Session 3 Handout: Governance, Trust, and Your Future with AI

FAST-17 Responsible AI for All Staff · 7formations · Instructor: Wadood Chaudhary · All examples fictional · Not legal advice · Suggested reading: Svekis, AI Literacy for All Employees (2026), chapters 11, 12, and 14

Why this session matters

Governance sounds like a job for executives. In practice, it works only when every employee knows the rules, follows them, and speaks up. This session shows what governance asks of you, how to build trust with coworkers and customers, and how to prepare for the way AI will change your work.

Key concepts

1. Governance from the employee's seat

NIST AI RMF function	What it means for you
Govern	Know the policy, the approved tools, and the owners
Map	Know where AI is used in your work
Measure	Check outputs; notice patterns
Manage	Report problems; help fix them

A small business may not have a committee, but it still needs named owners, approved tools, data rules, and a way to report concerns.

2. Shadow AI and speaking up

Using an unapproved tool with work data ("shadow AI") bypasses security review. If you see it, describe what you saw, when, and with examples, through the named channel. Ask first when unsure.

3. Trust and transparency

Trust grows when people know how AI is used, people stay in key decisions, and problems are fixed openly. A short AI-use note helps: "We use AI to draft delivery notices; a coordinator checks every date before it is sent. Call us to speak with a person."

4. Beyond Massachusetts

The **EU AI Act** (Article 4) requires organizations that use AI in the EU to ensure staff AI literacy. **Colorado SB26-189** (signed May 2026) regulates automated decision-making in consequential decisions from 2027. Rules are spreading; good habits travel with you.

5. Your future with AI

Research points to change within jobs more than whole jobs disappearing quickly. The World Economic Forum's Future of Jobs Report 2025 expects about 39% of workers' core skills to change by 2030, with analytical thinking, resilience and flexibility, and AI and big data literacy among the fastest-growing. AI agents, tools that carry out multi-

step tasks, will take over some routine steps; people will spend more time on judgment, checking, and customer contact.

Worked example

At Bayside Precision Parts (fictional), a supervisor asks you to use AI to rank employees for a layoff. Ask first, and raise the concern: decisions about people's jobs are high stakes, need HR and legal review, and fall under G.L. c. 151B.

After the course

- Review your 90-day plan with your reviewer and keep W5 at your workstation.
- Managers who write or own AI policy: see FAST-10 (AI Governance, Risk, Ethics, and Responsible Use).