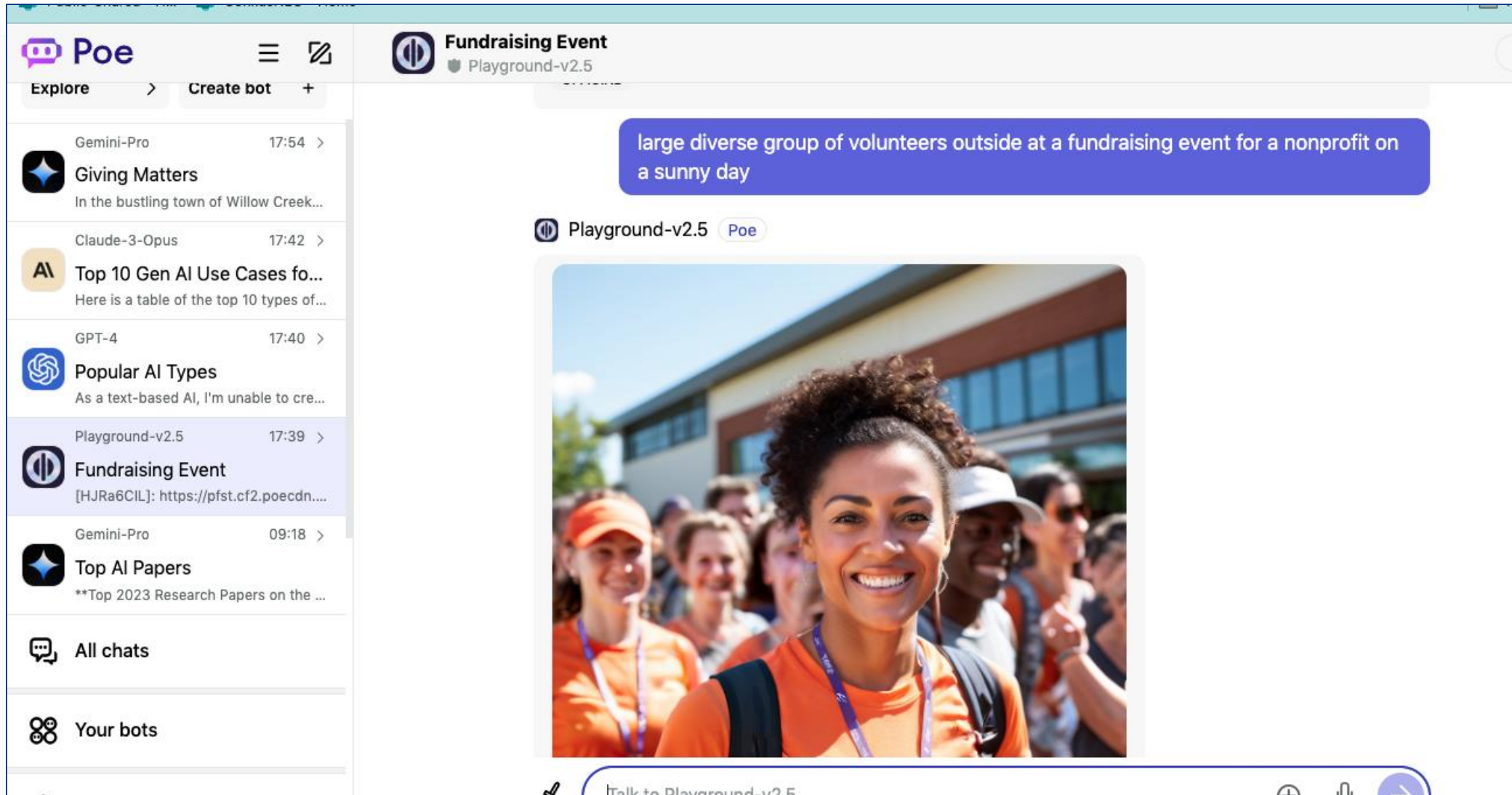
The main aim of any technology – including AI – is to learn more and/or to help do something:

- Better
- Faster
- Easier
- Or that couldn't be done before.





Let's try a few experiments (aka prompt engineering)





Nonprofit AI use cases



1. Fundraising and donor management:

- Personalized donor outreach and follow-up emails
- Analyzing donor data to identify potential major donors
- Generating tailored grant proposals and applications

2. Content creation and marketing:

- Writing and/or translating blog posts, social media content, and newsletters
- Creating engaging video scripts and ad copy
- Generating design assets like logos, posters, and infographics

3. Data analysis and reporting:

- Automating data entry and cleaning
- Generating insights and visualizations from large datasets
- Preparing reports for stakeholders and donors





Nonprofit AI use cases



4. Administrative tasks:

- Transcribing meeting notes and interviews
- Scheduling meetings and managing calendars
- Answering common questions and providing basic customer support

5. Research and information gathering:

- Conducting background research on potential partners or grant opportunities
- Summarizing long documents and reports
- Translating content into multiple languages


6. Volunteer management:

- Matching volunteers with suitable opportunities based on their skills and interests
- Generating personalized volunteer appreciation messages
- Answering common volunteer questions and providing orientation materials





More Experiments



 **Summarize Request**
Claude-3-Opus

Using the attached Operational Plan, please summarize this into one page with bullet points to emphasize they this program is critical in Akron, OH

 ConxusNEO Tech Sector Partnership Operations Plan 2024 final 1.docx
DOCX · 472 KB

 Claude-3-Opus

Poe

...

Executive Summary: Empowering Summit County's Inclusive Tech Workforce

Summit County, Ohio is rapidly transforming into a major technology hub, with artificial intelligence (AI) and other cutting-edge innovations disrupting industries and creating new high-paying roles. However, systemic barriers have historically prevented many residents, particularly Black residents and other underrepresented groups, from accessing quality tech education and career pathways. ConxusNEO's Operation Plan aims to strengthen and enhance workforce development initiatives in Summit County focused on the tech sector, with an emphasis on equity and inclusion.

Key Objectives:

- Increase diversity and representation in Summit County's tech workforce
- Enhance access to innovative, affordable tech education and training
- Support Black entrepreneurs in the tech sector
- Identify emerging "hidden" tech roles across industries
- Foster an inclusive, collaborative tech ecosystem and innovation hub

Core Components:

- Dismantle systemic barriers through scholarships, mentorships, and STEM initiatives
- Expand access via online learning, bootcamps, apprenticeships, and community tech



Benefits and Impacts on Nonprofits



Benefits of AI for Nonprofits

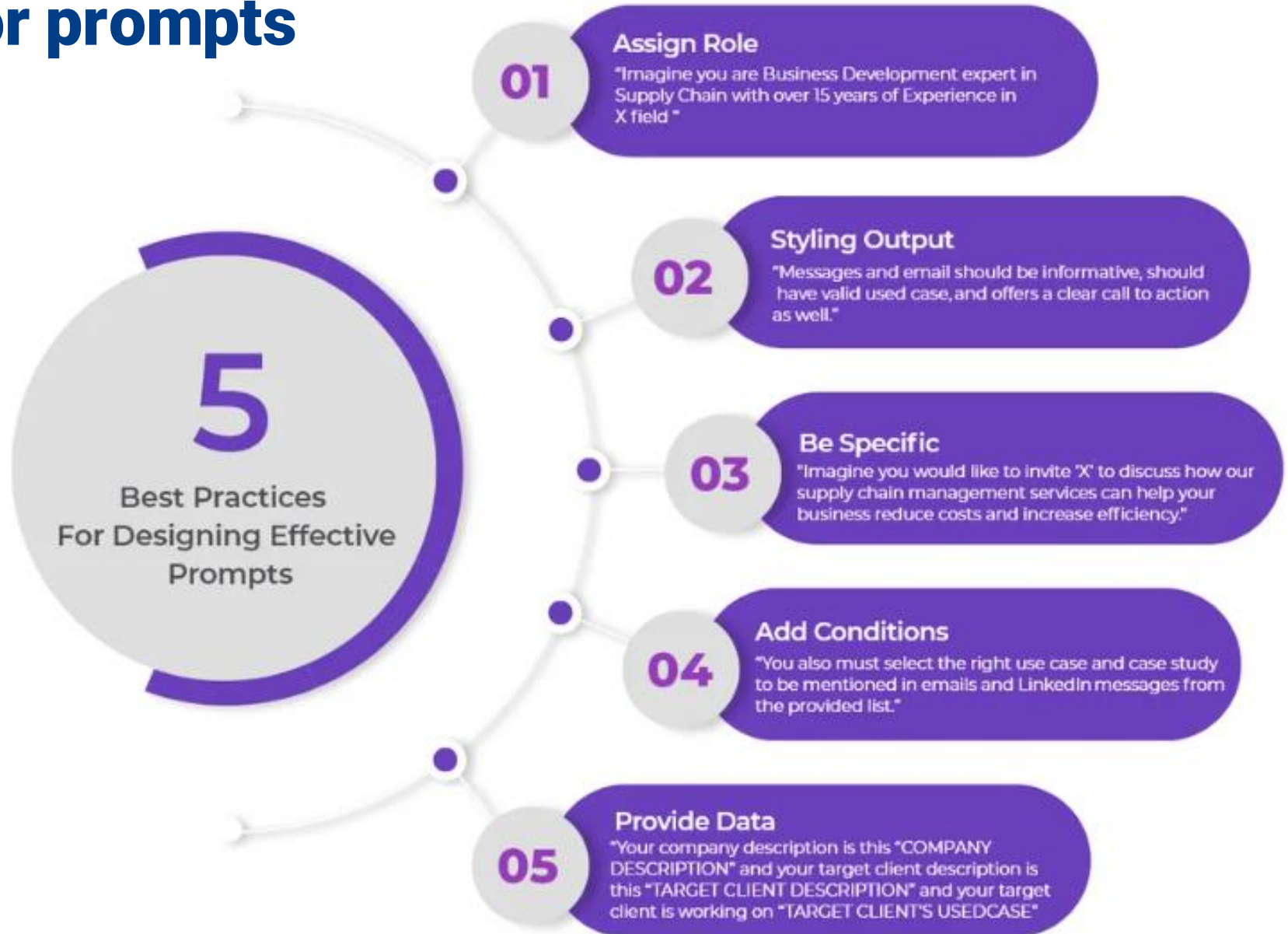
- Enhanced Fundraising Efforts
- Improved Efficiency
- Better Decision Making
- Cost Savings
- Enhanced Program Delivery
- Scalability

Impacts of AI on Nonprofits

- Workforce Transformation
- Ethical Considerations
- Data Privacy
- Funding for Technology
- Access and Equity
- Partnerships and Collaboration



◎ Suggestions for prompts





Gen AI Guidelines (Gartner)



- **Don't** input any personally identifiable information.
- **Don't** input any sensitive information.
- **Don't** input any company IP.
- **Do** turn off history if using external tools (like ChatGPT) that enable that choice.
- **Do** closely monitor outputs, which are subject to sometimes subtle but meaningful hallucinations, factual errors and biased or inappropriate statements.



Keeping an eye on DEI (Diversity, Equity, & Inclusion)



Being mindful of equity, inclusion, and preventing human/implicit bias is critical in any discussion, launch, or implementation of technology. Diverse viewpoints, data, and **lived experiences** create better products, programs, solutions, and outcomes.

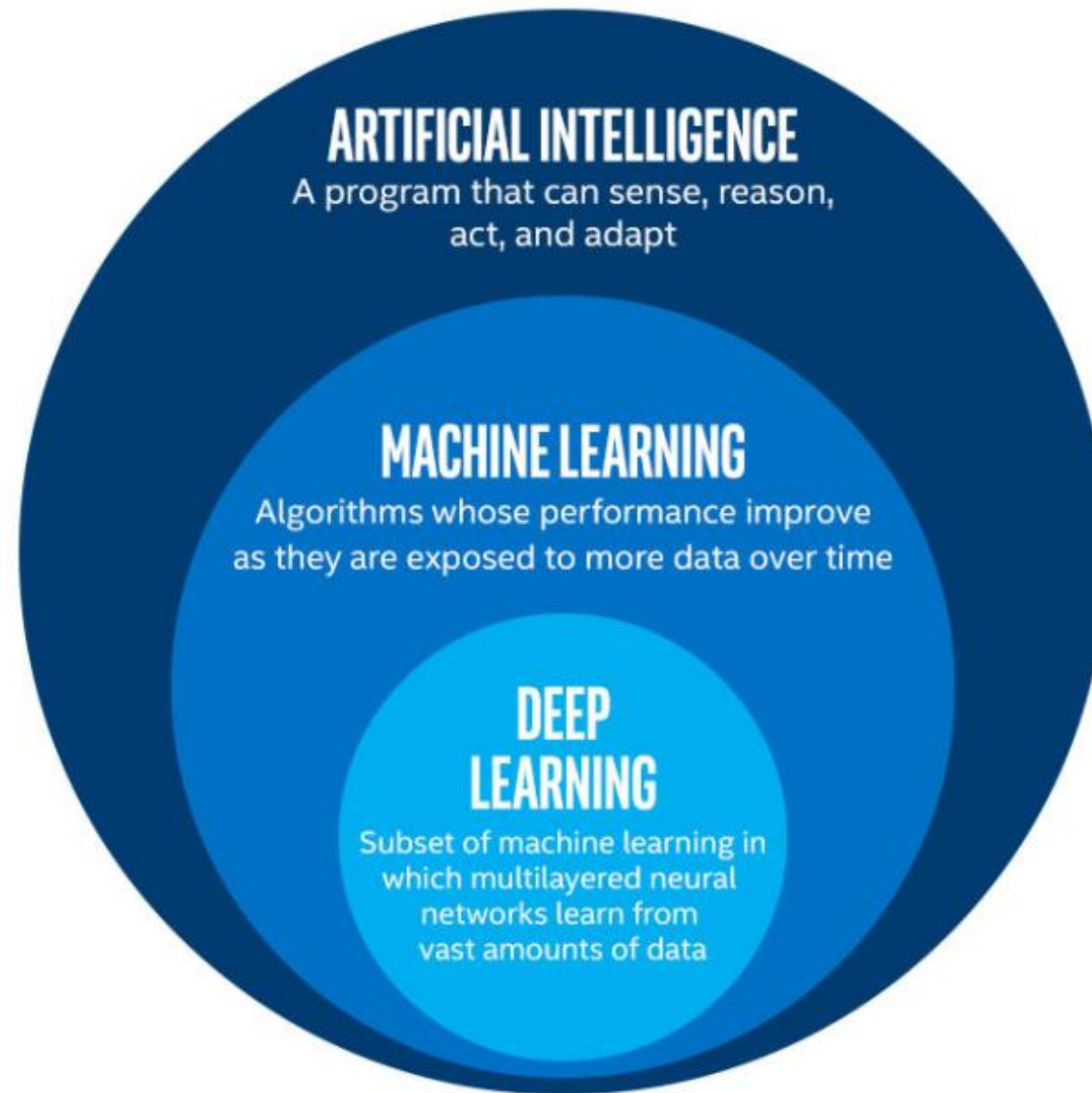


◎ **Bonus: Keep learning. TED Talks (and other online learning)**

Learn about AI
(or almost anything else)
for free or at a very low
cost – also try [Udemy](#),
[Coursera](#), [Lynda \(now
LinkedIn Learning\)](#),
[CyberWise](#), [Microsoft's
Digital Skills Center for
Nonprofits](#),
[CodeAcademy](#), and
[Think with Google](#).



**Increase your
knowledge
and skills**



2024 CIVIC LEADERSHIP SUMMIT AI FOR SOCIAL IMPACT

PRACTICAL INSIGHTS,
GUIDELINES, AND
SPECIFIC TOOLS

WITH

HÉC MALDONADO-REIS

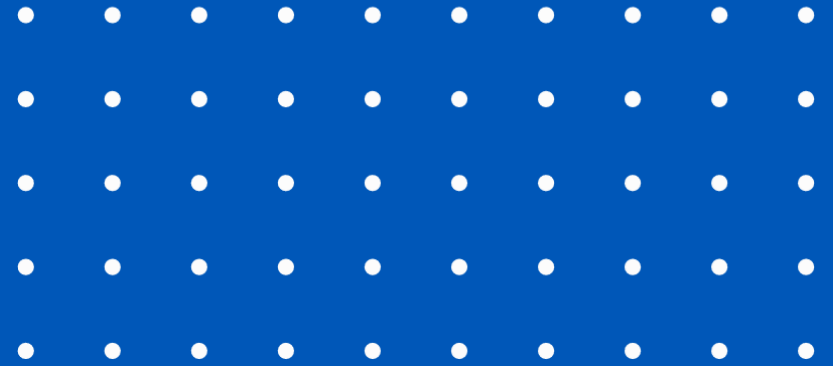
Tech Impact

DAVID MUSTIN & JULIE JONES

Marcum

OCT 24
at CWRU





AI For Social Impact

Practical Insights, Guidelines and Specific Tools

Héc Maldonado-Reis
BVU Civic Leadership Summit

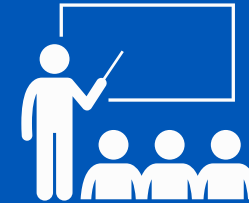
OUR MISSION IS TO LEVERAGE TECHNOLOGY TO ADVANCE SOCIAL IMPACT



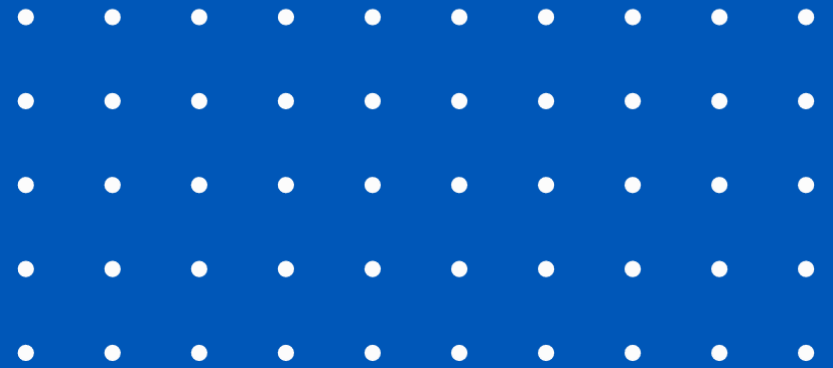
Full-Spectrum
Nonprofit Tech Services



Nonprofit Educational
Resources and Webinars

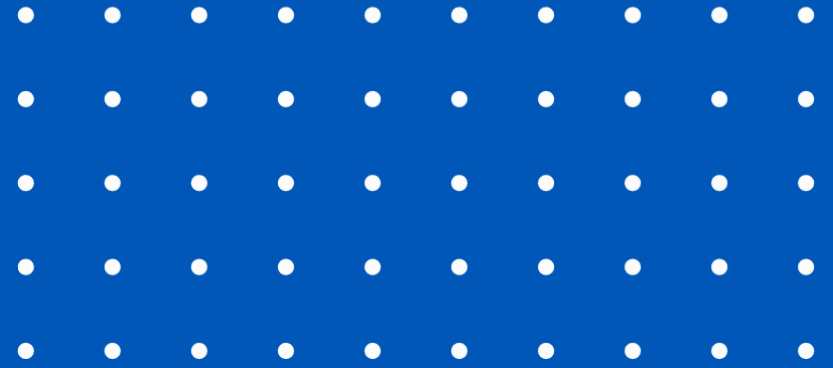


Tech Career
Development Programs



Héc directs Tech Impact's (TI) Impact Strategy team equipping clients with the strategic technology and measurement & evaluation services they need to achieve their social impact missions. Héc is an engineer, data scientist and public health practitioner experienced at facilitating collaborations between government, nonprofit and private sectors.

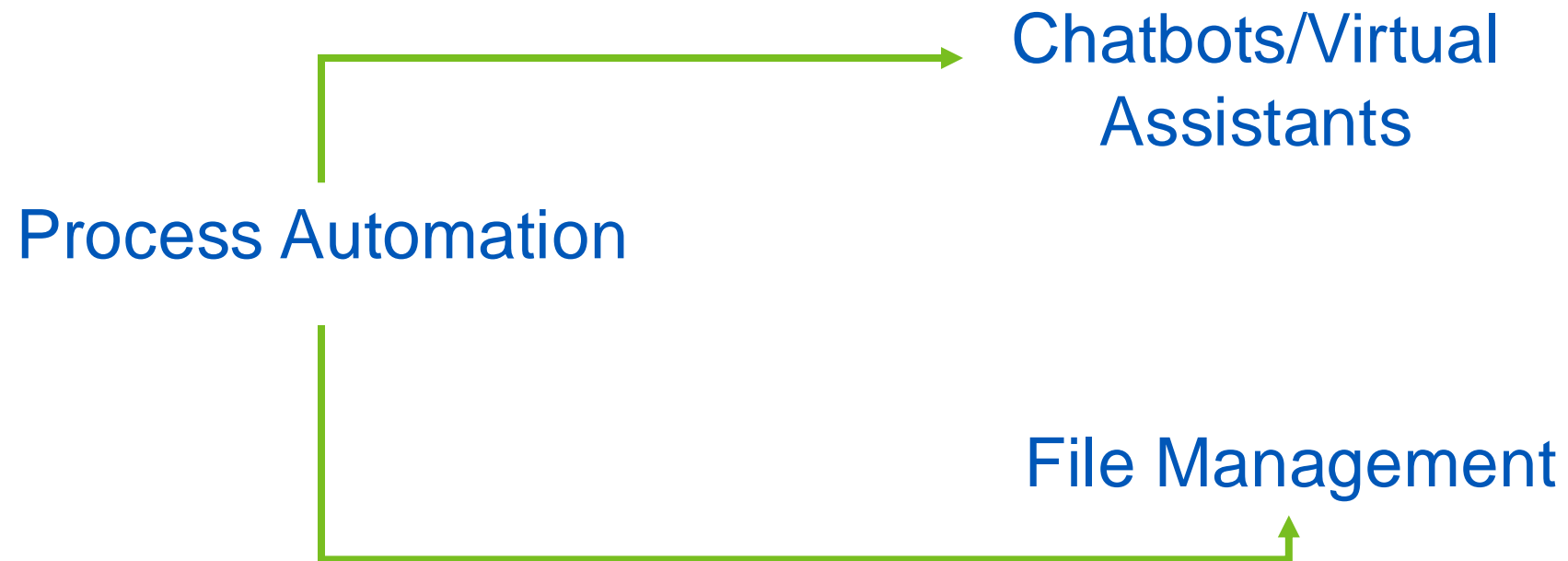
Héc Maldonado-Reis
They.Them.Elle



- i. Operational AI Use
- ii. Programmatic AI Use
- iii. Relevance for Decision-Makers

Agenda

Operational AI Use





Data Cleaning /
Integration



Predictive
Analytics



Automated
Reporting

Gather the population data from NY and CA from 2010 to 2022 and predict the state population for years 2023 through 2026.



To provide a population estimate for New York (NY) and California (CA) from 2010 to 2022 and

Summary

- **New York:**
 - 2023: ~19.7 million
 - 2024: ~19.6 million
 - 2025: ~19.5 million
 - 2026: ~19.5 million
- **California:**
 - 2023: ~39.1 million
 - 2024: ~39.3 million
 - 2025: ~39.4 million
 - 2026: ~39.6 million

These predictions take into account recent trends and the demographic factors affecting each

The population projections for New York and California from 2023 to 2026 indicate diverging trends for the two states. New York's population is expected to slightly decline, with estimates starting at approximately 19.7 million in 2023 and stabilizing around 19.5 million by 2026. In contrast, California is projected to experience modest growth, increasing from about 39.1 million in 2023 to approximately 39.6 million by 2026...



Recruitment /
Retention



Donor Management
& Communications

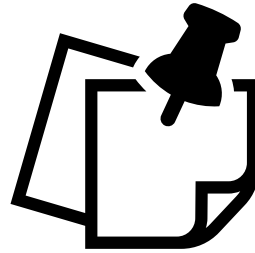
What are the top positive experiences employees have to say about Tech Impact?

Employees at Tech Impact have shared several positive experiences that highlight the organization's supportive and inclusive environment. Here are some of the key points:

1. **Comprehensive Benefits:** Employees appreciate the extensive benefits offered by Tech Impact, including medical benefits with Teladoc Health, which provides 24/7 access to high-quality virtual health care¹. The organization also offers a 401(k)/Roth retirement plan, which employees can enroll in at any time².
2. **Diversity, Equity, and Inclusion (DEI) Initiatives:** Tech Impact is committed to fostering an inclusive workplace. The DEI Committee recognizes monthly diversity and multicultural celebrations, promoting visibility and awareness of various cultural observances². For example, the organization celebrated Hispanic Heritage Month and Disability Pride Month, encouraging employees to share their personal stories and experiences¹².
3. **Professional Development:** Tech Impact encourages continuous learning and professional growth. Employees have access to various training sessions and bootcamps, such as the Nonprofit Data Bootcamp, which helps enhance their skills and knowledge in data management and technology².
4. **Positive Work Environment:** The organization values open communication and collaboration among associates and supervisors. Employees feel supported in their roles and appreciate the opportunities for ongoing education and skills enhancement³.
5. **Impactful Work:** Employees take pride in the meaningful work they do at Tech Impact. The organization is dedicated to empowering communities and nonprofits through technology, and employees are motivated by the positive impact they have on their clients and participants³.



**Note-
taking**

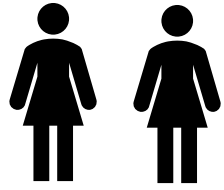


**Content
Creation**



**Fraud
Detection**

Programmatic AI Use



Case Management

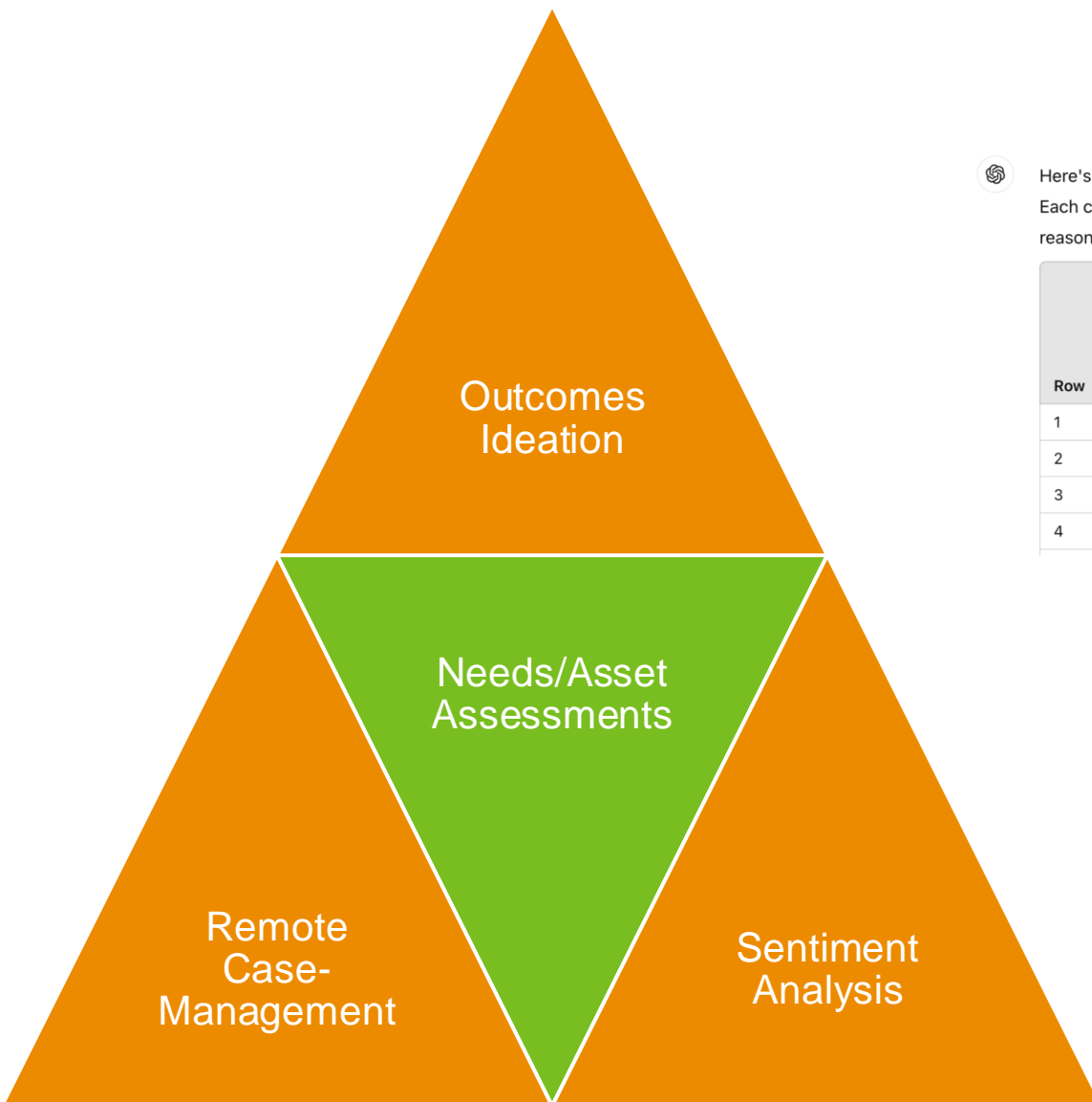
Transcripts

Outputs

Outcomes

*Large volume of
social impact data*

Post-program survey



Generate 20 random rows of data, for each one of these measures as a column



Here's a sample dataset with 20 random rows of data for each of the ten social impact outcomes. Each column represents one of the measures, and the values are generated randomly within reasonable ranges for each outcome.

Row	Stability in Housing (%)	Educational Attainment (GPA)	Mental Health Score (1-10)	Access to Support Services (%)	Employment Rate (%)	Life Skills Development (1-10)	Community Engagement (1-10)	Social Relationships (1-10)	Personal Empowerment (1-10)	Health and Well-Being (1-10)
1	75	3.2	6	80	50	5	7	6	5	8
2	60	2.9	5	70	40	4	6	5	4	7
3	85	3.8	7	90	60	6	8	7	6	9
4	50	2.5	4	50	30	3	5	4	3	6

Sentiment Analysis Insights

1. Stability in Housing:

- **Average:** 67.15%
- **Sentiment:** Generally positive; over half of the youth show a stable housing situation, but there's still a significant portion experiencing instability.

2. Educational Attainment (GPA):

- **Average:** 3.33
- **Sentiment:** Neutral to positive; while some youth are performing well academically, many are struggling, indicating potential challenges in education.

3. Mental Health Score:

Reasons for Focusing on Housing Stability Rate

1. **Direct Impact on Other Outcomes:** Housing stability is foundational for many other metrics, such as educational attainment, mental health, and overall well-being. Youth who are securely housed are more likely to perform better in school and have improved mental health.
2. **Immediate Need:** For youth experiencing housing insecurity, achieving stable housing is often the most pressing concern. Addressing this can provide a sense of security and belonging, which is critical for their development.

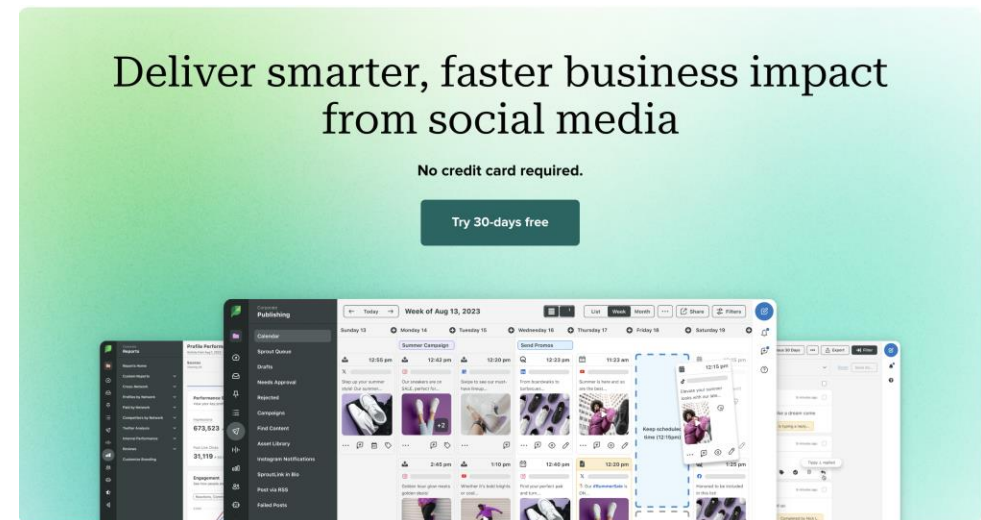


Leveraging research from direct mail solicitation, can you please provide three suggestions of email subject line for focus group testing?

Here are three email subject line suggestions for focus group testing, informed by research on direct mail solicitation:

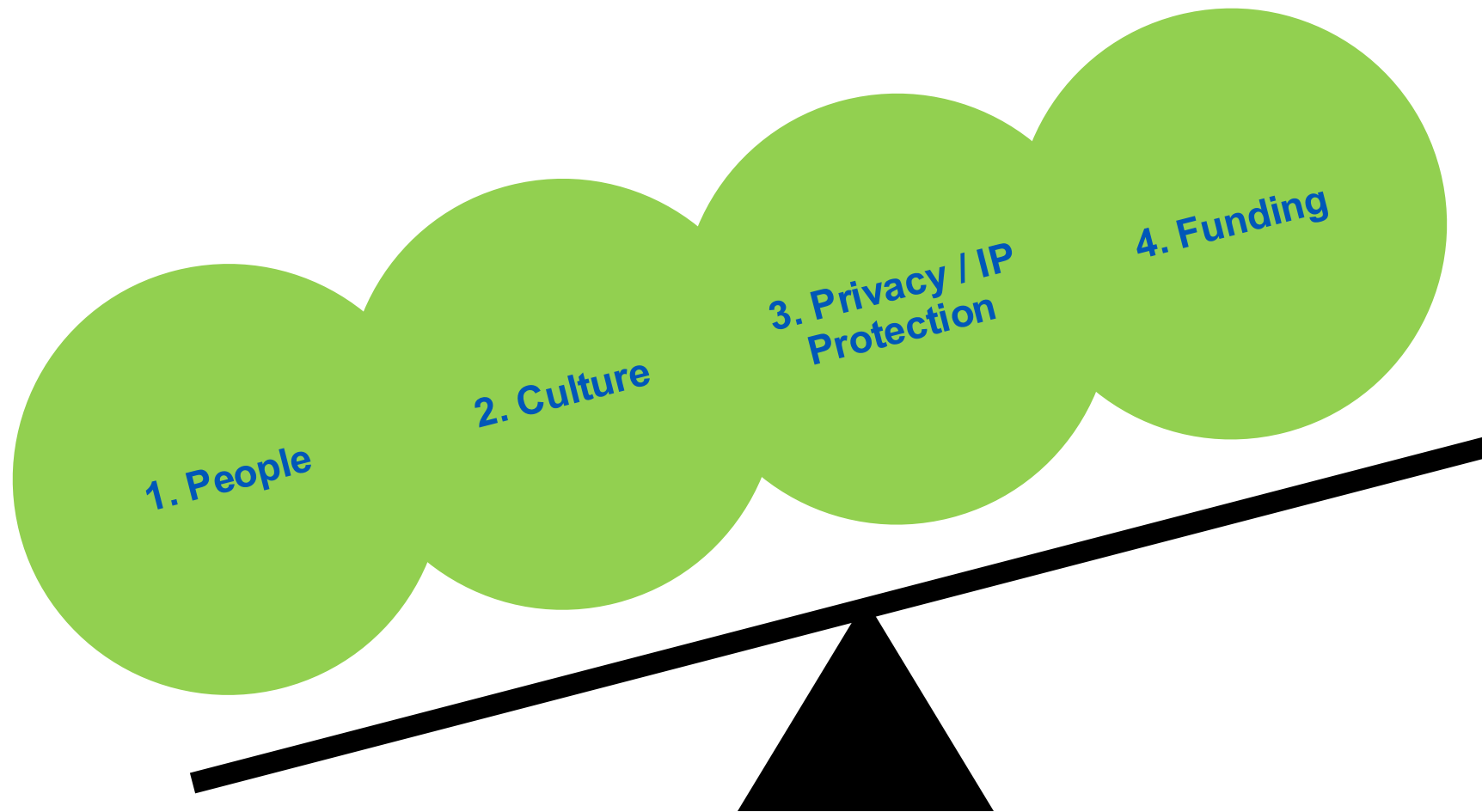
1. "Your Voice Matters: Join Our Focus Group on Climate Solutions!"
2. "Help Shape Our Future: Participate in Our Exclusive Focus Group!"
3. "Be a Key Contributor: Share Your Insights in Our Climate Focus Group!"

Donor/Volunteer
Engagement



Social Media
Monitoring

Relevance for Decision Makers



AI Tools: A Roledex

AI Function	What does it do?	Advantages	Challenges	Keep in Mind	What's the learning curve?	Prebuilt Solutions
Predictive Analytics	Forecasting donor behavior and trends	Informs strategy, identifies potential donors	High complexity, needs substantial data	Overreliance on predictions, changing donor behaviors	High	IBM Watson Analytics, RapidMiner
Fundraising Platforms	AI-driven tools for donation management	Optimizes outreach, personalized campaigns	Fees can be high, may be tech-dependent	Over-reliance on platform stability and support	Low	GiveLively, Classy, Donorbox
Chatbots	Automated support for FAQs and inquiries	24/7 availability, reduces staff workload	Limited to predefined queries, may frustrate users	Miscommunication, reliance on bots over humans	Low to Moderate	ChatGPT, Tidio, Drift
Social Media Tools	AI tools for managing social media content	Increases engagement, saves time	Can feel impersonal, algorithms affect reach	Negative feedback if content lacks authenticity	Low to Moderate	Hootsuite, Buffer, Sprout Social
Volunteer Management	Tools for scheduling and communication	Streamlines coordination, enhances engagement	May require tech-savvy volunteers	Mismanagement of volunteer schedules	Low to Moderate	VolunteerLocal, SignUpGenius, Better Impact

AI Function	What does it do?	Advantages	Challenges	Keep in Mind	What's the learning curve?	Prebuilt Solutions
Reporting	Tools for analyzing donor data and trends	Informed decision-making, identifies patterns	Requires clean data and analytics skills	Data privacy concerns, misinterpretation of data	Moderate	Tableau, Google Analytics, DonorView
Content Creation	AI-generated content for newsletters, etc.	Saves time, generates ideas quickly	Quality varies, may lack a personal touch	Risk of misinformation, potential copyright issues	Moderate	Jasper, Writesonic, Copy.ai
Grant Writing Tools	Assistants for writing grant proposals	Saves time, improves quality of proposals	May miss nuances of the organization's voice	Poor alignment with grant requirements	Moderate	Grammarly, GrantStation, ProWritingAid
Image Recognition	Analyzing and tagging visual content	Enhances outreach and engagement	Requires quality images, privacy concerns	Misinterpretation of images, privacy risks	Moderate	Google Vision AI, Amazon Rekognition
Online Learning	Platforms for training and skill development	Builds capacity among staff and volunteers	Time-consuming to create and update content	Potential disengagement if not engaging	Moderate	Coursera, Udemy, LinkedIn Learning
Efficiencies	Automating tasks, activities and processes.	Increase available capacity.	Needs skills development and change management.	Lack of implementation due to competing tasks/goals.	Low to Moderate	Chat GPT, Microsoft Copilot, Google Gemini

Thank You!

Héc Maldonado-Reis
hec@techipact.org



MARCUM
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NONPROFIT & SOCIAL SECTOR

AI for Social Impact: Practical Insights, Guidelines and Specific Tools

October 2024

Delivering Business Value with a Partnership of People and Technology



DAVID MUSTIN, MBA

Vice President – Marcum Technology
National Practice Lead – Strategic Consulting
Partner – Marcum LLP


Professional Focus

- AI & IT Assessments
- Business & IT Strategy
- M&A Due Diligence
- IT System Selections
- Digital Transformations

Industry Focus

- Nonprofits
- Healthcare
- Life Sciences & BioTech
- High Technology

Contact

 P: (440) 459-5755

 David.Mustin@MarcumTechnology.com



JULIE L. JONES, CPA

Partner – Marcum, LLP
National Practice Lead – Nonprofits and Social Services


Professional Focus

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- Uniform Guidance
- Assessments

Industry Focus

- Charitable Organizations
- Nonprofit Organizations
- Trade Organizations
- Healthcare Organizations

Contact

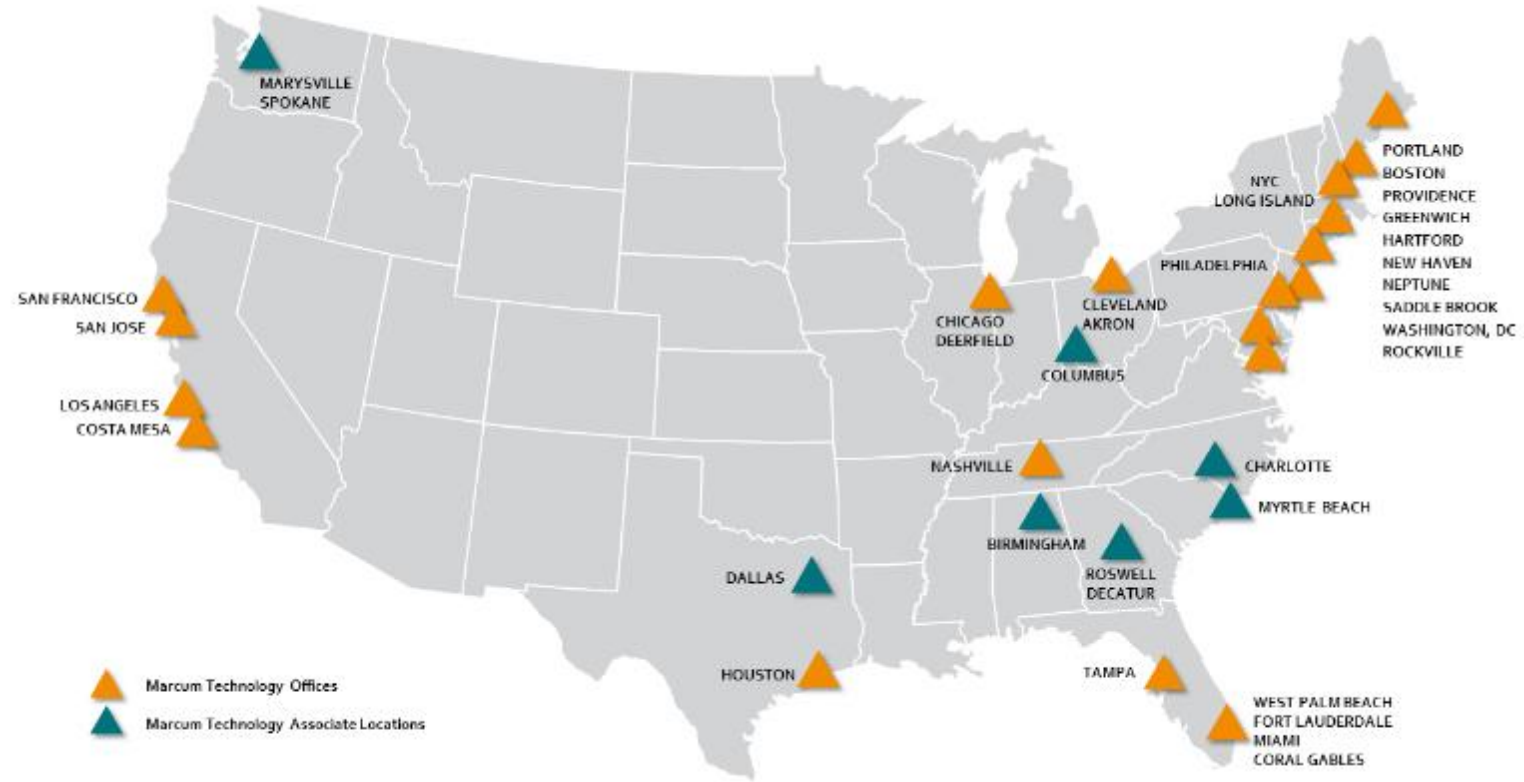
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HEALTHCARE

Life Sciences, Biotech

Higher Education & Private Schools

Manufacturing & Distribution

Media & Entertainment

NONPROFIT & SOCIAL SERVICES

Private Equity

Real Estate

Retail & Consumer Products

SEC

Technology

Intelligence & Automation

Think of:

- Artificial Intelligence as the brain
- Automation tools as the eyes, ears, arms and legs

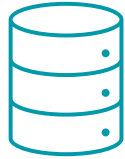
“Combining these concepts, tools and technologies will move us rapidly to practical application and usage”



What is Artificial Intelligence?

Artificial Intelligence combines data, rules, and inputs to generate outputs and insights not previously possible with traditional computing.

Knowledgebase or
Database



Prompts



User Data



Inference Engine
/ Neural Network



Insights



Different Types of AI

There are many kinds of AI with different purposes and requirements for success.

Generative
AI

Robotic Process
Automation

Natural Language
Processing

Computer
Vision

Neural
Networks

Generative
Adversarial
Networks

Machine
Learning


Prompt Engineering – Creative Mode

In Creative Mode, asking the same question multiple time can result in different answers.

6:25 AM

Complete the following sentence: Every action has....


AskMarcum 6:25 AM Edited

 Every action has a reaction or consequence.

6:25 AM

Complete the following sentence: Every action has....


AskMarcum 6:25 AM Edited

 Every action has a reaction.

6:26 AM

Complete the following sentence: Every action has....

AskMarcum 6:26 AM Edited

 Every action has an equal and opposite reaction.

AI Hallucination

AI hallucinations are inaccurate or fabricated outputs from AI models.



Loss of Trust?

Potential Use Cases for Intelligence & Automation

Donor
Engagement and
Communications

Grant Writing

Fundraising
Campaign
Analysis

Volunteer
Coordination

Social Media
Management

Reporting and
Compliance

Document
Summarization

Employee
On-boarding /
Off-boarding

Document
Classification /
Extraction

Content Creation

Member
Engagement

Grant Life Cycle



AI Readiness – Take Action

There are many actions organizations should take to increase the probability of success when adopting AI.

Create Use Cases

Embed AI tools into business. Understand pressing business use cases. Crawl, Walk, Run

Data & Security

Identify, tag, secure and protect data and data sources needed to create and use Gen AI

Policy and Ethics

Establish AI guardrails and acceptable use policies. Consider data inaccuracy, plagiarism, and copyright.

Leadership & Change

Secure leadership support and devise a program to engage organization staff.

Stay Connected – Follow Us

Thank You!



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2024 CIVIC LEADERSHIP SUMMIT AI FOR SOCIAL IMPACT

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ETHICS, RISKS, AND CONCERNS OF AI USAGE

WITH

KRISTOPHER CHANDLER

Benesch Law

LEON WILSON

The Cleveland Foundation



Responsible Use of AI:

Common Areas/Issues to Navigate While Using AI Tools

Kris Chandler

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Benesch Law

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Key Areas to Navigate

- **Privacy**: Understanding how your data is collected, stored, and used is crucial. Review privacy policies and related data use terms.
- **Bias and Fairness**: AI models can inherit biases from their training data, leading to unfair or discriminatory outcomes.
- **Transparency**: Knowing how an AI tool makes its decisions can be difficult. Request transparency about models and decision-making processes to the extent possible.
- **Security**: Ensure that the tool has robust security measures to protect against data breaches and cyber threats.
- **Ethical Use**: Consider the ethical implications of using AI, especially in sensitive areas like healthcare or law enforcement.
- **Legal Compliance**: Be aware of the legal regulations regarding AI use to ensure compliance.
- **Human Oversight**: Maintain a level of human oversight over AI decision-making.

Resources To Lean On

- **AI Adoption Guides**: Comprehensive guides like the "Harnessing AI Responsibly: A Guide For Nonprofit Leaders" from The Nonprofit Alliance provide insights on ethical and effective AI use.¹
- **AI Governance Policy Development Resources**: Internal AI policies can help organizations establish clear guidelines and frameworks. Identify materials and courses to develop in-demand AI skills within your team.²
- **Leverage Experts and Peers**. Reach out to your connections in the legal space that operate in this area. Connect with peers in for-profit areas to leverage their experience navigating AI.
- **Ethical AI Resources**: Resources focused on responsible AI use, such as the "8 Steps Nonprofits Can Take to Adopt AI Responsibly" from SSIR.³

¹ <https://tnpa.org/harnessing-ai-responsibly-a-guide-for-nonprofit-leaders/>

² <https://techcommunity.microsoft.com/t5/nonprofit-techies/introducing-an-ai-governance-framework-for-nonprofits/ba-p/4217132>

³ https://ssir.org/articles/entry/8_steps_nonprofits_can_take_to_adopt_ai_responsibly

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