

## Recommendations to ensure AI systems help close the racial wealth gap.

The evidence presented in this report demonstrates that without deliberate and outcome-oriented interventions, AI will likely amplify the racial wealth gap rather than narrow it. To be clear, this does not have to be a foregone conclusion. AI technologies can produce positive outcomes when developed, tested, and adopted with principled and civil-rights-protective guardrails. But without safeguards, governance, and corrective measures, AI risks reinforcing existing disparities under the guise of neutrality and efficiency.

AI is transforming the workforce in ways that vary significantly by industry, occupation, and skill level, with unequal consequences. A substantial body of scholarship documents how AI-driven automation accelerates worker displacement, how concerned communities are about AI's impact on jobs, and raises serious concerns about the racial wealth gap. Studies consistently show that the jobs most susceptible to automation are disproportionately held by people of color, particularly by Black women.

Employers deploying AI and the vendors supplying those systems must do so responsibly. To address these concerns, transparency and accountability in algorithmic decision-making must be established.

- **Prohibit fully automated adverse decisions in hiring, discipline, and pay.** This can be avoided by requiring meaningful human review before rejections, terminations, deactivations, or significant pay reductions. Document that a qualified human decision-maker reviewed application materials and employment decisions, particularly for candidates and workers who may be disadvantaged by automated screening or performance systems.
- **Evaluate AI tools at regular intervals for disparate impact across race, ethnicity, and other protected characteristics, and publish summary audit results.** Where tools disproportionately reject, downgrade, or underpay workers of color compared to similarly qualified White workers, the employer should stop or sharply limit its use, adjust decision thresholds or features, and discontinue use if disparities cannot be remedied. Transparency about these audits signals accountability and enables external oversight.

- **Provide alternative, human-accessible application and appeal channels that bypass algorithmic screening entirely.** Offer at least one clearly advertised pathway, such as direct HR email, community hiring events, or partnerships with HBCUs and community colleges, and ensure that a meaningful sample of applicants from these channels receive full human review regardless of algorithmic scores. This creates safeguards for qualified candidates who automated systems may filter out.
- **Adopt clear internal policies that limit worker surveillance, restrict algorithmic pay personalization, and guarantee transparency about how monitoring affects compensation and evaluation.** Provide workers with plain-language descriptions of what data is tracked, how it influences pay or performance ratings, and a right to view and correct key data points. Ban pay practices that workers cannot check or understand, such as hidden surge pricing or mystery bonus formulas, as they make income especially unstable for gig workers and frontline workers of color.
- **Support worker well-being during AI transitions.** Employers should reduce AI-related threat perceptions through transparent communication; invest in AI training and upskilling; provide access to mental health supports and retraining funds; and promote resilience through workplace wellness programs. Employers should give months of advance notice to workers whose jobs will be significantly changed by AI and should work collaboratively with unions or labor-management committees to plan rollout. Because AI's impact on employee well-being depends largely on how organizations manage psychological and structural transitions, these measures should be integrated into broader workforce planning. And, in the case of AI-related job reductions, companies should give employees the chance to retrain for new positions, or should offer severance and outplacement assistance.