COMPAS: Ethical AI Adoption for Nonprofits

From Chaos to Strategy - A Framework for Mission-Driven AI Use

Jessica Peskay, RoundTable Technology & Joshua Peskay, Meet the Moment | Nonprofit Staten Island Conference | October 30, 2025

RoundTable TECHNOLOGY

MEET the MOMENT
RESILIENCE FOR NONPROFITS

Jessica Peskay

Solutions Consultant

RoundTable Technology

RoundTable Technology delivers proactive **Managed IT Services** to nonprofits, with expertise in cybersecurity, strategy, and IT projects.

Joshua Peskay

Co-Founder

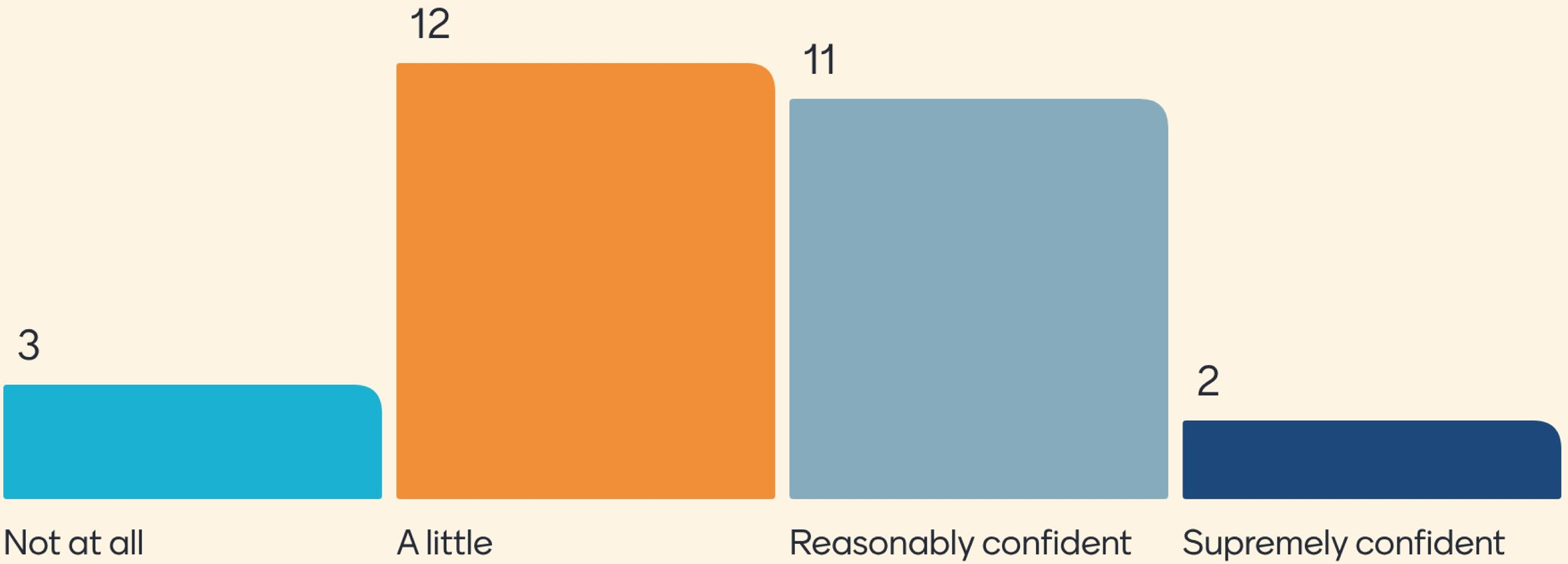
Meet the Moment

Human-Centered Technology Leadership for Nonprofits

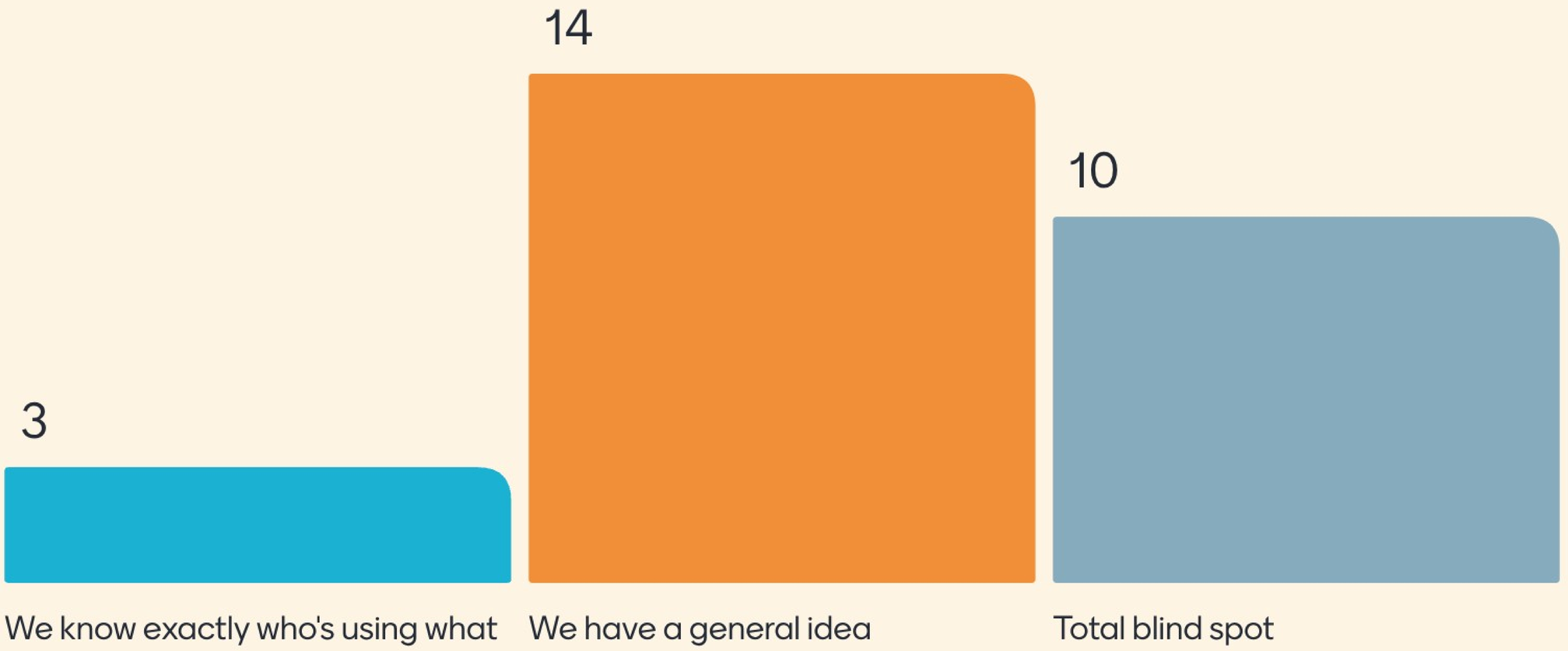
Guiding mission-driven organizations through AI, cybersecurity, and digital change

Join our Menti - win prizes!

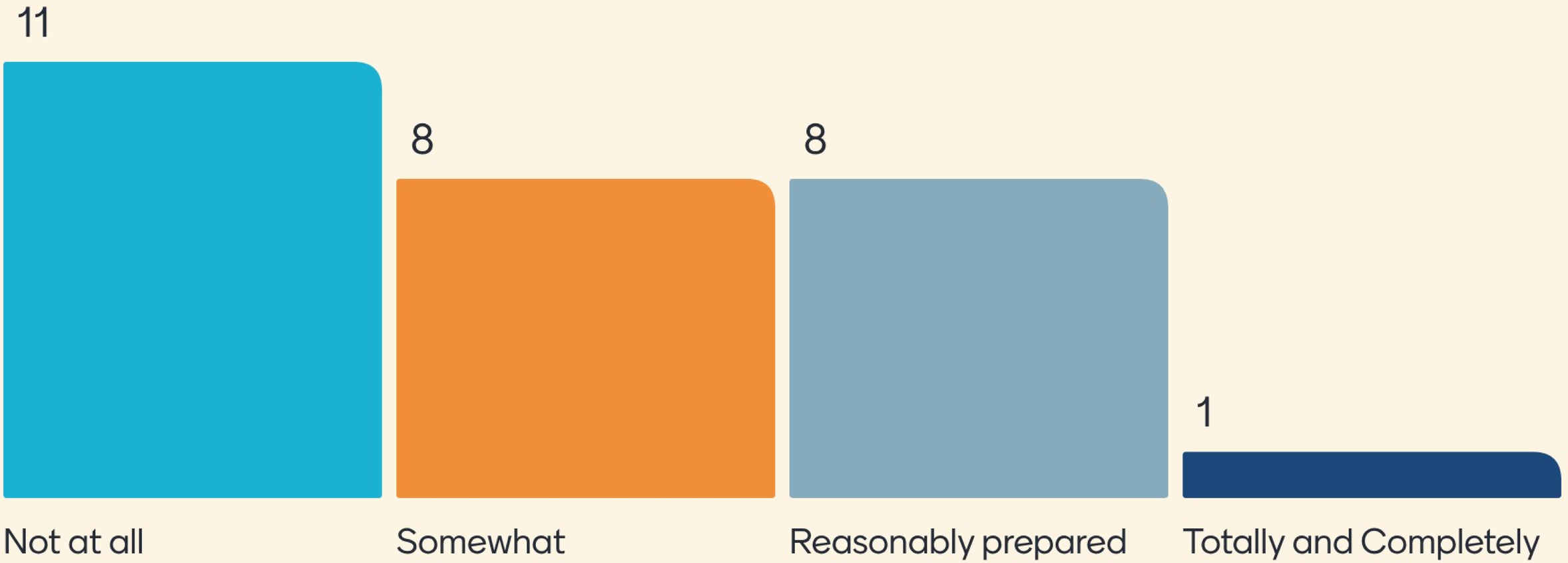
How confident are you in your ability to use AI effectively at work?



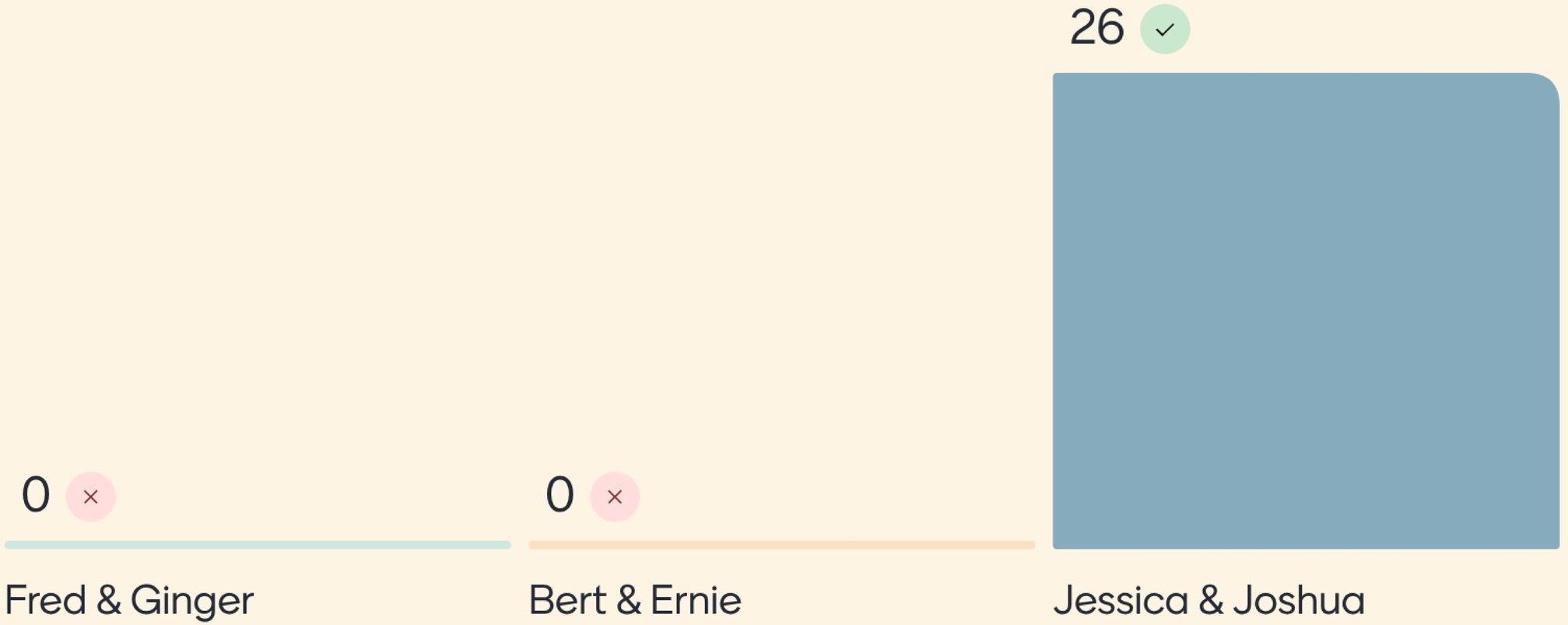
How much do you know about AI use at your organization?



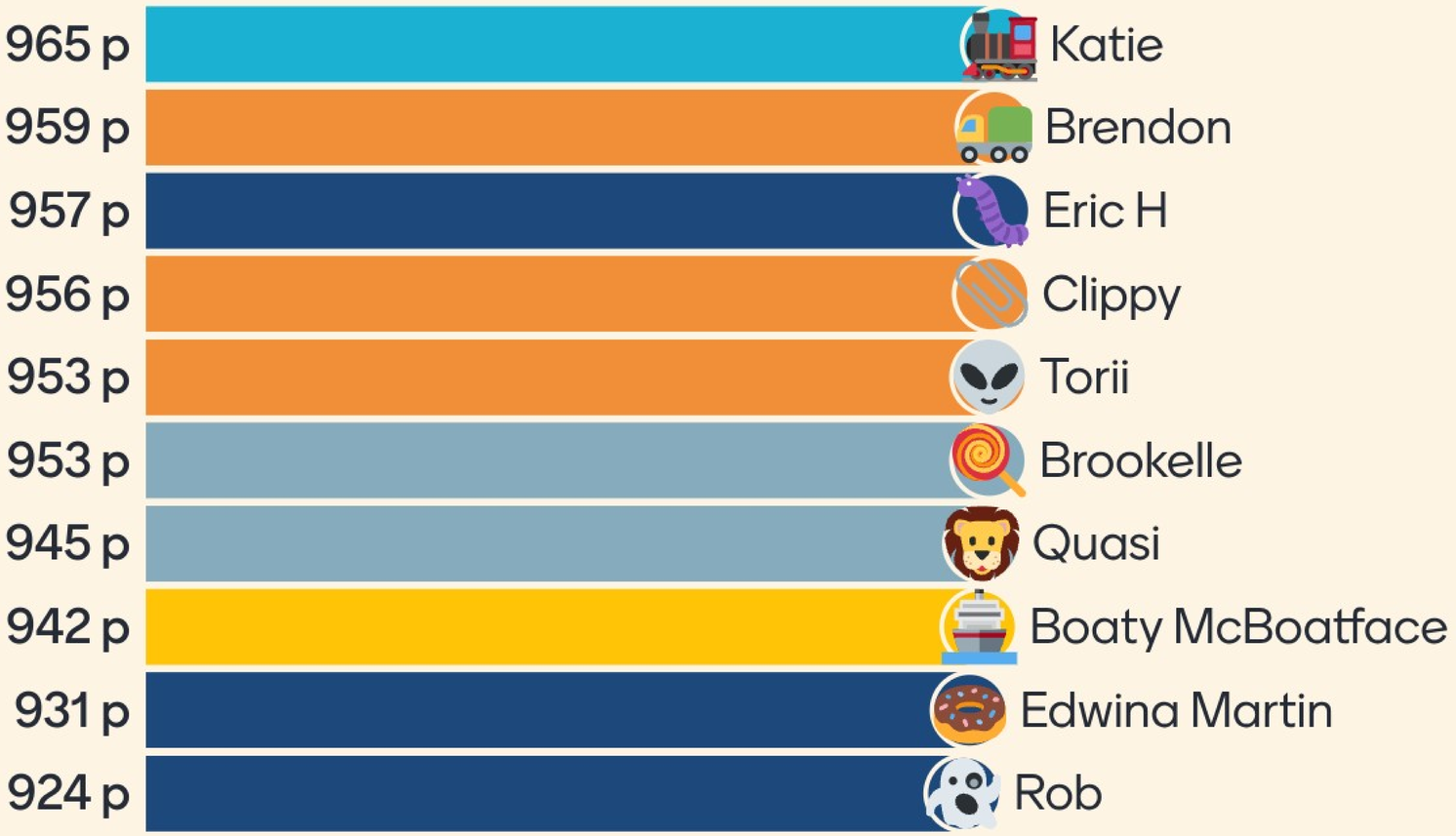
How prepared do you feel to discuss questions about AI ethics at your organization?



QUIZ! - First Quiz Question - What are our names?



Quiz leaderboard



Our Dream for You

A Year From Now

Your organization achieves meaningfully improved outcomes through effective AI use.

- Staff using AI ethically and safely
- Mission work amplified, not replaced
- Clear policies and practices in place
- Continuous learning culture established

To Achieve That Dream...

We need actual behavior change

- New skills to learn
- Old habits to break
- Uncertainty to navigate
- Resistance to overcome

And here's the thing: Most of that resistance is completely reasonable

Part 1: Addressing Resistance & Objections

Because you can't adopt what you don't trust

Let's Name the Elephants in the Room

These concerns are completely reasonable

🌍 **Environmental Impact -** AI training uses massive amounts of energy and water

⚖️ **Ethics & Bias -** Trained on stolen data, perpetuates bias, copyright violations

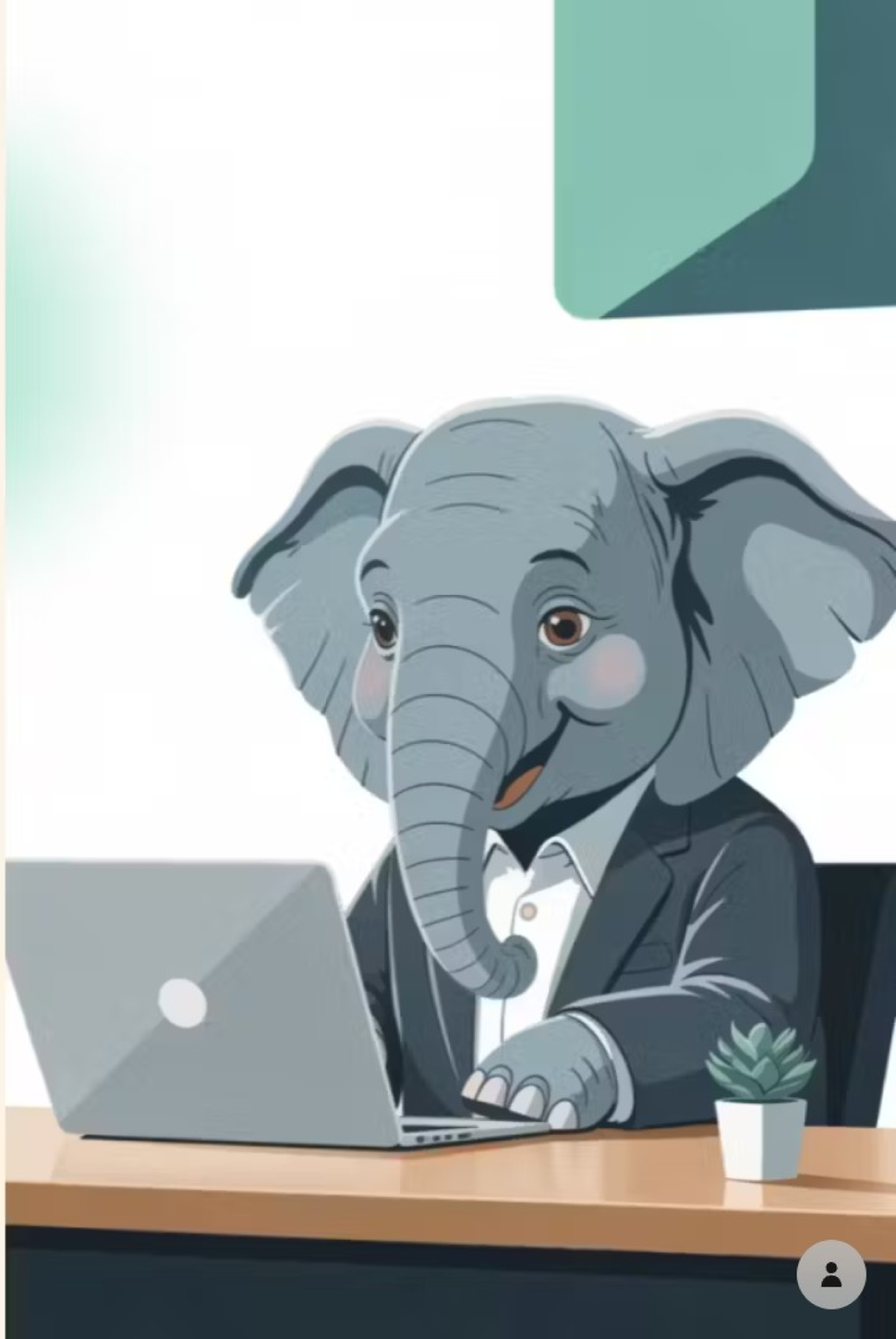
🔒 **Data Privacy -** Can't trust big tech companies with our community's data

💼 **Job Displacement -** AI is going to take our jobs

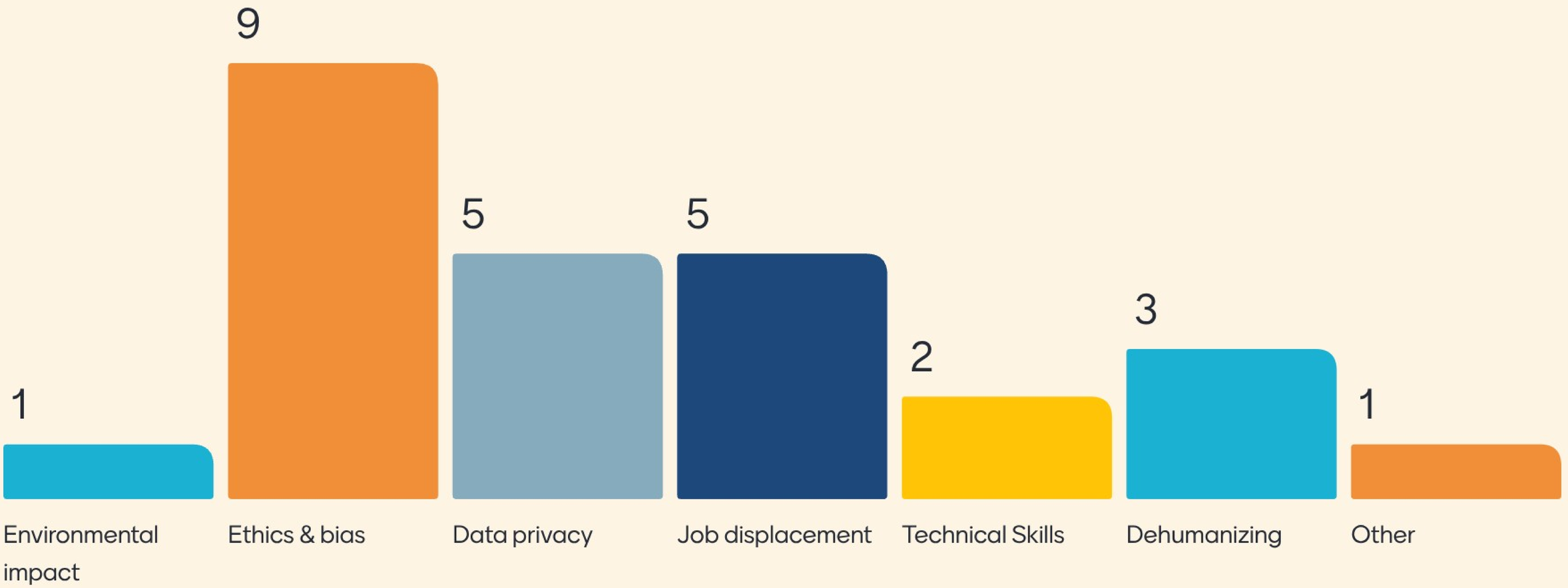
💻 **Too Technical -** I'm not a programmer - this is too hard to learn

❤️ **Dehumanizing -** Our mission is human-centered - AI conflicts with our values

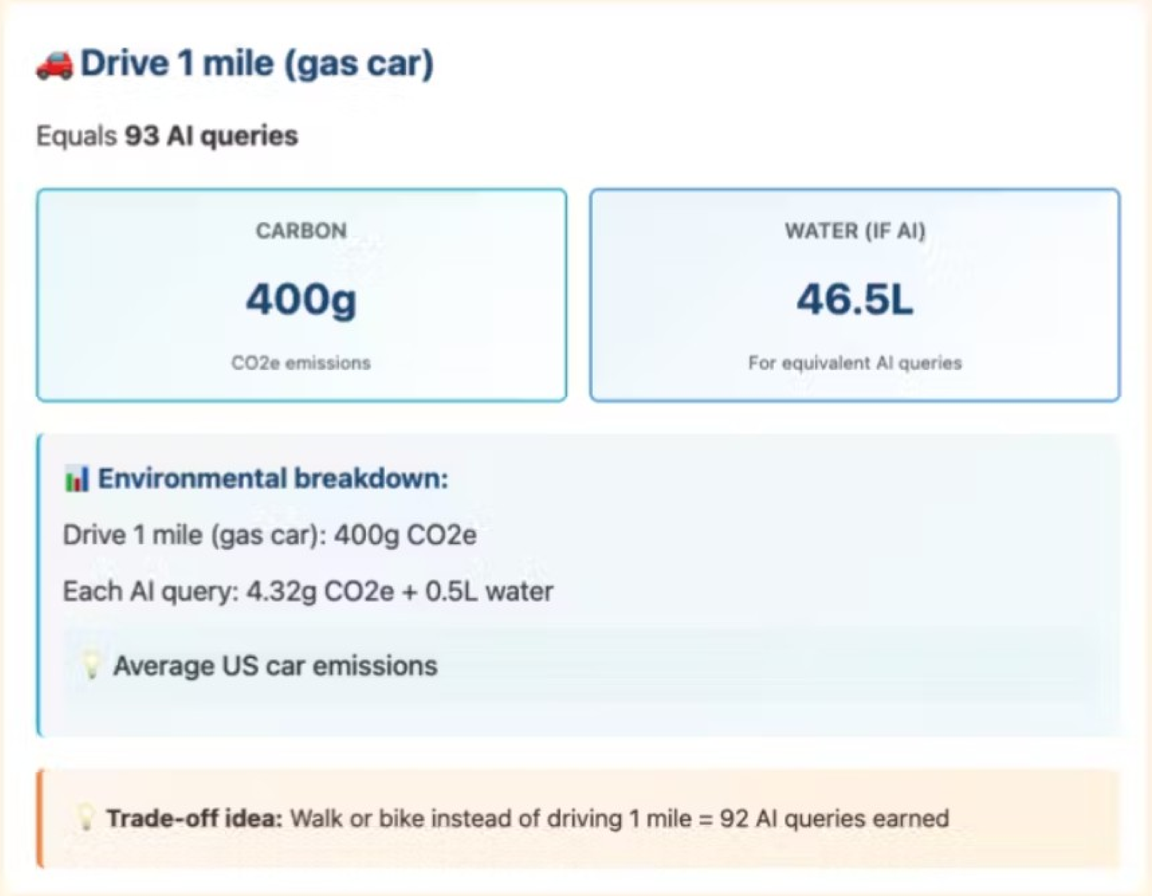
We're going to respond to every single one



Which concern about AI do you think is most prevalent in your organization?



Environmental Impact: Context Matters

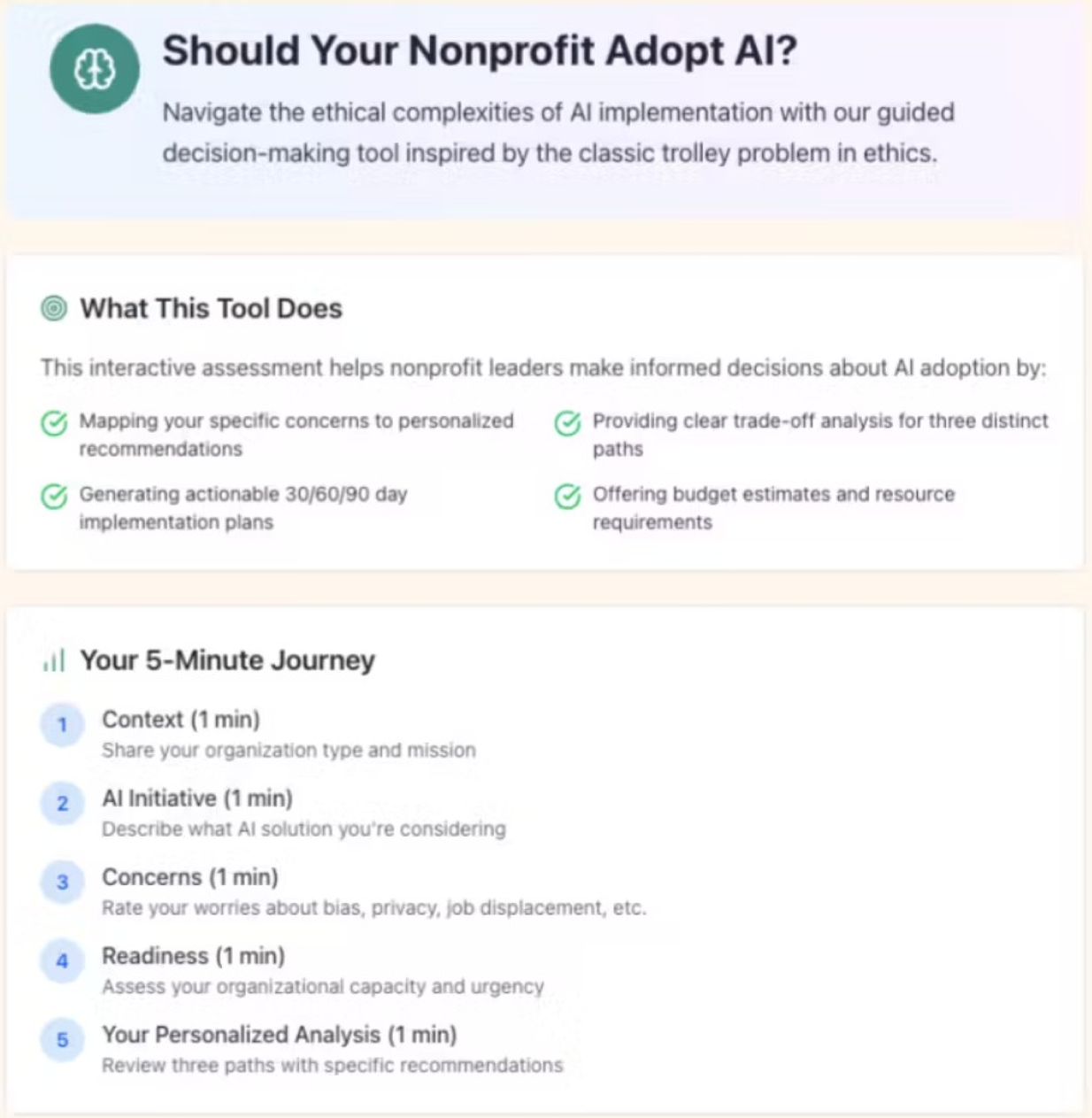


https://eco-aiq-v2.netlify.app/

Let's Work Through This Together

AI Trolley Problem: Interactive exercise addressing ethics, bias, and copyright concerns

https://nonprofit-ai-trolley.mtmapps.now/



Data Privacy: Clear Guidelines for Your Team

✕ Never Put This in Unauthorized AI Tools

- Donor names, addresses, payment info
- Client personally identifiable information (PII)
- Confidential program participant data
- Internal financial records
- Board meeting notes (unless public)
- Anything covered by FERPA, HIPAA, etc.

✓ Generally Safe to Use AI For

- Draft public communications
- Brainstorming session notes
- Summarizing public research
- Writing job descriptions
- Creating training outlines
- General administrative tasks

Use your organization's approved AI tools (Microsoft Copilot, Google Gemini, etc.) - NOT free tools where possible

What Does History Tell Us About Jobs?

New York City, 1900: The Great Horse Manure Crisis

1900: The Problem

- 150,000+ horses in NYC
- 2.5 million pounds of manure daily
- Major jobs: horseshoers, drivers, stable workers, manure collectors

1920: The Transformation

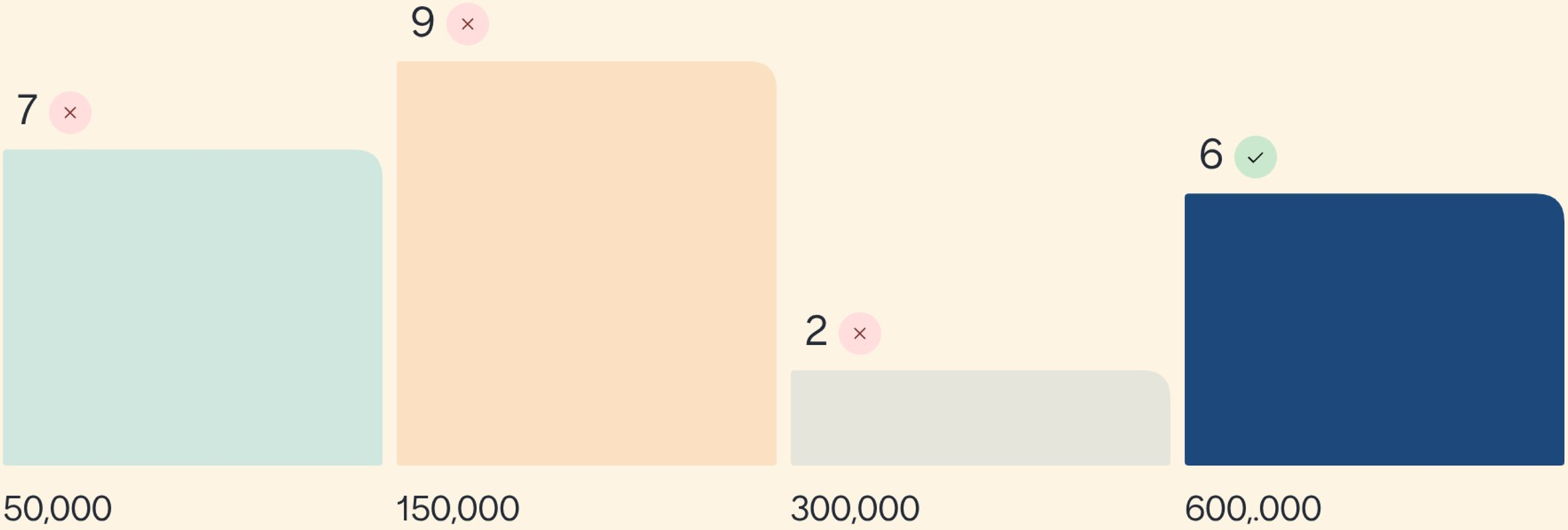
- Automobiles everywhere
- New jobs:
  - mechanics
  - factory workers
  - gas station attendants
- Jobs that didn't exist 20 years earlier

The first ATM was introduced in 1969 (not far from us, in Rockville Center).

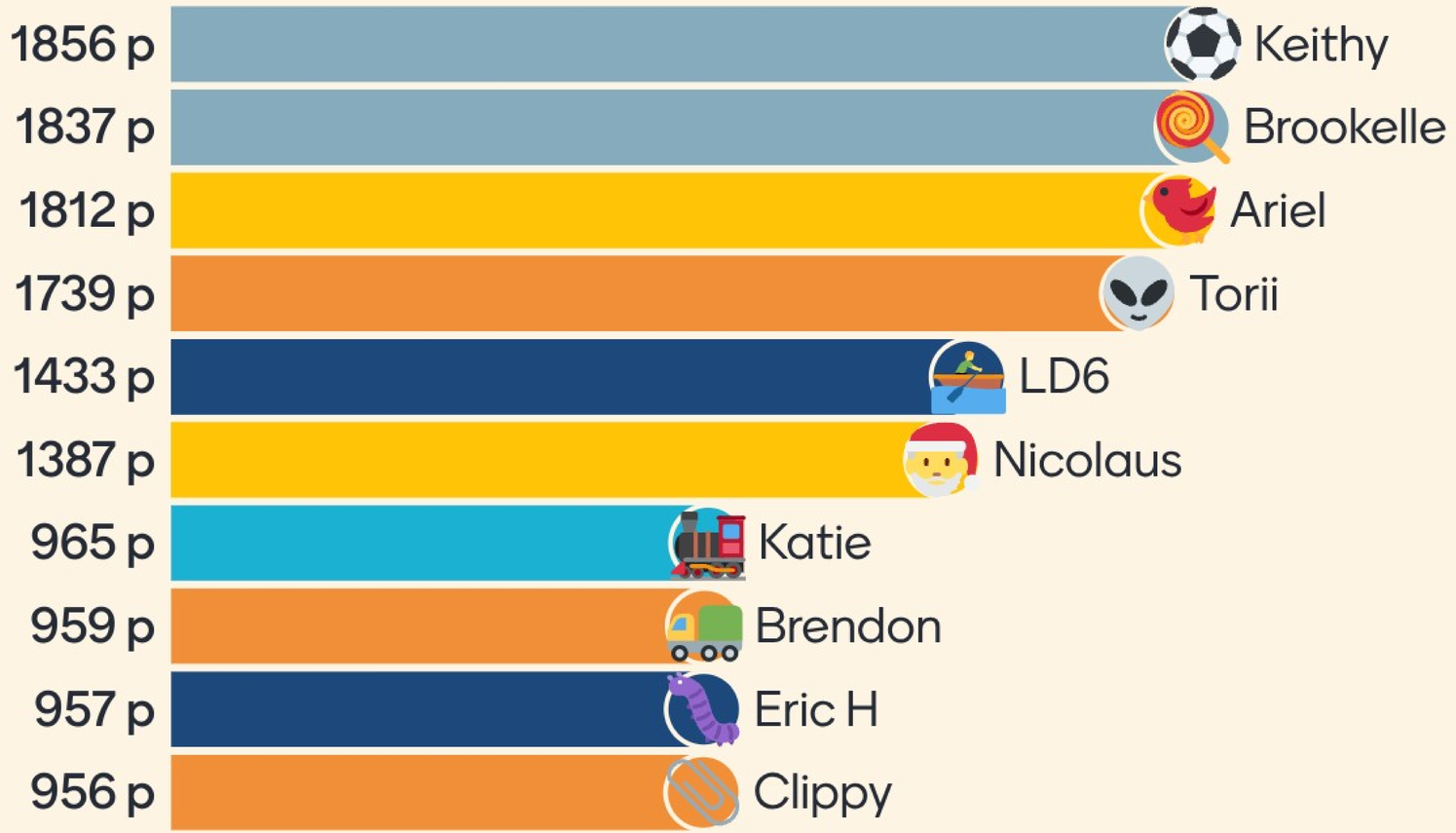
At that time, there were approximately **300,000 bank tellers** in the US.

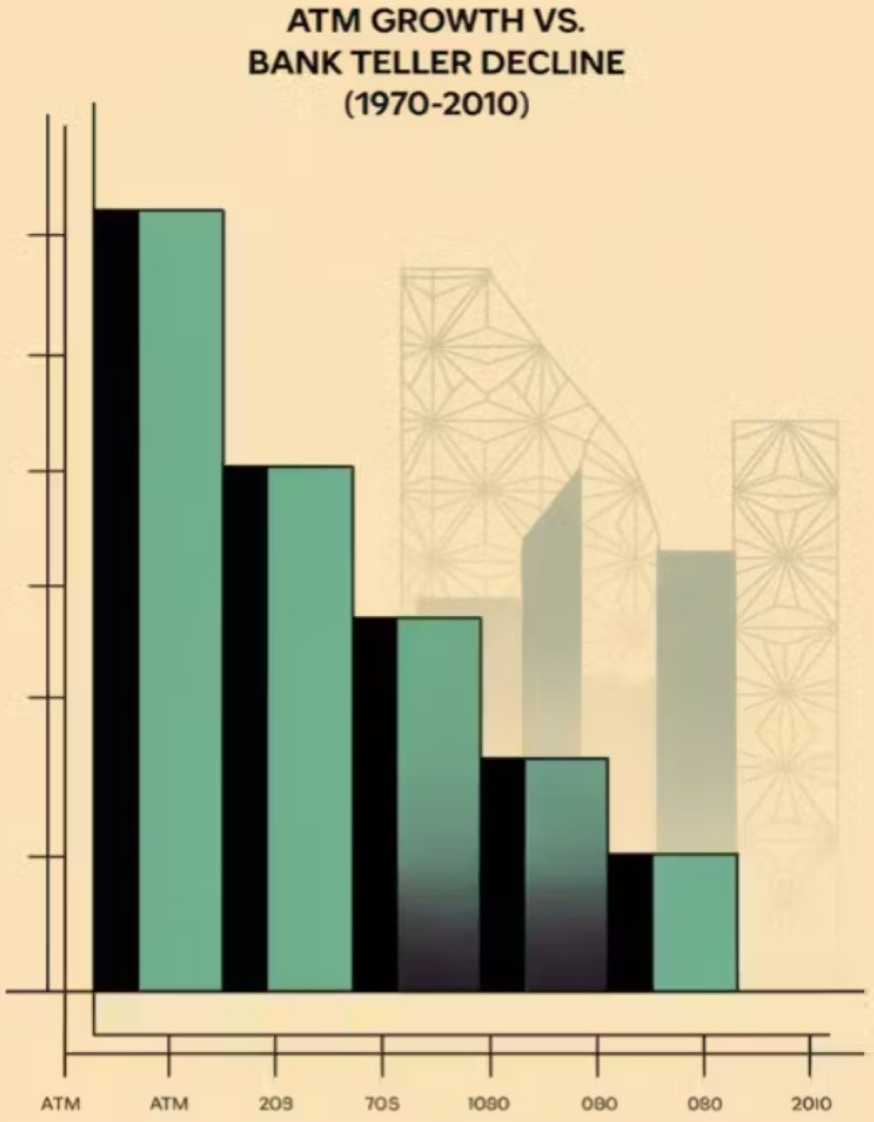
By 2010 there were over **400,000 ATMs** in the US.

QUIZ! - How many bank teller jobs were there in the US in 2010?



Quiz leaderboard





The ATM Paradox

What Everyone Expected in the 1970s:

- First ATMs installed
- Prediction: Bank tellers will disappear
- Fear: Massive unemployment in banking

What Actually Happened:

- Tellers per branch: Decreased from 21 to 13
- Branches opened: Increased 43%
- Total tellers: Grew from 300,000 (1970) to 600,000 (2010)
- Teller role: Evolved from cash handling to relationship banking

ATMs made branches cheaper to operate, so banks opened more branches. Tellers became relationship managers and financial advisors. The human element became MORE important, not less, because customers needed guidance navigating increasingly complex financial products.

What job changes have YOU seen in your lifetime or career?

Jobs that didn't exist

Consider roles that are commonplace today but were non-existent or niche when you began your career.

Completely transformed jobs

Think about occupations that have evolved significantly, requiring new skills or technologies.

New work in your community

Reflect on emerging industries or services that have reshaped local employment landscapes.

The Last Two Concerns

You Don't Need to Be a Programmer

Simple AI Use Examples:

- "Write a donor thank-you note in our voice"
- "Summarize this 20-page report in 3 bullets"
- "Help me brainstorm names for our new program"
- "Draft an agenda for our team meeting"

If you can type a question, you can use AI

AI as a Tool for MORE Human Connection

Real Nonprofit Examples:

- Grant writer freed from formatting → More time meeting with program staff
- Development director using AI for research → More time with major donors
- Program coordinator automating scheduling → More time serving clients

AI gives you back time for what matters most: people

You Can Respond to All of These

Environmental impact: Tools for informed decisions

Ethics & bias: Framework for thinking it through

Data privacy: Clear guidelines

Job displacement: Augmentation not replacement

Too technical: Simpler than you think

Dehumanizing: Frees you for more human work

So now: How do you actually use AI well?

Part 2: COMPAS Framework

From Chaos to Strategy - Skills for Effective AI Use

Common Pitfalls to Avoid

Jumping to Solutions Define the problem first. "We need a chatbot" is a solution, not a problem statement.

Skipping Assessment AI hallucinates. Always verify accuracy and check for bias before using output.

Working in Isolation Share what you learn. Shadow AI happens when people feel they can't talk about it.

Overcomplicating at Start Begin with simple prompt engineering. Don't build custom solutions on day one.

COMPAS: A Framework for Effective AI Use

This is a cycle, not linear steps - you'll iterate and improve continuously

COMPAS

USING AI EFFECTIVELY

Context
understand the situation

Objective
design an approach

Method
design an approacch

Performance
perform the work

Assessment
review the work

Share
learn and improve

C - Context: Rich Information to Work With

Context: Rich Context = Better Results

WHO are you? Role, organization, mission

WHAT are you working on? Specific situation

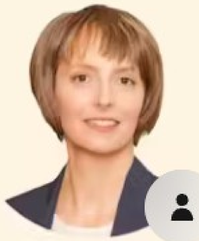
WHY does it matter? Stakes, impact

WHAT do you know? Background, constraints

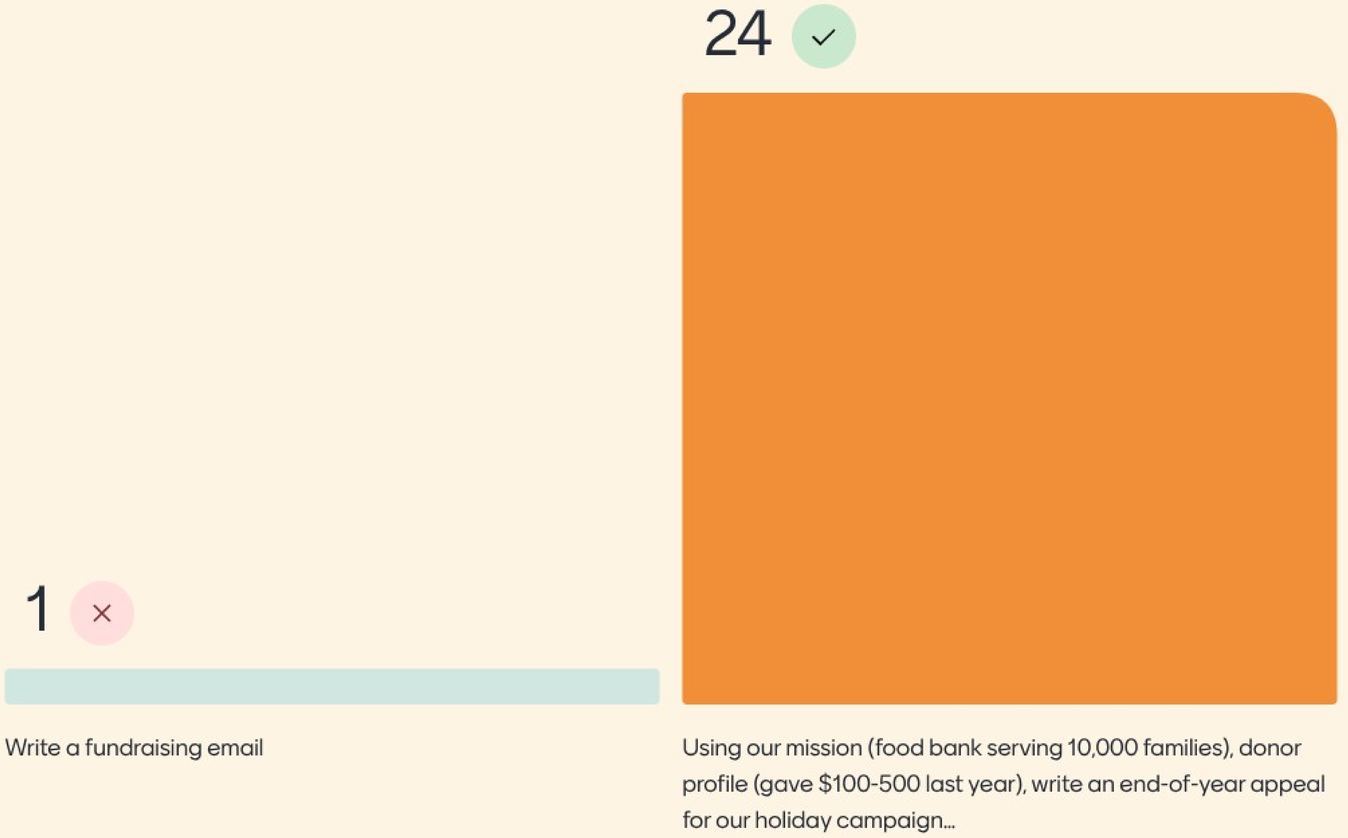
Let's look at an example:

> **Poor:** "Write a fundraising email"
>
> **Rich:** "I'm the development director at a food bank serving 10,000 families annually. I'm writing an end-of-year appeal to donors who gave $100-500 last year. Our holiday campaign highlights the dignity of choice - clients shop for groceries rather than receiving boxes."

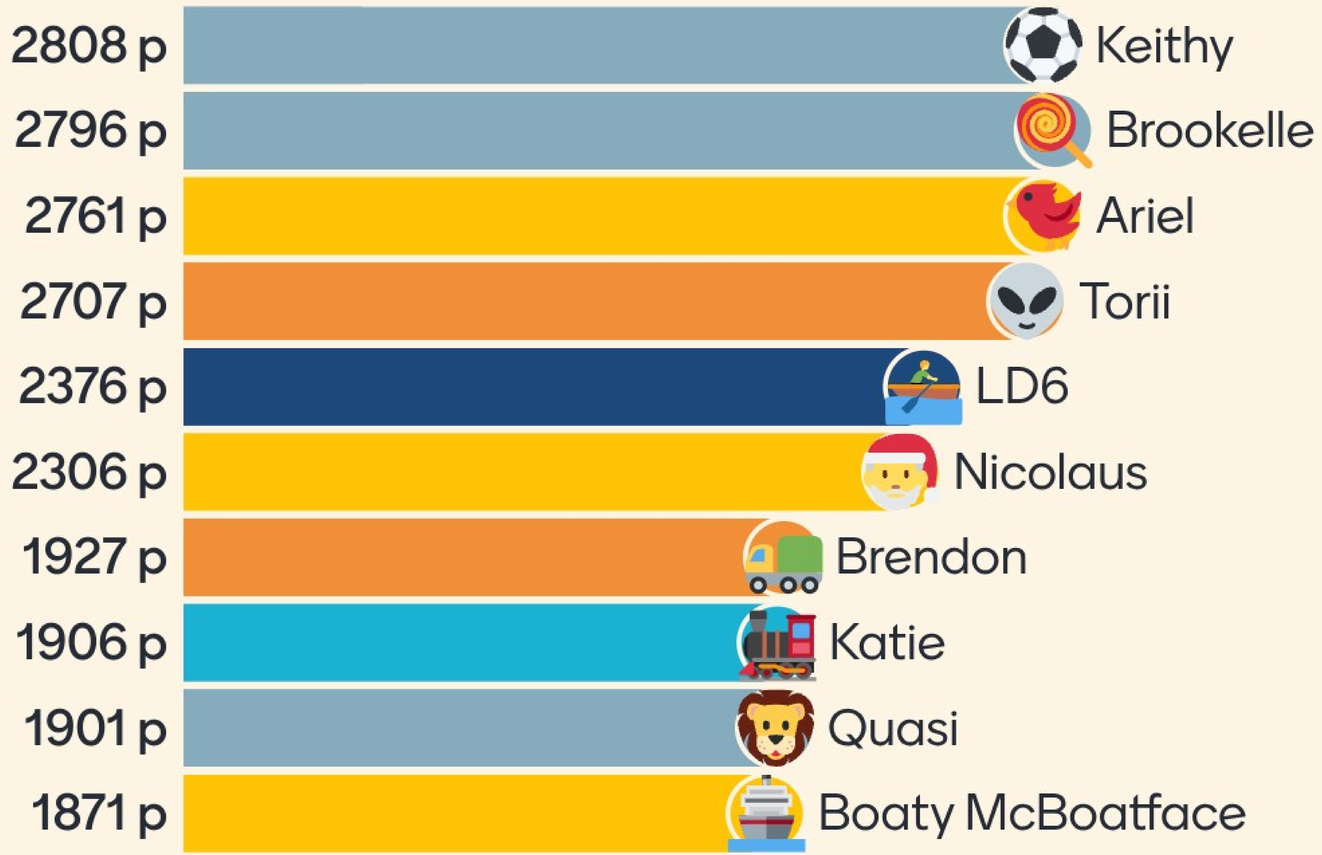
The more context you provide, the better the AI can tailor its response to your needs.



QUIZ! - Which prompt will get better results from AI?



Quiz leaderboard



O - Objective: Define the Problem, Not the Solution

Problem-Focused (Good)

- ✓ Donors can't find answers to basic questions on our website
- ✓ Volunteers miss important training details
- ✓ Board members struggle to understand program impact

Solution-Focused (Avoid)

- ✗ We need a chatbot
- ✗ We need an AI tool
- ✗ We need automation

Always define the problem clearly before jumping to potential AI solutions.

M - Method: Choose Your Approach

Prompt Engineering: Chat with AI directly, iterate on prompts

Workflow Integration: Build AI into existing processes

Custom Solutions: Fine-tuned models, custom interfaces

START SIMPLE. Most nonprofits start with prompt engineering and stay there.

P - Performance: Run It & Observe

Key Activities

- Actually use the tool/workflow
- Watch how it performs in real conditions
- Note what works and what doesn't
- Gather feedback from users

What to Watch For

⚠ Output quality

⚠ Time saved (or not)

⚠ User adoption

⚠ Unexpected issues

A - Assessment: Evaluate & Improve

Quality Check Is the output good enough? Does it match our voice/brand?

Ethics Check Did we use data responsibly? Is there bias in the output?

Accuracy Check AI hallucinates! Did it make anything up? Are facts correct?

Impact Check Did this actually solve the problem? What did we learn?

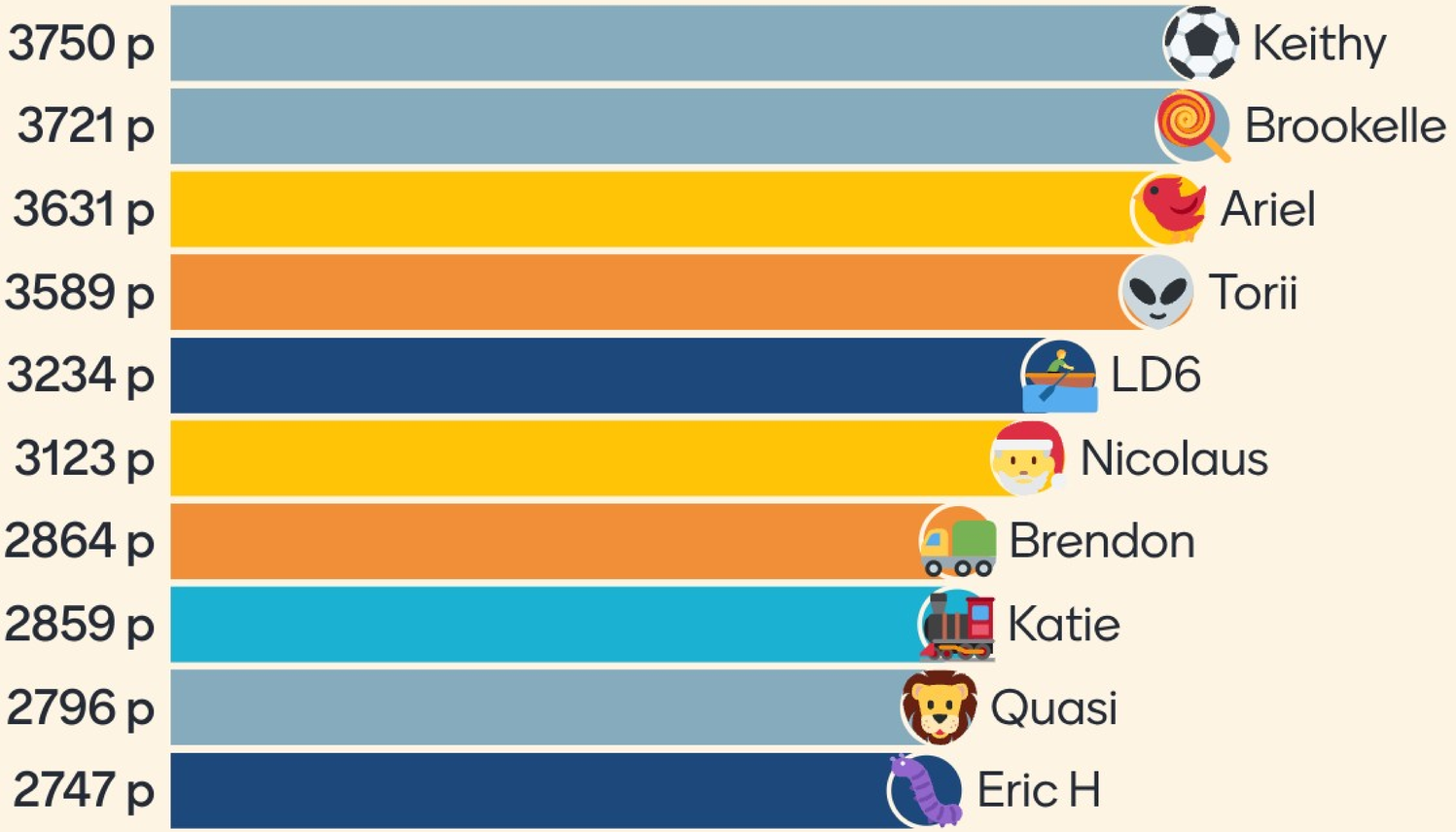
S - Share: Build Collective Learning

- Document what you learned (both successes and failures)
- Share with your team and organization
- Contribute to the broader nonprofit AI community
- Help others avoid your mistakes and build on your successes

Shadow AI happens when people feel they can't talk about their AI use. Sharing creates transparency and collective learning.

QUIZ! - In COMPAS, what should you do BEFORE Performance?

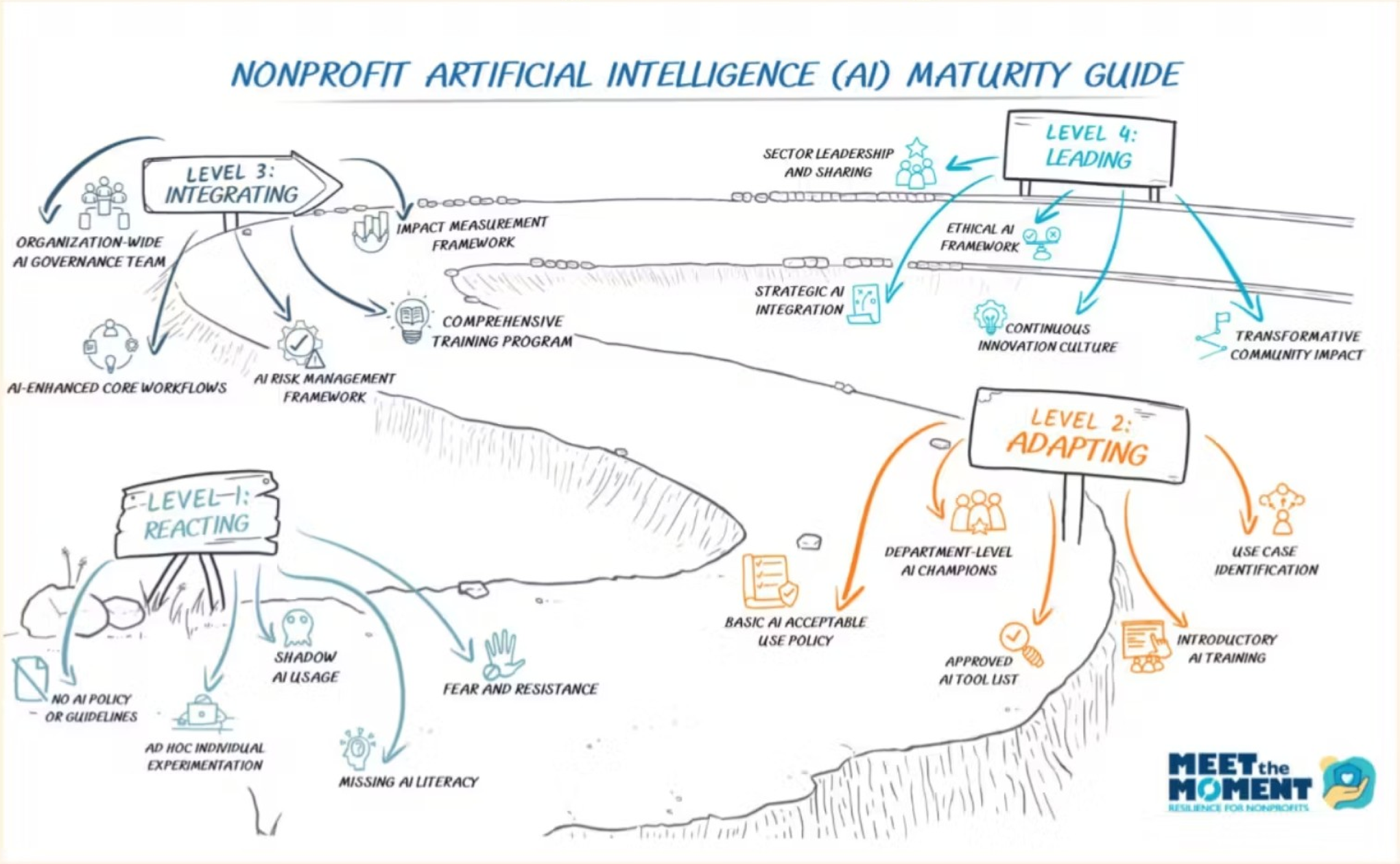
Quiz leaderboard



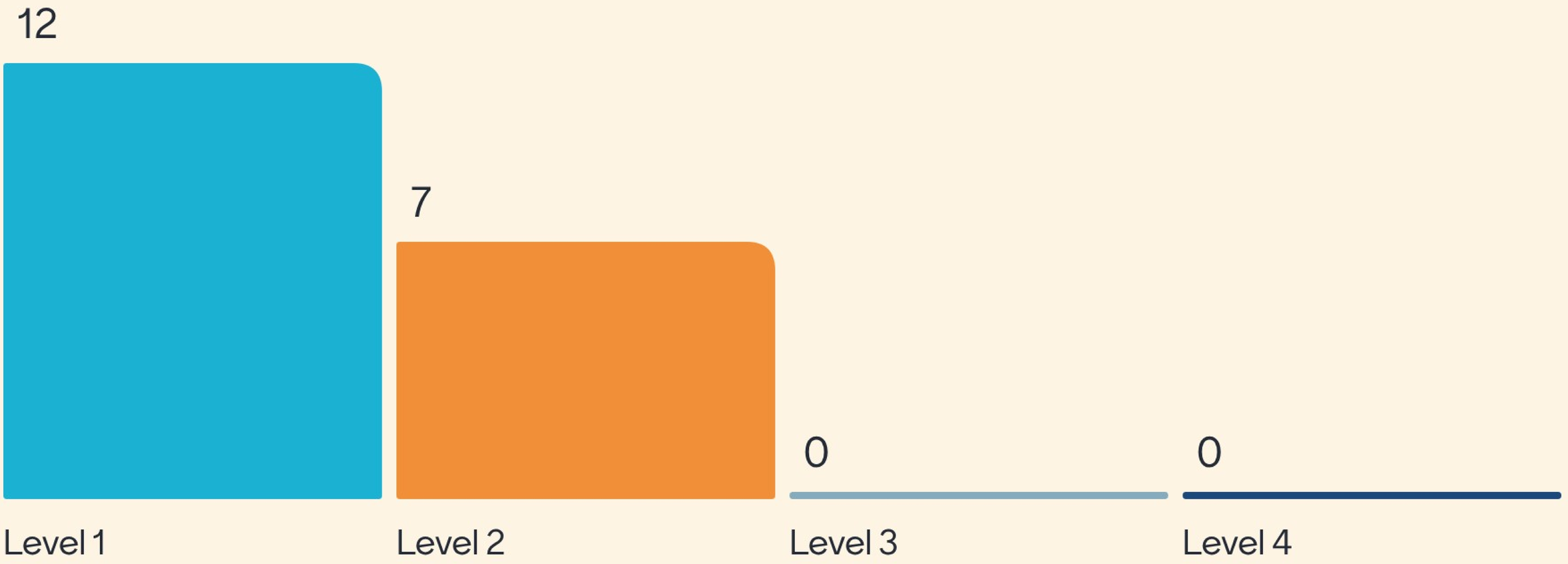
Part 3: Back to Your Organization

Where You Start Depends on Where You Are

Where Is Your Organization Right Now?



Which level do you think your organization is at today?



Level 1: Starting from Zero - Your Next Steps

No policy or guidance. Shadow AI happening. Leadership uncertain.

Your Next Steps

1. Start with the Dos and Don'ts handout
2. Use our policy interview chatbot
3. Identify 1-2 pilot use cases that are low-risk
4. Start documenting what's already happening

Don't worry - everyone starts here. The key is taking that first step.

Level 2: Early Experimentation - Your Next Steps

Some informal use. Pockets of interest. No coordination.

Your Next Steps:

1. Survey your team to understand current AI use
2. Create a shared document for AI experiments and learnings
3. Establish basic data privacy guidelines
4. Host informal "AI show and tell" sessions
5. Identify common use cases across departments

Key Focus: Move from individual experimentation to coordinated learning

Level 3: Emerging Strategy - Your Next Steps

Basic policies in place. Some sanctioned use. Looking for structure.

Your Next Steps:

1. Formalize your AI policy with specific use cases
2. Create training materials for common AI tasks
3. Establish workflow integration pilots
4. Set up regular assessment and feedback loops
5. Designate AI champions in each department
6. Begin measuring impact and ROI

Key Focus: Transform scattered efforts into strategic implementation

Level 4: Strategic Integration - Your Next Steps

Level 4: Strategic Integration

Clear policies and training. Workflow integration. Continuous improvement.

Your Next Steps:

1. **Optimize existing AI workflows for maximum impact**
2. **Expand successful pilots to organization-wide implementation**
3. **Develop advanced training for power users**
4. **Create innovation labs for testing cutting-edge applications**
5. **Share your learnings with the broader nonprofit community**
6. **Establish metrics for ongoing AI ROI measurement**

Key Focus: Lead the sector in ethical, effective AI adoption

AI Champions: Your Secret Weapon

What Makes a Good AI Champion

- ✓ Curious and willing to experiment
- ✓ Not necessarily technical - just interested
- ✓ Good at sharing and teaching others
- ✓ Has credibility in the organization
- ✓ Comfortable with ambiguity and failure

Not Required

- ✗ Technical background
- ✗ Being an "expert"
- ✗ Knowing all the answers
- ✗ Being young or tech-savvy

The people in this room? You're likely your organization's AI champions. Whether you know it or not.

Resources Mentioned Today

ECO-AIQ Contextualize AI's environmental impact

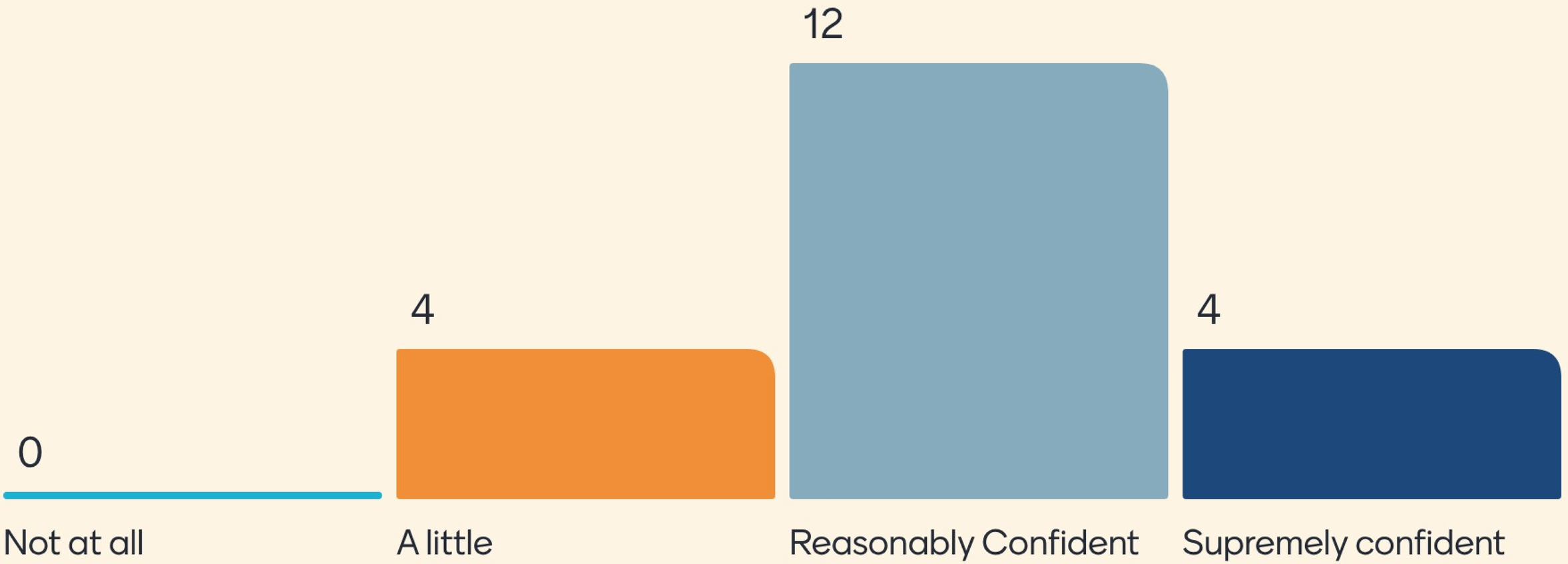
AI Trolley Problem Framework for ethical decision-making

Policy Generator Create basic AI policy for your org

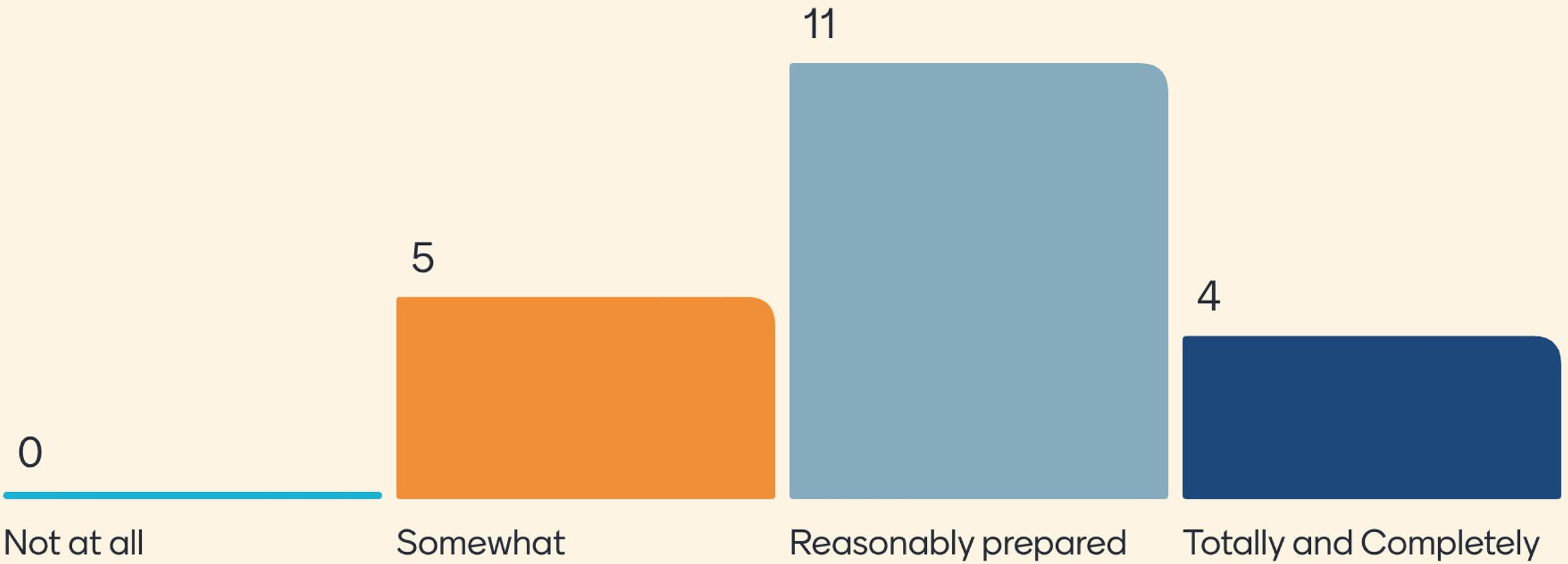
AI Dos & Don'ts One-page reference guide

COMPAS Framework Template Implementation guide

Take 2 - How confident are you in your ability to use AI effectively at work?



Take 2-How prepared do you feel to discuss questions about AI ethics?



What is ONE takeaway from this workshop that is meaningful to you?

Compass acronym

Understanding the concerns I had at a different level.

I think the method of COMPAS is very effective. Didn't think about everyone starting at later stages.

AI is less scary than I originally thought.

Think about new job opportunities when systems change.

Ok to use AI more at work

Checking in with my coworkers to see how frequently they are using AI and in what ways to help support them

AI is good

What is ONE takeaway from this workshop that is meaningful to you?

I enjoyed the framework of thinking through how to use AI effectively without losing the human portion

AI doesn't have to be completely scary if you learn how to use it effectively.

It's ok to use AI at work

Turning off data settings and I was using AI properly, which is nice

COMPASS model

That your data is not protected if you are not using a paid version of AI.

I obtained a better understanding of AI.

Updating privacy settings on LLM's

What is ONE takeaway from this workshop that is meaningful to you?

There's a tool to assess environmental impact of AI

Feeling more equipped to shape AI policy.

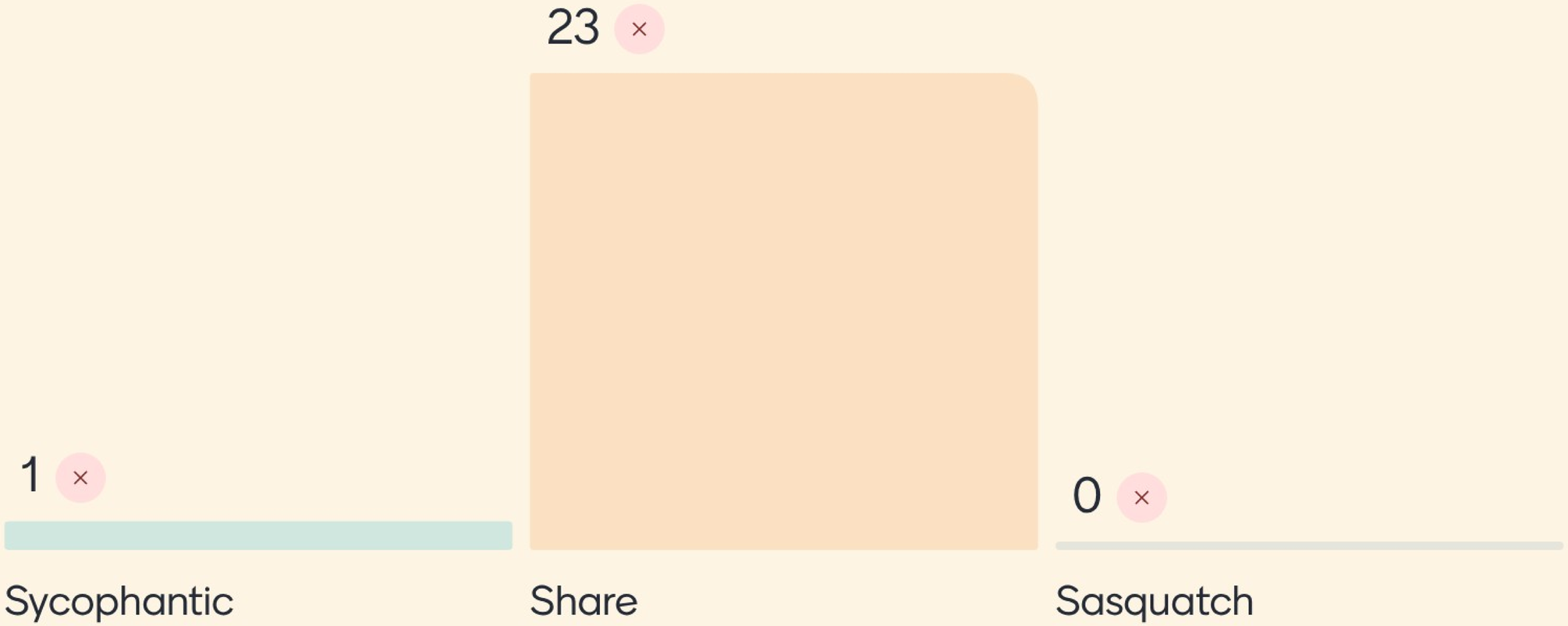
I feel more prepared to create an AI use policy

Data privacy. The importance of creating written guidance/guardrails to staff.

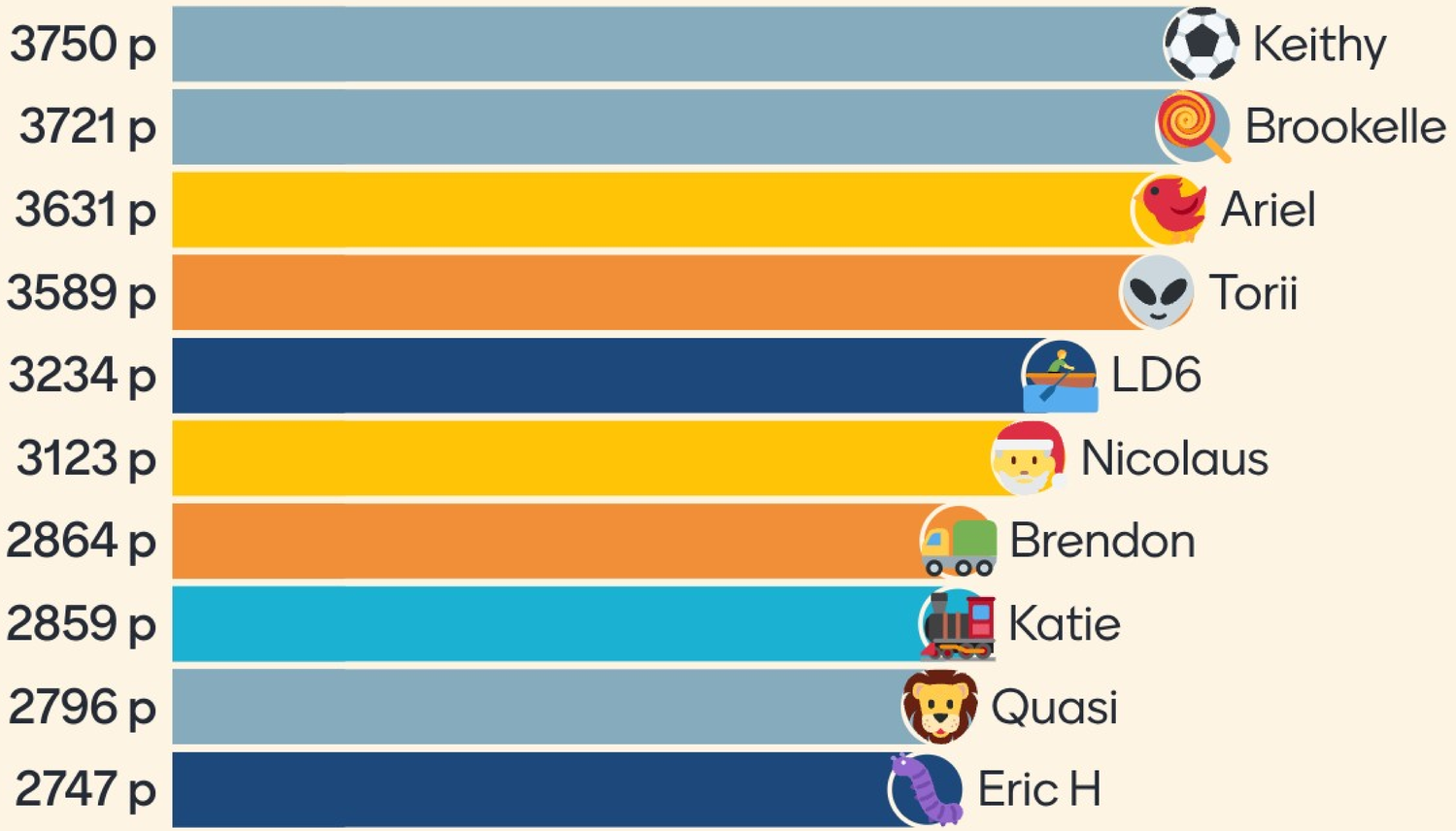
CONTEXT: Specificity will only help optimize your output,

I have more AI knowledge.

FINAL QUIZ! - The "S" in COMPAS stands for...



Quiz leaderboard



Connect With Us

Jessica Peskay

RoundTable Technology

Email: jessica@roundtabletechnology.org

Helping nonprofits navigate technology thoughtfully

Joshua Peskay

Meet the Moment

Email: joshua@meetthemoment.org

Supporting mission-driven organizations

Join our community of practice

We're building a network of nonprofit professionals learning AI together. Stay connected for ongoing support, resources, and shared learning.

Thank You!

You are NOT alone!

AI is moving so fast, NO ONE is an expert.

- Start small
- Learn continuously
- Share with others