

Latinitas AI Ethics & Use Charter

Inspired by the UNESCO Recommendation on the Ethics of Artificial Intelligence

I. Our Core Values

These are the non-negotiable beliefs that guide every technological choice we make.

- **Human Dignity:** AI must always be used to uplift and respect the inherent worth of our participants.
 - **Social Justice:** We actively challenge the digital divide and algorithmic bias.
 - **Safety & Resilience:** We prioritize the physical and psychological well-being of the youth we serve above technological "progress."
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II. Strategic Pillars

1. Social Sustainability & Risk Mitigation

We define sustainability as the ability to use AI without depleting the trust, safety, or mental well-being of our community.

- **Impact Assessment:** Before deploying any AI-driven program, we perform a "Human Harm" audit. If the risk of misinformation or emotional distress outweighs the educational benefit, we do not proceed.
- **Community Longevity:** We weigh the long-term effects of AI on the Latinx workforce, ensuring our participants are creators of technology, not just subjects of it.

2. Human Oversight & Proportionality

AI should never be the final word.

- **The "Human-in-the-Loop" Standard:** Every AI output—from curriculum ideas to data reports—must be vetted by a Latinitas staff member.
- **Proportionality:** We only use AI where it provides clear value. We don't use high-complexity AI for low-stakes tasks that a human can do more authentically.

3. Radical Transparency & Explainability

We pull back the curtain on the "Black Box."

- **Explainability:** If a participant or parent asks, "Why did the AI show me this?" staff must be equipped to explain the logic behind the tool.
- **Open Disclosure:** All AI-augmented content is clearly labeled. We lead by example in the fight against deepfakes and misinformation.

4. Bias Mitigation & Active Guidance

We don't just hope the AI is fair; we *force* it to be.

- **Negative Prompting:** We use technical guardrails to actively steer models away from stereotypes and harmful tropes regarding ethnicity, gender, and language.
 - **Diverse Auditing:** We regularly review outputs to ensure they reflect the vibrant, diverse reality of the Latinitas community.
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III. Operational Safeguards

Data Sovereignty & Privacy

We treat participant data as a sacred trust.

- **No Public PII/PHI:** We never feed personal identifying information into public generative models.
- **Data Minimization:** We only collect the "need-to-know," never the "nice-to-know."

Workforce Augmentation

We use AI to empower our staff, not replace them.

- **Role Enhancement:** AI is used to automate "the boring stuff," giving our writers, developers, and mentors more time for high-impact human connection.
- **Continuous Literacy:** We provide ongoing AI ethics training to ensure no staff member is left behind by the pace of change.