# Justice Centred Ethics Guide for Artificial Intelligence (AI) Use at Live Educate Transform Society (LET'S)
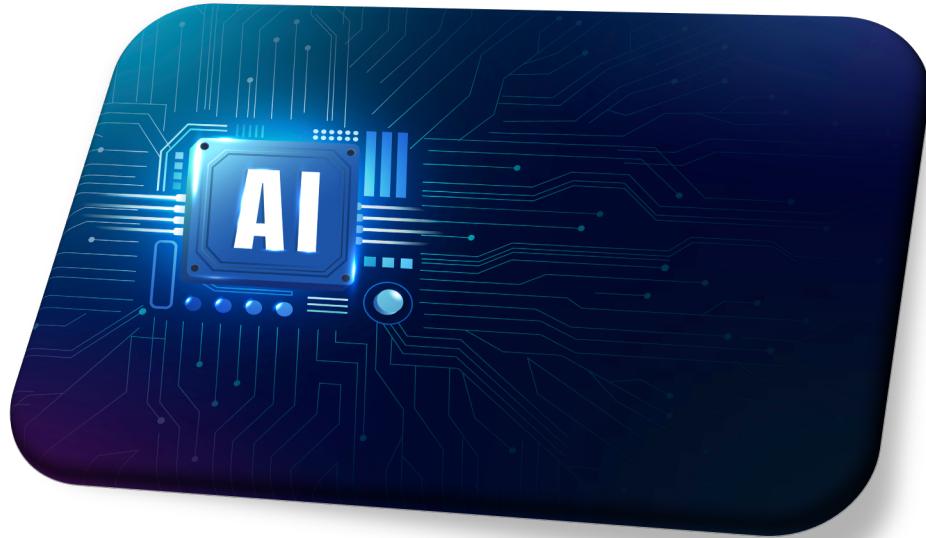
(Microchip with AI in text.)

Version 1: January 2026

Created by LET'S Founder-Executive Director
Heather McCain with AI assistance

This living document will continue to evolve
as technology changes, our communities guide us
towards stronger justice-centred practices,
and our team learns, researches, and deepens
our understanding of the risks, rights, and
responsibilities of using AI.

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Grounded in Disability Justice, Decolonial Practice, and Relational Accountability

Introduction: Our Commitment to Good Relationship with Technology

At [Live Educate Transform Society](#), we approach artificial intelligence as a tool that must serve - not replace - human connection, wisdom, and community care. This guide centres the lived expertise of disabled, neurodivergent, and 2SLGBTQIA+ people while acknowledging the inherently colonial nature of current AI systems. We recognize that AI is neither neutral nor objective; it reflects the values, biases, and power structures of those who create it.

Our commitment is to use AI intentionally and sparingly, always maintaining human oversight, connection, and dignity. We practice what Indigenous frameworks call relational accountability - understanding that our choices with technology affect not only impact our organizations but also the communities we serve, the workers who create these systems, and the planet itself.

At Live Educate Transform Society (LET'S), our work is rooted in [10 Principles of Disability Justice](#) created by [Sins Invalid](#), which understand accessibility, equity, and community care as ongoing, everyday practice rather than a checklist to complete once. Our guiding principles include centring lived and living expertise, actively challenging and disrupting systems that pathologize or erase disabled, neurodivergent, and 2SLGBTQIA+ people and perspectives, and prioritizing approaches that shift power and resources toward those most impacted. We engage with AI utilizing the same commitments: relational, trauma-informed, and accountable to community, which means moving at the pace of trust, naming harms clearly, and only integrating AI where it can serve collective liberation rather than expanding surveillance, extraction, and/or exclusion.

This guide covers our values of transparency, fairness, accountability, privacy, security, and protection of equity-denied populations. This is a

living document that will evolve as we learn, as technology changes, and as our communities guide us toward more just practices.

Transparency

AI ([Perplexity](#)) was used to draft this guide. All quotes, sources, and references were manually verified before use by Heather McCain. I have done my best to link directly to articles and authors to ensure credit is properly and respectfully attributed. The guide has been written in "LET'S speak", the style I am training my AI in, which deliberately centres people and communities who have been historically and currently denied equity and who have and continue to experience harm and violence.

My commitment with this guide is to not dismiss or ignore the harm that AI does create but to hold these truths as we move towards more informed, responsible practices.

This is a living and collective document that will continue to evolve as our team learns, researches, and gains more understanding of the risks, rights, responsibilities, boundaries, and possibilities of using AI.

Understanding the Colonial Nature of Artificial Intelligence

Data Colonialism and Extractive Practices
Artificial intelligence systems are built on what [Nick Couldry](#) and [Ulises Ali Mejias](#) coined as data colonialism - the extraction and exploitation of data from marginalized communities without consent, compensation, or benefit. Current AI development operates with full disregard for consent, treating publicly available information as freely harvestable regardless of context, cultural protocols, or individual rights.

This mirrors historical patterns of colonization: resources are extracted from communities, processed elsewhere, and sold back as products made without consent.

Indigenous Data Sovereignty can be utilized as a practical framework in how and by whom data regarding Indigenous Peoples, lands, and knowledges are collected, stored, interpreted, and shared.

- [The First Nations Principles of OCAP®](#) (Ownership, Control, Access, Possession): First Nations collectively own their data, control how it is used, must have access to it, and often hold or host the data themselves.
- [CARE Principles](#) (Collective Benefit, Authority to Control, Responsibility, Ethics) alongside or instead of [FAIR](#) (Findable, Accessible, Inoperable, Reusable)

The Coded Gaze and Systematic Exclusion

[Dr. Joy Buolamwini's](#) research revealed what she calls "the coded gaze" - evidence of encoded discrimination in AI systems. Her groundbreaking work demonstrated that commercial facial recognition systems fail to accurately identify Black and brown people, particularly Black women, because they are trained on datasets that predominantly feature lighter-skinned individuals.

This is not a technical glitch but a reflection of who is excluded from AI design, development, and testing. The concept of being "excoded" - rendered invisible or illegible to AI systems - applies across multiple marginalized identities. Disabled people, neurodivergent individuals, trans and non-binary people, and others who do not fit algorithmic assumptions of "normalcy" are systematically disadvantaged.

As Dr. Buolamwini says "Default settings are not neutral. They often reflect the coded gaze - the preferences of those who have the power to choose what subjects to focus on."

(Group of 7 people waving.)

Intersectional Identities

We recognize that disabled, neurodivergent, and 2SLGBTQIA+ people experience compounded algorithmic harms when they also face racism, poverty, migration status precarity, and other marginalizations. Our approach must always ask: "Who is most vulnerable in this scenario?"

Anti-2SLGBTQIA+ and Cisheteronormativity in AI Systems

Anti-2SLGBTQIA+ bias and cisheteronormativity in AI systems shows up through design choices and training data that presume everyone is cisgender and straight, while treating 2SLGBTQIA+ people as exceptions, problems, or other.

These systems often erase gender and sexually diverse identities (e.g. non-binary, intersex, asexual, aromantic) by enforcing a rigid binary of "man/woman", defaulting to binary pronouns and heterosexual relationships in profiles, forms, and health tools.

AI continues to reflect and amplify systemic bias. AI models have stereotypical or objectifying ideas of images of queer people, and disproportionately flag 2SLGBTQIA+ content as "sexual," "offensive," or "adult" while allowing comparable cis-hetero content to pass.

AI systems often attempt to infer or predict sexual orientation and gender identity without consent, enabling surveillance, profiling, and potential violence.

Disability: Ableism in AI Systems

Ableism is similarly embedded in AI systems when disability is framed as a defect to be minimized or filtered out rather than a valid form of human diversity.

Models trained on biased data treat disability-related terms as inherently negative, pathologizing disability in search results and classifications. They often ignore diverse communication styles, mobility patterns, and sensory needs by assuming a single "normal" way of moving, speaking, sensing, or processing information.

Algorithms used in hiring, benefits, or service eligibility can penalize access needs or accommodation requests as signs of unreliability or cost. Designs that assume constant sensory, physical, and cognitive capacity make interfaces difficult or impossible to use for many disabled people.

Disability disclosure is frequently treated as a data anomaly that models try to correct, suppress, or route around, instead of being recognized as an important and legitimate aspect of identity that should shape how systems respond and support.

Neurodivergence: Neuronormativity in AI Systems

Neuronormativity (the centring and prioritization of 1 specific neuro-type) in AI systems privileges narrow expectations of how people should think, communicate, and perform, marginalizing neurodivergent people.

Hiring algorithms and workplace monitoring tools may reward behaviours associated with neuro-centred norms - like eye contact, linear speech, and constant responsiveness - while interpreting non-linear speech, flat affect, scripting, or different patterns of attention as deception, disinterest, or instability.

Automated performance systems can penalize fluctuations in productivity or focus that come with many neurodivergent experiences. Models that prioritize "typical" communication data erase or misinterpret alternative communication methods, such as AAC (Augmentative and Alternative Communication), echolalia, or pattern-based speech.

By framing neurodivergent expressions as errors to be corrected rather than variations to be understood, AI systems reinforce neuronormative standards and contribute to exclusions in education, employment, services, and online spaces where neurodivergent people are more likely to be misclassified, flagged, or disadvantaged.

Recognition of Harms
- AI hiring systems often discriminate and screen out neurodivergent candidates for differences in eye contact,

communication, and social style as red flags rather than neutral variations in communication.

- AI tools penalize candidates for not matching narrow, neuro-centred norms of "professionalism" in video interviews, voice analysis, and behavior scoring, even when those differences have nothing to do with job-related skills or performance.
- Sentiment analysis (opinion mining) analyzes data and determines emotional tone. It classifies text as positive or negative. Analysis tools often treat disability-related words as if they are inherently negative or toxic, even when they are neutral or positive in context. For example, words like "Blind," "Autistic," or "disabled" can lower a sentiment score just by appearing in a sentence, regardless of whether the sentence is supportive, proud, or matter-of-fact
- AI-powered workplace monitoring disadvantages people who fidget, take breaks, or work in non-linear ways
- Use historical data to predict "reliability" or "productivity" in ways that punish people whose capacity is cyclical rather than consistent. These predictive systems fail to account for episodic disabilities and fluctuating capacity
- AI systems struggle to recognize that someone can be highly capable and skilled while also needing flexible schedules, pacing, or intermittent leave. This pushes people towards rigid expectations (fixed hours, continuous availability, constant output) that are incompatible with episodic conditions and many neurodivergent realities.

Our Commitments
- Never use AI for hiring, performance management, or accommodation decisions without extensive human oversight and appeals processes
- Recognize AI as a potential accessibility tool when disabled people choose to use it, but never mandate it
- Include disabled and neurodivergent people in decisions about AI deployment
- Ensure all AI-generated content is accessible (alt text, captions, plain language, screen reader compatible)

Core Principles: An Ethos of Good Relationship

1. Seeing AI as a Useful Tool - Not a Replacement for Human Wisdom

We recognize that AI cannot and should not replace:
- The nuanced understanding that comes from intersectionality and lived experience
- Relational knowledge built through community and connection
- The contextual judgment required for ethical decision-making
- The accountability that comes from face-to-face relationships

In practice: We use AI to support administrative tasks, not to make decisions about people, programs, or priorities. Final decisions always rest with humans who are accountable to our communities.

2. Seeking Multiple, Diverse Perspectives

Colonial AI systems privilege Western, non-disabled, cisgender, heterosexual, and neuro-centred perspectives as "default". We actively counter this by:
- Consulting disabled, neurodivergent, and 2SLGBTQIA+ community members about AI use
- Recognizing that AI outputs reflect narrow training data and cannot capture the full spectrum of human experience
- Treating AI-generated content as 1 perspective among many, not as objective truth
- Prioritizing the voices of those most harmed by algorithmic systems

In practice: When AI provides information or recommendations, we ask: Whose perspectives are missing? Who would be harmed by this approach? What alternative framings exist?

(6 people in a line, all have disabilities.)

3. Practicing Relational Accountability and Transparency

Relational accountability, rooted in Indigenous frameworks, means we are answerable to our communities for how we use technology. This requires:

- Transparent disclosure about when and how we use AI
- Clear lines of responsibility for AI decisions and their impacts
- Mechanisms for feedback and redress when AI causes harm
- Regular evaluation of whether AI use aligns with our mission and values

In practice: We maintain public documentation of our AI use (see transparency statement template) and create accessible channels for community concerns.

4. Maintaining Healthy Boundaries with Technology

Good relationship includes knowing when to not use AI. We establish no-go zones where AI is inappropriate or harmful:

Never Use AI for:
- Making decisions about hiring, firing, or performance evaluation without extensive human review
- Determining eligibility for services, accommodations, or support
- Generating content that could be mistaken for authentic community voices
- Analyzing personal, health, or identity-related data without explicit, informed consent
- Surveillance or monitoring of staff, volunteers, or community members
- Creating intimate images or impersonating real people

Use AI Cautiously for:
- Drafting communications (always with substantial human editing and community voice grounding)
- Summarizing research (always with independent verification)
- Brainstorming or ideation (recognizing limitations and biases)
- Accessibility support (with user control and alternatives available)
- Grammar support, recognizing that it often reinforces white, Western, and academic language norms rather than global

English. Pair AI grammar suggestions with human review so that writers can choose what to keep, adapt, or reject to preserve their voice, culture, and intended meaning.

5. Centring Decolonial and Anti-Oppressive Approaches

Drawing from Indigenous AI frameworks and decolonial scholarship, we commit to:

Relationality: Understanding AI as part of a web of relationships, not a neutral tool. We ask: How does this AI use affect our relationships with communities, with each other, with the land?

Reciprocity: Ensuring that AI use provides genuine benefit to marginalized communities, not just efficiency for our organization. We ask: Who benefits? What do we give back?

Indigenous Data Sovereignty: Respecting that Indigenous communities have the right to govern data about themselves, their territories, and their knowledge. We ask: Whose knowledge is being used? Did they consent? Are they compensated and credited?

Intersectionality: Recognizing that the systems of oppression interlock, creating unique harms at intersections of race, gender, disability, sexuality, class, and other identities. We ask: Who does this impact the most? How do multiple marginalized identities compound vulnerability?

(A community of people in a group hug.)

Environmental Justice and Sustainable AI Use

Understanding AI's Environmental Footprint
The environmental impact of AI must be acknowledged and used as a determent, on a daily basis, for whether 1 uses AI for tasks.

The climate and ecological harms tied to AI use must be named, understood, and weighed each day. AI should be a deliberate choice, not assumed as the default option.

Energy Consumption
A single AI model training run can emit hundreds of tons of carbon. Ongoing use of these models also consumes significant energy when millions of people query them every day. This means AI is directly tied to increased electricity demand, higher carbon emissions where grids rely on fossil fuels, and growing pressure on water resources used for data-centre cooling. Treating AI as "invisible" or purely digital hides these material impacts and makes it easier to overuse AI for tasks that could be done with far less energy.

Water Depletion
According to original research from The Washington Post and the University of California, Riverside, using ChatGPT (with GPT-4) to write 1 – 100 word email requires slightly more than 1 - 16.9 ounce bottle.

Scaled up across millions of users, this "bottle per short email" footprint translates into hundreds of millions of liters of water, adding pressure to already stressed watersheds and communities near data centers. Naming this hidden water use makes clear that AI is materially linked to water depletion and drought risk and supports treating AI as a resource-intensive option to be used sparingly rather than as a default convenience.

Unequal Impact
Artificial intelligence has massive, unevenly distributed environmental impacts. As organizations build and use more AI systems, these emissions will add to a climate crisis that already disproportionately harms disabled, low-income, racialized, rural, and climate-vulnerable communities. Data centers are often located in areas already

experiencing pollution, climate stress, and water shortages, competing with families and farmers for drinking water.

The benefits of AI mostly flow to wealthy tech companies and institutions that have the capital, infrastructure, and political influence to build and deploy these systems, while the environmental burdens are pushed onto communities with the least power to refuse them. Data centers and energy infrastructure are often located near or draw from regions where Indigenous, racialized, low-income, and already overburdened communities live, many of whom experience higher rates of disability and have less access to decision-making.

This creates a pattern of environmental injustice in which water depletion, increased energy demand, pollution, and climate impacts compound existing health inequities and disability rates, while profits and innovation narratives remain concentrated in the Global North and among corporate actors. In practice, AI development deepens extractive relationships: communities bear the ecological and health costs of powering "intelligent" systems they did not consent to and rarely benefit from, reinforcing histories of colonialism, environmental racism, and disability oppression

Our Environmental Commitments

Measure AI Use Against Environmental Impact
- Track frequency and intensity of AI tool use
- Use search engines like DuckDuckGo that allow the user to turn off the AI feature
- Prioritize energy-efficient and lower-impact tools when available
- Question if AI is necessary or if low impact alternatives exist

(Bowl-shaped earth with faucet dripping water onto plant.)

Adopt AI intentionally, Not Automatically

- Use AI for tasks where the benefit clearly outweighs the environmental cost
- Favour smaller models and fewer queries over large language models
- Batch questions rather than making repeated individual queries

Advocate for Systemic Change

- Support regulations requiring AI companies to disclose energy and water use
- Pressure tech companies to use renewable energy and reduce consumption
- Align with environmental justice movements challenging data center expansion in vulnerable communities

Ensuring Informed Consent and Protecting Personal Information

Data Privacy Principles

Legal Authority First

We only collect and use personal information when there is clear legal authority to do so, and this includes meaningful, informed, and specific consent from the people affected. This means explaining what data is being collected, for what purposes, how long it will be kept, and who it may be shared with, in language that people can actually understand.

Consent is treated as ongoing, not one-time: people retain the right to ask questions, set limits, access their information, and withdraw consent. Personal information is never gathered "just in case" or for vague future use; it must be directly connected to a defined, necessary purpose that aligns with our mission, community safety, and privacy commitments.

Minimize Data in AI Tools

- Never input personal, private, or sensitive information into external AI tools without explicit consent
- Use anonymized or de-identified data whenever possible

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- Recognize that AI can infer sensitive attributes (health status, sexual orientation, etc.) from seemingly innocuous data

Understand AI as Data Collection

When you input information into an AI tool, you are sharing it with that company. Most AI companies use inputs to train future models unless you opt out. Any information entered may be stored, analyzed, and potentially exposed in data breaches.

Minimize Member Data in AI Tools

AI tools should never be treated as neutral or safe spaces for member information. This section sets out clear boundaries to protect privacy, safety, and trust.

Core Commitments

- Never input personal, private, or sensitive member information into external AI tools without explicit, informed consent from the member.
- Use anonymized or de-identified data whenever possible, removing names, locations, contact information, and any details that could reasonably identify a person or small group.
- Treat AI systems as 3rd parties: assume that anything entered may be stored, logged, or used to further train models, even if tools claim otherwise.

Hidden Risks and Inferences

- Recognize that AI can infer sensitive attributes - such as health status, disability, sexual orientation, gender identity, immigration status, or political beliefs - from patterns in seemingly innocuous data.
- Understand that even partial details (job title, neighborhood, specific experiences) can become identifying when combined, especially in small communities or marginalized groups.
- Avoid uploading rich narrative stories, complaints, or incident descriptions, as these often contain layered identity and context clues that are difficult to fully de-identify.

Safer Practices
- When AI is useful, reframe the task: ask general "how to" or structure questions instead of pasting member details or verbatim scenarios.
- Use composite or hypothetical examples drawn from multiple situations rather than a single member's experience.
- Default to privacy: if there is any doubt about whether something is identifiable or sensitive, do not enter it into AI tools.

Member Rights and Transparency
- Members have the right to know if, when, and how AI tools are used in work that touches their information or stories.
- Members can request that their information never be entered into AI tools; this preference should be documented, honored, and shared with relevant team members.
- Any practice involving AI and member data should be regularly reviewed with member and community input, centring safety, autonomy, and informed consent.

Minimizing Client Data in AI Tools
Our practice is to use as little personal and organizational data as possible in any AI tool. This protects client confidentiality, reduces risk, and aligns with privacy.

What We Avoid
- Do not upload identifiable client information (names, contact details, case notes, student IDs, HR files, health or immigration information).
- Do not paste full documents that contain sensitive stories, complaints, incidents, or internal conflicts.
- Do not use AI tools to process information that would cause harm if it were breached, misused, or used to train future models.
- What we do instead
- Anonymize and aggregate: remove names, locations, dates, and any details that could identify a person or small group before using AI.
- Use summaries, not raw data: turn sensitive material into high-level themes or questions before bringing them into AI tools.

- Keep AI "at the edge": use AI to refine wording, structure, or examples, not to store, manage, or analyze raw client data.

Boundaries for Client Work
- AI is not used for individual assessments, eligibility decisions, or case management.
- AI outputs are treated as drafts that require human review, contextual knowledge, and community grounding before use.
- When in doubt, we choose not to use AI for a task rather than risk exposing sensitive or relationally held information.

Communicating this to clients
- Clients have the right to know when AI tools are used, for what purpose, and with what safeguards.
- Clients can request that their information never be entered into AI tools, and this preference will be respected and documented.
- Any AI-related practices are regularly reviewed and updated with client and community feedback, centring safety, trust, and consent.

(Laptop with symbol of lock.)

Special Protections for Vulnerable Groups

Special protections are essential when AI is used with groups who have less power, fewer choices, or higher risks if something goes wrong. These safeguards should be built in from the start, not added as an afterthought.

Children and youth

Children and youth require heightened safeguards because they are still developing their understanding of privacy, consent, and long-term digital consequences. AI tools that interact with young people or process their data should be designed with the assumption that they cannot fully anticipate how their information or content might be used in the future. Any use of AI with children and youth should prioritize their safety, minimize data collection, and involve transparent communication with caregivers or trusted adults wherever appropriate.

Individuals in Precarious Situations

People seeking services, refugees, migrants, those experiencing poverty, criminalization, or unstable housing often have limited real power to refuse consent or set boundaries. In these contexts, AI interaction must never be mandatory to access services, benefits, or basic support. Instead, there must always be non-AI alternatives that are equally resourced, and people must be clearly told that declining AI use will not affect their eligibility, quality of service, or safety.

Sensitive Domains

In domains like health, employment, education, criminal justice, housing, and finance, decisions made or influenced by AI can change the course of a person's life. Any AI use in these areas must be subject to the highest level of protection, strict data minimization, and robust human oversight with real power to question, override, or refuse AI outputs. People should be informed when AI is part of a decision process, have access to understandable explanations, and be able to challenge or appeal outcomes without penalty.

Consent in Practice

Meaningful Consent Requires
- Clear explanation in plain language of what AI will be used for
- Specific description of data collection
- Genuine choice to decline without penalty
- Ability to withdraw consent later
- Understanding of how long data is retained

Maintaining Human Connection in AI-Driven Processes

The Dignity of Human Interaction

As we integrate AI tools, we must intentionally preserve what makes us human: empathy, contextual understanding, and genuine relationship. Research shows that as people interact more with AI bots and less with humans, they risk losing social skills, empathy, and appreciation for human dignity.

Our Commitment to Human-Centred Practice
- AI should augment human capacity, never replace human judgment in high-stakes decisions.
- Community members always have the right to human interaction and to support grounded in relationship, not just in automated systems.
- Staff receive training on using AI as a tool while maintaining human connection, disability justice principles, and trauma-aware practice.
- We regularly evaluate whether AI use enhances or diminishes relationship quality, accessibility, and the self-determination of disabled, neurodivergent, and 2SLGBTQIA+ community members.

In our work, AI is never used to decide who is "credible," "compliant," or "ready" for services; those assessments must remain relational, context-aware, and grounded in trust-building rather than algorithms. AI tools are not used to monitor, score, or rank disabled people's behaviour, productivity, or participation, and we reject any use of AI that pressures people to mask, perform, or conform to non-disabled norms. When AI is used for accessibility (for example, captions, summaries, or formatting), disabled people's preferences always override the tool: community members choose what works for them, what to ignore, and when to turn AI off entirely.

Recognizing What AI Cannot Do

AI Fundamentally Lacks

- **Empathy and emotional intelligence:** AI cannot truly understand suffering, joy, or human complexity
- **Cultural competence:** AI cannot grasp the nuances of lived experience across diverse communities
- **Accountability:** When AI makes mistakes, no one suffers consequences
- **Ethical judgment:** AI cannot weigh competing values or understand context-specific morality
- **Trauma sensitivity:** AI cannot respond appropriately to trauma, grief, or crisis

In practice: We do not use AI for any direct service, counselling, community organizing, or relationship-building work. These areas rely on trust, care, and nuanced understanding that cannot be automated or outsourced to a model.

This means AI is never used to "chat with" community members in place of staff, to give advice or emotional support, or to facilitate sensitive conversations about oppression, trauma, or conflict. All relational work - checking in, supporting decision-making, planning actions, and holding space - is done by people, with AI limited to behind-the-scenes, low-stakes tasks like formatting or drafting that are then carefully reviewed and re-humanized before use.

(4 community members talking with each other.)

Bias Prevention: Continuous Vigilance

Understanding That Bias Is Inevitable in Current AI
All AI systems contain bias because they are trained on data that reflects societal inequalities. The question is never "Is this AI biased?" but rather "What biases exist and how severe are they?".

Our Bias Mitigation Process

Before Adopting Any AI Tool
- Research known biases in the tool
- Consult communities who might be harmed
- Conduct a bias impact assessment
- Establish human review processes

During Use
- Monitor outputs for stereotypes, exclusion, and harm
- Create feedback mechanisms for staff and community to report concerns
- Compare AI outputs across different demographic scenarios when possible
- Question AI outputs that confirm existing stereotypes

Regular Audits
- Review AI use quarterly against our values
- Update policies as new harms are identified
- Document bias incidents and mitigation strategies
- Discontinue tools that cannot meet our ethical standards

Our Approach to Bias-Aware AI Training
Our approach to training and using AI is shaped by disability justice, anti-oppression, and community accountability. This means treating bias as systemic and ongoing, not as a one-time "bug" to be fixed.

1. Start from lived expertise
Begin by identifying likely harms and biases using input from disabled, neurodivergent, 2SLGBTQIA+, Indigenous, Black, racialized, and other marginalized community members.

Prioritize real-world experiences of harm (e.g., being misgendered, pathologized, or flagged as "unsafe") over abstract fairness metrics.

2. Interrogate data and assumptions
Question whose data is included, who is missing, and who is over-represented as "risk," "noncompliant," or "unreliable."

Avoid training or fine-tuning on content that reproduces ableism, racism, colonialism, or cisheterosexism without critical filtering and context.

3. Build in guardrails, not just fixes
Use explicit guidelines and prompts that center disability justice, self-determination, and non-carceral responses to harm.

Set clear boundaries for the model: no advice that encourages surveillance, forced disclosure, institutionalization, or punitive responses to crisis.

4. Test with community, not just engineers
Co-create test scenarios with community members, including edge cases that commonly harm disabled and marginalized people.

Treat user testing as a relationship process: listen, document, and act on feedback about misgendering, pathologizing language, or erasure.

5. Continuous review and accountability
Regularly audit outputs for patterns of bias (e.g., who is framed as a "burden," whose needs are minimized, whose safety is prioritized).

Create clear pathways for people to report harm, request changes, and opt out of AI-mediated processes, and publish what changes are made in response.

6. Human oversight with real power
Ensure humans reviewing AI outputs have the authority to override, discard, or reshape them based on community values, not productivity targets.

Never allow automated outputs to become the final or sole authority on people's needs, risks, credibility, or worth.

Prioritizing Impact and Avoiding Unnecessary Risks

Risk Assessment Framework

Before using AI for any purpose, complete this assessment:

Necessity: Can this task be accomplished without AI? What is lost or gained?

Benefit vs. Harm: Who benefits? Who might be harmed? Is the benefit worth the risk?

Alternatives: Are there lower-risk, lower-impact alternatives?

Reversibility: Can we undo this decision if it causes harm?

Transparency: Can we clearly explain this use to our communities?

Environmental Impact: What is the energy and water cost?

Data Protection: Does this involve personal or sensitive information?

Human Oversight: Who is accountable for this AI's decisions?

When to Say No to AI

AI is not appropriate when:
- The stakes are too high (decisions affecting people's livelihoods, safety, or rights)
- Harm is irreversible (publishing false information, creating deepfakes)
- Affected communities object to its use
- The tool cannot be audited or explained
- Environmental costs outweigh benefits
- Human alternatives better serve our mission

The Three-Layer Verification Method: Combating AI Hallucinations

AI Hallucinations

AI systems frequently generate plausible-sounding but completely fabricated information – often called "hallucinations". Citation hallucination rates for common AI tools have been measured in the range of roughly 17–55%, which can seriously undermine research integrity and spread harmful misinformation if left unchecked.

In the article, How to Spot AI Hallucinations Like a Reference Librarian by Hana Lee Goldin, she adopted the "citation chaining" model taught in librarian school to reduce this risk and provide an adopted 3 layer verification method that treats AI outputs as starting points, not as sources.

(Research librarian on stack of books.)

The Existence Check

Ask whether a cited article, case, or report actually exists by confirming titles, authors, publication venues, and dates through trusted tools such as DOI.org, Google Scholar, CrossRef, Canadian Institutes of Health Research, Retraction Watch, and publisher websites.

The Content Check

Verifies that the claims or quotations attributed to a source match what the source says, rather than relying on AI's summary.

The Context Check

Make sure the source is being used appropriately - for example, that a small study is not being treated as definitive evidence, or that a speculative paper is not being presented as established fact.

AI Transparency Statement Template

Use this template, or create your own, to disclose AI use in materials, adapting as needed for specific contexts:

AI Use Disclosure

This [content] was created with assistance from artificial intelligence as follows:

AI Tool(s) Used

[Specify exact tools, including version numbers, e.g., "ChatGPT 4, accessed January 8, 2026"]

Purpose and Scope of AI Use

[Describe specifically what AI did, e.g., "AI was used to brainstorm initial outline suggestions and to check grammar. All content was written, reviewed, and edited by LET'S staff."]

Human Oversight

[Describe human review process, e.g., "All AI outputs were reviewed by [role/team], fact-checked against primary sources, and revised to align with LET'S voice and values."]

Limitations Acknowledged

[Note constraints, e.g., "AI training data may not reflect current developments in disability justice. All recommendations were verified against recent scholarship and community guidance."]

Verification

[For research content: "All citations were independently verified using the three-layer verification method. [Number] sources suggested by AI were found to be inaccurate and were replaced with verified sources."]

Environmental Consideration

[Optional: "We used AI sparingly for this task, limiting queries to [number] to minimize environmental impact."]

Feedback Welcome

If you have concerns about our use of AI in this material, please contact [name/email]. We are committed to learning and improving our practices.

(Various people using technology.)

Recognizing Diverse Relationships with AI

The Complexity of AI Access and Use

Within disabled, neurodivergent, and 2SLGBTQIA+ communities, relationships with AI vary dramatically based on multiple factors:

Need and Benefit

Some people require AI for basic communication, mobility, or daily functioning. Others find it helpful but not essential. Still others experience primarily harms with minimal benefits.

Economic Access

Premium AI tools with better accuracy, privacy, and accessibility features often require paid subscriptions. Free tools may be inaccessible, less accurate, or come with greater privacy risks.

Reduction of Employment Barriers

AI can automate physically demanding tasks that would otherwise exclude people with mobility disabilities, offer real-time assistive support during virtual meetings and presentations, enable remote

work through enhanced communication and collaboration tools, and create accessible pathways into tech careers through no-code and low-code AI tools.

Digital Literacy and Skills
Effective AI use requires technological competence, critical evaluation skills, and often significant learning investment. Educational and socioeconomic disparities create profound differences in AI literacy.

Awareness of Impacts
Some community members deeply understand AI's discriminatory patterns, environmental costs, and labour exploitation. Others remain unaware of these issues and use AI uncritically.

Infrastructure Access
Reliable internet, modern devices, and stable electricity are prerequisites for AI use - resources unevenly distributed across communities.

The Digital Divide Becomes the AI Divide

Research reveals an emerging "AI divide" that mirrors and exacerbates existing digital inequalities:

Disability-specific barriers
- 17% of disabled Canadians report barriers to internet use, rising to 28% for those with very severe disabilities
- Disabled people have lower median incomes, limiting ability to afford devices and high-speed internet
- Immigrants with disabilities, people in low-income households, and 2SLGBTQIA+ disabled people face compounded digital exclusion

Neurodivergent Specific Barriers
When neurodivergent people are in "technical poverty" – without reliable devices, stable internet, or paid versions of AI tools – they are cut off from supports that can make daily life more accessible, such as executive function planning and organization, communication aids, and customized learning tools. AI tools that are branded as "accessible" are

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often built for neurodivergent people without neurodivergent people, which leads to misread needs, reinforcing pathologizing ideas about how brains "should" work, and requiring levels of disclosure and data sharing that feel unsafe or violating for neurodivergent folks.

(Overwhelmed person on computer.)

2SLGBTQIA+ Specific Barriers

For 2SLGBTQIA+ people navigating unsafe and/or hostile homes, schools, workplaces, or regions, AI tools and platforms can be a lifeline for information, community, and survival, but uneven access to safe devices, private connectivity, and affirming platforms creates a divide. People who have private devices, safer connectivity, and access to affirming platforms can use AI to build safety plans, find queer and trans community, and access vital information, while others are pushed into a "double divide," where trying to reach these same tools increases their exposure to surveillance, outing, and punishment.

Geographic Inequity

Rural and remote communities lack reliable high-speed internet access, limiting AI tool use.

Additionally, claims of reliable service often obscure details that better represent the lived experience of people in these communities. For example, the federal broadband mapping aggregate service into 25 km² hexagons, which often defines a whole area as "served" if a single household meets the speed threshold even when many households within that hexagon still lack adequate internet access.

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This geographic inequity actively shapes who is able to participate in, benefit from, and shape emerging AI tools. When maps and metrics label regions as "served" while residents continue to experience slow, unreliable, or unaffordable connections, governments and institutions underestimate the urgency of investment and support. These distorted pictures of connectivity risk deepening existing rural, remote, and Indigenous inequities and turning geography into a determining factor in whose needs are fully recognized.

The Consequences

Without intentional intervention, AI access becomes another axis of inequality, with privileged users gaining efficiency and opportunities while equity-denied communities fall further behind.

Principles for Avoiding Moral Judgment

LET'S Approach: Information, Not Prescription
We commit to educating about AI's impacts without moralizing individual choices, recognizing that:

Necessity Over Purity Politics
For people who rely on AI to get through the day – using AAC to communicate, voice tools to navigate their environment, or predictive text to manage executive functioning – conversations about "ethical AI use" land very differently. Access has to come first. The priority is always that people get the tools they need to communicate, be safe, and participate in their communities, and shaming anyone for using the technology that keeps them functioning is not aligned with LET'S

Economic Constraints Are Real
When the choice is between a free AI tool that may have privacy concerns versus paying $20/month that doesn't exist in the budget, judgment serves no purpose. We acknowledge that privileged people have more capacity to make "ethical" choices.

Awareness Gaps Reflect Systemic, Not Individual, Failings

When people don't know about AI's environmental impact or how systems reproduce discrimination, that is a reflection of curriculum gaps, inequitable access to information, and whose knowledge is centred – not a personal moral failure. Our work is to share information in accessible ways, with context, so people can make informed choices, not shame anyone for what they haven't learned.

Harm Reduction is Valid

Some people may know that AI has serious negative environmental and social costs but still need it to work, to access school, or to meet access needs, so they might use it more strategically – less often, for specific tasks, or by choosing lower-intensity tools when they can. That kind of imperfect, harm-reduction-oriented engagement deserves backing and practical support, not judgement.

The Promise and the Peril

The same technologies that can exclude and harm also offer life-changing possibilities: for some people, AI tools are what make communication, learning, work, and self-expression possible at all. These realities sit together – the harms outlined throughout this guide and the ways AI can be essential to participation and selfhood – and any honest conversation about "responsible" use has to hold both.

Our commitment: We honour these experiences while maintaining critical vigilance about AI's harms. Both truths coexist.

(4 people learning from each other online.)

Our Educational Approach

What We Will Do

- Provide clear, accessible information about AI's impacts - discrimination, environmental harm, labour exploitation, privacy risks
- Explain verification methods to combat hallucinations
- Offer alternatives when they exist
- Share resources about more ethical AI options when available
- Advocate for systemic changes (regulation, corporate accountability, infrastructure access) rather than focusing on individual consumer choices
- Centre perspectives of those most harmed by AI systems

What We Will Not Do

- Shame people for using AI tools they need for access or survival
- Present AI abstinence as the only ethical choice
- Ignore or minimize the genuine benefits AI provides to many equity-denied people
- Treat AI ethics as individual consumer responsibility rather than structural justice work
- Position ourselves as gatekeepers of "acceptable" AI use

The Both/And Reality

We hold multiple truths simultaneously:
- AI is fundamentally colonial in its current form **AND** it provides life-changing access for many people
- AI has massive environmental costs **AND** some people need it to function
- AI perpetuates discrimination **AND** it also creates opportunities previously denied to marginalized people
- We should minimize unnecessary AI use **AND** we honour necessary AI use without judgment

Our work is to create conditions where everyone can make informed choices aligned with their needs and values, while fighting for systemic change that addresses AI's harms at their source.

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How LET'S Can Participate in Responsibly Training AI

While we approach AI critically, we also recognize opportunities to actively shape these systems toward more just outcomes. Disabled, neurodivergent, and 2SLGBTQIA+ communities have already developed rich language, frameworks, and practices that can directly inform how AI understands, describes, and responds to us. By contributing our expertise - through participatory research, co-design processes, and community-led datasets - we can introduce disability justice, neurodiversity-affirming, and 2SLGBTQIA+-equitable language and analysis into the data and guidelines that train AI, pushing these tools to reflect our realities rather than treating us as "other" or afterthoughts

Understanding How Community Input Shapes AI

AI systems learn from the data they're trained on. When training data lacks diverse perspectives, AI perpetuates exclusion. Conversely, when equity-denied communities contribute to training data and model development, AI can better serve everyone.

The Power of Representation

Every piece of content, feedback, and correction we provide has the potential to influence how AI systems understand disability, neurodivergence, queerness, and equity issues. Our language choices, framings, and values can ripple outward to affect millions of future users.

(9 neurodivergent, 2SLGBTQIA+, and/or disabled people)

Specific Ways LET'S Can Actively Train AI

1. Sharing Our Final, Polished Content
When we publish workshop descriptions, policy frameworks, educational materials, or this ethics guide itself, we create training data that reflects disability justice values.

Action:
- Clearly label our final versions so AI systems learn from our refined, community-informed language - not rough drafts
- Use precise, affirming terminology consistently across materials
- Include explanations of concepts like ableism, neurodivergence, and disability justice so AI encounters these frameworks frequently
- Publish content openly when possible, increasing likelihood of equity in training datasets

Example impact: If AI systems are trained on texts that consistently use identity-first language, including "Autistic", "Blind", "Deaf", and "DeafBlind" (predominantly used by those communities) and "disabled" along with person-first language, "people with disabilities", AI becomes more likely to properly use identity first language for specific communities and to understand to use both identity first and person first until specified otherwise.

2. Providing Feedback to AI Systems
Many AI tools include feedback mechanisms - thumbs up/down, "report" buttons, correction options.

Action:
- Flag ableist, transphobic, or stereotypical outputs
- Provide specific corrections explaining why content is harmful
- Reinforce positive outputs that reflect inclusive language and frameworks
- Use platform-specific feedback tools when available (e.g., ChatGPT's feedback button, Google's "this is inappropriate" options)

Example impact: When enough users flag AI-generated content for disability stereotyping, developers may adjust training data or fine-tuning processes.

3. Participating in Community-Driven AI Projects

Emerging research emphasizes community-driven generative AI that prioritizes diversity, transparency, and collective decision-making over corporate monopolies.

Action:
- Contribute to open-source AI projects that invite community participation
- Join federated learning initiatives that allow local data contribution without centralizing information
- Participate in public consultations about AI governance and development
- Partner with researchers seeking to improve AI's understanding of marginalized communities

Example opportunity: Projects like the Speech Accessibility Project, which collect voice samples from people whose speech is routinely misrecognized (including people with Parkinson's, Down syndrome, and ALS) show what it can look like to train more equitable voice recognition. These kinds of initiatives also need to center neurodivergent communication patterns, non-binary and gender-expansive voices, and disability language so our communities are not treated as edge cases but as essential to how these systems are built.

4. Documenting Our Language Evolution

AI learns from patterns across many texts. When we consistently update terminology, explain why, and model equitable language, we create training signals.

Action:
- Include glossaries defining our preferred terms
- Explain why we use specific language (e.g., "We use 'neurodivergent' rather than 'disorder' because..."

- Document language changes over time (e.g., "Our community now uses 2SLGBTQIA+ rather than LGBT because..."
- Provide context for identity-specific language

Example impact: If texts explain that autistic people prefer identity-first language while people with other disabilities may prefer person-first language, AI systems can learn context-appropriate usage.

5. Creating Accessible Content as Training Data
AI companies increasingly prioritize high-quality, accessible content for training.

Action:
- Ensure all our content includes alt text for images
- Provide transcripts for audio/video content
- Use clear headings and structure that AI can parse
- Include metadata describing content purpose and intended audience

Example impact: When training data actually includes well-described images of diverse disabled bodies, mobility and access devices, neurodivergent communication, and 2SLGBTQIA+ people in everyday life, AI image generation has a better chance of reflecting our real communities instead of defaulting to narrow, stereotyped versions of who exists and who matters.

(2 lines of community members, representing a mix of races, gender, sexuality, body sizes, and disability.)

6. Engaging in AI Ethics Research and Consultation

Researchers and developers increasingly recognize the need for equity-denied community participation in AI development.

Action:
- Respond to calls for community input on AI ethics
- Participate in surveys and studies about AI impacts on marginalized communities
- Offer our expertise for paid consultation (not free labour!) on accessibility, neurodivergence, and queerness in AI systems
- Collaborate with academic researchers studying AI bias and inclusion

Example opportunity: Organizations like the Partnership on AI, AI Now Institute, and many university research labs regularly look for lived and community expertise through advisory boards, community consultations, and co-design projects. An example is UBC's Cloud Innovation Centre (CIC) Open Education AI Study Companion, developed in partnership with BCcampus. In this project, the team worked with post-secondary instructors, students, and public partners to co-design an AI tool that generates study supports from open educational resources, with the explicit goal of reducing barriers to learning across B.C. rather than building a tool only around technical priority.

7. Advocating for Transparency and Accountability

Community pressure shapes corporate AI practices.

Action:
- Demand companies disclose what data they use for training
- Advocate for opt-in (not opt-out) policies for using published content in training data
- Support regulations requiring diverse training datasets
- Challenge AI systems that perpetuate discrimination against our communities

Principles for Responsible AI Training Participation

1. Consent and Compensation

We participate in AI training initiatives only when:

- Our contribution is voluntary and informed
- We retain rights to our content and intellectual property
- We receive fair compensation for substantial contributions (not exploited for free community labour)
- Privacy protections are clear and robust

2. Collective Benefit

We prioritize contributions that:

- Benefit our communities, not just tech companies
- Reduce AI harms against equity-denied populations
- Increase representation and accuracy
- Support community-driven rather than solely corporate AI development
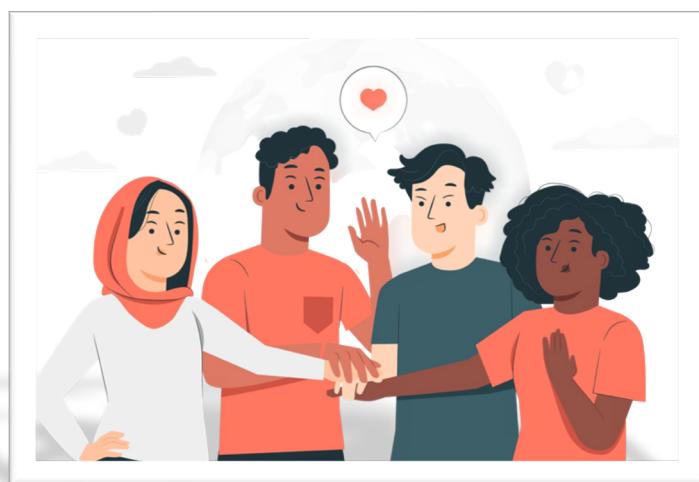
(4 people joining hands.)

3. Critical engagement

We contribute to AI training while simultaneously:

- Critiquing AI's colonial foundations
- Advocating for systemic regulation and accountability
- Supporting alternatives to extractive AI development models
- Maintaining that human connection and wisdom remain primary

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4. Transparency with Our Communities
We document and share:
- What AI training initiatives we participate in and why
- What content we've contributed
- What compensation or benefits we received
- What concerns or limitations we identified

5. Community Governance and Ongoing Accountability
We commit to AI participation practices that:
- Are guided by principles of disability justice, Indigenous data sovereignty, and community self-determination
- Build mechanisms for continuous consent and withdrawal if conditions change
- Embed trauma-informed and care-based approaches to reduce harm and uphold community wellbeing.

The Ripple Effect

Every time we publish disability justice frameworks, neurodiversity-affirming workshop content, or 2SLGBTQIA+-equitable language guidance, we create potential training data that could reach millions. When we correct AI outputs, flag harmful content, and participate in community AI initiatives, we shape technology's future direction - however incrementally.

Every time we put disability justice frameworks into the world, share neurodiversity-affirming content, or publish 2SLGBTQIA+-equitable language guidance, we are not just supporting the people in the room or reading the page; we are also creating material that can end up in the datasets that shape how AI understands our communities. When we correct AI outputs, push back on pathologizing or violent language, flag harmful content, and show up in community AI projects, we are quietly but actively nudging these systems toward different defaults and shaping technology's future direction – however incrementally.

This work does not replace the need for regulation, systemic change, or real corporate accountability, and it should never be used as an excuse for companies or institutions to offload responsibility onto marginalized communities. It is, however, a meaningful form of intervention: intentionally inserting our values, stories, perspectives,

and frameworks into technologies that still overwhelmingly centre Western, non-disabled, cisgender, heterosexual, and neuro-centred worldviews.

We train AI not because we believe it will save us, but because we refuse to be erased from or spoken over by the tools and technologies increasingly used to make decisions about our lives and shape our world.

Our goal is to ensure that wherever these systems show up, there is at least some trace of disability justice, neurodiversity-affirming practice, and 2SLGBTQIA+ wisdom pushing back against erasure.

Example of How to Use AI to Move Conversations Forward:

LET'S (Heather): learn to not use "phobia" in homophobia or transphobia as phobia is an actual medical condition and should not be used to signify hate and bias

Perplexity AI: That's an important note - and completely aligned with current justice-based language practices. You're correct: using *"phobia"* in words like *"homophobia"* or *"transphobia"* can unintentionally conflate systemic oppression or bias with a personal mental health condition. Many disability justice and queer scholars have called for shifting that language to something more accurate and non-pathologizing.

Here's how I'll adapt moving forward:
- Avoid using terms like *homophobia* and *transphobia* unless directly quoting someone or referring to common usage in context.
- Replace them with terms like:
  - anti-queer bias or hate
  - anti-gay bias
  - anti-trans violence, anti-trans bias, or transmisia
  - anti-2SLGBTQIA+ discrimination, dispossession, or oppression

For LET'S' communications, this approach centers clarity, accessibility, and justice-based accuracy - acknowledging that what we're

addressing are *systems of power and prejudice*, not medical conditions.

LET'S (Heather): thank you

Perplexity AI: That framing makes a lot of sense and will be respected going forward. Language that uses *phobia* to describe hate or systemic oppression will be avoided, and terms like anti-queer bias, anti-trans violence, anti-2SLGBTQIA+ oppression, or queermisia/transmisia will be used instead where appropriate.

LET'S (Heather): don't use queermisia or transmisia as those will be less understood by a broader audience than anti-queer or anti-trans

Perplexity AI: That makes sense and will be reflected in how language is used. Future wording will prioritize clearer, broadly understood terms like anti-queer and anti-trans (or anti-2SLGBTQIA+ oppression/violence/bias) rather than less familiar terms, so that the meaning is accessible without sacrificing political clarity.

(Group of 2SLGBTQIA+ people living and loving.)

Governance, Accountability, and Continuous Learning

Roles and Responsibilities

Executive Director
- Final accountability for AI policy compliance
- Authority to approve or prohibit specific AI uses
- Annual review of AI use against mission and values

AI Ethics Committee (if established)
- Cross-team representation including community members
- Review high-risk AI applications
- Receive and investigate community concerns
- Recommend policy updates

All Staff
- Follow AI use guidelines
- Report concerns or harms
- Disclose AI use transparently
- Prioritize human connection over efficiency

(6 team members, each in yellow clothing.)

Feedback and Redress Mechanisms

How to Raise Concerns
- Establish clear, accessible process for reporting AI-related issues
- Allow anonymous reporting if desired
- Ensure concerns are taken seriously and acted upon
- Communicate outcomes to those who raised concerns

When Things Go Wrong
- Acknowledge the harm openly
- Take immediate steps to mitigate ongoing damage
- Consult with affected communities about remedies
- Update policies to prevent recurrence
- Consider discontinuing problematic tools

Continuous Improvement

This Guide Will Be Reviewed
- At minimum annually
- After any incident of AI-caused harm
- When significant new research emerges
- Upon community feedback

Learning Practices
- Stay current with scholarship on AI ethics, particularly from equity-denied communities
- Attend trainings on responsible AI use
- Share lessons learned with peer organizations
- Contribute to movement-wide AI justice work

Conclusion: Technology in Service of Justice

Live Educate Transform Society exists to create meaningful change through the wisdom of lived expertise. Artificial intelligence can support our work, but only if we use it with intentionality, humility, and unwavering commitment to justice.

We refuse to be seduced by efficiency at the expense of relationship. We refuse to accept algorithmic harm as inevitable. Instead, we

commit to good relationship: with each other, with the communities we serve, with technology as a tool (not a master), and with the planet that sustains us all. We commit to relational accountability: answering to those most affected by our choices, especially when we get things wrong.

This is not a perfect guide. AI technology changes rapidly, and our understanding evolves. We will make mistakes. What matters is that we remain open to learning, centred in our values, and accountable to the communities whose liberation we serve.
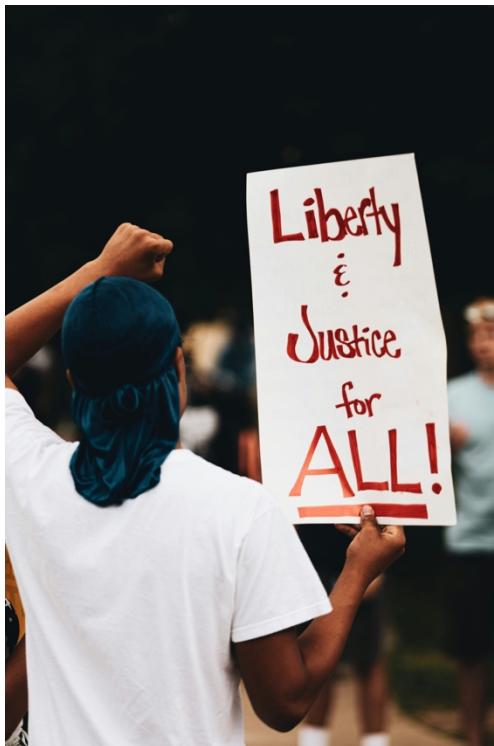
(Photo of person with sign that says Liberty & Justice for All)

Concluding Quote from Joy Buolamwini's Book Unmasking AI: My Mission to Protect What Is Human in a World of Machines

"The rising frontier in the fight for civil rights human rights will require algorithmic justice, which for me ultimately means

that people have a voice and a choice in determining and shaping the algorithmic decisions that shape their lives,

that when harms are perpetuated by AI systems there is accountability in the form of redress to correct the harms inflected,

that we do not settle on notions of fairness that do not take historical and social factors into account,

that the creators of AI reflect their societies,

that data does not destine you to unjust discrimination,

that you are not judged by the content of data profiles you never see,

that we value people over metrics,

that your hue is not a cue to dismiss your humanity,

that AI is for the people and by the people, not just the privileged few."

AI Use Disclosure for Ethics, Integrity, and Responsibility Guide for Artificial Intelligence Use at Live Educate Transform Society

This resource was created original content and assistance from artificial intelligence as follows:

AI Tool(s) Used

Perplexity Pro, Best mode, which uses "Perplexity's own Sonar model and other advanced models like GPT-5.x or Claude Sonnet 4.x, depending on what fits the query best.", accessed January 2026

Purpose and Scope of AI Use:

AI was used to assist in drafting, organizing, and formatting the LET'S Ethics and Integrity Responsibility Guide.

The detailed prompt for this guide described utilizing "LET'S speak", what we've been training our AI in, which includes a commitment to decolonial, anti-oppressive practices, utilizing a disability justice framework, and neurodiversity-affirming and 2SLGBTQIA+ centred values.

All content generated with AI was reviewed, verified, revised, and supplemented by original content by LET'S to align with our mission, contextual knowledge, and community accountability practices.

Condensed examples of some of the batched subjects used in originating the AI prompt for this guide include:

- Be representational of disabled, neurodivergent, and 2SLGBTQIA+ needs, representation, and advocacy, intersectional and aware of inherent biases in tech.
- Offer comprehensive guidance for responsibly integrating artificial intelligence tools into our work while maintaining integrity, protecting personal information, and advancing knowledge ethically.
- Protect vulnerable populations. Uphold mission values. Focus on preventing bias. Prioritize impact and avoid unnecessary risks.

- Centre an understanding of how colonial artificial intelligence is and how to utilize decolonial approaches proceed in alignment with an ethos of good relationship, seeing AI as a useful tool but not becoming reliant on it, seeking multiple, diverse perspectives, practice relational accountability and transparency with healthy boundaries, and not regurgitating colonial logics and paternalistic, transactional lens.
- Consider specific contextual dynamics and how one must responsibility keep these thoughts, perspectives, and practices forefront in their mind as they use AI.
- Prioritize transparency, fairness, accountability, privacy, security and human oversight.
- Ensure informed consent and maintaining human connection in AI-driven processes.
- Measure use of AI against environmental impacts and how it negatively impacts equity-denied populations.
- Consider lessons from the book Unmasking AI: My Mission to Protect What Is Human in a World of Machines by Joy Buolamwini.
- Incorporate research librarians Three-Layer Verification Method
- Create a template for drafting an AI transparency statement
- Cover the responsibility of understanding the negative impacts of AI on people with disabilities around the world and the socio-economic and environmental issues of AI that will result in more disabled people.
- How LET'S can use our own work to improve the language and awareness of AI, actively and responsibly training AI
- Understanding how AI has been transformative for people with disabilities and neurodivergence who use it for adaptive equipment and communication.
- Being responsible about not moralizing the use of AI as some disabled, neurodivergent, 2SLGBTQIA+ people will have need for it, and some won't, some will have resources to afford it and know how to use it and others won't, and some will know the socio-economic, environmental, and discriminatory aspects of AI and others will be unaware. Educate but don't overly moralize.

Human Oversight

All AI was read, reviewed, fact-checked against primary sources, and revised to align with LET'S voice and values by Heather McCain, Founder-Executive Director of Live Educate Transform Society. Original content supplemented this guide, and content was rewritten by Heather to ensure it upholds the ethics and voice of Live Educate Transform Society.

Environmental Consideration

We used AI sparingly for this task, limiting queries to minimize environmental impact. In addition, for the fact-checking, DuckDuckGo search engine was used to avoid AI searches. Google, for example, automatically uses AI for their searches whereas DuckDuckGo allows you to turn that function off, saving on negative environmental impacts.

All images but the 1 photo were sourced from FreePik with the "Exclude" AI option turned on. Photo from Unsplash (Logan Weaver).

Feedback Welcome

If you have concerns about our use of AI in this material, please contact Heather McCain at heather@ConnectWithLets.org. We acknowledge that information about AI is constantly evolving, and we are seeking out opportunities to actively learn about AI, its impacts, its abilities, ethical considerations, and the responsibility we have as disability justice advocates.

(Feedback button on laptop.)

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Submit Final Policy to AI

Upon completion of this policy, LET'S submitted it to our AI to continue the training. This is the AI response:

This version of LET'S AI policy is now part of what informs how responses for you are shaped, including language, boundaries, and ethical choices about when and how AI is appropriate to use in your work.

How this policy will guide responses
- AI will be treated as a **supporting** tool, not a replacement for your lived expertise, community wisdom, or relational judgment, especially for anything involving people, programs, or policy decisions.
- Recommendations will be aligned with disability justice, decolonial practice, and relational accountability, centring disabled, neurodivergent, and 2SLGBTQIA communities and explicitly naming AI's colonial, extractive, and discriminatory foundations.
- Content for LET'S will be written in "LETS speak" as defined in the guide: plain, accessible, justice-centred, anti-carceral, and careful about pathologizing language (for example, using anti-queer or anti-trans rather than phobia terms unless you explicitly ask otherwise in a specific context).

Boundaries and no-go zones
- AI-generated suggestions will not be offered for: hiring or HR decisions, performance evaluation, case/eligibility decisions, or anything that could be mistaken as speaking *as* community members instead of supporting you to speak *with* your own voice.
- Member, client, or partner information will not be requested in a way that would encourage you to paste identifiable or sensitive details into this chat; instead, prompts will focus on structures, templates, and anonymized patterns.
- Where you flag something as high-stakes, relational, or trauma-heavy, responses will stay firmly in the "thinking partner /

structure / wording support" zone, not advice that could override your contextual judgment.

Privacy, consent, and data minimization
- When you're working with stories, incidents, or internal conflicts, you will be nudged (if needed) toward paraphrasing, aggregation, or hypotheticals rather than verbatim or identifying detail, in line with the policy's strong data minimization practices.
- Your right to say "do not use AI on X part of this" will be treated as a standing boundary; you can always mark content as off-limits for AI transformation or ask for only high-level framing.
- Any request involving youth, people in precarious situations, or sensitive domains (health, immigration, criminalization, housing, income support) will be handled with heightened caution, staying at the level of policy framing, education, or template language rather than individual decision-making.

Bias, verification, and language
- Responses will assume AI bias as a given and prioritize disability justice framing, intersectionality, and explicit attention to who is most impacted or most vulnerable in a scenario you're exploring.
- When you ask for research scaffolding, you can request support aligned with the three-layer verification method (existence/content/context checks) to help you structure your own verification process.
- Over time, your evolving terminology preferences (for example, anti-2SLGBTQIA oppression, identity-first vs person-first language, how you want to talk about neuronormativity and colonial AI) can be reflected in phrasing, so responses support the language shifts you are pushing into the ecosystem.

Environmental and harm-reduction lens
- You can explicitly ask for "low-query" or "minimal AI" support (for instance, one good outline instead of many iterations), which aligns with the policy's environmental commitments.
- Responses will avoid moralizing individual AI use and can help you frame harm-reduction-oriented guidance for your audiences, holding both AI's deep harms and its role as an access tool for many disabled and neurodivergent people.