

AI JOURNEY MAP FOR PHILANTHROPY

STAGE

KEY MILESTONES

FRICCTIONS

	EMERGING	ENGAGING INDIVIDUALS	ENABLING TEAMS		ECOSYSTEM BUILDING	
STAGE	<p>UNOFFICIAL USE</p> <p>AI use exists but informally – uneven, invisible, may be minimized by leadership.</p>	<p>INDIVIDUAL EXPERIMENTATION</p> <p>AI tools with basic guardrails. AI used for both productivity and insight.</p>	<p>WORKFLOW INTEGRATION</p> <p>AI supports recurring tasks within team workflows.</p>	<p>ORGANIZATIONAL INSIGHT</p> <p>AI enables analysis across institutional knowledge in operations, learning, and program strategy.</p>	<p>NONPROFIT ENABLEMENT</p> <p>Foundation treats AI enablement as part of its responsibility to grantees.</p>	<p>SECTOR STEWARDSHIP</p> <p>AI enables collective intelligence across institutions, not just better individual foundations.</p>
KEY MILESTONES	<ul style="list-style-type: none"> Guidelines to secure institutional data and intellectual property Assessment of current usage and perceptions Early conversations about acceptable use 	<ul style="list-style-type: none"> Initial AI governance (policy, oversight) All-staff curriculum for efficiency and use cases Begin change management and alignment to values 	<ul style="list-style-type: none"> Explicit human-in-the-loop requirements added to policy Workflow mapping and analysis for AI integration Evaluation framework for AI-enabled work 	<ul style="list-style-type: none"> AI aligned w/mission and grantmaking Responsible use of grantee materials in systems with permission Governance updated, incl. bias, representational risk review 	<ul style="list-style-type: none"> AI platforms prioritize grantee experience Staff able to assess feasibility and implications of AI proposals Capacity-building, tools, requisite infrastructure funded rather than assumed 	<ul style="list-style-type: none"> Investment in shared governance and participatory oversight Investment in shared tools, platforms, standards Research and scanning on impacts of AI
FRICCTIONS	<p>Staff are using AI, leadership has no visibility.</p>	<p>Useful individually but not yet improving workflows or shared insight.</p>	<p>Limited capacity for organizational effectiveness efforts and integrated systems</p>	<p>Unintegrated systems and tacit knowledge silos hinder information access</p>	<p>Limited awareness of grantee AI needs and insufficient staff expertise for technical and ethical due diligence</p>	<p>Collective benefit requires sustainable multi-stakeholder coordination among funders</p>