RESOLUTION NO.

WHEREAS, in 2014, the City Council approved the Digital Inclusion Strategic Plan with its vision for every Austin resident to have an opportunity to be fully engaged in the digital society and to access and use digital and communications technology; and

WHEREAS, in 2023, the City and Travis County released the Broadband and Digital Equity Needs Assessment to learn more about the needs of those in our community who experience the highest barriers to connectivity, what barriers they might uniquely face, and how these barriers might most effectively be addressed; and

WHEREAS, the City supports and builds the capacity of community-based organizations that advance the work of digital equity in Austin through the community investment known as the Grant for Technology Opportunities Program; and

WHEREAS, federal, state, and local governments and agencies have started to adopt artificial intelligence (AI) tools in daily operations to deliver public services more efficiently; and

WHEREAS, AI is a tool that can use data to make predictions and recommendations, build forecast models, create programs that can interpret images and natural language, and make human-like decisions influencing real or virtual environments; and

WHEREAS, AI systems are quickly becoming embedded in all aspects of society and may potentially widen the digital divide if not deployed ethically and inclusively; and

25 **WHEREAS**, the deployment of AI in public sector workplaces, if
26 unregulated or poorly implemented, could lead to job displacement, increased
27 worker surveillance, and the erosion of established labor rights and workplace
28 equity; and

29 **WHEREAS**, the City is currently utilizing AI to improve the delivery of
30 City services including permit pre-review, wildfire detection, non-emergency call
31 routing, translation management, and pedestrian safety; and

32 **WHEREAS**, the City has a responsibility to ensure that AI enhances public
33 service delivery without compromising job quality, worker privacy, or the rights of
34 employees to fair treatment, due process, and equitable working conditions; and

35 **WHEREAS**, ethical AI is artificial intelligence that adheres to well-defined
36 ethical guidelines regarding fundamental values, including such things as
37 individual rights, privacy, non-discrimination, non-exploitation, and non-
38 manipulation; and

39 **WHEREAS**, technology infrastructure is the collection of hardware,
40 software, networks, facilities, and related services that deliver information
41 technology (IT) operations, which are the foundation for deploying, operating, and
42 managing an organization's technology resources and applications; and

43 **WHEREAS**, data security is the process of safeguarding digital information
44 throughout its entire life cycle to protect it from corruption, theft, or unauthorized
45 access; and

46 **WHEREAS**, biometric data is ~~a type of~~ physical or physiological, personal
47 information that can be used to uniquely identify an individual, which can include
48 fingerprints, voiceprints, iris scans, and facial recognition systems; and

49 **WHEREAS**, algorithmic discrimination means any condition in which an

50 artificial intelligence system creates or perpetuates an unlawful differential

51 treatment or impact that disfavors an individual or group of individuals on the basis

52 of their actual or perceived age, color, disability, ethnicity, genetic information,

53 national origin, race, religion, sex, gender, immigration status, veteran status, or

54 other protected classification provided for by state or federal law; and

55 **WHEREAS**, social scoring is the evaluation or classification of individuals

56 based on their behavior or known, inferred, or predicted personal characteristics

57 with the intent to determine a categorical estimation or valuation of a person; and

58 **WHEREAS**, in 2023, the Texas State Legislature developed the AI Council

59 to study how AI will affect the future of legal duties, jobs, and the rights and

60 privileges of Texans; and

61 **WHEREAS**, in February 2024, Council passed Resolution No. 20240215-

62 024 creating the AI Advisory Council and initiating ethical AI technology policies

63 and guidelines, accountability strategies, and workforce considerations; and

64 **WHEREAS**, in November 2024, the City held its first-ever AI Summit for

65 City employees as a component of the City's commitment to fostering innovation

66 and embracing tools to enhance service delivery to the community; and

67 **WHEREAS**, the City is sponsoring the inaugural Historically Black College

68 and University (HBCU) AI Conference and Training Summit in Austin as part of

69 the City's commitment to ensuring AI access, accountability, and community

70 benefit; and

71 **WHEREAS**, the City's Open Government Action Plan commits to AI

72 accountability by creating a framework to address bias, errors, and misuse in

73 government AI tools, with processes for evaluation, reporting, and resolution; and

74 **WHEREAS**, data centers account for 1 percent to 2 percent of overall
75 global energy demand; and

76 **WHEREAS**, growing uses of AI systems increase the need to monitor and
77 offset the burden and deployment of data centers within the City's utility service
78 areas; and

79 **WHEREAS**, discriminatory bias refers to when AI systems systematically
80 produce results that unfairly favor or disadvantage individuals, entities, or groups,
81 based on protected characteristics including race, color, sex, or disability. Biases
82 can emerge from prejudices in the training data, selection of modelling approaches,
83 or an algorithm's design; and

84 **WHEREAS**, growing uses of AI systems warrant that governments at every
85 level need to prepare for potential risks and address technology infrastructure,
86 security, data privacy, discriminatory bias~~bias and discrimination~~, potential misuse,
87 or unintended consequences by AI; **NOW, THEREFORE,**

88 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

89 The City Manager is directed to work with Austin Energy, Austin Water, the
90 Office of Budget and Organizational Excellence and the Office of Climate Action
91 and Resilience to study and provide a report on the current and projected
92 environmental impact and resource usage of local data centers over the next ten
93 years. As part of the report, staff will identify gaps in local resources and
94 infrastructure necessary to serve customer demand as data centers potentially grow
95 in the region. In addition, the report shall include an assessment of the impact to
96 utility rates and strains on resources and include recommendations on ways to
97 increase clean energy usage and water efficiency, address risks to the power grid,
98 and minimize waste.

BE IT FURTHER RESOLVED:

The City Manager is directed to identify, promote, and partner with digital skills training services and resources as recommended in the 2014 Digital Inclusion Strategic Plan and the 2023 Broadband and Digital Equity Needs Assessment to further bridge Austin's digital divide. Services and resources should include, but are not limited to:

- Free public access internet and low-cost internet options;

- How to protect personal data and maintain privacy;

- How to maintain healthy digital devices; and

- Ethical AI literacy and up-skilling training opportunities.

BE IT FURTHER RESOLVED:

The City Manager is directed to work with the cross-departmental Emerging Technology Board, the Technology Commission, and the community-led AI Advisory Committee to establish, in harmony with industry, state, federal, and international best practices, ethical AI system development criteria and transparency standards, implement risk assessments and regular monitoring protocols that include metrics for evaluating AI system performance, and conduct annual audits on the deployment and use of AI systems.

BE IT FURTHER RESOLVED:

The risk management process used to assess AI technologies must include a specific section focused on workforce impacts, including but not limited to potential for job displacement, changes to work duties, surveillance, and wage-related impacts. Additionally, the annual audit shall identify opportunities or areas for enhanced organizational efficiencies and improved service delivery for

residents. The annual audit process must include a publicly available report detailing system functions, data sources, service enhancements, and identified risks of bias against individuals or groups for protected characteristics, misuse of the technology~~and any potential risk of bias, misuse~~, or algorithmic discrimination.

BE IT FURTHER RESOLVED:

The City Manager is directed to establish a policy that requires all uses of AI to be coupled with a process for human review and oversight and to establish guidelines for the acceptable uses of AI and emerging technology that will not:

- Intrude on individual's privacy and constitutional rights;

- Exploit vulnerable populations;

- Manipulate or deceive individuals;

- Assign a social score~~Rank or score individuals~~;

- Unlawfully appropriate intellectual property;

- Employ solely AI-based police reports, fire reports, or employment or policing decisions;

- Collect biometric data; or

- Misuse sensitive data.

BE IT FURTHER RESOLVED:

The City Manager is directed to create a policy that restricts data sharing to other public or private sector entities for these prohibited uses. AI tools are not to be used for continuous real-time monitoring of employees' work activities unless narrowly tailored for essential, cybersecurity, safety, or operational purposes and approved by the City Manager in accordance with the AI guidelines as established. No AI-based productivity scoring or behavioral monitoring should be used to

discipline, penalize, or terminate employees unless reviewed and verified by a

human supervisor, with clear criteria provided to employees in advance.

Furthermore, any tool found to exhibit discriminatory bias that contravenes the AI

guidelines as established~~bias~~ should be immediately suspended from use until

remediated.

BE IT FURTHER RESOLVED:

The City hereby commits to implementing a "no displacement without

consultation" policy by which no AI system will be deployed in a way that

eliminates or significantly alters existing job classifications, duties, or staffing

levels without prior notice to and consultation with affected employees and the

unions that represent them (AFSCME 1624).

The City Manager is directed to establish procedures that explore:

- Providing direct notice to employees before any AI system is
  introduced that affects their work conditions, schedules, evaluations,
  or wages;

- Developing notices that include clear, plain-language explanations of
  what the AI system does, what data it collects, how it affects work
  assignments or evaluations, and how employees can raise concerns or
  contest decisions; and

- Developing and incorporating opportunities into the grievance
  process for employees to contest decisions made by or influenced by
  AI tools, with guaranteed access to human review and the right to
  appeal.

The City Manager is directed to maintain periodic communication with the

union (AFSCME 1624) and frontline worker representatives regarding AI

172 deployments to gather feedback and jointly develop solutions to emerging

173 challenges.

174 **BE IT FURTHER RESOLVED:**

175 The City Manager is directed to launch a public awareness campaign

176 regarding the City's use and deployment of AI systems which should include

177 ongoing community engagement and input opportunities. This feedback should be

178 regularly evaluated by the AI Advisory Committee and the Technology

179 Commission to provide policy and funding recommendations for the City

180 Council's consideration.

181 **BE IT FURTHER RESOLVED:**

182 The City Manager is directed to provide an update on community digital and

183 AI training, risk and audit procedures, public engagement, and the resource study

184 by October 7, 2025, and shall report annually to Council on the impact of AI

185 deployment on the workforce, including job classifications affected, employee

186 feedback on AI tools, documented impacts on wages or scheduling, and any

187 grievances or complaints filed related to AI use.

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189 **ADOPTED:** _____, 2025 **ATTEST:** _____
190   Myrna Rios
191   City Clerk
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