Workday's Perspective on AI Regulation at the State-Level

Monica Laufer, Senior Policy Manager | August 4, 2024

About Workday

Founded 2005
Pleasanton HQ, 22 U.S. offices across 16 states

Enterprise Management Cloud
For finance, human resources, and planning

7,000+ U.S. Customers
Over 10,000 customers globally

Hosting Job Applications
Nearly 1 in 4 U.S. job applications processed on Workday's platform
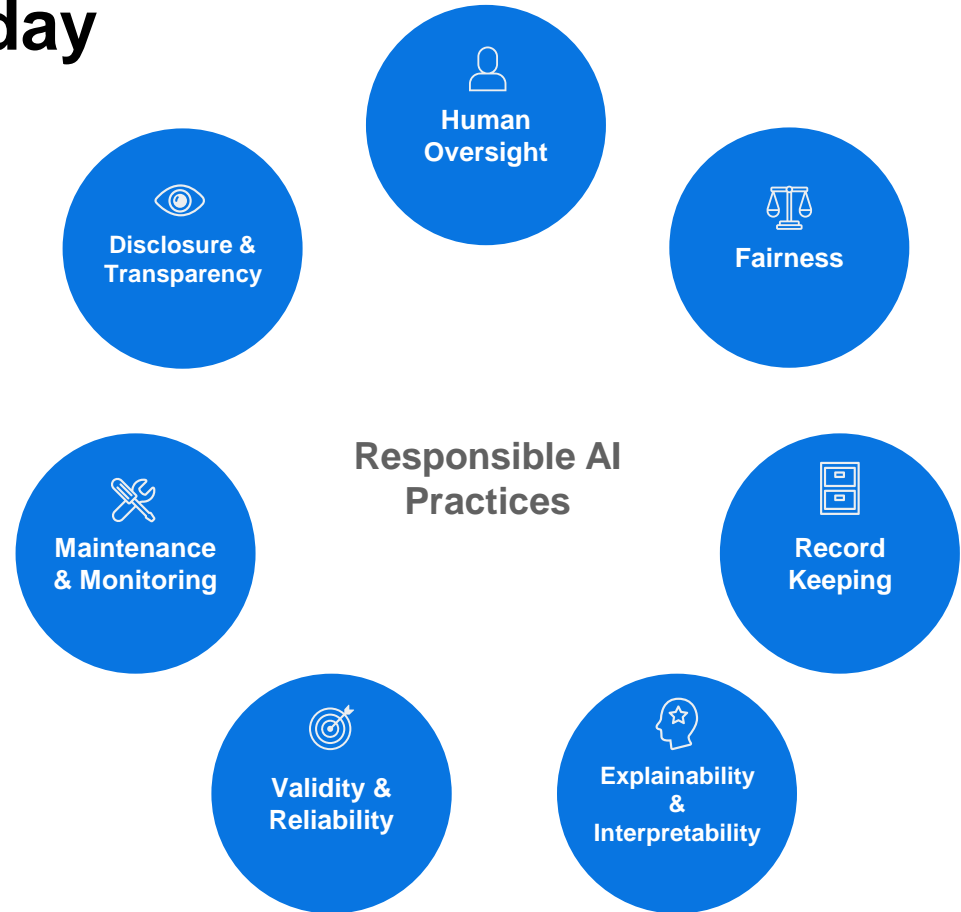
Responsible AI at Workday

Innovating ethically and responsibly

Our Principles

➔ Amplify human potential
➔ Positively impact society
➔ Champion transparency and fairness
➔ Deliver on our commitment to data privacy and protection

Our Program

➔ Leadership commitment
➔ Dedicated resources
➔ Cross-company support
➔ Guidelines, processes, and standards
➔ Scalable tools

Responsible AI Practices

- Human Oversight
- Fairness
- Disclosure & Transparency
- Record Keeping
- Maintenance & Monitoring
- Validity & Reliability
- Explainability & Interpretability

Policy Recommendations

Nuanced, Risk-Based Approach

Regulations should target AI-powered consequential decisions

Fostering Harmonization Across Jurisdictions

Align key concepts and requirements with emerging best practices in the U.S.

Strong Accountability Tools

Leverage tried-and-true accountability tools like impact assessments

AI Accountability is a Shared Responsibility

Responsibilities for both developers and deployers that are tailored to their roles in the AI tool's lifecycle

AI Accountability is a Shared Responsibility

Both developers and deployers must play an active role

Developers	Deployers
● Control and insight into how a tool is **designed, developed, and trained** ● Don't make consequential decisions ● Don't have insight into deployer data or software configuration	● Control and insight into how a tool is **implemented and used** ● Make consequential decisions ● Interact directly with end users

Impact Assessment Requirements

Governance/Risk Management Requirements

Transparency to Deployers	Notice to End Users

workday.

Thank you.

Please feel free to reach out to us anytime:

monica.laufer@workday.com

(714) 349-4483