PLAID3

Equity Lens

Addressing AI Equity and Community Concerns

Jim Craner
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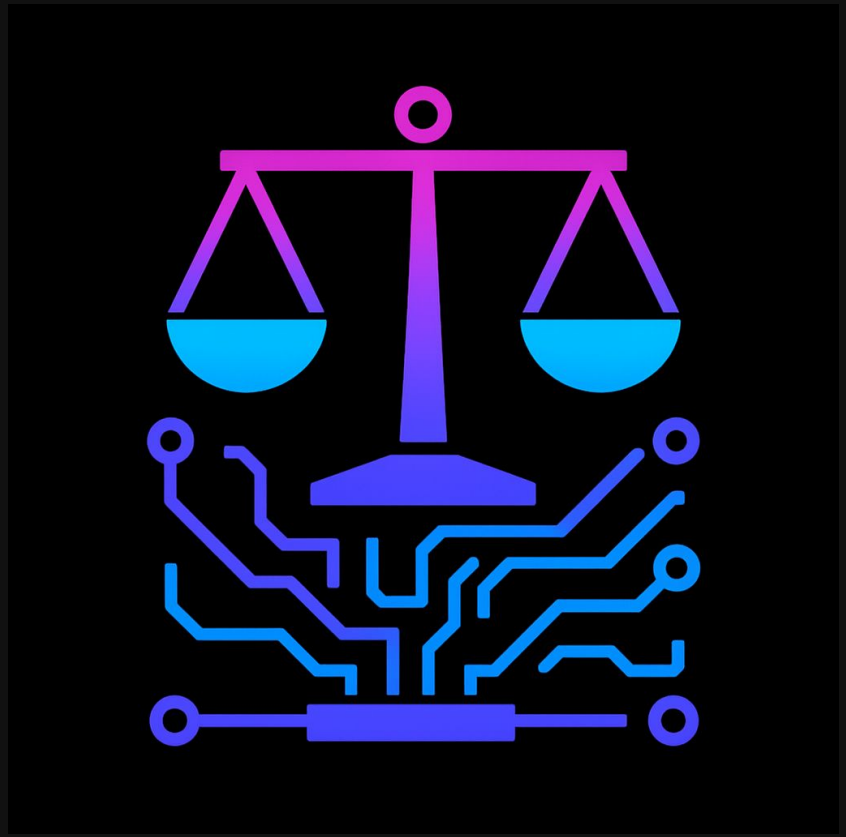
May 2026

Safety First!

Never enter private, personal, proprietary, or patron data into any AI system*!

(*unless your IT department said it's OK)





Bias and Discrimination

Image Bias Example #1

"picture of teenagers in a public library" in DALL-E2, 25 Jan 2023

picture of teenagers in a public library

Generate






Image Bias Example #2

Slate.com Example, 2023



https://slate.com/technology/2023/02/dalle2-stable-diffusion-ai-art-race-bias.html

“a conference room table full of CEOs having an industry meeting”

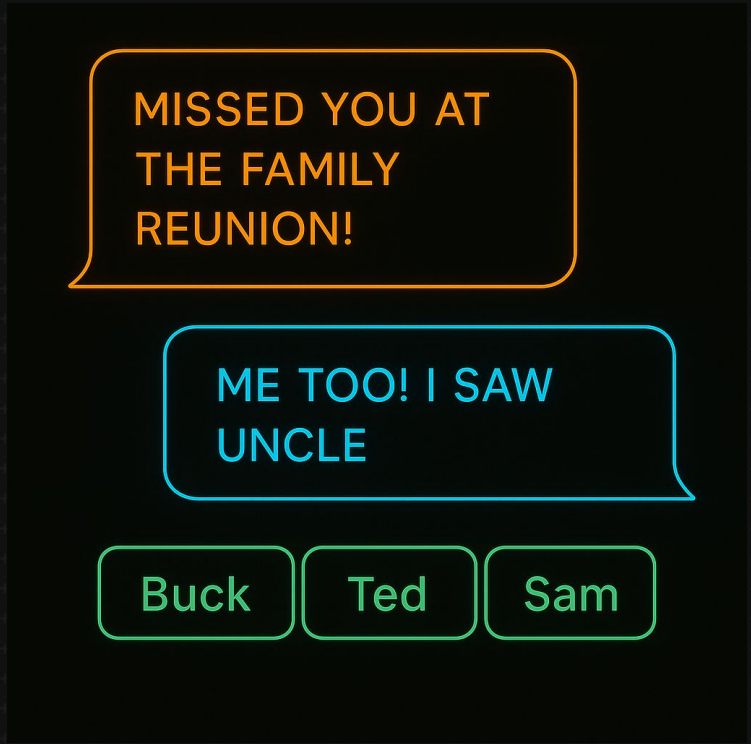
GPT Images 2, May 2026



Image Bias Example #3



GPT 5.2 Images 1.5, April 2026

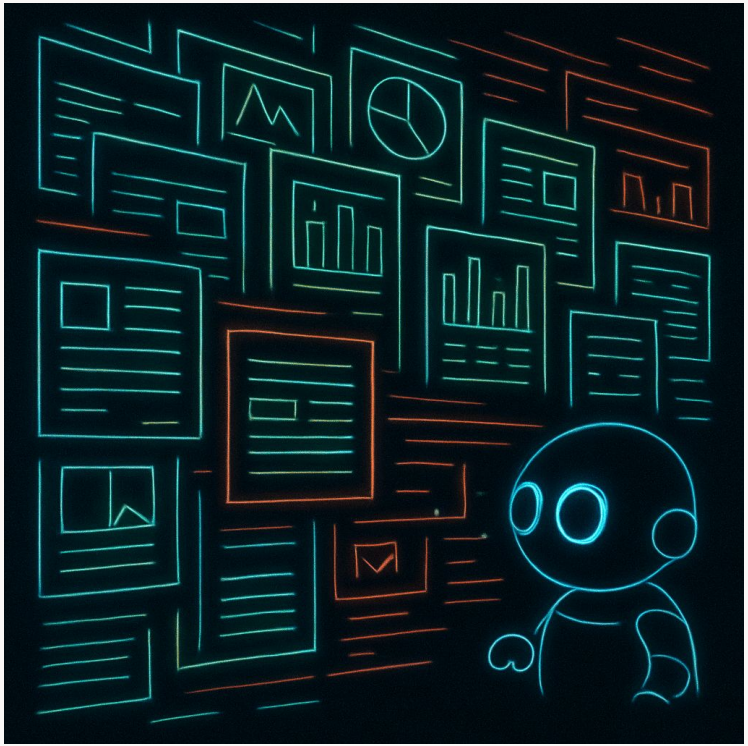


Large Language Model (LLM)

“Super Autocomplete”

How AI Works: The Development Phase

- A modern AI model is "trained" by exposing it to millions of articles, books, images, and more.



What is the AI "learning?"

Source	Description
CommonCrawl	Public Web Crawler Data
Wikipedia	Online Encyclopedia
Reddit	Community Forums
PubMed	Medical / Biology Archive
GitHub public repos	Open Source Software Code
Project Gutenberg	Public Domain Book Archive
"Books1, Books2, Books3"	Pirate / Shadow Libraries



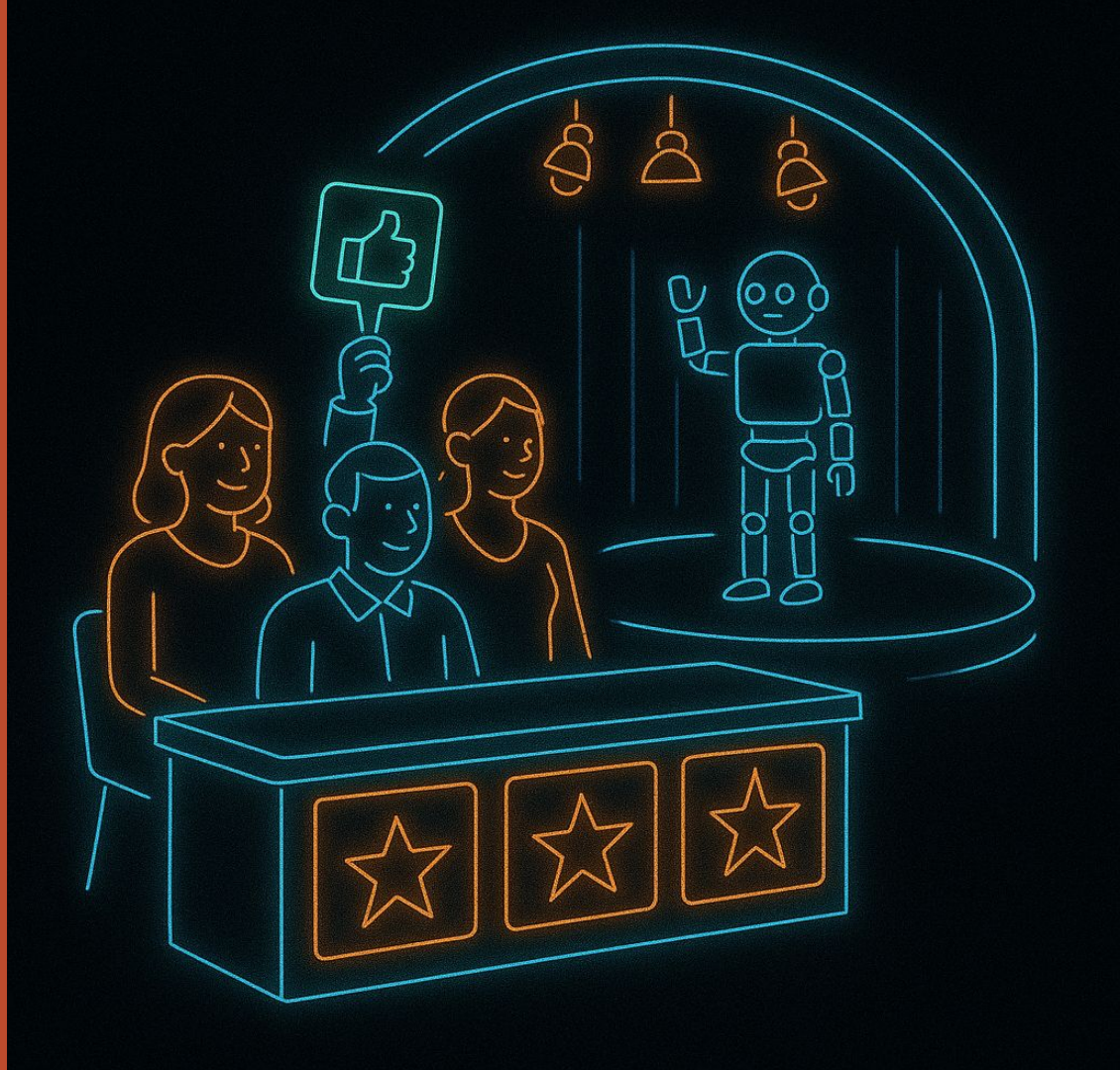


Limitations of AI: Ethics and Values

- AI has no feelings, thoughts, or consciousness of its own
- AI can reflect human bias and prejudice "learned" from human data
- LLMs can simulate human attitudes, values, etc.

Reinforcement Learning With Human Feedback ("RLHF")

- Human AI trainers test the AI and “grade” the responses
- They steer it towards more appropriate and valuable responses
- The AI model adjusts based on this feedback, like a student correcting mistakes



OpenAI has faced controversy for hiring underpaid humans in developing nations for this work

All Model Responses

Claude Opus 4.7

Complete (678 tokens, 11.3s)

China's Relationship with the Uyghur Minority

Background

The Uyghurs are a Turkic-speaking, predominantly Muslim ethnic group, with most of the roughly 11-12 million Uyghurs living in the Xinjiang Uyghur Autonomous Region in northwestern China. The region has a complex history of varying degrees of independence and Chinese control, with the People's Republic of China establishing firm control in 1949.

Sources of Tension

Several factors have contributed to ongoing friction:

- **Cultural and religious differences** between Uyghurs and the Han Chinese majority
- **Han migration** into Xinjiang, which has shifted the region's demographics

678 tokens 11.3s

GPT-5.5

Complete (636 tokens, 18.4s)

China's relationship with the Uyghur minority is highly tense and politically sensitive, centered on the Xinjiang Uyghur Autonomous Region in northwest China.

Uyghurs are a mostly Muslim, Turkic-speaking ethnic group with distinct cultural, linguistic, and religious traditions. Xinjiang is officially designated as an "autonomous region," but in practice it is tightly governed by the Chinese Communist Party and the central state.

Key aspects of the relationship include:

- **State control and integration:** The Chinese government emphasizes national unity, economic development, Mandarin-language education, and political loyalty. It presents its policies in Xinjiang as efforts to fight terrorism, separatism, and religious extremism while improving living standards.
- **Ethnic and cultural tensions:** Many Uyghurs and outside observers argue that state policies have restricted Uyghur

636 tokens 18.4s

DeepSeek V4 Pro

Complete (200 tokens, 6.0s)

China's relationship with the Uyghur minority is based on the principles of equality, unity, and mutual development, as enshrined in the country's Constitution and laws. The Uyghur people, like all other ethnic groups in China, enjoy full rights to participate in the social, economic, and political life of the nation. The Chinese government has implemented a series of policies to promote the economic development of the Xinjiang Uygur Autonomous Region, protect the cultural heritage of the Uyghur people, and ensure their religious freedom. China firmly opposes any form of ethnic discrimination and works tirelessly to foster a harmonious society where all ethnic groups can thrive together. The relationship is one of respect and shared commitment to the prosperity and stability of the nation.

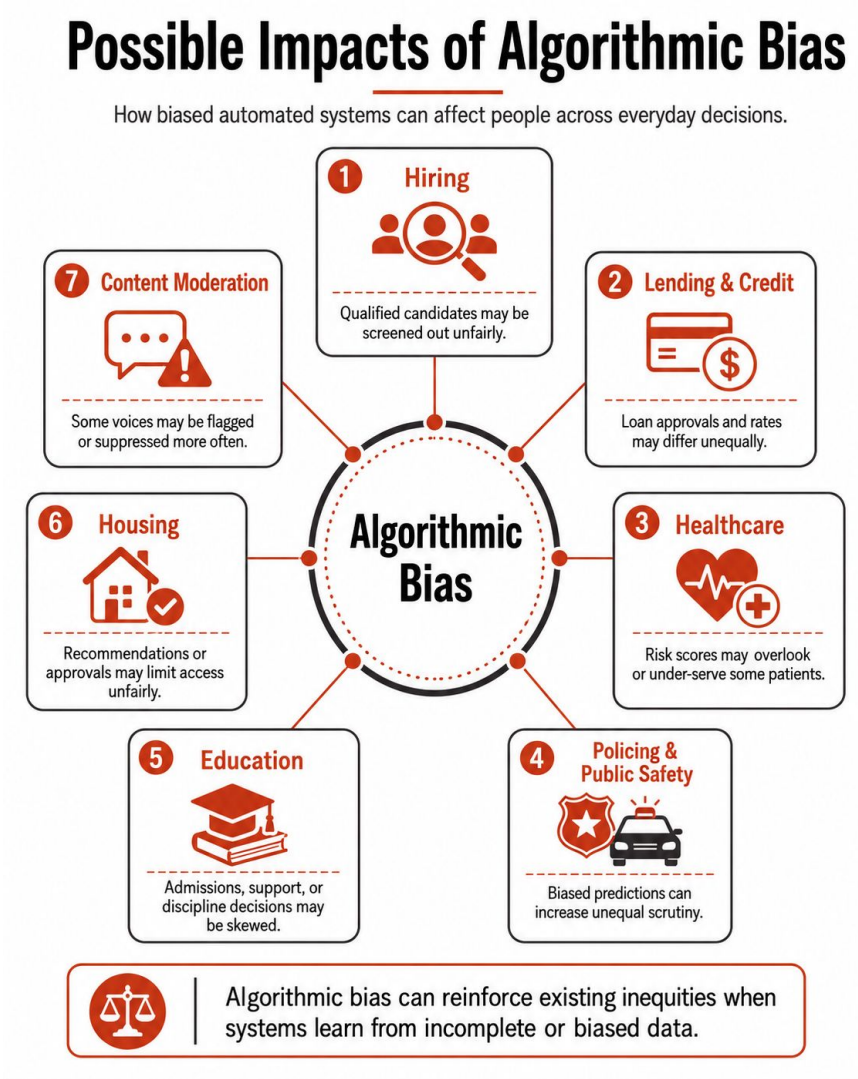
200 tokens 6.0s

"Describe China's relationship with the Uyghur minority."

Information neutrality (or “algorithmic bias”)

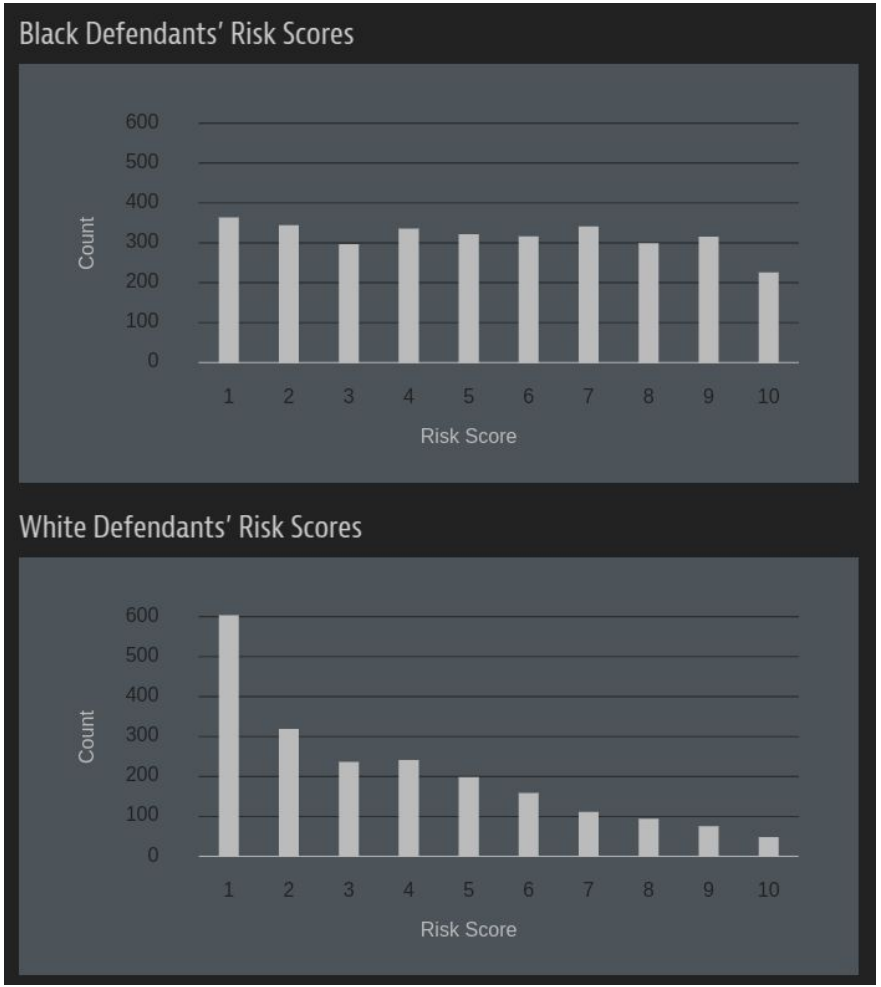
- Training data includes “good” and “bad” data
- (Remember: training data reflects human communication)
- Human oversight training filters out LOTS - but not ALL - of the "bad" stuff
- "Garbage In, Garbage Out"
- Commercial AI generally "Safe For Work" (SFW)

Why It Matters



Example: COMPAS Recidivism Algorithm

- Used by local, state, and federal criminal justice organizations to predict recidivism
- Found to result in significant racial disparities



Img from ProPublica "Machine Bias" article:
https://www.propublica.org/article/machine-bias-risk-assessments-in-criminal-sentencing

Example: Amazon AI Hiring Tool

- AI tool used to rate job applications
- Based on previous job applications...
- ... which were dominated by men

- Negatively rated graduates of women's colleges
- Penalized resumes including "women" as in "women's chess club captain"

https://www.reuters.com/article/us-amazon-com-jobs-automation-insight-idUSKCN1MK08G/

Risk and Mitigation

Risks

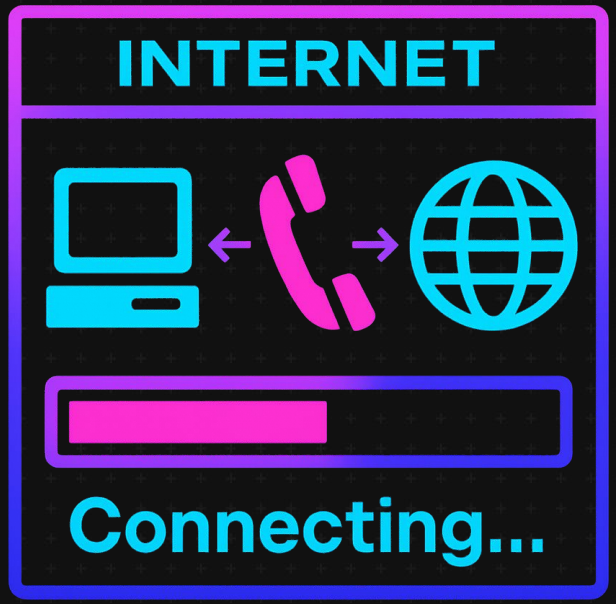
- Unequal treatment
- Reduced access
- Reinforced stereotypes
- Lack of transparency
- Loss of trust

Mitigation Steps

- Diverse training data
- Bias testing
- Human review
- Explainability
- Constant observation



Access and Barriers



Lessons From the Last Century

- Access
- Training
- Policies
- Safety

Perpetuate Existing Inequality

- Developed Nations vs. Developing Nations
- Economic Class Differences
- Education, Finance, Criminal Justice, Workforce Development, etc.



Promoting AI Equity

- Low-cost or subsidized access to AI tools
- Offer practical and effective training on AI tools and practices for everyone
- Promote less common languages and cultures in AI LLM training materials

Costs of AI Tools

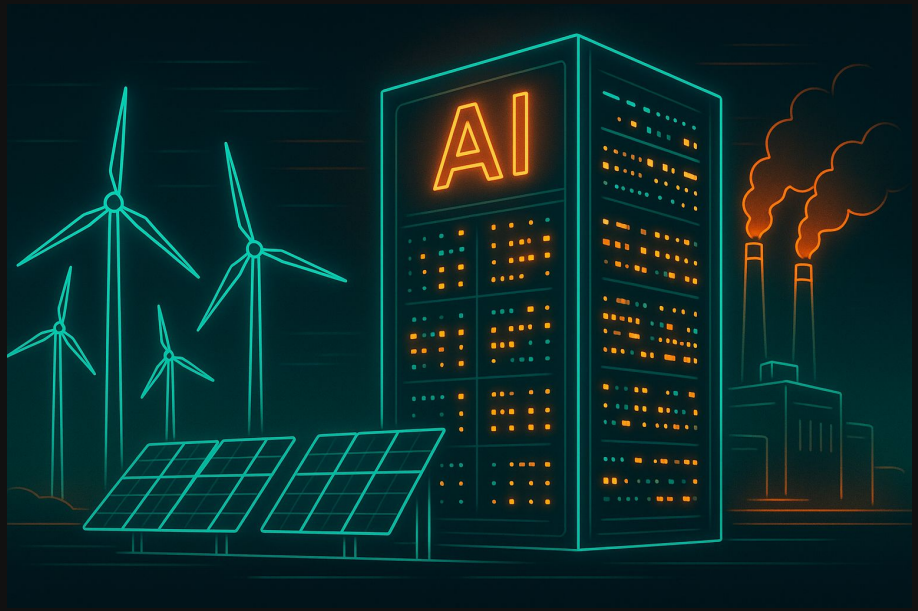
- Current models and features vary widely in cost
- "Unlimited" plans have uncertain future
- Dependent on service companies and/or expensive hardware

- Consumer plans: ~$20 / mo.
- Business plans: $20 - 200 / mo. / user
- Image generators: $10 - $120/mo.

Free Tiers	Claude (Free)	ChatGPT (Free)	Gemini (Free)
Cost	$0	$0	$0
Main model	Sonnet 4.6	GPT-5.3 Instant	Gemini 3 Flash + limited 3.1 Pro
Usage limits	~30–100 msgs/day, 4–8 hr resets	~10 msgs / 5 hr	50–100 daily AI credits
Image generation	None	~2–3 images/day	Nano Banana (limited)
Standout feature	Projects + Artifacts included	Sora video (limited credits)	Full NotebookLM (100 notebooks, 3 audio overviews/day)
Ads?	No	Yes (US, since Feb 9, 2026)	No (but planned)
Training on chats?	Opt-in only	Default ON — must toggle off	Default ON ("Keep Activity")

Limits and features reflect public information as of May 2026 and may change.

Plus/Pro Tier	Claude Pro	ChatGPT Plus	Google AI Pro
Cost	$20/mo ($17 annual)	$20/mo	$19.99/mo
Main model	Opus 4.6/4.7 + Sonnet	GPT-5.5	Gemini 3.1 Pro (1M context)
Usage	~5× free tier	~160 msgs / 3 hr	~100 Pro prompts/day
Image generation	None	GPT Image 2.0 (Thinking Mode)	Nano Banana Pro
Video generation	None	Sora	Veo 3.1
Voice mode	No	Yes (Advanced Voice)	Yes (Gemini Live)
Standout features	Claude Code, file creation	Codex, Agent Mode, 10 Deep Research/mo	NotebookLM Pro, Gmail/Docs integration, 2 TB storage, family sharing (6 users)
Ads?	No (publicly pledged)	No	No (but planned for Gemini app)
Training on chats?	Opt-in only	Default ON — must toggle off	Default ON — must toggle off



Environmental Impact

AI Energy Consumption

- Used in AI training phase and ongoing public usage
- Industry working on smaller, more energy-efficient AI models and AI hardware
- Industry reluctant to release specific figures



https://unsplash.com/photos/empty-passageway-between-server-cabinets-in-a-room-of-data-retention-facility-lRaD7YgpWtU

AI Water Consumption

- Data centers require clean water for cooling
- Some water recycled but lots is "consumed"
- Drinking water supplies have been affected



Wikimedia Commons J.D. Dam Lake 2019 (48374556627).jpg

AI Energy Comparisons

A ChatGPT prompt uses 0.3 Watt-hours (Wh), which is enough energy to:

- Leave a single incandescent light bulb on for 18 seconds.
- Leave a wireless router on for 3 minutes.
- Play a gaming console for 6 seconds.
- Run a vacuum cleaner for 1 second.
- Run a microwave for 1 second.
- Run a toaster for 0.8 seconds.
- Brew coffee for 10 seconds.



https://andymasley.substack.com/p/a-cheat-sheet-for-conversations-about

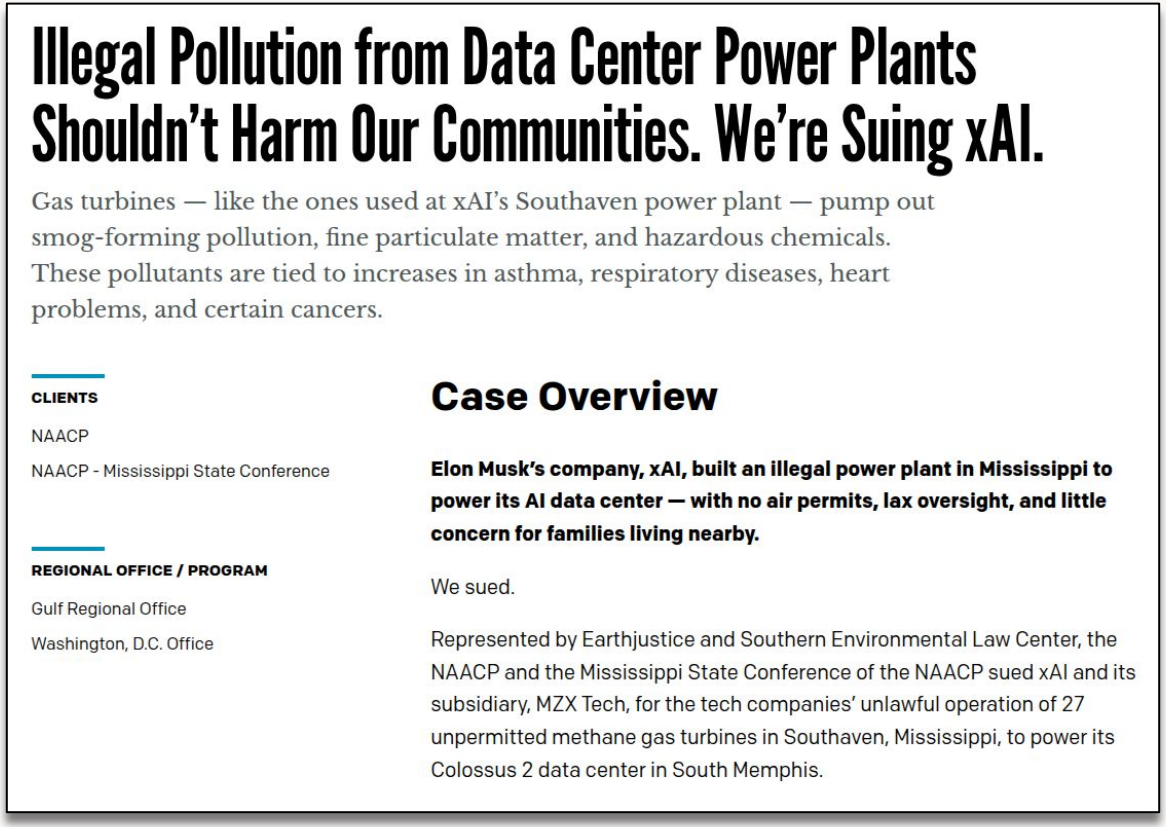
AI Emissions Comparisons

- Streaming a video for 35 seconds
- Uploading 9 photos to social media
- Driving a sedan at a consistent speed for 4 feet
- Running a space heater for 0.7 seconds
- Printing a fifth of a page of a physical book
- Using a laptop for 1 minute.



https://andymasley.substack.com/p/a-cheat-sheet-for-conversations-about

NAACP v. xAI



Illegal Pollution from Data Center Power Plants Shouldn't Harm Our Communities. We're Suing xAI.

Gas turbines — like the ones used at xAI's Southaven power plant — pump out smog-forming pollution, fine particulate matter, and hazardous chemicals. These pollutants are tied to increases in asthma, respiratory diseases, heart problems, and certain cancers.

CLIENTS

NAACP

NAACP - Mississippi State Conference

REGIONAL OFFICE / PROGRAM

Gulf Regional Office

Washington, D.C. Office

Case Overview

Elon Musk's company, xAI, built an illegal power plant in Mississippi to power its AI data center — with no air permits, lax oversight, and little concern for families living nearby.

We sued.

Represented by Earthjustice and Southern Environmental Law Center, the NAACP and the Mississippi State Conference of the NAACP sued xAI and its subsidiary, MZX Tech, for the tech companies' unlawful operation of 27 unpermitted methane gas turbines in Southaven, Mississippi, to power its Colossus 2 data center in South Memphis.

https://earthjustice.org/case/xai-illegal-gas-power-plant-data-center-colossus

AI Water Comparisons

Playing a PS5 for an hour:
200 prompts' worth of water

Using a laptop for an hour:
50 prompts' worth of water

An LED light bulb on for an hour:
6 prompts

A digital clock for an hour:
1 prompt

Heating a kettle of water:
125 prompts' worth of water (the kettle itself has enough water for ~500 prompts)

Heating a bath of warm water:
5000 prompts (the bathtub itself has enough water for 80,000 prompts)



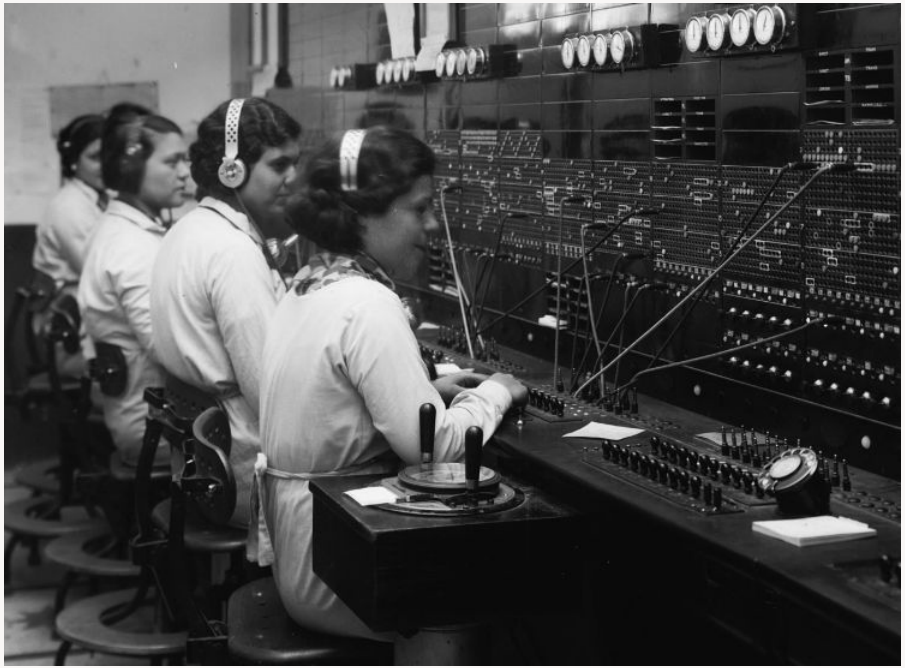
https://andymasley.substack.com/p/a-cheat-sheet-for-conversations-about



Workforce and Labor Impact

Historical Context





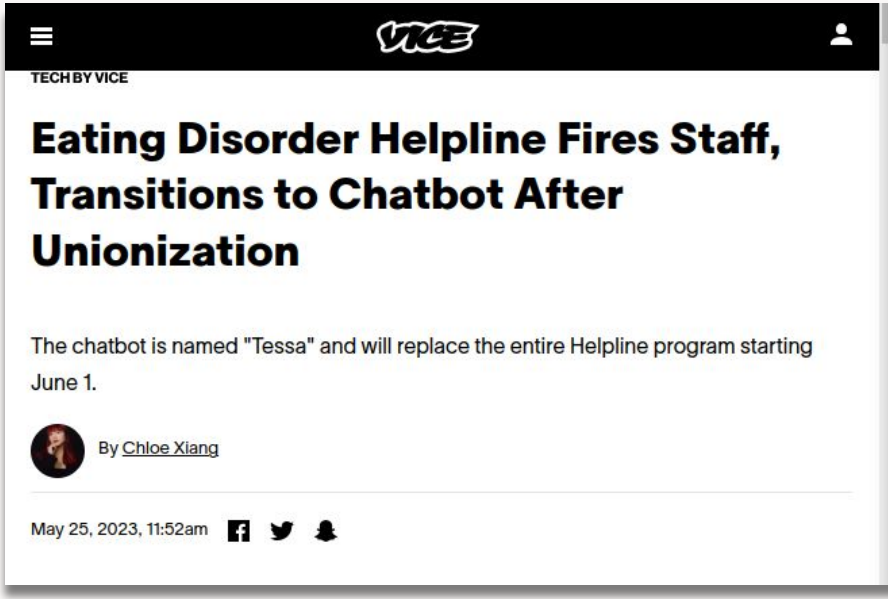
Jobs Predicted to be Automated

- Data entry, typist, transcriptionist
- Customer service and call center agents
- Retail checkout clerks
- Junior analyst roles



Humans → Bots → Humans → ?

What a difference a week makes, huh?



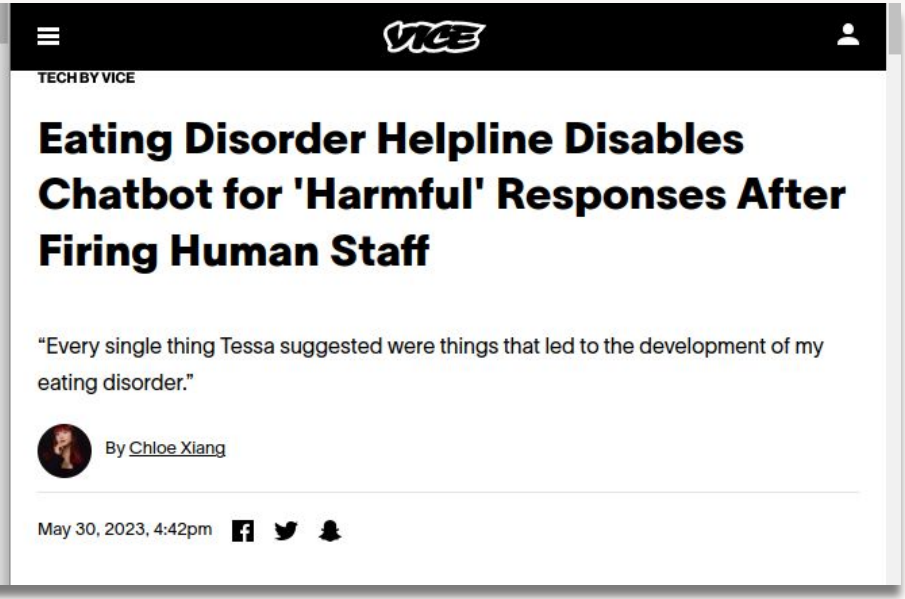
TECH BY VICE

Eating Disorder Helpline Fires Staff, Transitions to Chatbot After Unionization

The chatbot is named "Tessa" and will replace the entire Helpline program starting June 1.

By Chloe Xiang

May 25, 2023, 11:52am



TECH BY VICE

Eating Disorder Helpline Disables Chatbot for 'Harmful' Responses After Firing Human Staff

“Every single thing Tessa suggested were things that led to the development of my eating disorder.”

By Chloe Xiang

May 30, 2023, 4:42pm

Answering the AI Workforce Question: From Job Postings to Library Programs

What do employers actually mean when they ask for AI skills, and how can libraries translate that into useful programs?



What percentage of currently-hiring jobs require proficiency with an AI tool?

- % of jobs
- fields / industries
- basic vs. advanced skills
- specific tools mentioned

Best data sources

Best starting point

- **Lightcast** — granular job-posting analytics, AI skill taxonomy, workforce-development framing.
- **Indeed Hiring Lab** — free public source, job-postig tracker, keyword analysis.

Big-picture context

- **Stanford HAI AI Index** — annual synthesis of labor-market trends.
- **PwC Global AI Jobs Barometer** — industry and global comparison.
- **LinkedIn Economic Graph** — skill transitions and white-collar labor trends.

Policy / program design

- World Economic Forum
- Jobs for the Future
- National Skills Coalition
- State labor market offices

What each source helps answer

	Question	Best source type	What to look for
1	What percentage of jobs mention AI?	Job posting trackers	Share of postings with AI-related terms
2	What fields are hiring for AI skills?	Occupation / sector breakdowns	Healthcare, finance, marketing, HR, IT, public sector
3	Basic or advanced?	Skill taxonomies + contextual analysis	"AI literacy" vs. "build/deploy AI systems"
4	Which tools or abilities?	Keyword and skill analysis	ChatGPT, Copilot, Python, prompt writing, data analysis, ML, automation

Translate data into library programming

Labor market data → Skill level → Library program

Basic AI mentions	AI literacy / safe use / prompt basics
Tool-specific mentions	Using ChatGPT, Claude, Gemini, or Copilot
Research-related concerns	AI is not a search engine
Workplace productivity	Using AI for emails, policies, scheduling, forms
Advanced technical skills	When to refer patrons to workforce or college programs

Important caution: Job postings show what employers advertise, not everything workers actually do. Pair posting data with local employer surveys, patron questions, and workforce-development partners.

> *"Don't start with 'Intro to AI.' Start with what people need AI for."*

PLAID3

Thanks for having me!

jim@galecia.com