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Artificial Intelligence Risk Management Framework

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General Comment

8. How organizations take into account benefits and issues related to inclusiveness in AI design, development, use and evaluation – and how AI design and development may be carried out in a way that reduces or manages the risk of potential negative impact on individuals, groups, and society.

Answer: Organizations should provide continuous investment in the growth and maturation of AI engineering by engaging the broader AI research community through academic partnerships, providing specific opportunities for early-career researchers, and safely and responsibly integrating AI technology into larger, complex engineered system. They should establish a program for training and education that is relevant to the respective AI-related skills and knowledge required of personnel who develop, use, or manage AI solutions. Various AI training programs tailored to the specific roles and responsibilities should be made widely available. Communities of Practice (CoPs) should be established to promote engagement and information exchange, as well as to ensure that wide range of practitioners understand the potential adversary impact AI may have on tasks, individuals, groups, or society as a whole and monitor and reduce the associated risks.

11. How the Framework could be developed to advance the recruitment, hiring, development, and retention of a knowledgeable and skilled workforce necessary to perform AI-related functions within organizations.
Answer: Organizations should consider relying on innovative companies and academic partnerships to develop cutting edge AI methods, since they are better positioned to retain R&D talent. In addition, there is a need for specific guidance and tools for project managers to balance explainability, accuracy, repeatability, potential biases and their tradeoffs and make the appropriate decision for a project. Areas for increased focus should include AI competitive and escalatory dynamics and avoiding "black box" problem with AI. Organizations should provide training to the employees at the appropriate levels to create understanding of the technology, development processes, and operational methods of its AI, including transparent and auditable methodologies, data sources, design procedure, and documentation.