

The Honorable Buffy Wicks
Chair, Assembly Appropriations Committee
1021 O Street, Suite 8220
Sacramento, CA 95814

RE: SB 7 (McNerney) – Employment: automated decision systems. – SUPPORT

Dear Chair Wicks,

Omidyar Network, a California based philanthropic and investment organization committed to elevating humanity's interests and role in how technology is governed and held accountable, supports SB 7, which would establish requirements for any employer using an automated decision system (ADS) to make or facilitate employment-related decisions.

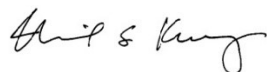
Omidyar Network's philanthropic and investment efforts have continued for more than two decades and stem from our founder's work at two great California companies, PayPal and eBay. We envision a world where our shared humanity steers our digital future. So far, we have committed more than \$1.94 billion to initiatives that share our vision.

Technological developments have allowed systems and processes around the world to become automated in increasingly sophisticated ways. While these advances have had many benefits, research has shown that ADS can also reproduce historical patterns of discrimination, stereotype, and bias—ultimately reinforcing barriers to equitable access and often causing harm to the most vulnerable groups. As employers have begun to use ADS in the workplace for employment and hiring-related purposes, it is critical that we ensure these tools are used fairly and responsibly.

SB 7 aims to inform and protect workers from the influence of ADS on their employment. By requiring employers to provide written notice to employees and job applicants who are directly affected by ADS usage, workers will be able to more clearly exercise their rights and advocate for themselves. The measure also sets limitations on how employers may use ADS, including protecting employees' personal information, prohibiting retaliation, and preventing use of ADS without human input—regulations that are crucial to maintaining fair and healthy work environments.

Transparency, privacy, and accountability are foundations upon which our labor laws are built. SB 7 is not only an important safeguard against the pitfalls of ADS bias, it also protects workers from the adverse effects of ADS and enables them to protect themselves. **For these reasons, we respectfully request your support for this important measure.**

Sincerely,



Mike Kubzansky
CEO, Omidyar Network

cc: Senator Jerry McNerney
Members, Assembly Appropriations Committee