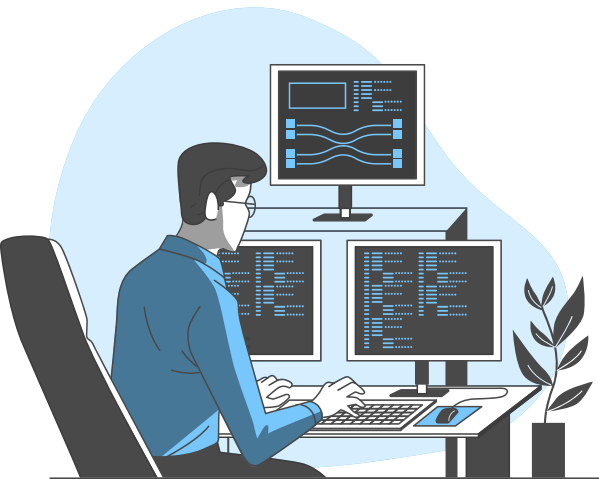# G.I.F.T ACT

Generational **I**nvestment

in the

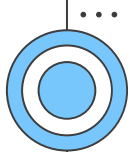**F**uture of **T**echnology

NEXUS' Proposal

Nicholas, Kevin, Kaily, Katherine, Yousra & Trina

Scope:

- Within the Federal Government

  (including contractors)

- Algorithmic bias & civil rights

- Work opportunities (including remote)

- Broadband Gap

Purpose

Over 60% of workplace automation has been handed over to artificial intelligence systems, and this is only expected to increase. We must create a lasting policy for the federal government's use of algorithmic software that outlasts political executive administrations, enshrined in law. As well as, build off of Biden's Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce.
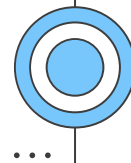
What is Algorithmic Bias?

BIASED BASED ON:

- Race
- Ethnicity
- Nationality
- Gender
- Sex
- Sexuality
- Religion
- Disabilities

Definition:
Algorithmic bias is the use of computer algorithms to discriminate against individuals on the basis described on matters such as, but not limited to, employment opportunity, punishment, performance metrics, financial applications, and investigative process.

Examples:

- Deceptive voter suppression and misinformation

- Housing discrimination and digital redlining

- Employment discrimination through profiling and targeted advertising

- Predatory lending, such as for student loans and payday loans

- Facilitation of discriminatory government surveillance and policing practices

Legislation to eliminate algorithmic bias in the Federal Government's agencies and contractors

"Prohibits discrimination on the basis of race, ethncity, religion, sex, gender, national origin, sexual orientation, gender identity, and/or disability; and forbade discrimination in any public sector within the federal government that applies to digital practices for matters such as but not limited to: employment opportunities, financial applications, investigative practices, and punitive or civil sentencing."

Increasing Access to Federal Employment Opportunities

- Providing incentives and government funding for wired and wireless broadband in broadband deserts (and for landlords to connect to new broadband networks)
- Remote work stipend program to pay for federal workers' broadband, tech, and home office expenses
- Provide for a quota for remote federal workers for a distributed and diverse workforce (including federal interns)
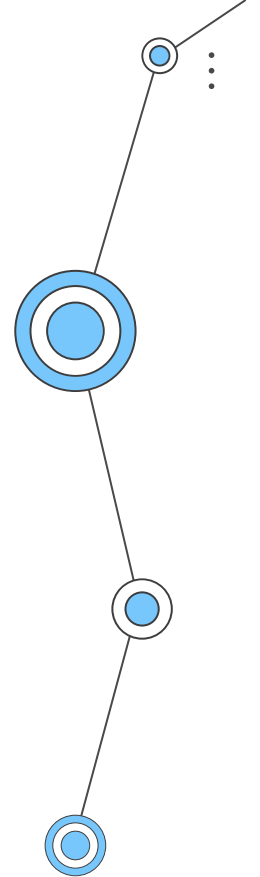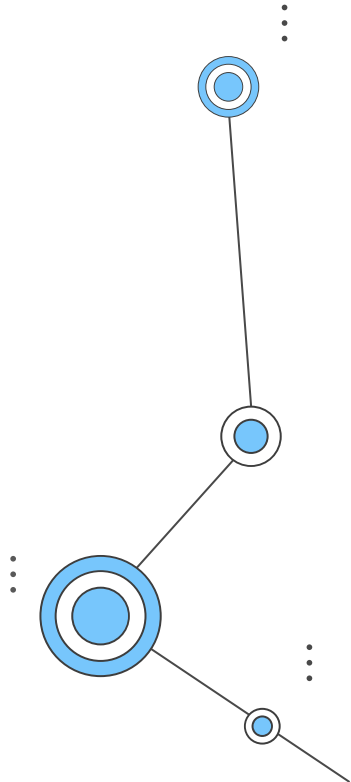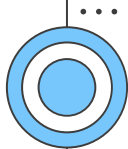
Auditing of Federal Algorithmic Software

- Create the Office of Algorithmic Auditing within OMB. Provide funding for Data & Algorithm Auditors to audit automated processes within the federal government.
- This office will be required to create algorithmic impact assessments (AIA) first for existing algorithms.
- Then the mandate will be before implementation of software, an AIA is required to be published and reviewed by the OMB.
- As well as, this office will utilize regulatory sandboxes, safe harbors, anti-bias experimentations, and cross-functional work teams to audit and provide oversight to governmental algorithms.
- Collaborate with Department of Science and Technology Policy.
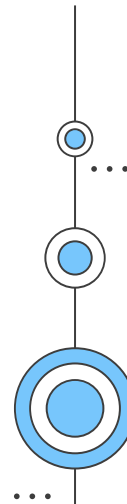
Enforcement Action for Noncompliance

- Congress will allow the Office of Management and Budget (OMB) to take binding enforcement action against federal agencies for non compliance with federal law.
- Direct DOJ to prosecute non compliant contractors for civil damages.

National Artificial Intelligence Research Resource Task Force

- Direct the Task Force on AI and Algorithms within the Department of Science and Technology Policy and National Science Foundation to research and provide solutions to apply these policies to the private sector.
- Highlight the importance of diversification and anti-discrimination withinn this research.

Thanks!

Do you have any questions?