SODI Fireside Chat Update – AI in the Workplace & Leadership Ethics

18 March 2026

The **Science of Diversity and Inclusion (SODI)** and **Monash University** recently hosted a special fireside chat featuring two world-leading experts in AI ethics and governance: Karolin Nakonz, who served as Gen AI leader and EMEA Focal to the IBM AI Ethics Board in IBM Consulting, and Anne Skeet, the Senior Director of Leadership Ethics at the Markkula Center (Santa Clara University). The session brought together researchers, technologists, organizational leaders and ethicists.

The guest speakers explored the leadership imperative for establishing robust, inclusive AI governance, and shared structural and operational best practices like IBM's Responsible Technology Board. Key topics included:

- **Core pillars of inclusive corporate governance** and how organizations can build them into AI strategy
- **Critical workplace risks**, including AI adoption inclusion gaps by gender and age, as well as the potential for cognitive fatigue and moral deskilling
- **The urgent need to protect the organizational talent pipeline** as AI disrupts entry-level roles and operationalizes tacit knowledge
- **The disproportionate impact of AI's erosion of entry-level roles** and employment pathways, particularly for populations facing greater risk

Fireside Discussion References:

José Roger Flahaux, Brian Patrick Green, and Ann Skeet. 2023.*Ethics in the Age of Disruptive Technologies: An Operational Roadmap. The ITEC Handbook.*

IBM. 2026. *IBM's Principles for Trust and Transparency.*

IBM AI Ethics Board. 2025. *AI agents: Opportunities, risks, and mitigations.*

IBM. (2026). *AI Risk Atlas.*

Partnership on AI. 2020. *Framework for Promoting Workforce Well-being in the AI-Integrated Workplace*.

Hao-Ping (Hank) Lee, Advait Sarkar, Lev Tankelevitch, Ian Drosos, Sean Rintel, Richard Banks, and Nicholas Wilson. 2025. *The Impact of Generative AI on Critical Thinking: Self-Reported Reductions in Cognitive Effort and Confidence Effects From a Survey of Knowledge Workers.*

SODI & Monash University AI and Future of Work Roundtable Series – Summaries and Presentations

- Gen AI and the Reinforcing Cycle of Gender Bias in the Workplace. Presentations and Summary
- Improving Outcomes and Equity Through AI Supported Decision Making. Presentations and Summary
- Preparing for an Inclusive Workforce in a Future with Generative AI. Presentations and Summary
- How AI Can Disrupt Bias in Hiring and Improve Quality. Presentations and Summary