Tech Career Pathways Summit

AI Considerations Breakout Session 3: Comprehensive Analysis and Report

Event: Tech Career Pathways Summit - Technology and Tomorrow: Equipping the Next Generation for Change

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Location: Japanese Cultural Center Ballroom, Honolulu, Hawai'i

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Focus: Making Connections Among K-12, Post-Secondary, and Industry

Executive Summary

The AI Considerations Breakout Session 3 at the Tech Career Pathways Summit brought together Hawai'i stakeholders to explore the transformative role of artificial intelligence in education, workforce development, and community advancement. This session addressed four critical dimensions of AI integration: current organizational impacts, underutilized opportunities, necessary cautions, and ethical alignment with community values.

Participants represented diverse sectors including K-12 education, post-secondary institutions, industry partners, and community organizations. The discussions revealed that while AI adoption in Hawai'i has begun to transform workflows and productivity, significant opportunities remain untapped. Participants emphasized the importance of grounding AI implementation in Hawaiian values such as Aloha and Mālama 'Āina while maintaining vigilance against potential harms including privacy violations, algorithmic bias, and erosion of critical thinking skills.

This report provides comprehensive analysis of the topics discussed, defining key AI concepts, exploring practical applications, examining risks, and proposing frameworks for ethical implementation that honor Hawaiʻi's unique cultural context and community needs.

Introduction: The AI Revolution and Hawaiʻi's Tech Career Pathway

Context and Purpose

The demand for skilled technology professionals continues to accelerate globally, and Hawaiʻi faces both unique opportunities and challenges in developing a robust tech talent pipeline. The Tech Career Pathways Summit was convened to strengthen connections among three critical stakeholders: K-12 education systems preparing young learners, post-secondary institutions developing skilled professionals, and industries requiring technological expertise.

Artificial intelligence has emerged as perhaps the most transformative technology of this generation, fundamentally altering how we work, learn, create, and solve problems. The AI Considerations Breakout Session recognized that any meaningful discussion of tech career pathways must address how AI is reshaping every aspect of the technology landscape.

Understanding Artificial Intelligence

Before exploring the session findings, it is essential to establish a common understanding of artificial intelligence. AI refers to computer systems designed to perform tasks that typically require human intelligence. These tasks include learning from experience, recognizing patterns, understanding natural language, making decisions, and solving complex problems.

Modern AI systems, particularly those based on machine learning and deep learning, improve their performance by analyzing large amounts of data and identifying patterns. Large Language Models, such as those underlying tools like ChatGPT and Claude, represent a significant advancement in AI capability. These systems can generate human-like text, answer questions, write code, analyze documents, and assist with numerous cognitive tasks.

The current wave of AI adoption differs from previous technological shifts in its accessibility and breadth of application. Rather than requiring specialized technical knowledge, many AI tools now feature intuitive interfaces that allow users across all skill levels to leverage powerful capabilities. This democratization of AI technology creates both tremendous opportunity and significant responsibility for communities like Hawaiʻi.

Section One: Current AI Impact on Organizational Operations

Overview of Organizational Transformation

The first discussion question explored how AI has already begun changing organizational operations across Hawaiʻi. Participants shared concrete examples demonstrating that AI adoption has moved beyond experimental phases into practical, everyday application. These implementations span administrative efficiency, educational content development, creative work, and technical tasks.

Document Processing and Summarization

One of the most widely adopted AI applications involves processing and summarizing large volumes of text. Participants reported using AI tools to summarize emails, enabling them to quickly identify priorities and respond appropriately without reading lengthy message threads. This capability extends to document analysis, where AI can extract key information from reports, research papers, legal documents, and other lengthy materials.

The value proposition is straightforward: professionals face overwhelming information volumes daily, and AI powered summarization helps them maintain productivity without sacrificing comprehension. However, participants noted that premium AI services typically offer more robust summarization capabilities than free versions, representing a cost consideration for organizations.

Educational Content Development

Several educators described using AI to support curriculum development and instructional design. One particularly compelling example involved curating mathematics content for sixth through eighth grade credit recovery programs. The educator used AI to generate lesson plans, create assessment rubrics, and develop grading criteria aligned with Computer Science Teachers Association standards.

This application illustrates AI's potential to reduce teacher workload while maintaining educational quality. Credit recovery programs serve students who have fallen behind in their studies, requiring tailored instructional materials that address specific learning gaps. Creating such customized content traditionally demands substantial teacher time. AI tools can generate initial drafts that educators then refine based on their professional judgment and knowledge of student needs.

The alignment of educational standards represents another significant application. The participant mentioned aligning content with Computer Science Teachers Association standards version two, demonstrating how AI can help navigate the complex landscape of educational frameworks and ensure curriculum coherence.

Professional Communication and Legal Documentation

Participants reported using AI to draft professional correspondence and legal documents. This application addresses a common workplace challenge: crafting clear, appropriately formal communication requires time and attention, particularly for complex or sensitive matters. AI tools can generate initial drafts based on prompts describing the communication purpose, intended audience, and key points to convey.

For legal documentation, AI assistance helps ensure proper formatting, appropriate language, and

comprehensive coverage of necessary elements. However, participants recognized that human review remains essential, as AI-generated legal content requires verification for accuracy, jurisdiction-specific requirements, and contextual appropriateness.

Creative and Design Applications

The discussion revealed AI adoption extending into creative domains. One participant described using AI for interior design and room modeling in residential contexts. These applications leverage AI's ability to generate visual concepts, suggest design elements, and create realistic renderings based on text descriptions or existing images.

Such creative AI tools democratize design capabilities, allowing individuals without formal training to visualize possibilities and make informed decisions about spatial arrangements, color schemes, and aesthetic choices. This represents a shift in how people approach personal and professional spaces, with implications for architecture, interior design, and related industries.

Meeting Management and Knowledge Capture

Multiple participants emphasized AI's value for meeting transcription and insight extraction. Modern AI powered meeting tools can record conversations, generate accurate transcripts, identify key discussion points, assign action items, and summarize decisions. This functionality addresses a persistent organizational challenge: ensuring that meeting outcomes are documented and accessible without requiring participants to divide attention between contributing to discussions and taking detailed notes.

The insight extraction capability proves particularly valuable, as AI can identify themes, questions, and concerns across multiple meetings, helping organizations recognize patterns and address recurring issues systematically.

Technical Development and Coding

Participants working in technical fields reported using AI for code and script writing. This application represents one of AI's most powerful capabilities, as modern AI systems have been trained on vast repositories of programming code and can generate functional code in numerous languages based on natural language descriptions of desired functionality.

AI coding assistants can help developers write initial implementations, debug existing code, optimize performance, explain complex code segments, and learn new programming languages or frameworks. This capability accelerates development cycles and makes programming more accessible to those building technical skills.

Curriculum Organization and Syllabus Development

Educators described using AI to organize curriculum and create syllabi. These documents require synthesizing learning objectives, content sequencing, assessment strategies, policies, and schedules into coherent

frameworks. AI can generate initial syllabus drafts incorporating essential elements and appropriate structure, which educators then customize based on their specific context, teaching philosophy, and institutional requirements.

Similarly, AI assists with curriculum organization by suggesting logical content progressions, identifying prerequisite relationships, and ensuring comprehensive coverage of required topics. This support helps educators focus their expertise on pedagogical decisions rather than administrative structuring.

Business Documentation

The creation of statements of work exemplifies AI's utility for business documentation. Statements of work define project scope, deliverables, timelines, and responsibilities for contracted services. Generating these documents requires attention to detail and comprehensive coverage of project parameters. AI tools can produce initial drafts that incorporate standard elements and appropriate structure, reducing the time required to formalize project agreements.

Productivity and Planning Support

Teachers specifically mentioned AI's impact on productivity and planning. Lesson planning demands significant time as educators design learning experiences, anticipate student needs, prepare materials, and align with standards. AI can generate lesson plan frameworks, suggest activities, recommend resources, and provide instructional strategies, allowing teachers to focus their expertise on customization and refinement rather than starting from blank pages.

Visual Media Application Development

Participants reported creating applications for visual media using AI assistance. This capability enables individuals with ideas for digital tools, interactive experiences, or media applications to develop functional prototypes or complete products without extensive programming expertise. AI can generate code, suggest architectures, troubleshoot issues, and implement features based on natural language descriptions.

AI as a Thinking Partner

Perhaps the most profound application mentioned was AI's role as a thinking partner. This usage transcends specific tasks, positioning AI as a collaborative tool for exploring ideas, examining problems from multiple perspectives, challenging assumptions, and refining thinking. Users can articulate nascent thoughts, receive alternative viewpoints, explore implications, and develop more nuanced understanding through dialogue with AI systems.

This application acknowledges AI's strength in processing information and generating novel connections while recognizing that human judgment, creativity, and wisdom remain essential for meaningful decision-making.

Section Two: Underutilized AI Opportunities in Hawai‘i

The Gap Between Potential and Practice

While the first discussion question documented current AI adoption, the second question explored promising applications that remain underutilized in Hawai'i's community. The responses revealed significant opportunities
for AI to address local challenges, support economic development, enhance education, and strengthen community wellbeing.

AI Labs Across Professions

Participants advocated for establishing AI laboratories or innovation centers across various professional domains. These facilities would serve as spaces for experimentation, learning, and collaboration around AI applications specific to different industries and sectors. Rather than concentrating AI expertise in technology companies alone, this vision distributes AI literacy and capability development throughout healthcare, education, agriculture, environmental management, construction, hospitality, and other fields central to Hawai'i's economy.

AI labs would provide hands-on experience with tools, support for professionals developing AI-enhanced workflows, and venues for sharing best practices. They would also serve educational functions, offering training programs that build AI literacy and technical skills among current and future workers.

Island Database and Credential Training

The concept of an island-specific database coupled with credential training addresses Hawai'i's unique needs as a geographically isolated state with distinct industries, cultural considerations, and environmental conditions. An island database could aggregate information about local resources, industries, workforce skills, educational programs, and community needs, creating a comprehensive information infrastructure.

Credential training refers to programs that provide recognized qualifications in specific AI applications or domains. By developing credential programs tailored to Hawai'i's context, the state could create pathways for residents to gain marketable AI skills aligned with local industry demands. This approach supports workforce development while ensuring that AI adoption reflects island realities rather than merely importing mainland models.

Workforce Evolution and AI Literacy

Participants identified workforce evolution as a critical area requiring greater attention. This encompasses several dimensions: creating new job categories that leverage AI capabilities, ensuring widespread AI literacy so workers can adapt to technology-enhanced roles, and developing user interfaces that make AI tools accessible across different technical proficiency levels.

The reference to keyboards in the session notes likely points to the importance of natural, intuitive interfaces for

AI interaction. As AI systems become more sophisticated, the methods for engaging with them must remain accessible. Voice interfaces, visual tools, and conversational AI reduce barriers to adoption and ensure that AI benefits extend beyond technically expert populations.

Development Support and Programming Assistance

While coding assistance was mentioned as a current application, participants suggested this area remains underutilized. Many individuals and organizations could benefit from AI-powered programming support but lack awareness of available tools or confidence in using them. Expanding access to and education about AI coding assistants could accelerate software development, enable non-programmers to create functional tools, and support students learning programming.

This is particularly relevant for Hawaiʻi's tech career pathways, as programming skills remain in high demand. AI tools that reduce the learning curve and provide supportive feedback can help more students successfully develop programming proficiency.

Professional Communication Enhancement

The ability to generate clear, professional emails represents an underutilized opportunity for workforce development. Effective written communication skills are essential across virtually all careers, yet many individuals struggle to craft clear, appropriately formal correspondence. AI tools can help users develop better communication habits by providing examples, suggesting improvements, and explaining communication principles.

This application has particular value for individuals whose primary language is not English, those entering professional environments from educational settings, and anyone working to strengthen their communication effectiveness.

Project Management Applications

Project management involves coordinating resources, tracking progress, managing timelines, facilitating communication, and addressing obstacles. AI can enhance project management through automated status reporting, risk identification, resource optimization, and predictive analytics about project trajectories. Despite these capabilities, many organizations continue using traditional project management approaches without leveraging AI augmentation.

Greater adoption of AI-enhanced project management tools could improve project success rates, reduce administrative burden, and help teams work more effectively across distributed locations—a particular advantage for Hawaiʻi organizations collaborating with mainland or international partners.

Curriculum Organization at Scale

While individual educators use AI for curriculum organization, participants suggested systemic application across educational institutions remains underutilized. District-wide or state-wide curriculum organization using

AI could ensure greater consistency, identify gaps or redundancies, facilitate resource sharing, and support alignment across grade levels and subject areas.

This approach could prove especially valuable for Hawaiʻi's Department of Education, which serves a diverse student population across multiple islands with varying resources and local contexts.

AI as Solution Generator

Participants emphasized AI's underutilized potential for generating solutions to complex problems. Rather than simply providing information or automating tasks, AI can analyze problem parameters, consider multiple variables, evaluate potential interventions, and propose solution strategies. This capability applies to technical challenges, organizational issues, and community problems.

The key to effective solution generation involves clearly defining problems, providing relevant context, and critically evaluating AI-proposed solutions rather than accepting them uncritically. When used thoughtfully, AI becomes a powerful tool for expanding the solution space and identifying approaches that human thinkers might overlook.

External Thinking and Fresh Perspectives

Related to solution generation, participants valued AI's capacity for "out-box" or external thinking. AI systems lack the cognitive biases, organizational histories, and habitual patterns that sometimes constrain human thinking. When asked to examine problems or generate ideas, AI can offer perspectives unconstrained by conventional assumptions.

This fresh-perspective capability proves valuable during strategic planning, innovation initiatives, and problem solving efforts where familiar approaches have proven insufficient. The key is combining AI's unconstrained thinking with human wisdom about context, feasibility, and values.

AI Literacy and Practical Utilization

The session identified a significant gap between AI literacy—understanding what AI is and how it works—and actual utilization—regularly employing AI tools to enhance productivity and capabilities. Many individuals possess basic AI awareness but have not integrated AI tools into their workflows or personal practices.

Bridging this gap requires accessible training, concrete examples of beneficial applications, hands-on practice opportunities, and cultural shifts that normalize AI usage while maintaining critical thinking about when and how to employ these tools.

Freelance Work Creation

AI tools enable individuals to offer services and create income streams that previously required larger organizational infrastructure. A person with domain expertise but limited technical skills can use AI to create professional materials, manage client communications, develop deliverables, and operate as an independent

service provider.

This democratization of capability supports economic opportunity, particularly in places like Hawai'i where cost of living is high and diversified income sources provide financial resilience. Promoting AI-enabled freelancing could expand economic possibilities for residents while addressing workforce flexibility needs.

Small Business Scaling

Small businesses often face capacity constraints that limit growth. AI tools can help small enterprises operate with greater efficiency, serve more customers, maintain quality, and compete with larger organizations. Applications include customer service automation, marketing content generation, financial analysis, inventory management, and operational optimization.

For Hawai'i's economy, which relies heavily on small businesses, supporting AI adoption among these enterprises could strengthen economic vitality and help locally owned businesses thrive despite cost challenges and geographic isolation.

Closing Skills Gaps

Skills gaps—disconnects between available workforce capabilities and employer needs—represent persistent challenges for economic development. AI offers multiple approaches to addressing these gaps. AI-powered training programs can provide personalized learning experiences that help individuals develop needed skills more efficiently. AI assessment tools can identify specific skill deficiencies and recommend targeted development. AI career guidance can help individuals understand skill demands and plan their development accordingly.

For Hawai'i's tech career pathways, AI tools could accelerate skills development, help students and workers identify promising career directions, and ensure educational programs remain aligned with evolving industry needs.

Repurposing Ideas for Community Impact

Participants suggested using AI to repurpose existing ideas and projects for broader community benefit. This involves taking successful initiatives, adapting them to new contexts, identifying transferable elements, and scaling impact. AI can analyze projects, extract key principles, suggest adaptations, and help communities learn from each other's successes.

This application honors the collaborative, community-oriented values central to Hawaiian culture while leveraging technology to amplify positive impact.

Expert Persona Creation

AI systems can simulate expert perspectives by drawing on vast training data encompassing specialized knowledge. Participants suggested creating expert personas to explore key community issues. For example, an

AI could be prompted to respond as a panel of top health experts addressing Hawaiʻi's specific health challenges, drawing on medical literature, public health data, and epidemiological research.

This capability provides accessible expertise for decision-making, planning, and problem-solving. While it cannot replace genuine expert consultation, it offers valuable preliminary analysis and helps communities formulate more informed questions for human experts.

Language Learning and Support

Participants specifically mentioned applications for English Language Learners, citing tools like Magic School that provide translation and interactive language tutoring. These applications address critical educational needs in Hawaiʻi's diverse classrooms, where students come from varied linguistic backgrounds.

AI language tools offer personalized practice, immediate feedback, patient repetition, and adaptive difficulty. They can supplement teacher instruction, provide additional practice opportunities, and help students build confidence. The interactive nature of AI language tools makes them particularly engaging compared to traditional language learning materials.

Intelligent Note-Taking and Pattern Recognition

Advanced AI note-taking tools go beyond simple transcription to identify commonalities, recognize issues, and extract insights across multiple conversations or meetings. These tools can help organizations maintain institutional memory, identify recurring concerns, track issue resolution, and ensure that valuable ideas and observations are captured rather than lost.

For educational institutions, these tools could help identify student needs across multiple contexts, recognize patterns in learning challenges, and inform instructional decisions with comprehensive data rather than anecdotal impressions.

Educational Content Transformation

The ability to transform college lectures into organized notes and generate assessment questions represents significant opportunity for improving educational outcomes. Students could receive well-structured notes that facilitate review and comprehension. Instructors could generate diverse assessment items aligned with learning objectives. Content could be repurposed across multiple formats to serve different learning needs.

This application has particular value for supporting students who struggle with note-taking, ensuring accessibility for students with disabilities, and helping educators maintain rigorous assessment practices without excessive time burden.

AI for Critical Community Challenges

Participants proposed applying AI to some of Hawaiʻi's most pressing challenges: housing crisis, food insecurity, taxation policy, demographic analysis, and land use planning. These complex issues involve multiple

variables, competing interests, historical factors, and systemic dynamics that resist simple solutions.

AI can contribute to addressing these challenges by analyzing relevant research, modeling intervention scenarios, identifying comparable situations in other locations, evaluating policy options, and synthesizing expert recommendations. The key is recognizing AI as a tool for informing human decision-making rather than replacing the political, ethical, and cultural considerations essential to wise policy choices.

Environmental Management and Conservation

The mention of invasive species monitoring and sensing reflects AI's potential for environmental applications. Computer vision AI can identify plant and animal species from images, enabling rapid invasive species detection. AI analysis of sensor data can reveal environmental patterns, predict ecological changes, and inform conservation strategies.

For Hawaiʻi, with its unique ecosystems and serious invasive species challenges, AI-powered environmental monitoring could enhance protection of native species and habitats while making conservation efforts more efficient and effective.

Facial Recognition and Security

Facial recognition technology, while raising significant privacy concerns, offers potential applications for security, access control, and identification. The session notes suggest consideration of these capabilities, though the ethical concerns discussed later in the session indicate recognition of associated risks.

Prevention and Protection Systems

The somewhat unclear reference to prevention and protection systems likely points to AI applications for security, safety monitoring, and risk mitigation. These could include predictive maintenance systems, threat detection, emergency response coordination, and safety monitoring in various environments.

Traffic Solutions

Traffic congestion represents a significant quality of life issue in urban Honolulu. AI applications for traffic management include signal optimization, route recommendation, parking guidance, and transportation system coordination. Machine learning can identify traffic patterns, predict congestion, and dynamically adjust signal timing to improve flow.

For Hawaiʻi's limited road infrastructure, intelligent traffic management could significantly impact daily commute experiences and economic productivity lost to congestion.

Maritime and Autonomous Vehicle Applications

The reference to sailing and self-driving vehicles points to AI applications in transportation. Autonomous vehicle technology continues advancing and could eventually address mobility challenges, reduce traffic

accidents, and improve transportation accessibility. Maritime applications might include navigation assistance, weather prediction, and safety monitoring for Hawai'i's significant ocean-based recreation and commercial activities.

Remote Work Enablement

AI tools facilitate remote work through enhanced communication, project management, automated task handling, and virtual collaboration capabilities. For Hawai'i, expanded remote work opportunities could allow residents to access mainland employment while living in the islands, helping address cost of living challenges while retaining local talent.

Healthcare Access

The shortage of healthcare providers represents a serious challenge for Hawai'i, particularly for neighbor islands. AI applications in telemedicine, diagnostic assistance, treatment planning, and health monitoring could help existing providers serve more patients effectively. AI cannot replace physicians but can augment their capabilities and help distribute healthcare expertise more broadly.

Alternative Energy Development

AI can contribute to renewable energy development through grid optimization, energy demand prediction, solar and wind resource assessment, and energy storage management. For Hawai'i's ambitious renewable energy goals, AI tools could help accelerate the transition to sustainable energy systems while maintaining grid reliability.

Section Three: AI Applications Requiring Caution

Understanding AI Risks and Harms

The third discussion question addressed AI applications that should be avoided or approached with significant caution. This reflects mature thinking about technology adoption that acknowledges both promise and peril. The session identified numerous concerns spanning privacy, security, manipulation, bias, and societal impact.

Misuse, Ethical Violations, and Safety Lapses

At the broadest level, participants emphasized concerns about AI misuse, ethical violations, and safety lapses. These categories encompass numerous specific harms:

Misuse involves employing AI tools for purposes beyond their intended design, such as using educational AI to complete assessments without learning, or using AI-generated content to deceive or manipulate others. Ethical violations include actions that conflict with principles of fairness, respect, transparency, and accountability. Examples range from using AI in ways that discriminate against protected groups to deploying AI without informed consent from affected individuals.

Safety lapses occur when AI systems fail in ways that cause harm, whether through technical malfunction, inadequate testing, or deployment in contexts where failure consequences are severe.

Voice Cloning, Deepfakes, and Synthetic Media

Modern AI can generate realistic synthetic media including fake photographs, videos, and audio recordings. Voice cloning technology can replicate an individual's voice with sufficient fidelity to deceive listeners, while video deepfakes can make it appear that someone said or did things they never actually did.

These capabilities create serious risks of fraud, defamation, political manipulation, and social trust erosion. Someone could use voice cloning to impersonate a family member in distress and request money. Political deepfakes could show candidates making statements they never made. Synthetic media could fabricate evidence of misconduct.

The sophistication of these tools continues increasing while detection methods lag behind, creating asymmetry between creation and identification of fake media. This technological capability requires legal frameworks, technical countermeasures, and public education about synthetic media risks.

Sensitive Data Handling

AI systems often require access to data for training and operation. When this data includes sensitive personal information, health records, financial details, or confidential business information, serious privacy and security concerns arise. Participants specifically noted that Hawaiʻi State HR prohibits AI use for certain functions due to confidentiality requirements and personally identifiable information protection needs.

Data used to train AI systems may be retained, potentially exposing sensitive information to unauthorized access or unintended uses. Organizations must carefully evaluate which data can be shared with AI systems and ensure that sensitive information remains protected through appropriate technical and policy safeguards.

System Overload and Defects

As organizations become dependent on AI systems, vulnerabilities to system failures increase. Participants noted concerns about systems becoming clogged or experiencing defects that disrupt operations. When critical functions rely on AI tools, outages or malfunctions can have cascading effects.

Additionally, over-reliance on AI can erode organizational capability to function without these tools. If AI systems fail or become unavailable, organizations need sufficient human expertise and alternative processes to maintain essential operations.

Misguidance and Hallucinations

AI systems, particularly large language models, sometimes generate false information presented with apparent confidence. These "hallucinations" occur when AI produces plausible-sounding content that is actually incorrect, fabricated, or nonsensical. Users who trust AI outputs without verification may act on false

information, leading to poor decisions or harmful outcomes.

This risk is compounded by AI's authoritative presentation style, which can make false information seem credible. Critical evaluation of AI outputs remains essential, particularly for consequential decisions or factual claims.

Open Source and Application Security

The distinction between closed proprietary AI systems and open source alternatives raises security and control considerations. Open source AI tools provide transparency and customizability but may receive less rigorous security testing than commercial products. Organizations must evaluate the security implications of different AI tools and implement appropriate safeguards.

The session notes suggest particular concern about which AI applications are appropriate for use within organizations versus those requiring closed, internally controlled systems to protect confidential information.

Romantic and Parasocial AI Relationships

AI chatbots designed to simulate romantic or intimate relationships represent emerging concerns. Some individuals, particularly young people or socially isolated adults, may develop emotional attachments to AI systems. While AI companionship might provide comfort, it also risks displacing human relationships, creating unrealistic relationship expectations, and fostering emotional dependency on commercial products.

Celebrity AI personas raise additional concerns by creating parasocial relationships where individuals feel connected to public figures who have no actual awareness of them. These synthetic relationships could be exploited commercially or used to manipulate fan communities.

Algorithmic Harm and Mental Health

Participants noted concerns about algorithms contributing to suicide ideation and mental health crises. This refers to documented cases where social media recommendation algorithms have amplified content related to self-harm, eating disorders, and suicide, potentially influencing vulnerable individuals toward harmful behaviors.

AI content recommendation systems optimize for engagement, which can inadvertently promote harmful content that generates strong emotional responses. When algorithms prioritize engagement over user wellbeing, serious harms can result, particularly for young people whose developing brains are especially susceptible to social influence.

Insurance and Actuarial Discrimination

AI systems used for insurance underwriting and rate-setting raise fairness concerns. While actuarial analysis has always involved risk assessment, AI systems can identify correlations between characteristics and outcomes that may constitute illegal discrimination or reflect historical biases. If AI systems set insurance rates based on

factors like zip code, shopping patterns, or social media activity, they may perpetuate systemic discrimination.

The opacity of some AI decision-making processes makes it difficult to identify and challenge unfair insurance practices, potentially denying coverage or charging excessive rates to vulnerable populations.

Healthcare Decision-Making

While AI offers promise for healthcare improvement, participants expressed appropriate caution about AI driven healthcare decisions. Medical diagnosis and treatment involve uncertainty, require consideration of individual patient contexts, and carry potentially life-or-death consequences. Over-reliance on AI recommendations without appropriate physician oversight could result in missed diagnoses, inappropriate treatments, or failure to recognize unusual presentations of illness.

Healthcare AI should support and inform clinician decision-making rather than replacing professional medical judgment. Patients deserve to know when AI influences their care and to have human providers who take ultimate responsibility for treatment decisions.

Geolocation and Stalking

Location tracking capabilities embedded in smartphones and applications create stalking and harassment risks. AI enhancement of geolocation data could enable more sophisticated tracking, prediction of individual movements, and identification of patterns in daily routines. Domestic violence survivors, public figures, and others facing harassment risks are particularly vulnerable to geolocation-enabled stalking.

Privacy protections, user control over location sharing, and legal frameworks for addressing location-based harassment require attention as AI makes location analysis more powerful and accessible.

Eavesdropping and Always-On Devices

Smart speakers, voice assistants, and other always-on devices raise surveillance concerns. While these devices typically activate only upon hearing wake words, technical vulnerabilities or malicious programming could enable unauthorized listening. AI processing of audio data could extract sensitive information from conversations, daily patterns, and household activities.

Users deserve transparency about what data is collected, how it is used, and who has access. Organizations deploying voice-enabled AI should implement strong privacy protections and provide clear opt-out options.

Surveillance Society Concerns

Cumulatively, various AI applications contribute to increasing surveillance capabilities that could undermine privacy, chill free expression, and enable authoritarian control. Facial recognition in public spaces, predictive policing algorithms, social media monitoring, and comprehensive data aggregation create possibilities for pervasive surveillance that threatens fundamental freedoms.

Particularly in smaller, close-knit communities like those throughout Hawaiʻi, where social relationships and reputation matter greatly, surveillance capabilities could create social pressures that discourage authentic expression and independent thinking. Balancing legitimate security needs with privacy rights and democratic values requires ongoing vigilance and careful policy-making.

Government and Employment Screening

The specific concern raised about Hawaiʻi State HR's prohibition on AI for application screening reflects legitimate worries about algorithmic bias in employment decisions. AI systems trained on historical hiring data may perpetuate past discrimination, favoring candidates who resemble previously successful employees even when those patterns reflect bias rather than merit.

Employment decisions profoundly affect individuals' economic security and life opportunities. Using AI in hiring and promotion requires careful attention to fairness, transparency, and compliance with anti discrimination laws. Manual review may be slower but ensures human judgment and accountability for employment decisions.

Closed Models and Transparency

The session notes reference concerns about closed AI models that lack transparency about training data, decision-making processes, and limitations. When organizations or governments use AI systems to make consequential decisions, affected individuals deserve to understand how those systems work, what data they use, and what assumptions they encode.

Closed proprietary models may conceal biases, errors, or value judgments within their design. While protecting intellectual property is legitimate, transparency about AI systems that affect public interests should be required, particularly for government applications and high-stakes private sector uses like employment, housing, and credit decisions.

Section Four: Aligning AI with Ethical and Community Values

The Foundation: Hawaiian Values

The fourth discussion question explored how to ensure AI adoption aligns with ethical principles and community values, with particular emphasis on Hawaiian cultural values. This approach recognizes that technology is not neutral but embodies the values and priorities of its creators and deployers. Intentional alignment with community values ensures technology serves people rather than dictating how people must adapt to technology.

Participants specifically identified Aloha and Mālama ʻĀina as foundational values that should guide AI implementation. Aloha encompasses love, compassion, affection, peace, and mercy. In practice, it means

treating others with respect and kindness, fostering genuine connections, and prioritizing relationships and community wellbeing over narrow self-interest.

Mālama ʻĀina means to care for the land. It reflects the deep connection between people and place in Hawaiian culture, emphasizing stewardship, sustainability, and responsibility to future generations. Land is not merely property to be exploited but a living entity requiring respectful care.

These values suggest that AI implementation in Hawaiʻi should prioritize community benefit over efficiency alone, maintain human dignity and connection, support environmental sustainability, and honor the interdependence of people and place.

Values-Based Planning

Participants emphasized the need for deliberate planning grounded in explicitly articulated values. This involves identifying the principles that should guide AI adoption, translating those principles into specific criteria for evaluating AI applications, and creating decision-making processes that ensure values alignment.

A values-based planning approach begins by asking what kind of community Hawaiʻi aspires to be and how technology can support that vision. Rather than adopting AI simply because it is available or because other places are using it, this approach evaluates whether specific applications advance community wellbeing, support equity, respect cultural values, and strengthen social fabric.

Legislative Frameworks and Governance

Effective AI governance requires appropriate legal and regulatory frameworks. Participants discussed the need for legislation that establishes boundaries for AI use, protects individual rights, ensures transparency and accountability, and addresses harms when they occur.

Feedback mechanisms allow affected communities to inform policy development rather than having regulations imposed without their input. Hawaiʻi's legislative approach to AI should reflect local values and priorities, potentially differing from mainland approaches where appropriate to honor the state's unique cultural context and community needs.

Growth mindset in the legislative context suggests creating adaptive frameworks that can evolve as AI capabilities and impacts change. Rigid regulations risk becoming obsolete or counterproductive, while flexible principles-based approaches allow for ongoing adjustment as understanding deepens.

Safety and Protection

Participants emphasized safety as a core requirement for ethical AI deployment. This encompasses multiple dimensions: protecting personal data from unauthorized access or misuse, ensuring AI systems function reliably without causing harm, safeguarding vulnerable populations from exploitation or manipulation, and maintaining security against malicious uses of AI technology.

Safety considerations should be built into AI systems from the design phase rather than added as afterthoughts. This "safety by design" approach evaluates potential harms before deployment, implements technical safeguards, establishes monitoring systems, and creates clear accountability for safety outcomes.

Ethical Practices and User Protection

Ethical AI practices include obtaining informed consent before collecting or using personal data, providing transparency about how AI systems make decisions, ensuring human oversight of consequential decisions, implementing fairness testing to identify and mitigate bias, and creating accessible mechanisms for recourse when AI systems cause harm.

User protection requires recognizing power imbalances between individuals and organizations deploying AI. Users often lack the technical expertise to evaluate AI systems or the bargaining power to negotiate favorable terms. Ethical practice demands that organizations prioritize user wellbeing even when exploitation might be more profitable.

Education for Empowerment

Multiple educational dimensions emerged in the discussion. First, making teaching easier through AI tools respects educators' professional expertise while reducing administrative burden. When AI handles routine tasks, teachers can focus on the irreplaceable human elements of education: building relationships with students, fostering curiosity, providing encouragement, and offering wisdom gained from experience.

Second, AI tools should be geared toward student learning rather than simply entertaining or occupying students. Educational AI applications should support genuine understanding, develop critical thinking skills, build confidence, and prepare students for future challenges.

Third, stressing ethical use teaches students that technology choices carry moral weight. Students should learn to consider consequences of technology use, recognize potential harms, respect others' privacy and dignity, and use tools in ways aligned with their values.

Fourth, teaching AI as a tool rather than a crutch helps students develop appropriate relationships with technology. AI should enhance human capability without replacing human effort, thinking, or responsibility. Students who learn to use AI thoughtfully will be better prepared to navigate technology throughout their lives.

Developing Judgment Across All Ages

AI literacy and judgment development represent lifelong learning needs rather than one-time educational interventions. Children, students, workers, and retirees all benefit from understanding AI capabilities, recognizing limitations, evaluating appropriate uses, and making informed decisions about when and how to employ these tools.

Judgment development involves practical wisdom about technology use: recognizing when AI assistance is

helpful versus when it impedes learning, understanding when efficiency should yield to other values, appreciating the difference between information and wisdom, and maintaining critical thinking rather than accepting AI outputs uncritically.

Restrictions and Protections

Participants advocated for appropriate restrictions on AI use in educational, workplace, and other contexts. This does not mean rejecting AI but rather establishing boundaries that protect individuals and communities from harm while allowing beneficial uses.

In education, restrictions might include prohibitions on AI for assessments where learning requires independent work, requirements for disclosure when AI influences grades, and limitations on data collection from students. In workplaces, restrictions might address AI surveillance, algorithmic management systems that undermine worker dignity, and use of AI in ways that discriminate or violate privacy.

These restrictions should be developed through inclusive processes that involve affected communities rather than being imposed by technologists or administrators alone.

Responsible Business Practices

Businesses using AI in Hawaiʻi should adopt responsible practices that reflect community values. This includes being transparent about AI use, ensuring that AI applications respect customer privacy and dignity, avoiding manipulative practices, maintaining human accountability for AI-influenced decisions, and considering community impact rather than maximizing profit alone.

Responsible AI business practices recognize that companies exist within communities and depend on social trust. Short-term gains from exploitative AI uses risk long-term damage to reputation and community relationships.

Ethical Guardrails

Technical implementation of ethical guardrails involves building constraints into AI systems that prevent harmful outputs or behaviors. Content filters can block hate speech, violence, and harmful instruction. Safety classifiers can identify potentially dangerous requests and refuse to fulfill them. Human review processes can evaluate high-stakes decisions before implementation.
Guardrails should reflect diverse perspectives and values rather than imposing one worldview. This requires inclusive design processes that consider how different communities might be affected by AI systems and what protections they need.

Inclusive Design

Including all views and values in AI development means actively seeking input from diverse communities, particularly those historically marginalized or excluded from technology design. In Hawaiʻi's context, this

absolutely requires engaging Native Hawaiian perspectives, respecting traditional knowledge, and ensuring that AI implementation does not undermine cultural practices or values.

Inclusive design produces better AI systems because diverse perspectives identify issues and opportunities that homogeneous design teams miss. More fundamentally, inclusive design respects human dignity and democratic principles by giving voice to those affected by technology.

Collaborative Information Sharing

AI systems benefit from diverse, high-quality information sources. Participants emphasized including more collaborative information rather than relying solely on dominant mainstream sources. This could mean incorporating traditional knowledge, community expertise, local history, and varied cultural perspectives into AI training data and knowledge bases.

For Hawai'i, this suggests ensuring AI systems understand Hawaiian language, culture, history, and contemporary issues rather than treating the islands as merely another U.S. state with no distinct characteristics.

Positive Framing

Keeping issues in a positive light reflects the Hawaiian value of approaching challenges with hope and constructive energy rather than cynicism or despair. This does not mean ignoring problems but rather framing discussions around possibilities, solutions, and collective capability rather than dwelling on obstacles and failures.

AI adoption discussions that emphasize empowerment, opportunity, and community benefit rather than fear and displacement are more likely to generate constructive engagement and thoughtful implementation.

Ethics Education and Critical Thinking

Perhaps the most fundamental recommendation involves grounding AI teaching in ethics, critical thinking, and consideration of consequences. This means integrating ethical reasoning into every discussion of AI capabilities, helping learners develop frameworks for evaluating technology choices, and cultivating habits of questioning assumptions and considering multiple perspectives.
Critical thinking about AI includes asking who benefits from particular applications, who might be harmed, what alternatives exist, what values are embedded in design choices, and what kind of society particular technologies help create.

Long-Term and Short-Term Consequences

Thoughtful AI implementation requires considering both immediate effects and long-term implications. A tool that improves short-term efficiency might erode human skills over time. An application that seems harmless individually might contribute to systemic problems when widely adopted. Convenience today might create dependencies that limit future choices.

Teaching people to consider temporal horizons helps develop wisdom about technology adoption. Some AI applications deserve immediate embrace, others require caution, and some should be rejected despite short-term appeal because of concerning long-term trajectories.

Obligations of Place

The reference to obligations of place, family, and cultural consistency reflects Hawaiian understanding that individuals exist within networks of relationships and responsibilities. Technology choices should honor these obligations rather than undermining them.

Obligations of place mean considering how AI affects the natural environment, local economy, and community wellbeing. Obligations to family include protecting children from harm, supporting elders, and strengthening family connections rather than allowing technology to fragment family life. Cultural consistency means ensuring technology aligns with rather than contradicts cultural values and practices.

Recommendations and Path Forward

For Educational Institutions

Educational institutions should develop comprehensive AI literacy programs spanning K-12 through post secondary education. These programs should address both technical understanding and ethical reasoning, preparing students to use AI tools effectively while maintaining critical thinking and human judgment.

Teacher professional development must include AI education so educators can guide students, model appropriate use, and integrate AI tools where beneficial while protecting the irreplaceable human elements of teaching and learning.

Educational institutions should establish clear policies about appropriate and inappropriate AI uses, developed through inclusive processes involving educators, students, families, and community members. These policies should balance supporting beneficial uses while protecting academic integrity and student learning. Assessment practices may require adaptation to address AI availability. Rather than attempting to prevent all AI use, educators might design assessments that require demonstration of genuine understanding, creative synthesis, or application to novel contexts where AI alone proves insufficient.

For Industry Partners

Hawaiʻi's technology industry should embrace responsibility for ethical AI development and deployment. This includes being transparent about AI capabilities and limitations, engaging communities in conversation about AI applications, prioritizing safety and privacy, and supporting workforce development so that AI benefits extend broadly rather than concentrating among already-privileged populations.

Industry should partner with educational institutions to ensure curriculum remains relevant to evolving skill demands while providing work-based learning opportunities where students gain practical AI experience. These partnerships should operate bidirectionally, with industry learning from educators about effective learning design and ethical considerations.

Technology companies should adopt principles-based approaches to AI governance that prioritize community wellbeing alongside business success. This long-term orientation serves business interests by building trust and sustainable relationships with customers and communities.

For Government and Policy Makers

Hawai'i's government should develop AI governance frameworks that protect residents while enabling innovation. This includes privacy protections, anti-discrimination enforcement, transparency requirements, and accountability mechanisms when AI systems cause harm.

Government should invest in AI literacy programs, workforce development initiatives, and research about AI impacts on Hawai'i's communities. Understanding local effects of AI adoption enables more responsive and effective policy development.

State and county governments should model responsible AI practices in their own operations, demonstrating that public sector organizations can leverage AI benefits while maintaining transparency, protecting privacy, and serving all residents equitably.

For Community Organizations

Community organizations play vital roles in ensuring AI adoption serves community needs. They can provide education and training accessible to populations underserved by formal educational institutions. They can advocate for policies that protect vulnerable community members. They can facilitate conversations about community values and technology priorities.

Organizations focused on specific populations—youth, elders, Native Hawaiians, immigrants, persons with disabilities—can ensure that AI development and implementation considers diverse needs and experiences rather than optimizing for majority populations alone.

For Individuals and Families

Individuals should cultivate informed, intentional relationships with AI tools. This means learning about AI capabilities and limitations, experimenting with applications that might prove beneficial, maintaining critical evaluation of AI outputs, and being thoughtful about when to use AI versus when to rely on human effort and judgment.

Families should discuss AI use, establish household norms, and support each other in developing healthy technology relationships. Conversations about AI provide opportunities to reinforce values, practice ethical

reasoning, and strengthen family connections.

Conclusion: AI as Tool for Community Flourishing

The AI Considerations Breakout Session revealed sophisticated understanding among Hawaiʻi stakeholders about both AI's transformative potential and its attendant risks. Participants neither dismissed AI as dangerous nor embraced it uncritically, instead advocating for thoughtful, values-aligned implementation that serves community needs.

The path forward requires ongoing collaboration among educational institutions, industry, government, and community organizations. It demands investment in widespread AI literacy so that all residents can participate in shaping how these powerful technologies affect their lives. It necessitates policy frameworks that protect individual rights and community wellbeing while enabling innovation and economic opportunity.

Most fundamentally, it requires maintaining focus on the question that should guide all technology adoption: Does this serve human flourishing and community wellbeing? When AI applications advance those goals while respecting Hawaiian values of Aloha and Mālama ʻĀina, they deserve enthusiastic embrace. When applications threaten privacy, equity, sustainability, or human dignity, they warrant rejection regardless of technical sophistication or efficiency gains.

Hawaiʻi has opportunity to model thoughtful AI adoption that honors cultural values, strengthens community, develops workforce capability, addresses local challenges, and demonstrates that technology can serve people rather than demanding that people serve technology. The insights from this breakout session provide foundation for that important work.

The next generation of Hawaiʻi's tech workforce will inherit both the opportunities and challenges created by today's AI adoption decisions. By proceeding thoughtfully, inclusively, and with clear commitment to community values, current stakeholders can ensure that inheritance supports rather than undermines the flourishing of future generations in these islands.