



March 13, 2024

Dear Senator Hester,

I am writing to express my strong support for Senate Bill 957, which addresses the regulation of automated employment decision tools in Maryland. As the director of the Center for Equitable Artificial Intelligence and Machine Learning Systems (CEAMLS) at Morgan State University, I commend the initiative taken by this bill to ensure fairness and transparency in employment practices involving AI and machine learning systems.

Senate Bill 957 prohibits employers from using automated employment decision tools without meeting specific conditions, such as conducting impact assessments to prevent high-risk actions. This legislation aligns with CEAMLS's mission to promote equitable practices in the use of AI technologies, particularly in employment settings.

The provisions outlined in Senate Bill 957, including defining key terms like "algorithmic decision system" and "automated employment decision tool," setting requirements for impact assessments, and imposing penalties for violations, are crucial steps towards safeguarding applicants' rights and ensuring non-discriminatory employment practices.

I believe that Senate Bill 957 represents a significant advancement in regulating the use of AI technologies in employment decisions and will contribute to creating a more equitable and just work environment for all individuals in Maryland.

Thank you for your attention to this important matter. I urge you to support Senate Bill 957 for the betterment of our state's labor and employment landscape.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Nyarko", followed by a horizontal line.

Kofi Nyarko, D.Eng.
Professor, Electrical and Computer Engineering
Director, Center for Equitable AI and Machine Learning Systems