**Harm Blindness Framework Implementation Checklist**

**Version: 2.0**

**Date:** November 19, 2025
**Created by: Real Safety AI Foundation (Travis Gilly, executive director)**
**Purpose:** This checklist guides you through implementing the Harm Blindness Framework in your organization. Work through each phase sequentially, checking off items as you complete them.
**Estimated Timeline:** 8-12 weeks from start to full rollout

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**PHASE 1: PREPARATION**

**Leadership Alignment (Week 1)**

☐ Executive sponsor identified and committed
☐ Leadership team reads full Harm Blindness Framework document
☐ Budget allocated for implementation (time, resources, potential delays)
☐ Authority structure defined (who can delay/cancel based on checkpoints)
☐ Cultural readiness assessed (psychological safety to raise concerns)

**Team Structure (Week 1)**

☐ Checkpoint facilitator(s) identified
☐ Facilitators have appropriate authority and skillset
☐ Project owners briefed on their responsibilities
☐ Stakeholder representative strategy defined
☐ Documentation owner assigned

**Tools & Materials (Week 1-2)**

☐ Checkpoint templates downloaded and customized
☐ Stakeholder mapping tools prepared
☐ Risk assessment worksheets ready
☐ Documentation system selected (wiki, docs, PM tool)
☐ Templates integrated into existing tools (Jira, Notion, etc.)

**Training (Week 2)**

☐ Key personnel complete framework training
☐ Facilitators trained on running checkpoints
☐ Q&A session held to address concerns

☐ Common objections documented with responses
☐ Training materials prepared for broader rollout

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**PHASE 2: PILOT PROGRAM**

**Project Selection (Week 2-3)**

☐ 2-3 pilot projects identified
☐ Projects are medium-complexity (not trivial, not mission-critical)
☐ Project teams briefed on pilot participation
☐ Pilot success criteria defined
☐ Evaluation metrics established

**Checkpoint Execution (Weeks 3-6)**

**For Each Pilot Project:**

**Checkpoint 1 (Ideation)**

☐ Checkpoint 1 completed and documented
☐ Death risk screening completed (Does this system pose death risk?)
☐ If YES: Death Gate Protocol activated (see Part 2 of framework)

**Checkpoint 2 (Design)**

☐ Checkpoint 2 completed and documented
☐ Death risk screening completed (Does this system pose death risk?)
☐ If YES: Death Gate Protocol activated (see Part 2 of framework)

**Checkpoint 3 (Testing)**

☐ Checkpoint 3 completed and documented
☐ Death risk screening completed (Does this system pose death risk?)
☐ If YES: Death Gate Protocol activated (see Part 2 of framework)

**Checkpoint 4 (Launch)**

☐ Checkpoint 4 completed and documented
☐ Death risk screening completed (Does this system pose death risk?)
☐ If YES: Death Gate Protocol activated (see Part 2 of framework)

**Metrics Tracking**

☐ Time spent on each checkpoint tracked
☐ Issues caught documented
☐ Participant feedback collected

**Pilot Evaluation (Weeks 7-8)**

☐ All pilot checkpoint documentation reviewed for quality
☐ Time overhead calculated (should be <10% of project time)
☐ Issues caught vs missed analyzed
☐ ROI calculated (cost of catching issues early vs late)
☐ Team satisfaction surveyed
☐ Process improvements identified
☐ Checkpoint questions refined based on learnings
☐ Templates updated based on feedback

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**PHASE 3: ROLLOUT**

**Process Refinement (Week 8-9)**

☐ Checkpoint questions finalized for your context
☐ Documentation templates updated
☐ Integration with PM tools finalized
☐ Workflow integration documented (Agile, Waterfall, etc.)
☐ Success metrics defined for organization-wide tracking

**Training Scale-Up (Week 9-10)**

☐ Additional facilitators trained
☐ All project owners trained
☐ All technical leads briefed
☐ Organization-wide announcement made
☐ FAQ document created and distributed

**Mandate & Monitoring (Week 10+)**

☐ Framework mandated for all relevant projects
☐ Checkpoint completion integrated into Definition of Done
☐ Monitoring dashboard created
☐ Compliance tracking established
☐ Escalation path defined for non-compliance
☐ Success stories documented and shared

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**PHASE 4: CONTINUOUS IMPROVEMENT**

**Quarterly Review Process (Ongoing)**

**Every Quarter, Review:**

**Metrics Dashboard**

☐ Are we hitting targets?
☐ What trends are emerging?
☐ Where are we struggling?

**Success Stories**

☐ What did framework catch this quarter?
☐ What would have happened without it?
☐ Document for case studies

**Failure Analysis**

☐ What harms occurred despite framework?
☐ What did we miss?
☐ How do we improve?

**Process Feedback**

☐ What's working well?
☐ What's frustrating teams?
☐ How can we streamline?

**Framework Updates**

☐ New checkpoint questions needed?
☐ Better templates available?
☐ Improved training materials?
☐ MIT AI Risk Repository domains reviewed as supplementary check

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**DEATH GATE PROTOCOL COMPLIANCE (if triggered)**

**Only required if death risk identified at any checkpoint:**

**☐ Stage 1: Public Warning**

☐ Death hazard warning implemented on all interfaces
☐ SEC/regulatory filing completed
☐ Executive personal sign-off obtained

**☐ Stage 2: Regulatory Authorization**

☐ Comprehensive regulatory audit requested
☐ Public comment period (90 days minimum)
☐ Legislative notification completed

**☐ Stage 3: Independent Coalition**

☐ Coalition of 10+ members formed
☐ Supermajority approval obtained (8/10)
☐ Ongoing oversight established

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**Notes**

- Death risk includes: Direct causation of preventable death, suicide facilitation, violence enabling capabilities, life-critical system failures
- MIT AI Risk Repository review provides comprehensive supplementary coverage across 7 domains and 24 subdomains
- Version 2.0 updates incorporate Death Gate Protocol from Part 2 of the Harm Blindness Framework