



AI Community of Practice / Learning Community

New York Alliance for Inclusion & Innovation

December 2025



The New York Alliance AI Community of Practice



Toolkit Resources for Safe AI Adoption

Toolkit, webinars, and Organizational Self-Assessment help providers explore AI responsibly and person-centered.



Subscription Model

Currently available to subscribed provider agencies, with plans to extend access to additional collaborators.



Learning Community

Ongoing education, shared practices, and peer discussion to support safe AI integration in HCBS provider settings.





Welcome IAC Members

- We are delighted to announce a partnership with IAC-NY
- IAC members are now welcome to subscribe and collaborate in this AI Community of Practice / Learning Community





Welcome AI Learning Community

Agenda for December 2025 Monthly Meeting

Welcome & Updates: Federal AI Developments, HHS AI Strategy, State Updates

AI Toolkit Module Releases and Discussion

- Module 3: Risk, Ethics & Oversight
- Module 4: Vendor Compliance
- Quizzes & Certifications: Developing quizzes for AI video and toolkit, certification discussion

2026 Planning – Virtual sticky note exercise, open discussion, prioritizing content

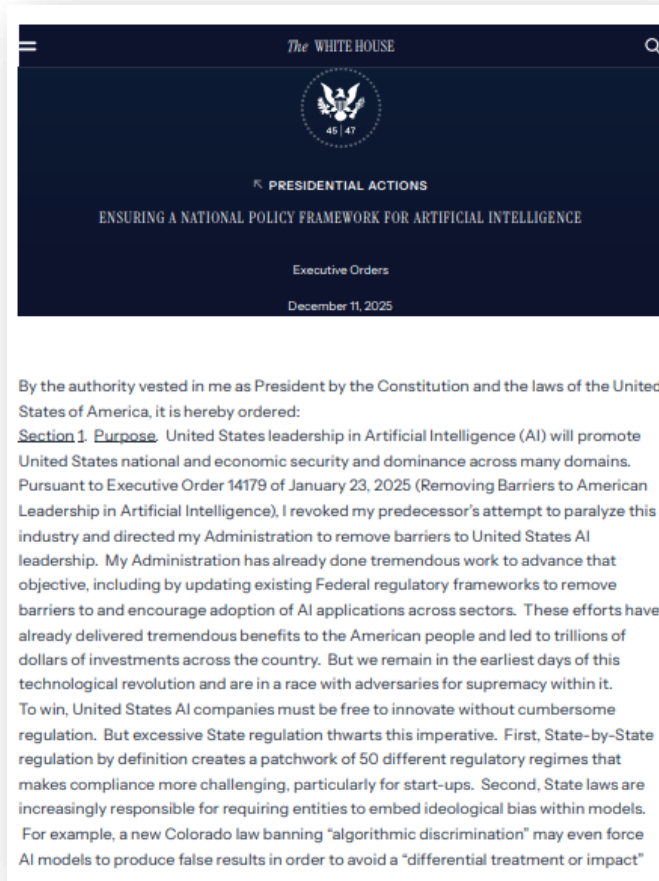
2026 Organizational Self Assessment benchmark: January administration, volunteers needed to review and update

- Open Discussion: AI Community of Practice / Learning Community Members

Next Steps



Federal AI Developments: Executive Order “Eliminating State Law Obstruction of National AI Policy” 12/11/2025



The New York Times

“The order on Thursday, which has sparked broad, bipartisan opposition, is likely to be challenged in court by states and consumer groups on the grounds that only Congress has the authority to override state laws, legal experts said.”

Kang, C. (2025, December 11). Trump Signs Executive Order to Neuter State A.I. Laws. *The New York Times*.

<https://www.nytimes.com/2025/12/11/technology/ai-trump-executive-order.html>

Executive Order No. TBD. (2025, December 11). Ensuring a national policy framework for artificial intelligence. Federal Register. <https://www.whitehouse.gov/presidential-actions/2025/12/eliminating-state-law-obstruction-of-national-artificial-intelligence-policy/>





Updates: US Department of Health and Human Services AI Strategy – 12/4/2025



Five Pillars of HHS' AI Strategy:

1. Ensure governance and risk management for public trust.
2. Design infrastructure and platforms for user needs.
3. Promote workforce development and burden reduction for efficiency.
4. Foster health research and reproducibility through gold standard science.
5. Enable care and public health delivery modernization for better outcomes.

<https://www.hhs.gov/programs/topic-sites/ai/strategy-implementation>



Updates: Notice of Public Hearing – Impact of Artificial Intelligence on New York’s Workforce – 12/17/2025 11:30 am



**ASSEMBLY STANDING COMMITTEE ON LABOR
ASSEMBLY STANDING COMMITTEE ON GOVERNMENTAL EMPLOYEES
ASSEMBLY STANDING COMMITTEE ON SCIENCE AND TECHNOLOGY**

SUBJECT: Impact of Artificial Intelligence on New York’s Workforce

PURPOSE: To examine the impact of artificial intelligence on New York’s private and public sector workforces

Wednesday
December 17, 2025
11:30 am
Legislative Office Building, Hearing Room B
Albany, New York 12248

ORAL TESTIMONY WILL BE BY INVITATION ONLY

A 2024 report from the Massachusetts Institute of Technology’s Sloan Center concluded that around 20 percent of all tasks in the workplace could be directly impacted by artificial intelligence (AI) in the future. This impact is complex, as some researchers find that AI may help increase productivity in the workplace, while others raise concerns that the implementation of AI may change what jobs are necessary or available in the labor market and what skills employers may look for in new employees. Further, such factors must be taken into consideration in both the private and public sector workforces. However, much of this research is already out of date, as continued innovations in the AI space—such as the rise of generative AI programs like ChatGPT—have led to increased usage in new jobs and industries.

The purpose of this hearing is to examine the impact of AI on the public and private sector workforces in New York State. The Committees seek testimony on the challenges and opportunities of using AI in the workplace, ways in which AI is being used by both employers and workers, and how AI will impact New York’s labor market in the future.

Persons invited to present pertinent testimony to the Committees at the above hearing should complete and return the enclosed reply form as soon as possible. It is important that the reply form be fully completed and returned so that persons may be notified in the event of emergency postponement or cancellation.

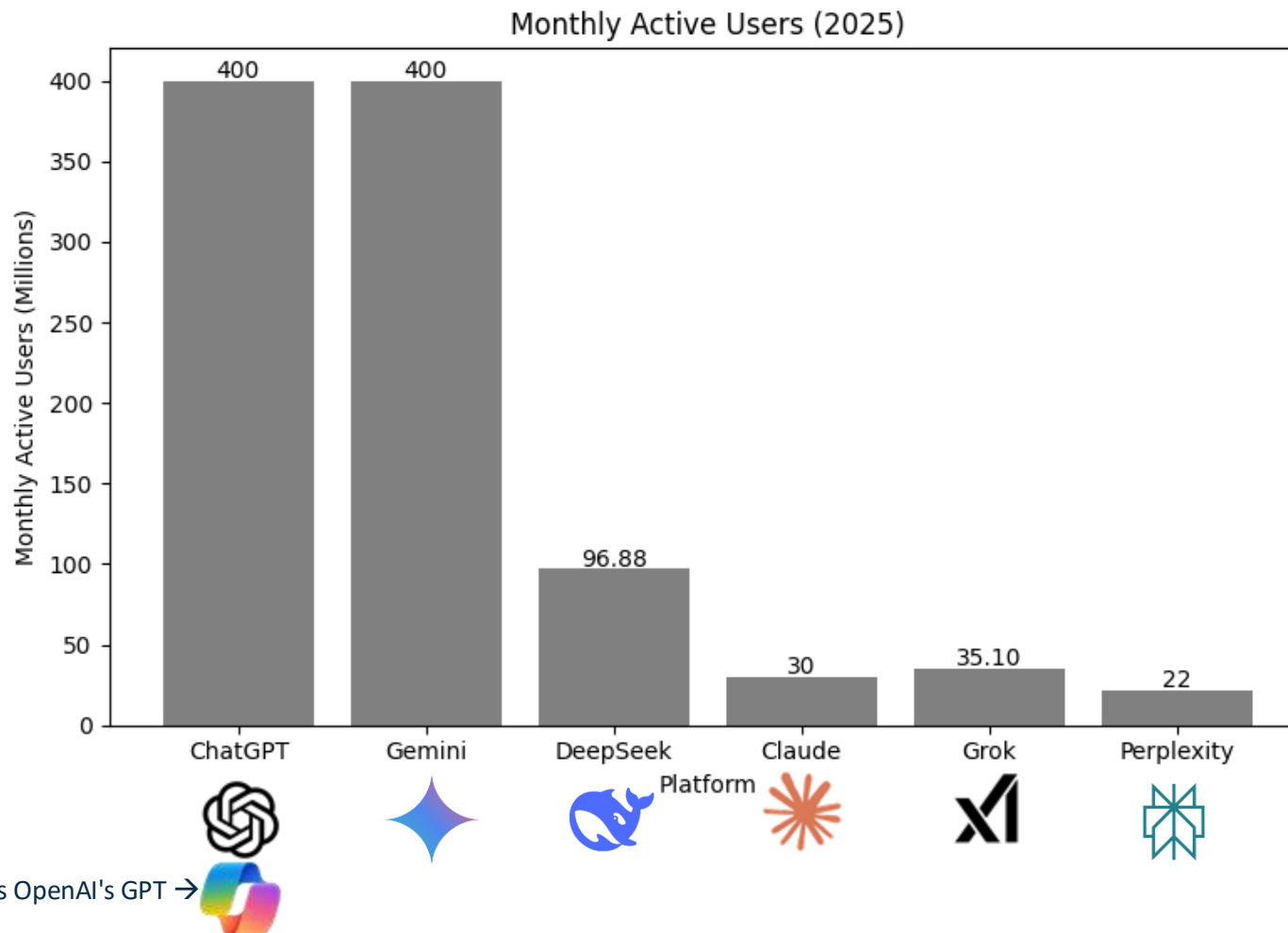
Oral testimony will be limited to five (5) minutes’ duration. In preparing the order of witnesses,

New York State Assembly

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The Committees seek testimony on the challenges and opportunities of using AI in the workplace, ways in which AI is being used by both employers and workers, and how AI will impact New York’s labor market in the future.

Leading AI Chatbots as of December 2025



First Page Sage. (2025). *Top generative AI chatbots*. Retrieved December 2, 2025, from <https://firstpagesage.com/reports/top-generative-ai-chatbots/>





AI Learning Community Updates

Module 1: Understanding and Communicating AI

Module 2: AI Training & Workforce Development

Module 3: Risk, Ethics & Oversight

Module 4: Vendor Compliance & Regulatory Alignment





New York Alliance AI Learning Community Toolkit

New York Alliance AI Learning Community: Webinars and Toolkit

Module 1: Understanding and Communicating AI



1. What Is AI (and What Isn't)?

• Michael Seereiter (New York Alliance)



2. How to Talk About AI Use

• Eunice Beck (Heartshare)



3. Reviewing Your AI Acceptable Use Policy

• Gregg Paulk (Anderson Center)

Module 3: Risk, Ethics & Oversight



7. AI Risks in Human Services

• Courtney Maugé (NFP)



8. How to Explore AI Safely

• Michael McGuire (Living Resources)



9. Oversight, Consent, Ethics

• Julia Hochman (DDI)

Module 4: Vendor Compliance & Regulatory Alignment



4. Staff Training & Role-Based Competencies

• Tony Daniels (AHRC Nassau)



5. Prompt Engineering 101

• Dan Kelley (Arise, Exceptional Family Resources)



6. Leadership & HR Readiness

• Marco Damiani (AHRC NYC)



10. Evaluating AI Vendor-Partners

• Katie Page (New York Alliance)



11. Aligning with CMS, DOH & OPWDD

• Roger Bearden & Mario Ayoub (BSK)



12. Building Internal Capacity for Vendor Oversight

• Rich VanDyke (ACLD)

Collaborative Webinars

Aligning with Agency AI Policies

Know Your Policies	Review your agency's Employee Handbook, AI Use Agreement, Computer Systems-Services Use Agreement, and related data security or compliance policies.
Understand Prohibitions	Do not enter confidential or personally identifiable information (PII) / protected health information (PHI) into AI tools unless explicitly approved and secured.
Use Approved Tools Only	Follow agency guidance on which AI tools are authorized and ensure they meet security and encryption standards.
Establish Clear Definitions	Remember that AI includes chatbots, image generators, and other large language models (LLMs).
Know the Consequences	Non-compliance may result in disciplinary action, up to and including termination.
Report Misuse Immediately	Contact your supervisor, Compliance, or IT if you suspect unauthorized AI use or data breach.

Sample Policies, Checklists, Resources, Exercises





Discussion: Overview and Comments on Modules 3 and 4

Module	Webinar	Co-Presenter	Agency
Module 3: Risk, Ethics & Oversight	7. AI Risks in Human Services	RELEASED	Courtney Mauge
	8. How to Explore AI Safely		Michael McGuire
	9. Oversight, Consent, and Ethics		Julia Hochman
Module 4: Vendor Compliance & Regulatory Alignment	10. Evaluating AI Vendor-Partners	RELEASING December 2025	Katie Page
	11. Aligning with CMS, DOH & OPWDD		Roger Bearden & Mario Ayoub
	12. Building Internal Capacity for Vendor Oversight		Rich VanDyke





Vendor Assessment & Collaboration

Module 4: Vendor Compliance & Regulatory Alignment





Vendor Collaboration Discussion

- What feedback have we received from our vendors?
 - **Action: Subcommittee volunteers needed to provide feedback on Short Vendor Checklist (1 page)**
- Do we want to invite vendor(s) to present at these meetings?
- What can we do to engage the vendors while being sensitive about these Community of Practice operating norms:
 - Neutral Ground
 - This is a peer learning space, not a sales forum.
 - Vendors join as collaborators, not product marketers.
 - Shared Learning Focus
 - Discussions center on AI/LLM best practices, use cases, contracts, and training.
 - No tool is “the standard.” Different providers use different systems.
 - Transparency & Trust
 - Vendors are expected to share openly about risks, limitations, and safeguards.
 - Sales pitches, product demos, or competitive claims are not appropriate.
 - A Provider Learning Community
 - Providers drive the agenda and identify the challenges.
 - Vendors contribute expertise where it helps solve real-world problems.
 - Collaboration First
 - Goal is co-developing safe practices for generative/agentive AI.
 - Participation is about building shared knowledge for the field, not winning accounts





Quizzes and Certifications

Module 1: Understanding and Communicating AI

Module 2: AI Training & Workforce Development

Module 3: Risk, Ethics & Oversight

Module 4: Vendor Compliance & Regulatory Alignment



Quizzes and Certifications

Ex: 3.7 AI Risks in Human Services:

Which of the following represents a real-world claim scenario currently impacting organizations?

- A. AI systems automatically generate accurate medical diagnoses without human oversight
- B. Reliance on erroneous facts generated by AI leading to malpractice claims
- C. AI eliminating all cybersecurity threats through advanced detection
- D. AI tools reducing all forms of workplace discrimination
- E. AI preventing all privacy breaches through automated compliance

Correct Answer: B

Multiple Choice Quizzes in Development

4 module-level assessments (one per module, not per video)

- Module 1: Understanding and Communicating AI
- Module 2: AI Training & Workforce Development
- Module 3: Risk, Ethics & Oversight
- Module 4: Vendor Compliance & Regulatory Alignment

Certification: Each quiz tied to **module-specific certification**

- **4 certifications total** (aligned to the 4 modules)

Timeline:

- **Available for review & discussion** at next monthly meeting
- **Implementation:** Q1 2026 on New York Alliance AI site





Organizational Self Assessment

A Year of Progress

- Earlier this year, we collected and reviewed results from the 2025 Organizational Self-Assessment and identified trends across providers.
- Proposed updates for the 2026 OSA will be shared for feedback before finalization.
- The group will discuss how best to use year-over-year benchmarking to measure progress and guide priorities for next year.
- **Action: Subcommittee volunteers needed to provide feedback 2026 OSA**

Organizational Self Assessment Index Snapshot		Score	Max	%
OSA Total Score		18	610	3.0%
1. Strategic Vision		13	70	18.6%
AI Awareness and Strategic Alignment		13	25	52.0%
Policies, Definitions, and Use Cases		0	15	0.0%
AI Tools and Vendor Management		0	25	0.0%
Collaboration and Standards		0	5	0.0%
2. Data Management, Privacy, Security		0	105	0.0%
Policies and Controls for Data Security and Privacy		0	55	0.0%
Anonymization and Data Protection Techniques		0	25	0.0%
Compliance and Audit Practices		0	20	0.0%
Risk Management for Third-Party Vendors		0	5	0.0%
3. Technology Integration		0	70	0.0%
Technology Infrastructure and Electronic Systems Compatibil		0	45	0.0%
IT Readiness and Resource Allocation		0	20	0.0%
Data and Access Control		0	5	0.0%
4. Human Oversight and Ethics		0	80	0.0%
Human Oversight and Review Process		0	20	0.0%
Person-Centered AI Alignment		0	10	0.0%
Ethical Policies and Bias Monitoring		0	20	0.0%
Transparency and Communication		0	5	0.0%
Training and Education on AI		0	10	0.0%
Informed Consent and Participation		0	15	0.0%
5. Workforce Development and Training		0	90	0.0%
Training and Competency Development		0	30	0.0%
Workforce Policies and Ethical Guidelines		0	40	0.0%
AI Effectiveness and Impact on Workforce		0	20	0.0%
6. Impact on Quality Outcomes		0	105	0.0%
Measuring and Monitoring Impact		0	40	0.0%
Feedback and Adjustment		0	15	0.0%
Individualized Support and Independence		0	35	0.0%
Operational Support and Monitoring of AI Tools		0	15	0.0%
7. Compliance, Risk, Regulatory		5	90	5.6%
Regulatory Compliance and Auditing		0	35	0.0%
Risk Assessment and Mitigation		0	45	0.0%
Restrictions and Quality Control		5	10	50.0%



2026 Planning

Virtual sticky note exercise, open discussion, prioritizing content





Live Exercise: AI Learning Community, Priorities and Needs for 2026

<https://easyretro.io/publicboard/6GIFaqjkZ6bqAlbrJrZAGnX9aW32/7cbfa51c-df1b-4c32-9102-90cc129b7617>



1: Understanding & Communicating AI 1.1 What Is AI (and What Isn't)? 1.2 How to Talk About AI Use 1.3 Reviewing Your AI Acceptable Use Policy	2: Training & Workforce Development 2.4 Staff Training & Role-Based Competencies 2.5 Prompt Engineering 2.6 Leadership & HR Readiness	3: Risk, Ethics & Oversight 3.7 AI Risks in Human Services 3.8 How to Explore AI Safety 3.9 Oversight, Consent, and Ethics	4: Vendor Compliance & Regulatory Alignment 4.10 Evaluating AI Vendor-Partners 4.11 Aligning with CMS, DOH & OPWDD 4.12 Building Internal Capacity for Vendor Oversight	5: New Topics for 2026
Type something... × Save				

Together, we'll reflect on 2025: We've covered 12 AI topics across four modules, comment on where we need additional toolkit resources.

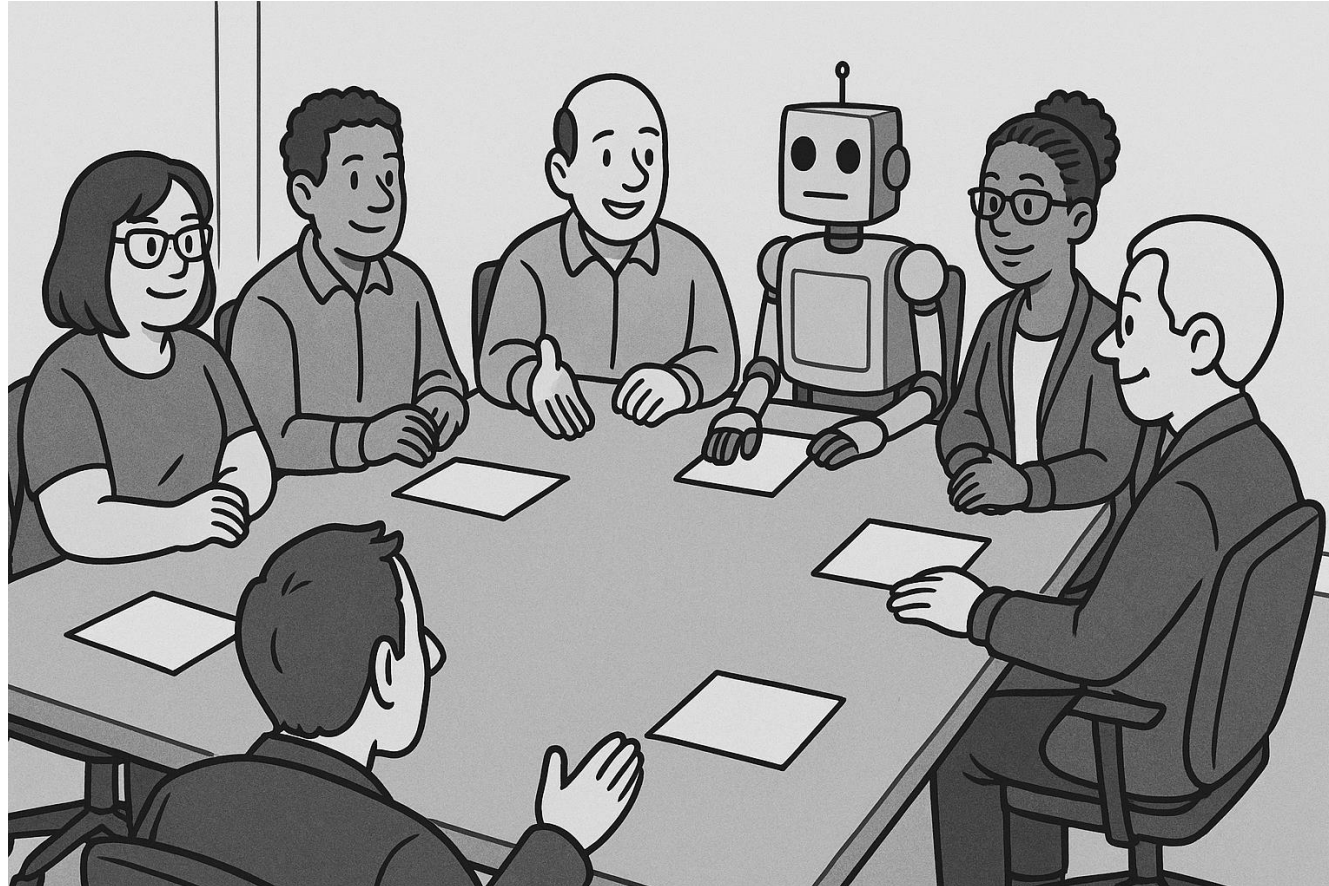
Then, we'll prioritize for 2026: "Upvote" the topics that need deeper dives and new areas we haven't addressed yet.

Your input will guide next year's Community of Practice monthly update sessions and toolkit resources.





Open Discussion: AI Community of Practice / Learning Community Members





Next Steps for January Meeting

NY Alliance AI Community of Practice

Next Meeting, **Tuesday, January 20, 2025, 1-2 pm ET**

- Review Module 4 and use the Discussion Forum
- Updates for Short-Form Vendor Checklist Subcommittee
- Updates for 2026 Organizational Checklist Subcommittee





Thank you!

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