Dear OpenAI Board Members,

Thank you for inviting us to weigh in with the attached report on the direction of the nonprofit overseeing OpenAI.

To our knowledge, this is the first time the AI sector has visited local communities and invited unfiltered ideas from people in this way about how AI can benefit them.

Over the course of three months, we engaged with more than 500 individuals and 100 organizations spanning labor, business, faith, education, health, youth development, civil rights, and economic opportunity. These institutions represent over 7 million Americans - people whose lives are shaped daily by the systems AI is already beginning to transform.

We view many of the people we spoke with as co-authors of this report. Because their ideas inform all of our recommendations.

There is genuine enthusiasm about your mission - "ensuring that artificial general intelligence benefits all of humanity". At the same time, there are understandable questions about how that mission can be put into practice in a world where "all" too often ends up meaning "some".

Based on the considerable time we spent with the people at OpenAI, especially your researcher "architects of the future", we trust the commitment to your mission runs deep.

We are also convinced that choosing to be a nonprofit, along with the public accountability that comes with that, should set an example for the AI sector. So your nonprofit is uniquely positioned to be a force of good in this Age of Intelligence.

We hope this report will help with putting your mission to work.

To do that, we encourage you to go big, and go bold. Our report outlines three specific ways we think you can do that:

- **Invest in the People Sector and Close Economic Gaps**: Leverage nonprofit resources to bridge economic divides, fund civic infrastructure, and support systems that broadly share AI's benefits. At this time when critical funding is being cut off, you could start with fast emergency grants to community organizing, health science and services.
- **Democratize Understanding and Influence**: Ensure AI's design, deployment, and decisions are transparent, humane and responsive, empowering everyday people to participate. Your partnership with the American Federation of Teachers is a good starting point for designing and deploying AI tools with those who will be putting them to work.
- **Unlock AI to Transform and Scale Philanthropy**: Practice an updated philanthropy of change, over top-down charity. Model ways philanthropy can try bold strategies to take on problems we haven't been able to tackle by conventional means. For example, a 'Philanthropy Corps' from among your researchers and others to deliver AI know-how in the field.

Finally, fortify the nonprofits' dedication to the mission, to independence, and to an unwavering commitment to safety and accountability.

Respectfully Submitted,
Dolores Huerta
Monica Lozano
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Daniel Zingale

Contributions By:
Calvin Kia Abbasi
Serena Kirk

Toward a People-First Future in The Age of Intelligence
Report of the OpenAI Nonprofit Commission

This report was made possible by the insight, labor, and conviction of hundreds of organizers, technologists, civic and business leaders, and everyday people, many of whom do and will navigate the perils of AI without guarantee of ownership in its promises.

TABLE OF CONTENTS

Section 1: A Charter for Human-Centered AI
Framing the Moral Proposition of This Report

The following statement proposes a foundational framework for the nonprofit that oversees OpenAI. While not yet adopted, it reflects a standard that this institution - and the Intelligence Age it helps shape - may be held to.

"Artificial Intelligence must be evaluated according to the superior ethical criterion of safeguarding human dignity and serving the human soul."
- Pope Leo XIV

The future is a system under construction. It is built, not predetermined. The Intelligence Age, as with all eras, will be defined by the systems it authors and by the authors those systems elevate. As we cross this threshold into a new era, it is upon us now to decide how we build, who we empower, and what we choose to make possible.

This report begins with that proposition. And that proposition belies an immense responsibility: to steward the emergence of an artificial intelligence shaped by the values, institutions, and civic architectures that determine who it ultimately serves.

Artificial intelligence is no longer a tool we wield within existing systems. It is fast becoming the infrastructure those systems rest upon; governing how knowledge moves, how labor is valued, how agency is distributed, and how meaning itself is constructed.

The Intelligence Age invites a choice of historical analogy…

It could follow the arc of another industrial revolution: one that once promised prosperity but ultimately entrenched extraction, deepened inequality, and accelerated an existential planetary crisis.

Or it could become a renaissance: a rebirth of humanism and democratic purpose that reorients technology toward dignity, creativity, and shared flourishing made possible by tools that serve and enhance all of humanity.

A renaissance of progress with human values embedded into the code of the future.

In such a moment, institutions such as this one are more than accumulators of capital or entities of charity, they are engines of consequence and, potentially, catalysts of durable change.

The nonprofit that oversees OpenAI is intended to anchor innovation towards the benefit of humanity. Its charge is to translate mission into mechanisms, ensuring that the most powerful tools of this era serve the broadest dignity of the people living in it.

That means building for legitimacy, designing for accountability, and resourcing the conditions under which dignity, conscience, and participation can scale co-productively alongside code.

Three pillars may serve as the foundations of this moral architecture:

First, closing the economic opportunity gap through financial investments in systems that meet human needs and elevate human potential: restoring time, dignity, and a renewed sense of purpose including those left behind by the old economy and left adrift by the new one. A future worth building is one where people do more than merely survive - one where they create, contribute, and belong. That includes directing capital toward the workers, builders, caregivers, and communities from all walks of life who are at risk of experiencing the most harmful effects of these tools.

Second, treating AI literacy, interpretation, and discernment as civic capacities - ones as essential to democratic safeguards as voting or speech in an era shaped by complexity, saturation, and engineered confusion and division.

Third, evolving philanthropy into a form of civic infrastructure; a platform shaped by shared participation, civil discourse, and relational empathy including with those historically excluded from the systems that govern their lives.

Taken together, these principles offer more than a strategic framework. They form a commitment that ties the legitimacy of this institution to the lives it touches and the futures it helps unlock.

This nonprofit is positioned to be the kind of system envisioned by Pope Leo, one that elevates conscience and serves the dignity of the human soul. A platform for shared authorship. A blueprint for civic purpose. A signal that agency is not ornamental, but foundational.

What endures will be measured in architecture over rhetoric; in the tools built with people, the futures made accessible through design, and the systems built to expand what's possible.

Let this be the threshold where innovation meets civic purpose.

Let it mark the moment intelligence met intention.

Section 2: Moment and Mandate
The Civic Opportunity and Moral Obligation of the AI Era

"This AI advancement must begin with, be shaped by, and be accountable to people from communities that have historically been surveilled, exploited, and excluded from technological advancement."
- **Alicia Dixon**

Artificial intelligence is not arriving into equilibrium - it is emerging into rupture. The fabric of democratic society is strained by growing economic polarization, declining institutional trust, and widening gulfs of technological comprehension. AI now mediates how we learn, how we work, and how we relate to one another and it is doing so with a speed and scale that existing civic and ethical frameworks were not built to withstand.

This is the inflection point we inherit. The Intelligence Age will be defined, ultimately, by the conditions into which tools are deployed. The risk goes beyond misalignment and toward amplification: of extraction, of disparity, of disconnection. Yet precisely because this moment is undefined, it is also subject to will. We can help shape what stabilizes and what ascends.

"Decisions about how AI behaves and what it is allowed to do should be determined by broad bounds set by society, and evolve with human values and contexts."
- OpenAI Charter, p.18

That is the moral terrain on which this Commission was convened. In early 2025, OpenAI tasked us with helping to shape the next evolution of its nonprofit - one that could serve as a civic anchor in a storm of accelerating change. We accepted the challenge because this nonprofit is uniquely positioned: tethered to mission and empowered both to fund *and* to forge.

OpenAI's Charter affirms a fiduciary duty to humanity and a mandate to ensure that AI's benefits are *"as widely and evenly distributed as possible."* Our charge was to translate those commitments into institutional form. To do so, we sought answers to a single animating question: what does it mean to translate the mission of AI benefitting all humanity, and to put it into practices and structures that hold under pressure?

We began where all durable work begins: by listening. Over the course of three months, the Commission engaged with more than 500 individuals and 100 organizations spanning labor, business, faith, education, health, youth development, civil rights, and economic opportunity. These institutions represent over 7 million Americans - people whose lives are shaped daily by the systems AI is already beginning to transform. While the Commission recognizes that AI is a global force, we began by listening where our roots run deepest within the communities and institutions where trust, connection, and lived impact bind us to the stakes of this transition.

We gathered insights through conversations, RFIs, roundtables, and community-led sessions. The mandate was clear: this technology cannot be governed by abstraction. Its trajectory would

do well to be shaped by those who bear its risks, navigate its uses, and hold its potential in their hands. This is how democracy defends itself, by insisting on proximity to impact. A structural imperative we heard again and again was that AI must be governed in relationship. That principle extended into our own process. OpenAI leadership and staff granted the Commission unfettered access to their most senior AI researchers. These engineers of the future entered our space with humility, seriousness, and a genuine desire to understand how their work might translate into democratic legitimacy.

The conversations were generative and co-productive. They were rigorous, reciprocal, and grounded in mutual accountability. They offer a prototype for what civic-tech engagement could become. In an era where top AI talent is increasingly mobile and mission-driven, this alignment of civic responsibility and technical innovation may prove essential; both for legitimacy and for retaining the alignment and talents of these architects of the future.

> *"Missionaries will beat mercenaries."*
> - Sam Altman

It also bears emphasis that every engagement was initiated by the Commission, on our terms. This posture - of respect for independence and deference to community-informed practice - should be treated as a norm for the field.

This report emerges from that mandate: to construct a philanthropic and civic framework equal to the stakes of the Intelligence Age. It is grounded in the belief that the nonprofit should operate not simply as a patron of charitable projects, but as an **engine of problem-solving and innovation**; one that distributes resources into the people's marketplace of ideas and helps fund dignity, agency, and belonging.

> *"AI should be used to identify areas of need… and how resources are being used or not."*
> - San Francisco Foundation, Commission Listening Session

To realize that vision, the nonprofit would benefit by anchoring three long-term civic imperatives:

- **Closing the gap in economic opportunity**: Resourcing new systems of labor, opportunity, and time that allow prosperity to be co-created and widely held.
- **AI literacy as democratic literacy**: Embedding interpretation, participation, civil discourse, and civic clarity as defenses against disinformation and division
- **Evolving philanthropy**: Shifting from charity to change, from scarcity and discretion to accountability and empowerment, grounded in community engagement and public-interest design.

These are the structural foundations upon which AI's democratic future can be built. In the pages that follow, we offer values, priorities, and operational guidance that give form to this charge. We begin by articulating the theory of action that anchors our recommendations - and that aims to equip OpenAI's nonprofit to meet this moment with the clarity it demands.

Section 3: From Principle to Power
A Theory of Action Rooted in Dignity, Participation, and Public Purpose

"We're not interested in optimizing systems that dehumanize. We're interested in transforming systems so that human dignity, collective action, and democratic voice are at the front and center."
- PICO California

Aligning artificial intelligence with human values is a generational challenge - one that demands both technical excellence and the deliberate construction of civic institutions capable of guiding its impact.

This moment cannot be met with ethical add-ons to systems built to exclude. It requires a rebuild from first principles - designing systems that are shaped by the many, serve the many, and answer to the many.

The nonprofit matters because of its capacity to function as a platform for shared problem-solving; an institution that builds agency instead of dependency; that invests in people's capacity to define progress beyond simply consuming it.

When civil society is at its best, it does not simply translate values into policy. It connects vision to infrastructure. It makes participation legible. It turns ideas into institutions.

That is the role we believe the nonprofit can play: a living conduit between innovation and including people. A system that ties the edge of possibility to the roots of purpose.

This aspirational role requires a theory of action built around proximity, agency, and purpose. It begins by expanding the aperture: moving beyond harm reduction to benefit construction, from narrow access to deep participation.

It calibrates success by human alignment with technical refinement. By measuring the following: does it build capacity, strengthen belonging, and distribute authorship over the future?

AI is malleable. So are institutions. The nonprofit's theory of action can, if it so chooses, adopt the principle that dignity should be a directive of design.

"AGI must be morally grounded and economically accountable to the very communities who have paid the price for progress."
- Joseph Williams, Inland Empire School Board Member

We must open our aperture as to the role of a nonprofit beyond a hedge against harm or patch for inequality. The imagination of this one should be to build the civic architecture that equips people to drive change, make meaning, and contribute with agency. A vibrant democracy requires scaffolding. The question is how do we build it?

To that end, we offer the following principles, values intended to guide the nonprofit's decisions and to signal the type of world it aspires to work within:

Guiding Principles of a People-First AI Future

1. **Build for Democratic Empowerment**
   Construct institutions that prioritize civic engagement.
   AI should be governed through systems that elevate shared participation and the common good, and are responsive to the people they serve.

   "Equitable deployment of AI tools connects people to opportunity and civic participation. It must counteract systemic bias, job displacement, misinformation, and surveillance."
   - Helen Torres, HOPE Nonprofit Leadership Program

2. **Influence Through Agency**
   Share influence by shifting narrative and structural levers of decision-making.
   Fairness should be defined beyond access to tools; it should expand whose voices define relevance, direction, and impact.

3. **Design with Proximity**
   Center lived expertise across the entire lifecycle of design and deployment.
   Authentic co-creation means starting with those most affected, before the blueprints are developed and drawn.

4. **Trust as a Precondition**
   Balance the need for accelerated development with engagement around data consent use, relationship, and integrity.
   Where public trust has frayed, rebuilding it requires a durable sustained presence and earned legitimacy.

5. **Infrastructure That Moves**
   Match the urgency around AI research and development with an urgency to invest resources, flexibility, and trust in the field.
   Philanthropic drag should give way to operational velocity, resourcing those with community footing.

6. **Innovation and Imagination in Tandem**
   Invest in both systems and stories; what we build, and what we believe.
   Fund hardware and hope, platforms and possibility, ensuring that cultural authorship accompanies technical advancement.

7. **Systems That Evolve**
   Embed adaptation and learning as a structural and lasting feature.

People change, contexts shift, and needs evolve; so should governance, deployment, and design.

These principles are intended to bring legitimacy to an age defined by rapid change and contested meaning. They shape what gets resourced, how trust is earned, and who gets to co-author the future.

This foundational posture is intended to animate capital allocation, institutional behavior, and organizational approach. Resources should move according to values and needs met, not trends. Because the measure of this nonprofit will be in what it builds, who it includes, and how faithfully it endures to mission and impact.

This theory of action, however, cannot remain conceptual. It should animate where investments go, how decisions are made, and whose leadership is resourced. Values align when they shape resource flows as a strategy for change, instead of one for charity.

"We work to develop AI that elevates humanity and promotes democratic ideals."
- OpenAI Charter, p.13

The principles outlined above are more than abstract commitments. They are the operating backbone from which every subsequent recommendation - strategic, structural, and philanthropic - has been derived.

In the sections that follow, we outline the strategic priorities, funding structures, and public commitments recommended to operationalize this vision and begin building the civic infrastructure this moment demands.

Section 4: Strategic Priorities for Building a Democratic AI Ecosystem
How the Nonprofit Can Build Power, Resource Capacity, and Shift Systems

***"We must ensure this future is made by many hands - not just a few at the top.
That means funding the connective tissue: cultural and spiritual infrastructure.
Trust. Voice. Belonging."***
- ***Malika Saada Saar***

The Intelligence Age will be shaped by advances in machine capability alongside the civic, economic, and institutional systems we build to govern, guide, and humanize that power. OpenAI's nonprofit can influence whether this era consolidates control or expands agency; whether artificial intelligence becomes a catalyst for shared empowerment or a vector of deeper exclusion. That principled role carries with it a responsibility of structural vision.

To move from principle to practice, the nonprofit may ground its strategy in a set of design commitments - each responsive to the moral demands of the moment and the structural gaps of the current landscape. We think of these as orientation points for how power can be shared, how trust is earned, and how democratic scaffolding is built.

What follows are the nonprofit's three defining priorities, anchoring its role as a builder of the conditions for shared dignity, durable democracy, and people-powered innovation. These priorities represent a theory of civic design which together can shift how systems allocate meaning, resources, and voice.

First, the nonprofit can serve as a **lever for closing the gap in economic opportunity** - channeling capital toward systems that restore time, agency, and material security for people too often left behind by both old and emerging economies. That includes investing in alternative economic models, seeding AI dividend strategies, and resourcing institutions that expand purpose, participation, and stability beyond the narrow bounds of traditional employment. Economic dignity should be a design principle rather than a residual benefit of innovation.

Second, the nonprofit can **treat AI literacy as democratic infrastructure** - framing interpretation, discernment, and technological fluency as civic capacities essential to participation in public life. In an era defined by narrative saturation, algorithmic opacity, and engineered confusion, the ability to understand and navigate complexity is as vital to democracy as speech or suffrage.

Third, the nonprofit can help **evolve philanthropy into a civic platform** - shaped by accountability to the people it exists to empower, rather than discretion concentrated at the top. That requires a shift toward funding models grounded in community engagement, long-term investment in public capacity, and leadership pipelines rooted in everyday people. At its best, philanthropy can fuel the people's marketplace of ideas.

Each of the priorities that follow should be understood through this lens: as a lever in a larger architecture. The aim is a vibrant ecosystem capable of building the democratic scaffolding of the Intelligence Age.

From Imperatives to Action
How These Principles Translate into Strategic Deployment

AI is positioned to reshape lives across every community: rural and urban, white collar and blue collar, youth and elder, immigrant and native-born. But that transformation should be anchored in investments in dignity, purpose, and the collective intelligence of the people most impacted.

"We believe in AGI's potential to transform everyone's lives."
- OpenAI Charter, p.11

That is why OpenAI's nonprofit should act as a builder of conditions: advancing belonging, aligning technology with lived realities, and fortifying the civic imagination. It has the opportunity to move beyond passive grantmaking by investing upstream and seeding what markets have long neglected: connective infrastructure, cultural coherence, and institutions that endure.

Capital is a carrier of meaning; it determines whose futures are funded, whose values become visible, and which voices shape the public imagination.

Strategic Priorities for a Just and Participatory AI Era

1. **Strengthen Democratic Infrastructure and Local Power**
   Invest in the People Sector - the relational infrastructure of democracy - by supporting civic participation, community organizing, and the institutions that cultivate agency. Resource the builders of durable belonging: labor, faith-rooted, cultural, and community-based networks that form the backbone of democratic capacity. Our ambition must reach beyond subsistence. The real opportunity of the Intelligence Age lies in restoring time and space for human creativity, ingenuity, and meaning - structuring an economy that doesn't just meet basic needs, but expands what people can build, imagine, and become. This includes sustained investment in public-interest AI advocacy ensuring that civil society actors have the resources to shape, contest, and co-govern the deployment of these tools in alignment with community values.

   Example: Invest in statewide and local organizing and advocacy networks to channel public input on AI deployment, or support public technology fellows in local government to align digital infrastructure with community need.

2. **Invest in People Empowerment and Economic Agency**
   Economic empowerment is a prerequisite for democratic participation. In an era where AI threatens to accelerate inequality, philanthropic investment must seed systems that return agency to workers, learners, and historically excluded communities. This includes

not only retraining but redesign: supporting collective ownership, cooperative models, and civic technology that embeds economic dignity into the future of labor.

Example: Seed retraining cooperatives, fund algorithmic fairness in employment, and launch AI apprenticeship pipelines within unions and job training centers.

"We need to train and prepare workers for new jobs - especially in under-resourced institutions that serve historically excluded communities."
- Dwight Bonds, CA Association of African American Superintendents

3. **Advance Human-Centered Deployment of AI Across Core Sectors**
Technology should amplify care by driving deployment of AI in essential sectors - education, housing, healthcare, youth development, and labor - in ways that enhance human relationships and deepen trust. This means investing in tools that serve the public, are co-designed with communities, and reinforce the dignity of frontline work.

Example: Support research and development focused on mental and public health issues, particularly among youth, including interventions that address relationship to media, algorithmic isolation, and the erosion of community ties. In housing, fund tools that help tenants anticipate eviction risk and secure legal aid; in healthcare, invest in tools that strengthen frontline workers and deepen care relationships.

4. **Build Narrative Infrastructure and Strengthen Social Fabric**
Narrative is the infrastructure of belief through which people make sense of their lives and their place in the world. As such, systems to counter polarization, cultivate belonging, and elevate the cultural leadership of those often excluded from shaping the future should be developed with intention. This means investing in stories, creators, platforms, and pipelines that carry identity, values, and shared imagination at scale.

Example: Support digital studios, influencer cohorts, and media infrastructures that offer civic education, youth storytelling, positive role models for young men, and various other forms of fostering empathy and community.

"Let's use AI to save language - offer youth the opportunity to learn their native languages and humanity a way to maintain them."
- Hugo Morales, Radio Bilingüe

5. **Invest in Arts and Cultural Power**
Support the artists, storytellers, and cultural workers whose work animates belonging, memory, and shared purpose. Invest in locally rooted arts institutions, cultural organizing, and creative civic media that uplift public imagination and help communities shape the symbolic landscape of the AI era. As Dolores Huerta reminded the Commission, active participation in the arts - especially community-based music, theater,

and cultural education - can play a vital role in healing the social illnesses of fear and division by cultivating empathy, reflection, and collective belonging.

Example: Fund art cooperatives, local museums, and regional cultural hubs that preserve indigenous and diasporic knowledge while fostering creative interpretations of AI's social and spiritual impact.

6. **Deepen AI Literacy and Democratic Fluency**
Elevate AI understanding as a civic skillset. Invest in tools and networks that build interpretive capacity, democratic navigation, and civic literacy in an age of disinformation and polarization. It is critical to note that language access must be treated as foundational as a design principle that ensures every community can interpret, question, and shape the technologies that affect their lives.

Example: Fund artists, educators, and faith leaders to translate AI into accessible language; support libraries and schools as hubs of civic AI learning.

7. **Embed Safety as a Civic Standard**
Safety should be a structural mandate. The nonprofit's design, funding, and oversight should reflect the reality that AI systems pose profound risks to individuals, institutions, and democracy itself. Ensuring safety means aligning development with public values, resisting commercial pressure to under-respond to harm, and giving civil society a role in anticipating and averting misuse.

The nonprofit should fund independent safety research, support adversarial testing by trusted actors, and build transparency into how tools are evaluated, deployed, and governed. The goal is to protect everyday dignity, autonomy, and agency in a rapidly shifting technological landscape.

Example: Fund civil society red-teaming hubs or partnerships with technology ethicists, labor, and human rights groups to pressure-test AI systems from a forward thinking public safety lens.

"Our stories are being scraped from us and sold back to us. Displacement may not be intentional, but it's not accidental. Decisions are being made by invisible systems with invisible values leading to algorithmic eviction."
- James Francis

8. **Resource Trust-Building and Community Consent**
Legitimacy is earned through relationship, transparency, and shared power. In a time of deep institutional mistrust, the nonprofit should invest in processes and spaces where communities can shape, contest, and co-steward the technologies that affect their lives. This means designing for long-term trust, not one-time engagement.

Example: Invest in offline spaces where people can connect with each other in meaningful ways, ones intentionally preserved from algorithmic mediation, where cultural memory, tactile learning, and spiritual imagination can flourish untouched by technological optimization.

9. **Seed Alternative Economic and Civic Models**
   Enable experimentation in models of shared value and people-governed infrastructure. This means piloting things like the explicit compensation of human creativity, art, and output that return economic value to the individuals and communities whose interactions generate it - especially in contexts where data extraction has historically gone uncompensated. This includes prioritizing data sovereignty supporting community-controlled data systems that return value to the people whose behavior, identity, and labor generate it.

   Example: Launch an AI dividend in a tribal or rural region where automation has displaced labor; fund public parks and other commons as AI-free spaces; support data trusts governed by residents.

   "Could a percentage of funds gained from data mining go to the nonprofit or to the individuals it's taken from?"
   Rural North Listening Session

10. **Advance Environmental Stewardship in the Intelligence Age**
    AI development and deployment carry significant environmental footprints from energy consumption to e-waste to supply chain extraction. The nonprofit can lead by example: funding sustainability research, supporting low-energy algorithmic development, and investing in climate-resilient public tools. It can also model sustainable operations by resourcing alternatives that prioritize planetary health alongside human dignity.

    Example: Fund open-source AI tools designed for climate adaptation, or support environmental advocacy organizations exploring the intersection of AI and ecological risks and harms.

These priorities form a kind of civic architecture. Their purpose isn't to patch symptoms, they're designed to prefigure a system where dignity is structured, agency is shared, and people have a stake in the future. Implementation should rise to meet that ambition.

The nonprofit should blend:

- **Grantmaking** to both trusted anchors and emergent innovators;
- **Field-building** to strengthen cross-sector cohesion;
- **Technical deployment** aligned with public priorities;
- And **catalytic investment** that values civic return over financial yield.

This ecosystem can stretch beyond legacy institutions and legacy geographies. It should be rooted in the real terrain of American life - inland, diasporic, rural, spiritual, tribal.

The aim is to fund the world people are already trying to build, one that moves beyond the limits of the old.

The section that follows outlines how funding structures can be designed to deliver on this vision - with speed, humility, and institutional courage.

Section 5: Built to Act
The Nonprofit's Operating Model for Scale, Trust, and Civic Power

"Let's use AI to reimagine public infrastructure to benefit and improve government processes and support of the people."
- ***Lilian Coral***

Most philanthropies distribute grants. This one can catalyze civic infrastructure. Most nonprofits support existing work. This one can help build what hasn't yet been imagined.

This historic entity has the opportunity to behave more like an architect than a grant administrator, funding the future and helping construct it at once: with boldness, transparency, and accountability to the people it serves.

"People will have an innate desire to create and to be useful to one another, and AI will allow us to amplify our own abilities like never before."
- Sam Altman

The OpenAI nonprofit will be judged by its ideals and its commitment to implementation: whether it moves with speed, designs with conscience, and delivers with integrity. This section outlines how that action may be structured.

From Funder to Empowerment Vehicle

Traditional philanthropy centers financial stewardship. This nonprofit's charge is more ambitious: to become both a funder and a civic asset.

Fulfilling that role requires more than a unique mission, it demands a distinctive posture:

- **As a signal setter** - shaping what is valued, what is visible, and what is viable in the civic AI ecosystem
- **As a builder** - investing in civic and community infrastructures, narrative systems, public platforms, and people-first technologies
- **As a moral actor** - willing to challenge extraction, name distortion, and invest in combating disinformation
- **As an experimenter** - prototyping what doesn't yet exist but urgently should

Vehicles for Implementation

To meet this charge, the nonprofit should resist the comfort of caution, the inertia of institutions, and the rituals of reputation. Its structure will benefit by being light enough to move, strong enough to deliver, and public enough to be trusted.

The Commission recommends a flexible, multi-modal architecture:

1. Anchor Funding for Field Infrastructure

Provide sustained, multi-year investments to grassroots and civic institutions anchoring long-term AI-advancing work in key domains - workforce and labor, housing, education, advances in health and science that benefit everyone including mental health, narrative, and digital literacy. Additionally, current OpenAI staff are working on a community-based model with a health system partner to optimize care for every patient diagnosed with Hepatitis C.

> *"The work has to be local, but the power has to be shared. Fund people building trust over time."*
> - Central Valley Listening Session

2. Innovation Labs and Open Calls

Launch public-purpose innovation challenges focused on AI's application to real-world civic needs. Prioritize partnerships with organizers, educators, artists, and frontline leaders alongside mission-aligned technical experts. In the Inland Empire listening session, we heard from a group of community activists, educators, and labor leaders about how AI might be deployed to radically elevate school-to-career success in young people as a cross-sector, regional strategy.

3. Strategic Rapid Response Capacity

Maintain discretionary funds and staff capacity for time-sensitive narrative, technology, or organizing interventions. In an era of misinformation and division, a ready fast-moving ecosystem of response is essential.

4. Mission-Aligned Investment of Corpus

Invest the nonprofit's endowment in alignment with its public mission. That includes catalytic capital for movement-aligned tech, community-owned data systems, or narrative platforms built to serve not surveil. Capital should move while always being mindful of conscience.

5. Local Hubs and Regional Decision Making

Establish regional hubs - composed of trusted local institutions such as community foundations, civic intermediaries, and grassroots networks - that foster cross-sector collaboration to co-design funding priorities, governance practices, and tool development responsive to regional realities.

Governing the Tools of Influence

As OpenAI explores new platforms - whether social media, creator tools, or content distribution systems - it must recognize these as **tools of influence and belief**. They will shape how people understand the world, relate to one another, and participate in public life. In an age defined by algorithmic persuasion, truth, trust, and civic integrity must be core design requirements. Too often these elements are dismissed as downstream interventions.

The Commission recommends that any such platform or product adhere to and be guided by the following principles:

- **Elevate accurate information and civil discourse**, actively mitigating disinformation, division, bias, and manipulation
- **Embed transparency and ethical governance** in how content is surfaced, moderated, and amplified
- **Protect user agency**, creative autonomy, and the right to dissent
- **Reinforce civic norms** around identity, belonging, and engagement including young people and marginalized communities
- **Ensure alignment with the Charter's commitments** to avoid harm and prevent the undue concentration of power

Platforms are non-neutral architectures of meaning. If OpenAI is to fulfill its fiduciary duty to humanity, the systems it builds to reach and influence the public must model the values it has articulated such as its commitment to avoid enabling *"uses of AI or AGI that harm people or unduly concentrate power."*

Leveraging AI for Public Impact

Just as the nonprofit can resist extractive AI models, it should also harness AI's public potential - responsibly, transparently, and in service of civic capacity.

Applications could include:

- Using LLMs to synthesize qualitative input from listening sessions
- Automating grantee feedback to support iterative learning
- Enhancing public narrative analysis and civic education
- Measuring shifts in identity formation and ideological movement over time

These tools must be co-governed by communities, open source where feasible, and never severed from ethical reflection.

"If there are flexible resources for ongoing support to innovate - we could create something magical out the gate."
- Michelle Decker, Inland Empire Community Foundation

Built to Learn, Built to Move

The nonprofit can reject bureaucratic paralysis but not at the expense of care. Its operational DNA should prioritize:

- **High-agency execution** - minimal distance between insight and action
- **Embedded evaluation** - learning loops that refine every investment and decision
- **Network leverage** - coordination without top-down centralization, amplification without ownership

This section outlines a nonprofit posture grounded in infrastructure-building - one that invests in public capacity beyond charitable generosity. But even the most visionary action is only as trustworthy as the systems that oversee it. A civic institution earns legitimacy by the scale of its ambition insofar as it meets the integrity of its design.

In the next section, we turn to that design directly - offering governance principles intended to uphold the Charter, reflect the will of the people, and protect the public interest over time.

Section 6: Governance by Design
Structural Principles That Uphold the Charter and Serve the Public

"Avoid enabling uses that harm humanity or unduly concentrate power."
- OpenAI Charter, p.4

Artificial intelligence is too consequential to be governed solely by the private sector or by any single sector at all. Its legitimacy depends on civic design: structures accountable to the public, transparent in operation, and enforceable through law. OpenAI's nonprofit is a rare and meaningful public asset as the only major AI entity structurally accountable to the Attorneys General of California and Delaware. That tether shouldn't be seen as a constraint; it is what gives democratic oversight force and credibility. We believe those oversight principles should be ongoing beyond this critical juncture and may include:

Structural Principles for Governance
To live into this accountability, governance must be anchored in the nonprofit's fiduciary duty to the public. That includes:
- **Meaningful independence**: Nonprofit board members must act with highest loyalty to the nonprofit's public-interest mission and should ensure that all decisions are made in accordance with and in advancement of that mission
- **Guaranteed public-interest funding**: The nonprofit should have access to funding and resources sufficient to sustain and promote its own programming and objectives in perpetuity as part of advancing the mission of ensuring that AGI benefits all humanity
- **Legal and regulatory accountability as a strength**: Affirm Attorney General oversight as a critical feature of the nonprofit's democratic orientation

Transparency and Enforcement Mechanisms
Trust is built through enforceable structure. To ensure integrity, the nonprofit should maintain:
- **Robust conflict-of-interest** mechanisms to ensure higher standards for the not-for-profit entity
- **Regular, open, and public reporting and updates** on how they are advancing and promoting the mission of ensuring AGI benefits all humanity. This will include regular public reports identifying activities that advance the mission as well as evidence-based assessments of the entities' success in achieving and advancing the mission.
- **Accessible transparency** into how community feedback shapes institutional behavior

A Model for the Sector
We believe a nonprofit subject to Attorney General oversight and built to evolve in phased governance improvements and innovations offers a compelling new model for AI stewardship. That model should include insulation from for-profit interference and a mandate to prioritize humanity over velocity or valuation. Ultimately, the nonprofit's value lies in its ability to anchor and align that innovation to public purpose through legal structure, civic trust, and moral clarity.

Section 7: Staying in Right Relationship
Continuous Listening, Public Alignment, and Relational Governance

"Communities should be positioned to inform and influence how resources are used and to what end. OpenAI shouldn't just compensate groups, they should support them to meaningfully govern and give them the ability to engage in the process for deciding how resources are distributed and to what end."
- **Southern California Listening Session**

Trust grows from structural integrity and habits of humility. Real people have seen and experienced enough rhetorical gestures or performative inclusion to know when they are authentic. In the realm of AI, where power is often concentrated and impact is diffuse, staying in right relationship with the public is the only viable path to long-term legitimacy.

From the very inception of this Commission, the charge was clear: if OpenAI's nonprofit is to be more than symbolic, it should model a new kind of public covenant. One in which communities - including those historically marginalized by both markets and institutions - do not simply bear witness to change, but help to shape its direction. And one in which the nonprofit's proximity to power is matched by a posture of accountability.

This principle came through with particular clarity in the Commission's RFI process and listening sessions. Across stakeholders - organizers, educators, researchers, parents, faith leaders, and youth - there was shared concern that consultation too often arrives after decisions are made, outcomes are locked in, and harm is downstream.

If AI is to serve civil society, then AI governance, AI philanthropy, and AI benefit must themselves become democratic. The Commission therefore offers the following principles and practices for continuous alignment:

Transparent and Responsive Reporting
Accountability requires illumination. The nonprofit should commit to plain-language, publicly available disclosures on grantmaking, investment decisions, community impacts, and how public input is influencing institutional behavior. These reports should be made accessible, visual, and narratively honest.

This instruments of trust can include:
- **Public dashboards** that track grant disbursements, impact metrics, and geographic distribution of investments
- **Annual report-backs** to the public detailing learnings, missteps, course corrections, and updates to priorities
- **Clear, transparent selection criteria** for funding, partnerships, and participation in strategic initiatives

Institutionalized Feedback Loops

Public engagement is most meaningful when there is a visible line between what is shared and what is changed. Communities will benefit if able to trace how their input shaped actions, or why it did not. This feedback loop of mutual accountability is a necessary condition of trust. It includes sufficient doses of both explanation and redress.

The Commission recommends that **mechanisms for feedback and redress be publicly documented, regularly updated, and accessible beyond traditional networks.**

"We facilitate transparency and democratic input by inviting public engagement in policy formation."
- OpenAI Charter, p.18

Governance as Relationship

To maintain right relationship, the nonprofit can build infrastructure for continuous, embedded listening during the course of core operations. This includes community feedback structures and transparent mechanisms for surfacing dissent with the aim of deliberative consent. But true alignment requires more than external engagement, it demands internal embodiment. If this nonprofit is meant to serve everyday people, then everyday people representative of a diverse set of socioeconomic circumstances - with specific intent towards civically minded talent from those living closest to pain and extraction - should be a core part of staffing it. The Commission recognizes that some communities expressed skepticism about our process itself given the long histories of extractive research and symbolic inclusion. That skepticism is a critical form of accountability we carry forward. Building legitimacy requires centering relational repair as part of structural integrity.

This principle reflects a deeper truth: real trust between institutions and people is built in how decisions get made, who gets to make them, and who is in the room. The American Federation of Teachers, for example, has partnered with OpenAI and others to help shape A.I. training and school-use guidelines, insisting that educators not only receive tools, but have a say in how those tools are built. In the same way, embedding organizers, community technologists, and public-interest practitioners into the nonprofit's staffing and leadership is a condition of legitimacy and a foundation for mission alignment.

"Our communities need to be protected given the way these tools could be used against us."
- Lili Gangas, Kapor Foundation

Literacy, Navigation, and Narrative

The complexity of AI and philanthropy risks being a veil that obscures public oversight. OpenAI's nonprofit should invest in digital literacy, navigation tools, and narrative infrastructure that help communities use AI *and* understand, interrogate, and influence it. The right to benefit is strongest if paired with the right to critique.

Trusted Intermediaries and Relational Infrastructure

Rather than parachuting into communities, the nonprofit should build long-term partnerships with trusted intermediaries: grassroots coalitions, youth organizations, and civic institutions that already hold public trust. These partners are essential for dissemination, interpretation, and reciprocal design.

These intermediaries should also include multi-faith networks and spiritual institutions that help defend the moral agency and personal freedom of communities, ensuring that AI systems do not infringe upon conscience, belief, or civil liberty under the guise of efficiency or optimization.

To avoid the coastal urban bias that pervades much of tech and philanthropy, the nonprofit should also consider locating staff, programming, and physical presence in historically underrepresented regions - rural communities, tribal lands, and inland areas long excluded from innovation cycles.

In a time when institutional legitimacy is eroding and technological acceleration outpaces democratic process, staying in right relationship is a democratic necessity. For OpenAI's nonprofit to fulfill its mandate, it should commit to more than just doing good - it should commit to being known, seen, and shaped by the people it claims to serve. The Commission affirms this as both a principle and a structural imperative.

Section 8: Philanthropy, Evolved
Reimagining the Public-Interest Model for the AI Era

"Those most harmed by technological exclusion hold the deepest insights into how AI can support collective flourishing, not individual accumulation."
- ***Torie Weiston-Serdan***

A New Form, Not Just a New Fund

The nonprofit would benefit from not merely replicating familiar models under a new name. OpenAI is a demonstrated disruptor in a bold new age and as such has the opportunity to become a different kind of nonprofit altogether. One that carries the positive legacies of traditional philanthropy while being designed in some conscious departures from it.

We heard from communities that conventional philanthropy - however well-intended - has sometimes become a system of reputation management, institutional self-preservation, and extractive accountability. The result is a landscape where grantees perform worthiness, funders manage risk, and communities are left navigating a logic of scarcity they did not create.

This nonprofit is positioned to lead in structurally breaking that cycle.

A people-first nonprofit should be shaped by those most proximate to the systems it intends to transform. Young people - those who will live longest with the consequences of today's choices - must have a real role in shaping how the nonprofit's resources serve this and future generations. And it may model a new ethic of civic finance that shares power while sharing resources widely.

The Commission therefore recommends adopting more agile and responsive practices to usher in a new class of institution built to promote economic inclusion, fuel imagination, and serve the whole of humanity.

From Disbursement to Wider Sharing of Power

The nonprofit's job is to move the locus of control toward public stewardship. This is distinct from top-down charity.

That means:
- **Funding community and civic infrastructure**
- **Supporting innovation and creative leaps forward in organizing and narrative ecosystems**, both from experts and grassroots
- **Reducing appeasement behavior** by funding people to experiment
- **Creating structural conditions for grantee cooperation**, in lieu of counter-productive competition within spheres of change and influence

Philanthropy, in this model, is more a civic strategy than a rewards system.

Seven Shifts for a Public-First Philanthropy

The Commission heard several ideas for structural departures from traditional practice intended to support existing and emerging infrastructures of organizations serving communities. These ideas may work towards propping up that broad ecosystem with functional shifts toward ethical, community-aligned governance.

1. **Codify Human Leadership**
   In keeping with the Commission's values, the nonprofit should make explicit that its executive leadership will remain human. The moral authority to steward public benefit cannot be delegated to non-sentient agents.

2. **Civil Service Rotation Into Community Roles**
   Staff should broaden their experience to avoid being professionally insulated. A portion of their tenure would be enhanced by spending time embedded in organizing, mutual aid, civic tech, or direct service fields. Knowledge flows both ways and this is both a form of professional development and of mission drift reduction through calcification.

3. **Reward Cooperation, Not Just Competition**
   Balance output-maximization with field alignment. Build incentives that encourage shared infrastructure, learning exchange, and coalition work - especially in grant eligibility and reporting frameworks.

4. **Eliminate Appeasement Logic**
   Grantees should be supported for field alignment. Being forced to mirror the language or metrics of funders to receive support stifles innovation and scale. Trust must be extended at the front end, and accountability co-designed.

5. **Institutionalize Shared Civic Imagination**
   Invest in spaces, tools, and cultural scaffolding that help communities dream together - instead of simply executing a set of deliverables. Civic imagination should be treated as a public resource that requires ample investment.

6. **Term Limits for Grantmaking Staff**
   Prevent entrenchment. Every grantmaking role - especially those with allocation authority - should rotate after a fixed period, with intentional pathways for community and practitioner entry into those roles.

7. **From Charity to Civic Engine**
   This nonprofit must fund what lasts.
   - **Anchor infrastructure** along with breakthrough initiatives
   - **Philanthropic capital must also meet the material urgency of now** by supporting communities not only in building power, but in securing access to food, housing, healthcare, and the basic conditions of dignity

- **Field-building across geographies** beyond coasts or prestigious campuses
- **Shared tools and open models** instead of proprietary pipelines

It should also adopt a stewardship posture: actively contributing to the public-interest ecosystem, rather than merely underwriting it.

A Sector That Evolves Itself

We have heard from communities that philanthropy needs to evolve with a readiness to tell the truth about itself. The OpenAI nonprofit can go beyond funding transformation, by also modeling it. Its values should be legible in structure. Its power should be relational. Its theory of action most effective if embodied in how it hires, listens, invests, and grows.

That shift also demands a posture grounded in **humility, reciprocity, and generative partnership**. The nonprofit should build the capacity to listen deeply and respond meaningfully, treating community voice as a source of direction and collaboration. When **community-rooted wisdom collides with technological innovation**, it amplifies impact. That convergence can create a nuclear effect: unlocking solutions and systems that neither sector could generate alone. The measure of success will be how powerfully this nonprofit fuses civic insight with technical ingenuity to build something enduring and powerful.

This also means working through trusted intermediaries - including community foundations and place-based civic institutions - that have long built relationships, distributed trust, and held space for sustained, localized impact. Existing or new regional hubs can help translate national strategy into community-grounded action, ensuring the nonprofit's resources move at the speed of need.

This moment calls for fundamental societal change to match OpenAI's mission. To imagine merely marginal improvements in the structures and conditions giving rise to a decay in democracy and the fraying of our social fabric is to imagine far too small.

Section 9: Recommendations to the OpenAI Board
What May Happen Now to Honor the Charter and the People

"AI would not exist without the widely shared and distributed access to the whole of human knowledge and experience. That means that any future with AI at the center must maintain the ethos of mutuality at its core."
- **Dr. Manuel Pastor**

These recommendations are the product of sustained listening: to OpenAI's mission, to the aspirations of researchers, and to the experiences and imaginations of everyday people navigating the stakes of the Intelligence Age.

This Commission was convened to translate a fiduciary duty to humanity into design principles the public can trust and that history will remember. What follows are a set of structural imperatives, commensurate with the scale of power this entity holds in capital, influence, and technological reach. Drawn from hundreds of voices, refined through collective judgment, and anchored in the Charter's highest claims.

Enacted together, these recommendations form a coherent architecture.

I. Anchor the Mission: From Charter to Covenant
Recommendations that affirm the nonprofit's public mandate.

1. Adopt a People-First Mission and Values Charter
A binding mission and values charter should encode the public interest across all domains, from grantmaking and staffing to platform design and public engagement. As this report states: dignity cannot be retrofitted after deployment.

2. Align Investment and Ownership Structures with Mission
Capital reflects values. It is a lever of trust. OpenAI should strive to align its investment practices with its charter. That means investing catalytic capital that builds public-serving infrastructure such as community-owned data systems, ethical algorithmic tooling, and nonprofit-owned digital platforms. This also includes ensuring fair valuation of assets transferred to or governed by the nonprofit. Public trust depends on both ethical stewardship and transparent and equitable accounting of value, especially when that value was derived from collective human data, labor, and culture.

3. Ensure Governance Independence and Legal Accountability
AI is too consequential to be governed by private interests. The nonprofit's structure must reflect this: with a board grounded in the highest loyalty to the public mission, guaranteed mission-aligned funding from the for-profit arm, and strong transparency around decision-making and oversight. Its accountability to state Attorneys General - particularly in California and Delaware - should be affirmed as a core strength and public asset. Structural

evolution should be pursued in phases, supported by robust conflict-of-interest standards and transparency mechanisms that build trust and institutional legitimacy.

II. Invest in the People Sector as Infrastructure
Recommendations that fund and fortify the networks that carry democracy, dignity, and public imagination.

4. Invest in the Systems of Everyday Life
The nonprofit's capital is a signal of values. Where it flows will define the social terrain of the AI era. A sustained commitment of private entity investment should align with the strategic priorities in Section 4: local organizing, worker power, ethical deployment, narrative systems, public literacy, civic experimentation, and a flourishing democracy.

This investment should also drive innovation in everyday systems - education, healthcare, housing, and economic participation - funding tools that extend empathy, strengthen relationships, and enable local agency. Philanthropic resources should be mobilized to harness AI's potential to improve health outcomes, close educational attainment gaps, and create more livable communities including investment in public systems such as transportation, water, and energy infrastructure. Critically, it must move with speed, depth, and courage to support work that legacy philanthropy may deem too intractable or unproven.

5. Emergency Fund to Stabilize the Civic Ecosystem
A substantial demonstrated commitment - governed by the nonprofit and co-designed with community partners - should be swiftly launched as an emergency stabilizer for the civic ecosystem. To be clear, this fund is not a substitute for the structural transformation this report calls for; it is a critical stopgap to stabilize the beleaguered civic ecosystem while that transformation is built in a moment where major institutions are retreating from public-interest.

In the past year alone, communities have experienced the collapse or withdrawal of critical philanthropic infrastructure from youth organizing to local and community media, narrative and housing to power-building and labor partnerships. This fund should step in to triage that gap and sustain organizations, networks, and movements whose survival is essential to the democratic imagination and frontline defense of everyday people.

The fund could include:
- Local organizations bridging trust and infrastructure
- Movement-builders displaced by philanthropic volatility
- Rapid deployment to address emerging harms, gaps, or disinformation threats
- Community health, climate work, and critical scientific innovation

It should be fast, community-informed, and grounded in public dignity over institutional caution. In doing so, it must reject the inertia of slow-moving grant cycles, opaque review processes, and risk-averse culture that too often lets down communities in moments of crisis. This fund should be responsive, principled, and built for the speed at which harm and hope now move.

6. Treat Democratic Fluency as Essential AI Infrastructure

Civic understanding is foundational to democratic participation in the Intelligence Age. The nonprofit should invest in storytelling, education systems, and local networks that demystify AI, deepen democratic fluency, and empower people to shape technological change. Tools should be co-developed with trusted messengers: educators, organizers, artists, clergy and embedded in schools, libraries, congregations, and online communities.

> *"Train and educate communities around how to use AI and what to be cautious and aware of. Significant funding should be invested into education and awareness."*
> - Interfaith Leadership Council Listening Session

7. Evolve Philanthropy into a Civic Institution

The nonprofit's role is to rewire the system. It should adopt the structural shifts to traditional grantmaking described in Section 8:
- Trust-based long-term funding commitments
- Incentives for field cooperation
- A codified commitment to human leadership
- Term limits for grantmaking staff and rotation into community roles

This marks a shift toward civic accountability, reciprocal leadership, and long-term repair.

III. Operate as a Civic Platform

Recommendations focused on agility, responsiveness, and relational governance.

8. Establish a Civic Operating Platform

The nonprofit should behave less like a conventional foundation and more like a civic platform that prioritizes distributing resources, uplifting values, and translating benefit into material alignment. This includes:
- Anchor grants to stabilize trusted field actors
- Innovation labs and open calls for co-creation with frontline communities
- Mission-aligned investment in narrative and digital infrastructure

9. Activate Rapid-Response and Experimental Capacity

The nonprofit should maintain discretionary capital and staffing to respond to cultural, technological, and social inflection points. Whether it's a viral disinformation campaign, a breakthrough in civic tech, or a threat to democratic stability, speed and principled agility are essential as a built-in feature and capacity.

10. Institutionalize Community Accountability and Iterative Governance

Public trust is earned through embedded, consequential participation. The nonprofit should formalize community feedback loops, document how public input changes institutional behavior, and invest in trusted intermediaries - labor, youth, spiritual, and grassroots networks - to guide

its ongoing evolution. Advisory structures, staff diversity, and relational governance must reflect the people the nonprofit claims to serve. Mechanisms for dissent should be built into its design.

> *"We can't allow AI to become the domain of an upside-down funnel. It needs to center our experience and be shaped by it. If we say, we hope they listen, then we've already lost. We won't concede influence or being at the table."*
> -   Brandon Nicholson, Hidden Genius Project

Final Charge: Align Design with Duty
Each of these recommendations reflects a singular truth: **structure is the strategy**.

You cannot claim to serve humanity while operating through logics that have historically diminished it. You cannot promise dignity and deliver discretion. If this nonprofit is to be remembered as more than a concession, it must act as a covenant.

> *"Its job is not to fund the edge of innovation - it's to shift the center of power."*
> - Inland Empire Listening Session

29

Section 10. The Test of the Charter
What the World Will Measure and What The Future Will Ask

"To ensure that AGI benefits ALL of humanity."
- **OpenAI Charter**

The Charter offers a promise to all of humanity. All means all - no exceptions, no exclusions, no one left out. Through listening and discernment, this report attempts to build the first scaffolding to make that promise real and invites others to test, revise, and improve it. We cannot improve on what OpenAI believes. We hope this report will help with what it builds. And for whom.

A year from now, the world will look back. So will we. We would like to see a **public report card** across the field of AI: a clear, independently authored accounting of how OpenAI and its peers are living up to the promise of AI, and facing up to its perils. It should track fidelity to principle over volume of activity; structural consequence over performative alignment.

It could include:
- Whether the nonprofit's mission and values charter has been adopted and enacted;
- Whether capital flowed to civic infrastructure, field capacity, and systems that return agency to people;
- Whether community governance existed as a structure with consequence;
- Whether philanthropic routines evolved to share influence, seed innovation, and dignify human leadership;
- Whether OpenAI's peers demonstrated similar integrity in navigating shared terrain particularly in responding to the broader consequences of AI on human beings, including worker displacement.

This is a call for clarity and accountability, not an adversarial assessment. Because legitimacy is a condition built through consistency between rhetoric and reality, between stated purpose and structural truth.

This view extends beyond the Commission. At the *UN AI for Good Global Summit* in July 2025, participants affirmed that the legitimacy of any public-interest AI institution must have technical safeguards in tandem with structural design. Public trust, civic transparency, and embedded accountability were named as essential conditions for any actor claiming a public mission. The nonprofit's blueprint should be legible within that emerging democratic standard.

And so we offer this not as a verdict, but as a beginning. A charge. A call. An invitation.

By choosing courage over caution - and grounding that courage in civic stewardship - OpenAI's nonprofit can become what few institutions today are: a vessel for democratic possibility. An engine for collective purpose. A beacon to the field, signaling brightly that the Intelligence Age can indeed be shaped by systems that empower, structures that endure, and architectures

designed with people rather than by forces that consolidate power, obscure accountability, and impose design from above.

And yet, we know that no one sector can meet the demands of this moment alone. The transformation driven by AI requires a new kind of shared responsibility, one that transcends the binary of public and private. What's needed is a **common sector**: a civic arena where benefits and burdens are co-governed, where public values shape private innovation, and where responsibility for the future is shared.

This nonprofit can be more than a governance structure. It can be a prototype. A signal that in a time of fragmentation and concentrated control, we still know how to build institutions that serve the whole. That steward power without abandoning principle. That model the kind of architecture this era demands.

But prototypes are only remembered if they work. Only if they move beyond promise and into action. Only if they develop into democratic infrastructures that can hold in the storm.

History will not memorialize aspirations. It will trace consequences.

It will follow the trajectory of our collective decisions: what this endeavor disrupted, what it dignified, and what it dared to build with the people as we crossed the threshold into the Age of Intelligence.

Respectfully Submitted,
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Contributions from:
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Section 11. Appendices
Supporting Materials and Non-Exhaustive Community Outreach List

List of organizations who participated in our listening process which included formal Requests for Input and 7 Community Listening Sessions. Commissioners and members of the commission team also had individual discussions with topically germane acquaintances, colleagues, and organizations whose insights were considered in this report. That list can be made available upon request.

The Hidden Genius Project
YMCA of Greater San Francisco and World YMCA
The Clinton Foundation
United Ways of California
PRO Youth and Families
JVS Bay Area
Zip Code Wilmington
PICO California
Creser Capital Fund
SeedAI
San Francisco Financial Justice Project
Mission Asset Fund
Barbara Raymond Nonprofit Consulting
Futures Without Violence
Inland Empire Community Foundation
Tribus Global
AugMend Health
Fresh Lifelines for Youth (FLY)
RSF Social Finance
1Community
Public Knowledge
The Greenlining Institute
LASST and Encode AI
The Center for Civil Rights and Technology at the Leadership Conference
Complex Made Simple
MB Management
The Institute for Advanced Catholic Studies at USC
Innovate Public Schools
State Government / Public Service (Individual Submission)
Ink People Center for Arts and Culture
Creekside Arts
College Futures Foundation
Humanistic Technologies
New America / RethinkAI

Climate and Land Use Alliance
Oakland Fund for Public Innovation
AI Futures Project
The Future Society
Humano Film (in partnership with Tribus)
Yolo Food Bank
Urban Leadership Development Institute
Hispanic Chambers of Commerce of San Francisco
Alignment Research Center
Ekō
One for Justice
FLY
Planned Parenthood, Eureka
McKinleyville Family Resource Center
Food for People
Humboldt Community Foundation
Latino Prosperity
Tech Equity Collaborative
Economic Security Project Action
San Francisco Foundation
Kapor Foundation
James Irvine Foundation
Omidyar Network LLC
Inland Empire Community Foundation
Inland Empire Community Collaborative
Bank of America (Inland Empire)
University of California Riverside, Professor
AAPI Data
San Bernardino Community College District
Reachout West End
Neighborhood Partnership Housing Services
Riverside Community College District
Growing Inland Achievement
New America - Technology & Democracy
Interfaith Leadership Council
Episcopal Diocese of Los Angeles
Temple Beth Hillel
California State University Bakersfield, Office of the President
California Association of African-American Superintendents & Administrators
Mayors for a Guaranteed Income
Dolores Huerta Foundation
Campaign for College Opportunity
The California Endowment
Building Healthy Communities, Kern

Kern Community Foundation
National Association of State Workforce Board Chairs
California Workforce Development Board
California Equity Commission
Kern Health Systems
End Poverty CA
Visión y Compromiso
Lideres Campesinas
United Farm Workers
California Labor Federation
Western State Carpenters
Local 20
UFW Medical & Pension Plans
National Association of Social Work, California
Community Clinic Association of Los Angeles County
Clinica Romero
The Liberty Hill Foundation
Arts for LA
Alliance for California Traditional Arts
Forestry & Fire Recruitment Program
Health Begins
Health Net
Howard University, Professor
Brown University, Fellow
Radio Bilingue
Hoops4Justice
Child Advocacy & Reunification Engine
Black Freedom Fund
StreetCode Academy
Self eSTEM
Belle Haven Action
Child Advocacy & Reunification Engine
Dying to Stay Here
OCCUR
Girls Equity Movement
Stanford University, Haas Center for Public Service
Artificial Integrity
African American Community Services Agency
HiiiWay
Ambition Angels
Dreamers Roadmap
East Palo Alto Community Archive
Tech Equity
Oakland Natives Give Back

Belle Haven Empowered
Encode AI
San Francisco Labor Council
UFCWLocal 5
SOMOS
Northern California District Council of Laborers
Fresh Life Friends for Youth
Mentoring Center
San Mateo County, Representative
East Oakland Youth Development Center
Sirum
New BReath Foundation
Working Partnerships
Nex Cubed
SV @ Home
City of East Palo Alto
California Consortium for Urban Indian health
The Social Engineering Project
CA Alliance for Jobs
Girls Equity Movement
SEIU, San Francisco
San Mateo County Central Labor Council
San Francisco Labor Council
United Food & Commercial Workers
International Treaty Council
Teamsters Local 350
Alpha AI
AI Now
AI and You