AI IMPACT REPORT NO. 317 · REVISED 5 OCTOBER 2026 · 250 ROLES COVERED

Systems Analysts

AI profoundly augmenting requirements analysis, system design, and process optimization for IT systems.

EXPOSURE	WINDOW	ADOPTION TODAY	READING
63 High exposure	2–5 yrs until change lands	High	Substantial automation of routine work. Exposure is the share of today's work AI can plausibly take on within the window.

§ 01 WHAT IS HAPPENING

What is happening to systems analysts

Impact

AI tools are autonomously analyzing user feedback, generating initial solution designs, streamlining process modeling, and enhancing troubleshooting. This compels Systems Analysts to radically pivot towards high-level strategic problem definition, nuanced stakeholder management, ethical oversight of AI, and fostering irreplaceable human connections with users and business leaders.

Risk

Radical role overhaul; pervasive automation leading to significant workflow redefinition and specialized human focus.

The Systems Analyst role is undergoing a profound and accelerating redefinition by AI. AI will assume command of vast routine data collection, initial requirements elicitation, and the generation of basic solution outlines. Systems Analysts must immediately pivot to becoming experts in leveraging AI for hyper-efficiency and enhanced strategic insights, intensely validating AI outputs for accuracy and bias, and dedicating their expertise to the irreplaceable human elements of the role: profound understanding of nuanced business needs, complex stakeholder management, and critical ethical decision-making regarding technology's impact on users and organizations.

Sector readiness

Rapid & Transformative Integration

The IT and business analysis sectors are aggressively integrating AI, driven by the imperative for hyper-efficient development cycles, data-driven decision-making, and complex process automation. AI is rapidly moving beyond pilot stages to widespread adoption for requirements analysis, process modeling, and solution design, fundamentally altering traditional workflows.

§ 02 POSITION

Where you stand

i The Systems Analyst role is undergoing a profound and accelerating redefinition by AI, fundamentally restructuring requirements analysis, system design, and process optimization.

ii AI will autonomously manage vast data, generate precise solution outlines, and streamline documentation, compelling Analysts to pivot to indispensable strategic problem definition and profound human connection.

iii Survival and impact will hinge on Systems Analysts mastering AI tools, critically validating AI outputs for fairness, championing ethical AI, and providing irreplaceable human insight and nuanced judgment in guiding technology's impact on business and users.

§ 03 ACTIONS 15 POINTS

What this means for you

Concrete changes to how the work gets done, in the order you are likely to meet them.

01 **AI-Driven Requirements Elicitation & Analysis.** Systems Analysts will leverage AI tools that autonomously process vast amounts of unstructured data (e.g., user feedback, stakeholder interviews, process documentation) to identify core requirements, user stories, and potential conflicts. This radically accelerates the requirements gathering phase and ensures comprehensive coverage.

02 **Generative AI for Initial Solution Design.** Systems Analysts will orchestrate AI platforms that autonomously create initial drafts of system designs, architectural blueprints, and component specifications based on defined requirements and constraints. This dramatically speeds up the solution design process, enabling rapid iteration and exploration of diverse options.

03 **AI-Powered Process Mining & Optimization.** Systems Analysts will utilize AI tools that autonomously analyze event logs from existing IT systems (e.g., ERP, CRM) to automatically discover, visualize, and identify actual "as-is" business processes. The AI will pinpoint hidden inefficiencies and suggest optimal "to-be" processes.

04 **Predictive Analytics for System Performance & Impact.** Systems Analysts will leverage AI models that autonomously analyze system usage, network traffic, and resource consumption to predict future performance bottlenecks or the impact of proposed system changes. This enables proactive design adjustments for scalability and resilience.

05 **Automated Documentation & Technical Specification Generation.** AI will autonomously draft comprehensive technical specifications, user manuals, and API documentation from design models, codebases, or high-level inputs. Systems Analysts will rigorously review and approve these AI-generated documents, ensuring accuracy and consistency.

06 **Focus on Strategic Problem Definition & Value Creation.** As AI assumes command of lower-level analysis and design, the paramount value of Systems Analysts will be their irreplaceable human ability to precisely define complex business problems, identify underlying root causes, and articulate how technology solutions (often AI-driven) create tangible business value.

07 **Human-AI Teaming for Solution Validation.** Systems Analysts will operate in seamless human-AI teams, where AI processes vast data, generates design proposals, and simulates outcomes. The human analyst will lead the validation of these AI-generated solutions, ensuring they meet nuanced business needs and align with strategic objectives.

08 **Ethical AI in System Design & Bias Mitigation.** Systems Analysts will bear profound responsibility for auditing AI systems for algorithmic bias (e.g., in data classification, decision-making logic), ensuring data privacy, and upholding ethical standards in the design and deployment of all AI-enabled systems.

09 **AI for Data Governance & Quality Management.** Systems Analysts will integrate AI tools that autonomously classify sensitive data, monitor data flows, and enforce data governance policies across disparate systems. This ensures data integrity and compliance in complex enterprise environments.

10 **AI-Driven Stakeholder Analysis & Communication.** Systems Analysts will utilize AI to autonomously analyze stakeholder feedback, identify key influencers, and tailor communication strategies for complex IT projects. This enhances stakeholder engagement and project buy-in.

11 **Continuous Learning & AI Literacy as a Core Competency.** The exponential pace of AI integration in IT systems demands that Systems Analysts commit to continuous, aggressive learning of new AI-powered tools, their profound capabilities, and intricate ethical implications, as a foundational competency.

12 **Specialization in AI System Design.** The field will see a rise in Systems Analysts specializing in designing AI/ML-driven systems themselves, focusing on integrating AI models into enterprise architectures, defining data pipelines for AI, and ensuring model explainability.

13 **AI for Competitive & Technology Trend Analysis.** Systems Analysts will leverage AI tools to autonomously analyze competitor technology stacks, industry trends, and emerging vendor offerings. The AI will identify optimal solutions and strategic opportunities for system upgrades or new implementations.

14 **Leadership in Digital Transformation & Process Redesign.** Systems Analysts will play a leading role in guiding organizations through digital transformation initiatives, fundamentally redesigning business processes to integrate AI and automation, and ensuring the smooth adoption of new systems.

15 **Strategic Alignment of Technology with Business Goals.** As AI streamlines technical tasks, Systems Analysts will dedicate more time to high-level strategic planning, ensuring that proposed system designs and technology choices directly align with and support the organization's overarching business strategy and objectives, maximizing value.

§ 04 CAUSES 10 DRIVERS

What is pushing this change

01 **Explosive Growth of Business & IT Data.** Vast amounts of data from business operations, user interactions, and IT systems provide rich input for AI models.

02 **Revolutionary Advancements in AI/ML (NLP, Generative AI, Predictive Analytics).** Breakthroughs in AI fields enable sophisticated analysis of requirements, autonomous design generation, and intelligent process optimization.

03 **Urgent Demand for Faster & More Agile IT Development.** Businesses demand rapid iteration and deployment of new software and IT solutions; AI accelerates the entire development lifecycle.

04 **Pervasive Digital Transformation Initiatives.** Companies are undergoing radical digital transformation, making robust and adaptable AI-powered IT systems a central business imperative.

05 **Increasing Complexity of Business Processes & IT Ecosystems.** Intricate business processes and distributed IT architectures make manual analysis and optimization unsustainable, forcing AI adoption.

06 **Critical Need for Cost Optimization & Efficiency.** AI automation of requirements analysis, design tasks, and process optimization drives aggressive IT budget reductions.

07 **Shortage of Skilled IT Professionals Bridging Business & Tech.** The severe global shortage of IT professionals who can effectively bridge business needs with technical solutions compels AI adoption to augment human capacity.

08 **Mandatory Regulatory & Compliance Demands.** Governments and industries are imposing increasingly stringent data privacy, security, and process compliance regulations, forcing AI investment for adherence.

09 **Global Competition in Technology & Business Models.** AI is a critical enabler for companies to gain a competitive edge in technology, efficiency, and market responsiveness.

10 **User Expectations for Seamless & Intelligent Systems.** Users expect intuitive, high-performing, and intelligent systems that adapt to their needs, driving AI integration.

§ 05 VARIATION 5 SECTORS

Impact by sector

The headline figure is an average. Where you work changes the picture.

Business Systems Analysts (Functional Focus)	AI for analyzing business processes, gathering user requirements (e.g., from interview transcripts), and identifying opportunities for tech solutions. Focus on business value and process mapping.
IT Business Analysts (Software/Systems Focus)	AI for requirements analysis, use case modeling, assisting in solution design for software projects, and validating AI-generated code specifications. Focus on software development lifecycle.
Process Improvement Analysts	AI for process mining, identifying bottlenecks in existing workflows, simulating impact of process changes, and designing automated workflows. Focus on operational efficiency.
Data-Focused Business Analysts / BI Analysts	Heavy use of AI/ML tools for deep data analysis, creating BI dashboards, identifying trends, and generating predictive insights for business units. Focus on data-driven decision-making.
Enterprise Architects (Solution-level)	AI for modeling specific solution architectures, component selection, and performance prediction for new IT systems. Focus on technical design and integration.

§ 06 PREPARATION 8 SKILLS

Skills to build

The skills that keep the human part of this work valuable as the routine part is automated.

01 **Strategic Problem Definition & Analysis.** The profound ability to identify and precisely define complex business problems, translate them into actionable IT challenges, and structure them for AI-driven solutions.

02 **AI/ML Literacy & Data Interpretation.** Profound understanding of AI capabilities, data-driven decision-making, and the ability to interpret AI-generated insights for business relevance.

03 **Requirements Engineering & Management.** Expertise in eliciting, analyzing, documenting, and managing complex requirements from diverse stakeholders, increasingly with AI assistance.

04 **Business Process Modeling & Optimization.** Mastery of analyzing, designing, and optimizing business processes, leveraging AI-powered process mining and simulation tools.

05 **Solution Design & Validation.** Ability to design robust, scalable, and effective IT solutions, critically evaluating AI-generated designs, and validating solutions against business needs.

06 **Ethical AI & Compliance.** Understanding and applying ethical AI principles within system design, ensuring algorithmic transparency, mitigating biases, and rigorously protecting data privacy.

07 **Communication & Stakeholder Management.** Clearly articulating complex technical concepts and AI-driven insights to diverse business and technical audiences, and facilitating consensus among stakeholders.

08 **Adaptability & Continuous Learning.** A relentless commitment to continuous, aggressive learning of new AI tools, understanding their profound capabilities, and radically adapting system analysis methodologies.

§ 07 INSTRUMENTS 12 ENTRIES

Tools in use

KINDS OF TOOL WORTH KNOWING

01 **AI-Powered Requirements Management Tools.** Software that uses AI to autonomously analyze requirements, identify inconsistencies, and automate traceability, streamlining the requirements lifecycle.

02 **Generative AI for System Design & Documentation.** Tools that use AI to rapidly create initial drafts of system architectures, component diagrams, and technical specifications from requirements or models.

03 **AI-Powered Process Mining Tools.** Platforms that use AI to automatically discover, visualize, and analyze actual business processes from client system logs, identifying inefficiencies.

04 **Business Intelligence & Data Visualization Platforms with AI.** Platforms that use AI for automated insights, natural language querying, and predictive capabilities within dashboards and reports for business data.

05 **AI for Solution Design & Architecture.** Software that leverages AI to generate and optimize designs for system components, integrate modules, and predict performance for IT solutions.

06 **Generative AI for Business Process Mapping.** AI tools that can take unstructured text (e.g., meeting notes, interviews) and autonomously generate visual representations of business processes.

NAMED TOOLS ALREADY IN USE

Modern Requirements VISIT
Leading requirements management platforms that are integrating AI for analysis, automation, and traceability.

Lucidchart VISIT
Diagramming and collaboration tools that are adding AI features to help generate diagrams from text, or LLMs used for drafting documentation.

Celonis VISIT
Leading process mining platforms that use AI to analyze process data from IT systems and identify inefficiencies and automation opportunities.

Microsoft Power BI VISIT

Leading BI tools that incorporate AI for generating automated insights, creating visualizations, and enabling natural language queries on business data.

Spacemaker AI (Illustrative of generative design concept, broader application) VISIT

Generative design tools, originally from AEC, whose principles are being adapted for system architecture design, allowing AI to explore solutions.

SAP Signavio Process Automation VISIT

SAP's suite for process management, increasingly leveraging AI for automated process discovery, analysis, and automation.

§ 08 EXAMPLES 5 EXAMPLES

In practice

Ways people in this role are already using AI, and what they get from it.

Automate Requirements Analysis

EXAMPLE 1

HOW

Systems Analysts can input unstructured user feedback (e.g., support tickets, forum posts), stakeholder interview transcripts, and existing system documentation into an AI-powered requirements tool. The AI will autonomously identify and categorize key functional and non-functional requirements.

GAIN

Radically accelerates requirements gathering, uncovers hidden needs, and ensures comprehensive coverage, leading to more robust system foundations.

Generate Initial System Designs

EXAMPLE 2

HOW

Systems Analysts will instruct a generative AI tool to create initial architectural designs (e.g., logical, physical, deployment diagrams) for a new system based on high-level requirements and specified constraints (e.g., cloud-native, microservices). The AI will autonomously generate the design for refinement.

GAIN

Dramatically speeds up the design phase, allows exploration of diverse architectural patterns, and ensures alignment between business needs and technical solutions.

Discover Process Bottlenecks

EXAMPLE 3

HOW

Systems Analysts will deploy an AI-powered process mining tool that autonomously analyzes event logs from a business application (e.g., CRM). The AI will visualize the actual process flow, identify deviations from standard, and pinpoint hidden bottlenecks or inefficiencies.

GAIN

Provides unparalleled transparency into actual process execution, accurately identifies hidden inefficiencies, and supports data-driven process optimization.

Automate Documentation Generation

EXAMPLE 4

HOW Systems Analysts can provide a generative AI tool with their system design models or code snippets. The AI will autonomously generate initial drafts of technical specifications, API documentation, or user manuals, adhering to predefined templates and styles.

GAIN Saves significant time on manual documentation, ensures consistency in technical specifications, and allows analysts to focus on strategic design challenges.

Analyze User Feedback for Insights

EXAMPLE 5

HOW Systems Analysts will utilize an AI platform that autonomously analyzes vast amounts of user feedback from various channels (e.g., surveys, app store reviews, support tickets). The AI will identify recurring themes, sentiment trends, and feature requests, providing actionable insights for system improvement.

GAIN Provides deep, real-time insights into user satisfaction and pain points, accelerates feature prioritization, and enables a more user-centric approach to system development.

§ 09 CONTEXT

How this role compares

Three neighbouring roles chosen to show the direction of travel.

Data Entry Clerks / Report Compilers (Basic, repetitive data tasks)

MORE EXPOSED

AI IMPACT Catastrophic (AI excels at extracting structured data, generating routine reports, and basic data aggregation.)

WORK MOVES TO Immediate need for radical re-skilling into AI oversight, validating AI-generated reports, or specializing in data quality for AI training.

AI Solution Architects / Process Automation Engineers

DIFFERENT SKILLS, GROWING

AI IMPACT Foundational (They design and build the AI algorithms and systems that power IT systems and process automation.)

WORK MOVES TO Deep expertise in AI/ML algorithms, software engineering, process automation, and system integration for AI-driven solutions.

Change Management Leaders / UX Researchers (Strategic Focus)

COMPLEMENTARY, LESS EXPOSED

AI IMPACT Low-Moderate Augmentation (AI assists in data for change management; AI for user feedback analysis), but core human psychology, organizational culture, and qualitative user empathy are irreplaceable.

WORK MOVES TO Leading organizational change, fostering adoption of new systems (Change Management Leaders); Deeply understanding user behavior, conducting qualitative research, and ensuring user-centric design (UX Researchers).

§ 10 VERDICT

Closing judgement

> For Systems Analysts, AI is not merely a tool but a radical force of transformation that will fundamentally redefine their role. It will autonomously manage routine analysis and design, compelling them to pivot to indispensable human insight, complex problem-solving, and profound strategic guidance. The future analyst will be a visionary orchestrator of human-AI collaboration, providing irreplaceable judgment at the heart of technology's impact on business.

§ 11 BASIS REVISED 5 OCTOBER 2026

Evidence and revisions

What the exposure figure rests on, what changed when it was last revised, and the published work cited for this role.

SCORE

65 to 63

WINDOW

2-5 years (unchanged)

The 5 October 2026 review moved the score down by 2 points.

Exposure Index v2. Inputs: task applicability 63/100 (Microsoft AI applicability score 0.31 for Computer systems analysts); observed usage 37/100 (Anthropic observed exposure 0.28); official exposure tier 100/100 (BLS: very high); labour-market trajectory 30/100 (BLS projects employment to grow 7.9% over 2025–35); published adoption rating 70/100 (high adoption). Weighted base 62.8. Final score 63. The previous figure of 65 was lowered by 2 points, a small change that comes from moving off scores rounded to the nearest five. The change window is unchanged.

HOW THE FIGURE IS BUILT (EXPOSURE INDEX V2)

Task applicability — Microsoft Research, AI applicability score	63 × 35%	21.9
Observed usage — Anthropic Economic Index, observed exposure	37 × 20%	7.4
Official exposure tier — US BLS AI-exposure category	100 × 20%	20.0
Labour-market trajectory — US BLS projected employment change 2025–35	30 × 10%	3.0
Published adoption rating — This report's adoption level	70 × 15%	10.5
Weighted base		62.8
Exposure score		63

MEASURES BEHIND THE SCORE

US Bureau of Labor Statistics · *Employment Projections 2025–35 and AI Exposure Categories* (27 August 2026)

AI-exposure tier: Very high. Projected employment change 2025–35: +7.9%. Matched to Computer systems analysts.

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Microsoft Research · *Working with AI: Measuring the Applicability of Generative AI to Occupations* (10 July 2025)

AI applicability score 0.31 (percentile 90 of 785 occupations) for SOC 15-1211.

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Anthropic · *Anthropic Economic Index report: Cadences* (26 June 2026)

Observed exposure 0.28 for SOC 15-1211 (percentile 90 of 756 occupations).

PUBLISHER PDF

UK Department for Science, Innovation and Technology · *Assessment of AI capabilities and the impact on the UK labour market* (28 January 2026)

UK context: around 70% of UK workers are in occupations with tasks AI could perform or enhance, above the US average; a one-standard-deviation rise in exposure was associated with a 3.9% fall in UK job postings.

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§ 12 APPENDIX

Method and sources

Each report was written from a large body of published research. The exposure score itself is computed, not written: it is the CareerGuard Exposure Index, a weighted average of occupation-level measures from the US Bureau of Labor Statistics (AI-exposure classification and 2025–35 projections), Microsoft Research (AI applicability scores) and Anthropic (observed exposure), together with the adoption rating published on the report. The organisations and publications below are the standing literature behind the narrative sections. Every source, with dates, licences and archived copies where we are permitted to hold them, is catalogued in the research library.

Exposure Index v2 (October 2026). Each input is scaled to 0–100 and weighted: task applicability 35% (Microsoft AI applicability score ÷ 0.5), observed usage 20% (Anthropic observed exposure ÷ 0.75), official exposure tier 20% (BLS very high = 100, high = 70, moderate = 40, low = 10), labour-market trajectory 10% (50 2.5 × projected % employment change), published adoption rating 15% (very high = 85, high = 70, medium-high = 55, medium = 40, low-medium = 25, low = 10). Inputs not measured for an occupation are dropped and the remaining weights renormalised. An editorial adjustment of at most ±12 points is allowed only for automation channels the measures cannot see (robotics, self-service, machine vision, medical imaging, RPA/OCR, generative video) and is always logged with its reason. Scores are whole numbers, not rounded to five. The change window shifts one notch (a year at each end) per ten points of movement.

I GLOBAL AND MACROECONOMIC IMPACT OF AI ON WORK

World Economic Forum
The Future of Jobs Report series — Employer survey of expected job growth and decline, skill shifts and technology adoption (2020, 2023 and 2025 editions); Artificial Intelligence and the Future of Entry-Level Work (2026).
AI governance and transformation reports — Frameworks on ethical AI, talent strategy and industry transformation.

McKinsey Global Institute
AI, Automation and the Future of Work series — Research quantifying automation potential by task, sector and demographic, from "Jobs Lost, Jobs Gained" to "Agents, robots, and us" (2025).
Industry-specific reports — Financial services, healthcare, manufacturing and others.

PwC
Global AI Jobs Barometer — Annual analysis of job postings and productivity by AI exposure (2024–2026 editions).
Upskilling Hopes and Fears survey — Employee perceptions and readiness.

Microsoft Research and Anthropic
Working with AI (2025); Anthropic Economic Index (2025–2026) — Occupation-level usage data from Copilot and Claude conversations, the two observed-usage measures behind the 2026 revision.

Stanford Digital Economy Lab and Stanford HAI
Canaries in the Coal Mine? (2025–2026); AI Index Report (annual) — Payroll evidence on early-career employment in exposed occupations; annual measurement of AI capability, investment and adoption.

Deloitte
Human Capital Trends series — Workforce, talent and HR technology trends.
Tech Trends series — Emerging technologies and their business implications.

Accenture
Technology Vision series — Forward-looking analysis of emerging technology, with emphasis on AI.
Fjord Trends — Design, innovation and human experience in a digital world.

Boston Consulting Group
AI/ML insights and industry solutions — "The AI Revolution in the Workplace" and related research.

EY
AI and workforce reports — Adoption, talent strategy and ethics.

IBM Institute for Business Value
AI and automation studies — Business models, workforce evolution and leadership.

OECD
AI Policy Observatory — International data and policy on AI, labour markets and skills.
Employment Outlook — Labour-market trends including technological impact (2023–2026 editions).

International Labour Organization
Generative AI and Jobs: A Refined Global Index of Occupational Exposure (2025) — Task-level exposure gradients for every ISCO occupation; successor to the 2023 global index.

International Monetary Fund
Staff Discussion Notes on AI and work (2024, 2026) — Complementarity framing: where AI augments and where it substitutes.

UK Department for Science, Innovation and Technology
Assessment of AI capabilities and the impact on the UK labour market (2026) — UK occupational exposure and job-posting evidence.

Brookings Institution
AI and automation research — Economic and social implications, displacement and skills.

Yale Budget Lab and Goldman Sachs Research
Tracking the Impact of AI on the Labor Market; AI and the US labour market (2026) — Aggregate labour-market monitoring; macro displacement estimates.

Oxford University (Oxford Martin School)
The Future of Employment — Frey & Osborne and subsequent research on susceptibility to automation.

MIT Technology Review
AI & Work — Reporting on AI research and its implications for industries and jobs.

Gartner
Hype Cycle for Artificial Intelligence — Maturity and adoption of AI technologies.
Future of Work reports — Workplace models and talent strategy.

U.S. Bureau of Labor Statistics
Employment Projections 2025–35; AI Exposure Categories; Occupational Outlook Handbook — Ten-year employment projections and, from the 2025 cycle, an AI-exposure tier for every detailed occupation.

Indeed Hiring Lab
AI at Work Report (2025) and posting-market updates — Skill-level transformation estimates and job-posting trends by occupation.

II CORE AI AND MACHINE-LEARNING RESEARCH

OpenAI
Research papers, blog and API documentation — Large language models, generative AI, safety and societal impact.

Google DeepMind
Research papers and blog — Reinforcement learning, AI for science, AGI and ethics.

Meta AI
Research papers and blog — Large language models, computer vision, AI for social good.

Hugging Face
Transformers library and model hub — Open-source state-of-the-art NLP models.

TensorFlow and PyTorch
Documentation and community forums — Core frameworks illustrating practical capability.

arXiv
cs.AI, cs.LG, cs.CV, cs.CL — Pre-print research.

NeurIPS and ICML
Conference proceedings — Top-tier academic research.

ACM and IEEE
Journals and proceedings — ACM Computing Surveys; IEEE Transactions on AI.

Kaggle
Datasets and competition solutions — Applied machine learning on real-world problems.

The Alan Turing Institute
Research and reports — Responsible and applied AI.

III ETHICAL AND RESPONSIBLE AI DEPLOYMENT

NIST
AI Risk Management Framework — Voluntary framework for managing AI risk.

European Commission
AI Act — Risk-tiered legal framework for AI.
Ethics Guidelines for Trustworthy AI — Principles for responsible development.

Partnership on AI
Research and best practice — Responsible AI development.

AI Now Institute
Annual reports — Social implications: power, inequality, rights.

ACM FAccT
Proceedings — Fairness, accountability and transparency.

Data & Society
Publications — Social implications of data-centric technology.

WIPO
Conversation on IP and AI — Intellectual-property implications of AI.

IEEE Global Initiative on Ethics of A/IS
Ethically Aligned Design — Recommendations for ethical AI design.

Center for AI and Digital Policy
Policy briefs — Accountable AI policy.