

# GABRIELLE HIBBERT

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## EXPERIENCE

### **Commonwealth of Pennsylvania, Office of Administration**

May 2024 - Present

#### **AI Policy & Program Lead**

- Architected the AI governance program for 6+ enterprise gene tools used by 80,000 employees, reducing uncertainty and strengthening Pennsylvania's cyber resilience.
- Developed 10+ governance, risk, and compliance policies instrumental to Governor Josh Shapiro's Generative AI program.
- Advised on AI policy direction to Pennsylvania legislators on 30 AI bills, including creating an open-source dictionary of AI terms and the signing of Pennsylvania's preeminent AI & CSAM law.
- Delivered over 50 hours of training on responsible AI use, increasing employee comprehension by 75%.

### **New America**

Jan 2024 - Jan 2025

#### **Fellow, Share the Mic in Cyber**

- Awarded a 30k research grant to conduct research at the intersection of cybersecurity and generative AI.
- Published a policy report entitled, "Translating the Artificial: Universal Design for Communicating Uses, Harms, and Policies for Generative AI Tools," for New America highlighting the cybersecurity risks of generative AI, data privacy, and consumer protection.
- Developed a design framework influenced by participatory action research to communicate the risks and opportunities of generative AI tools.

### **Invisible Hand**

Jan 2023 - Oct 2023

#### **Lead Responsible AI Strategist** (Fixed Term Contract)

- Led the overall research and design strategy on responsible AI for Meta AI (Facebook), overseeing the development of model cards, governance policies, and fairness variables.
- Coordinated engagement with 100+ AI experts and facilitated over 10 high-impact roundtable discussions, translating findings into practical developments for Llama 2.

### **Least Authority, Governance Team**

Apr 2022 - May 2023

#### **Government Affairs Associate**

- Advocated for a security and privacy-first approach through both industry and government engagement, growing external partnerships by 45%.
- Collaborated with legal to align internal governance with the GDPR, DSA, and CCPA for two in-house software products.
- Represented Least Authority in over 8 conferences, leading to increased industry and community engagement.

### **Least Authority, Technical Auditing Team**

#### **Security Engineer & Researcher**

Jun 2021 - Jun 2022

- Authored 8 technical audit reports for fintech clients, highlighting critical privacy and cybersecurity findings, reducing technical flaws and bugs for consumers by 15%.

### **Kapor Center**

May 2021 - Dec 2021

#### **Tech Policy Analyst** (Fixed Term Contract)

- Co-led a 6-member research team to develop the Center's equitable tech policy framework.
- Drafted 9 actionable policy recommendations on topics including algorithmic bias, broadband access, and ethical data collection.
- Organized project timelines, facilitated external stakeholder engagement, and managed retrospectives to ensure project success.

## RECENT PUBLICATIONS

**Pennsylvania's Generative AI Pilot with ChatGPT**, Governor Josh Shapiro March 2025

- Published results from a 2023 pilot highlighting how 175 employees used ChatGPT to expedite government services for Pennsylvanians, leading to Pennsylvania's July 2025 award of the 3rd best state in the U.S. for AI readiness and technical advancement.

**Translating the Artificial for Generative AI Tools**, New America October 2024

- Developed a policy design solution for communicating the harms, uses, and risks for operating genAI tools, informed by sentiment analysis and participatory action research. My design solution has been presented at SciencesPo, by cybersecurity industry leader Rubrik, and by the University of Pennsylvania.

**Equitable Technology Policy**, Kapor Center January 2022

- Co-authored the framework for the establishment of an overarching technology policy, which helped secure a 1-million dollar grant for the Kapor Center to advance the research published in this framework.

## POLICY & GOVERNANCE SKILLS

### **AI Risk Assessments**

- NIST AI RMF, Participating in NIST AI Red Teaming Challenge 2024, NIST AI & Cybersecurity Framework, EU AI Act

### **AI Procurement Policies**

- Understanding SSLRAs, Terms of Use, and other relevant policies for procurement of enterprise AI tools.

### **Data Protection**

- Alignment & Knowledge of GDPR, DSA, CCPA

## TECHNICAL TOOLS & SKILLS

**Languages** | English (Native), German (Business), & American Sign Language (Beginner)

**Software** | Generative Pre-Trained Transformers (GPTs), Microsoft OS, Mac OS, Zoom, Figma

**Programming Languages** | Python (Beginner)

## EDUCATION

**Brandeis University** | Master of Social Policy

**College of William & Mary** | Bachelor of Arts in International Relations

**Stanford Extension Online** | Ethics, Technology & Public Policy for Practitioners