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 personal information that can be

47 used to uniquely identify an individual, which can include fingerprints, voiceprints,

48 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**, growing uses of AI systems warrant that governments at every

80   level need to prepare for potential risks and address technology infrastructure,

81   security, data privacy, bias and discrimination, potential misuse, or unintended

82   consequences by AI; **NOW, THEREFORE,**

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

84   The City Manager is directed to work with Austin Energy, Austin Water, the

85   Office of Budget and Organizational Excellence and the Office of Climate Action

86   and Resilience, and other departments as he deems necessary, to study and provide

87   a report on the current and projected environmental impact and resource usage of

88   local data centers over the next ten years. As part of the report, staff will identify

89   gaps in local resources and infrastructure necessary to serve customer demand as

90   data centers potentially grow in the region. In addition, the report shall include an

91   assessment of the impact to utility rates and strains on resources and include

92   recommendations on ways to increase clean energy usage and water efficiency,

93   address risks to the power grid, and minimize waste.

94   **BE IT FURTHER RESOLVED:**

95   The City Manager is directed to identify, promote, and partner with digital

96   skills training services and resources as recommended in the 2014 Digital Inclusion

97   Strategic Plan and the 2023 Broadband and Digital Equity Needs Assessment to

98 further bridge Austin's digital divide. Services and resources should include, but
99 are not limited to:

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

101 ● How to protect personal data and maintain privacy;

102 ● How to maintain healthy digital devices; and

103 ● Ethical AI literacy and up-skilling training opportunities.

104 **BE IT FURTHER RESOLVED:**

105 The City Manager is directed to work with the cross-departmental Emerging
106 Technology Board, the Technology Commission, and the community-led AI
107 Advisory Committee to establish ethical AI system development criteria and
108 transparency standards, implement risk assessments and regular monitoring
109 protocols that include metrics for evaluating AI system performance, and conduct
110 annual audits on the deployment and use of AI systems.

111 **BE IT FURTHER RESOLVED:**

112 The risk management process used to assess AI technologies must include a
113 specific section focused on workforce impacts, including but not limited to
114 potential for job displacement, changes to work duties, surveillance, and wage-
115 related impacts. Additionally, the annual audit shall identify opportunities or areas
116 for enhanced organizational efficiencies and improved service delivery for
117 residents. The annual audit process must include a publicly available report
118 detailing system functions, data sources, service enhancements, and any potential
119 risk of bias, misuse, or algorithmic discrimination.

120 **BE IT FURTHER RESOLVED:**

121   The City Manager is directed to establish a policy that requires all uses of AI

122 to be coupled with a process for human review and oversight and to establish

123 guidelines for the acceptable uses of AI and emerging technology that will not:

124   ● Intrude on individual's privacy and constitutional rights;

125   ● Exploit vulnerable populations;

126   ● Manipulate or deceive individuals;

127   ● Rank or score individuals;

128   ● Unlawfully appropriate intellectual property;

129   ● Employ solely AI-based police reports, fire reports, or employment or

130   policing decisions;

131   ● Collect biometric data; or

132   ● Misuse sensitive data.

133 **BE IT FURTHER RESOLVED:**

134   The City Manager is directed to create a policy that restricts data sharing to

135 other public or private sector entities for these prohibited uses. AI tools are not to

136 be used for continuous real-time monitoring of employees' work activities unless

137 narrowly tailored for essential, cybersecurity, safety, or operational purposes and

138 approved by the City Manager in accordance with the AI guidelines as established.

139 No AI-based productivity scoring or behavioral monitoring should be used to

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

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

142 Furthermore, any tool found to exhibit bias should be immediately suspended from

143 use until remediated.

144   **BE IT FURTHER RESOLVED:**

145   The City hereby commits to implementing a "no displacement without

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

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

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

149   unions that represent them (AFSCME 1624).

150   The City Manager is directed to establish procedures that explore:

151   • Providing direct notice to employees before any AI system is

152   introduced that affects their work conditions, schedules, evaluations,

153   or wages;

154   • Developing notices that include clear, plain-language explanations of

155   what the AI system does, what data it collects, how it affects work

156   assignments or evaluations, and how employees can raise concerns or

157   contest decisions; and

158   • Developing and incorporating opportunities into the grievance

159   process for employees to contest decisions made by or influenced by

160   AI tools, with guaranteed access to human review and the right to

161   appeal.

162   The City Manager is directed to maintain periodic communication with the

163   union (AFSCME 1624) and frontline worker representatives regarding AI

164   deployments to gather feedback and jointly develop solutions to emerging

165   challenges.

166   **BE IT FURTHER RESOLVED:**

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

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

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

170 regularly evaluated by the AI Advisory Committee and the Technology

171 Commission to provide policy and funding recommendations for the City

172 Council's consideration.

173 **BE IT FURTHER RESOLVED:**

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

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

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

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

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

179 grievances or complaints filed related to AI use.

180

181 **ADOPTED:** _____, 2025 **ATTEST:** _____

182   Myrna Rios

183   City Clerk

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