UNIVERSITY OF GEORGIA
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GEORGIA'S WORKFORCE CONFERENCE

Ethics Training

A Workforce Need in an A.I. Era

Links to In-Slide Videos

- Slide 26: RoboFab
  https://www.youtube.com/watch?v=514IZJENQ3s&t=3s
- Slide 36: Neuralink News
  https://www.youtube.com/watch?v=PMJOio2yj2s&t=1s
- Slide 38: Volvo 360c Concept (Autonomous Vehicle)
  https://www.youtube.com/watch?v=Mlh-_hoNLaI

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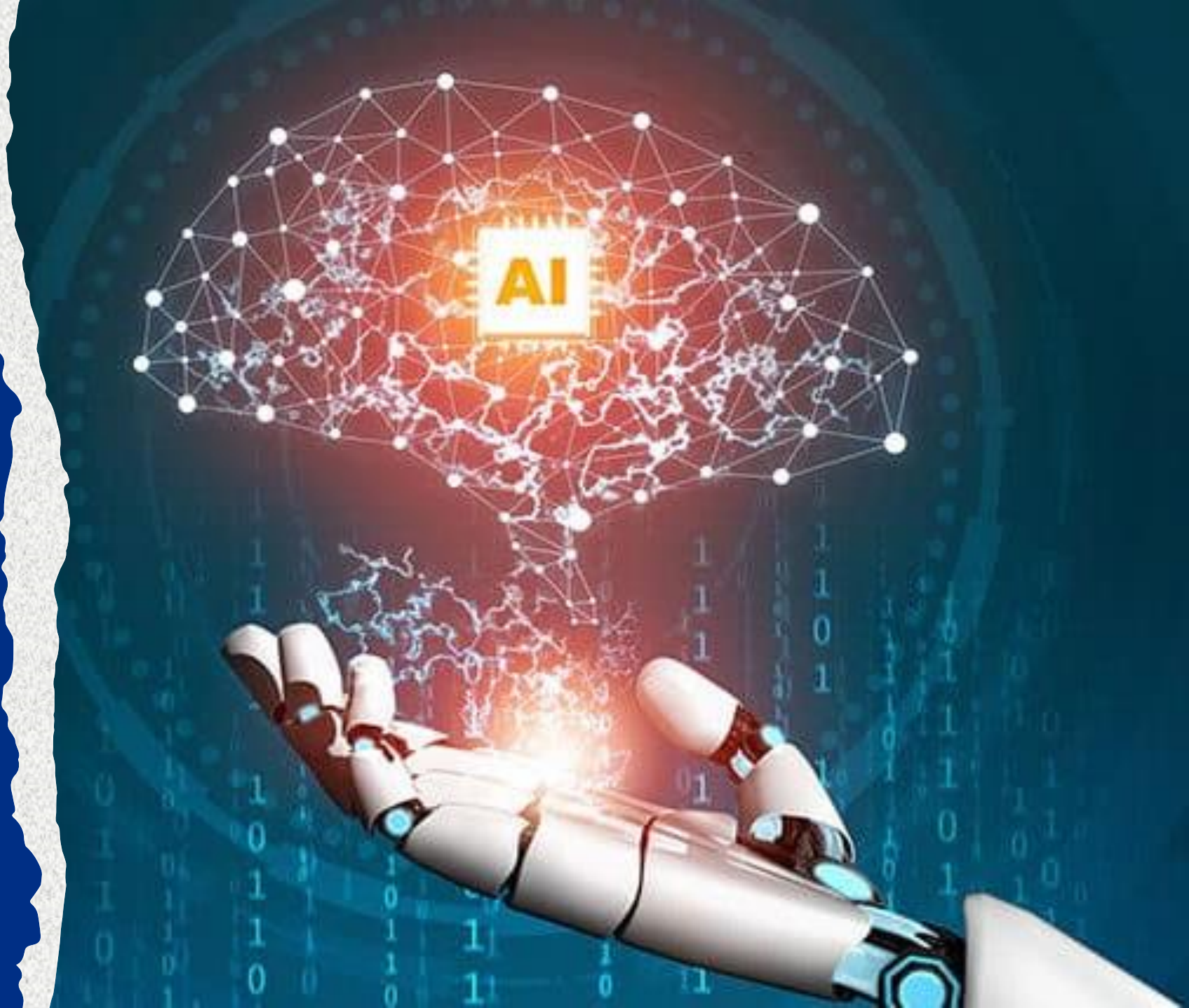
TRUIST CENTER FOR ETHICAL LEADERSHIP

Ethical Perspectives . Critical Thinking . Leadership Effectiveness

Ethics Making



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ETHICS TRAINING

A Workforce Need in an A.I. Era

Dr. Rose Procter, Executive Director

TRUIST Center for Ethical Leadership

Mike Cottrell College of Business

UNG Mike Cottrell College of Business

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TRUIST CENTER FOR ETHICAL LEADERSHIP

EthicsGAME

Ethics Education Transformed

EthicsGAME

Ethics Education Transformed

Catharyn A. Baird, J.D., is the CEO and Founder of EthicsGame. EthicsGame's products are based on Baird's pioneering work in business ethics during her 23 years as a professor at Regis University, Denver, Colorado. Baird developed the Baird Method™ out of a commitment to create a pedagogically sound ethics program that followed a developmental approach to ethics education. The result is a unique method of teaching ethics that combines *The Four Ethical Lenses*™ and the *Baird Decision Model*™. The approach was published in *Everyday Ethics: Making Wise Choices in a Complex World,* 2nd ed. (2012) and is the foundation for an ever-expanding suite of interactive ethics simulations and programs for academic classes exploring ethics or ethics/compliance programs in businesses and organizations.

ETHICS DEFINED

What are Ethics?

What are Ethics?

Ethics are our **ACTIONS**

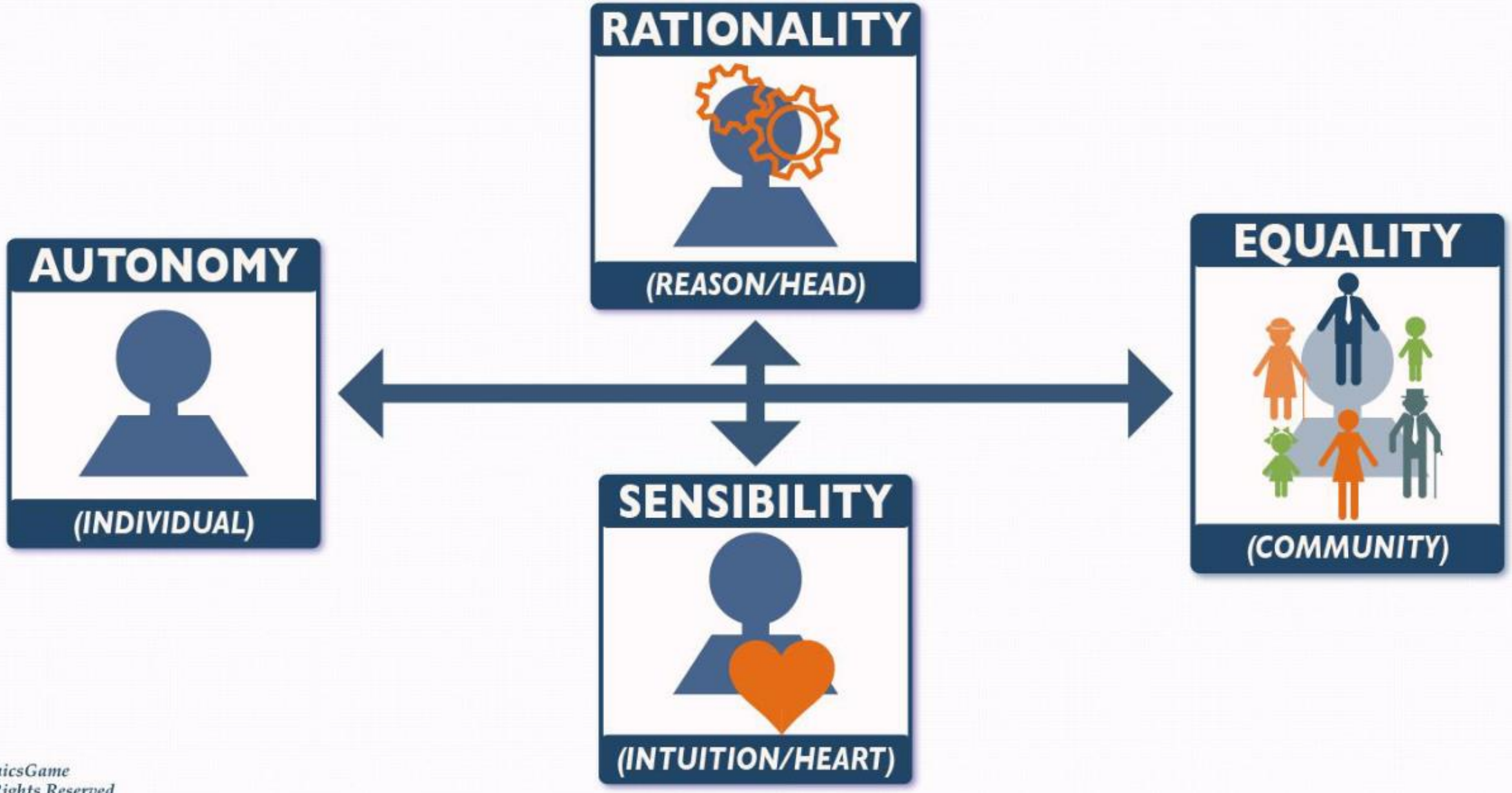
… behaviors

The everyday person doesn’t understand A.I behaviors:

a. Patterns
b. Programmed
c. Emergent

Ethics as an INDIVIDUAL

Building Blocks of the Four Ethical Lenses



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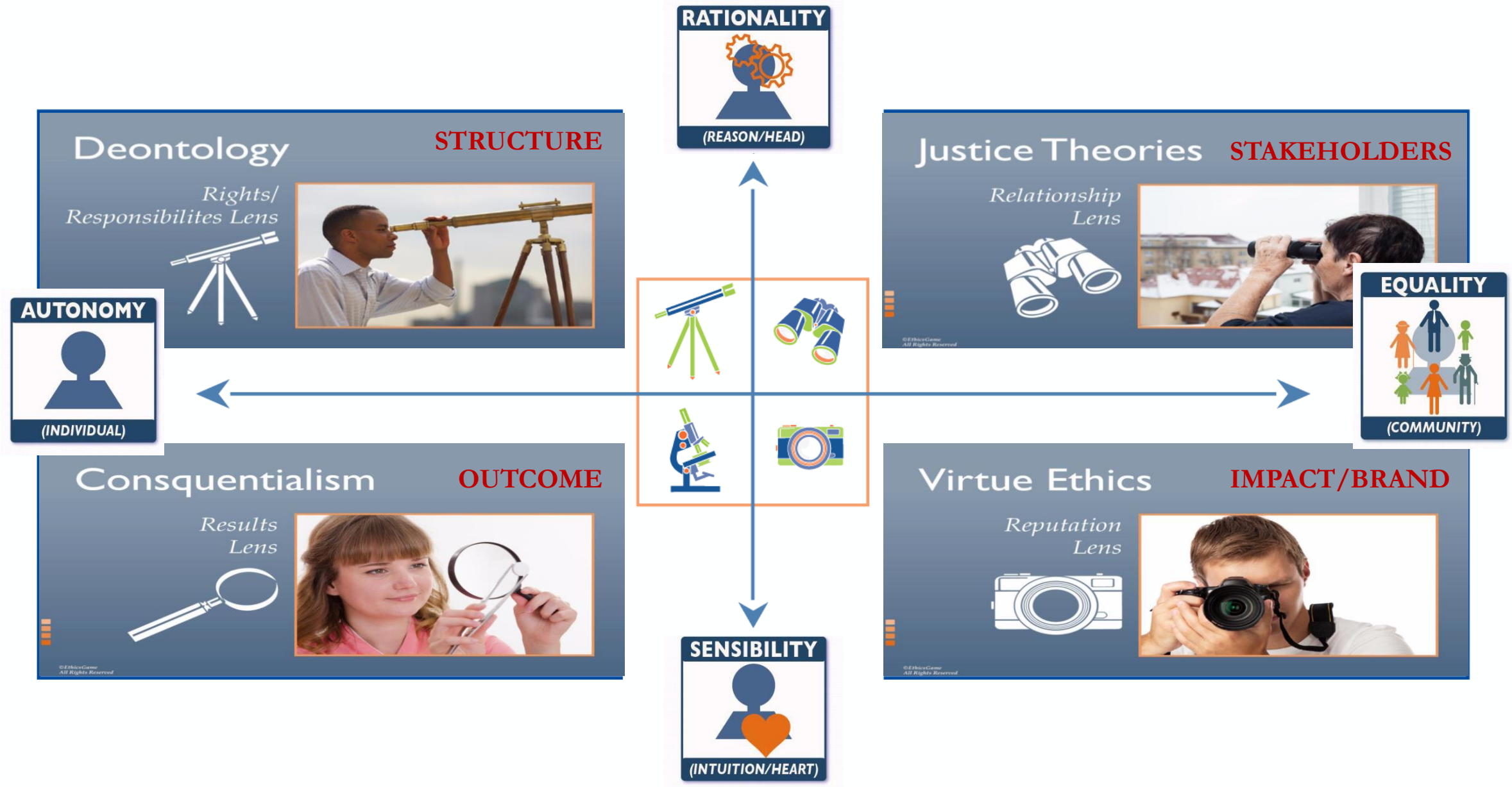
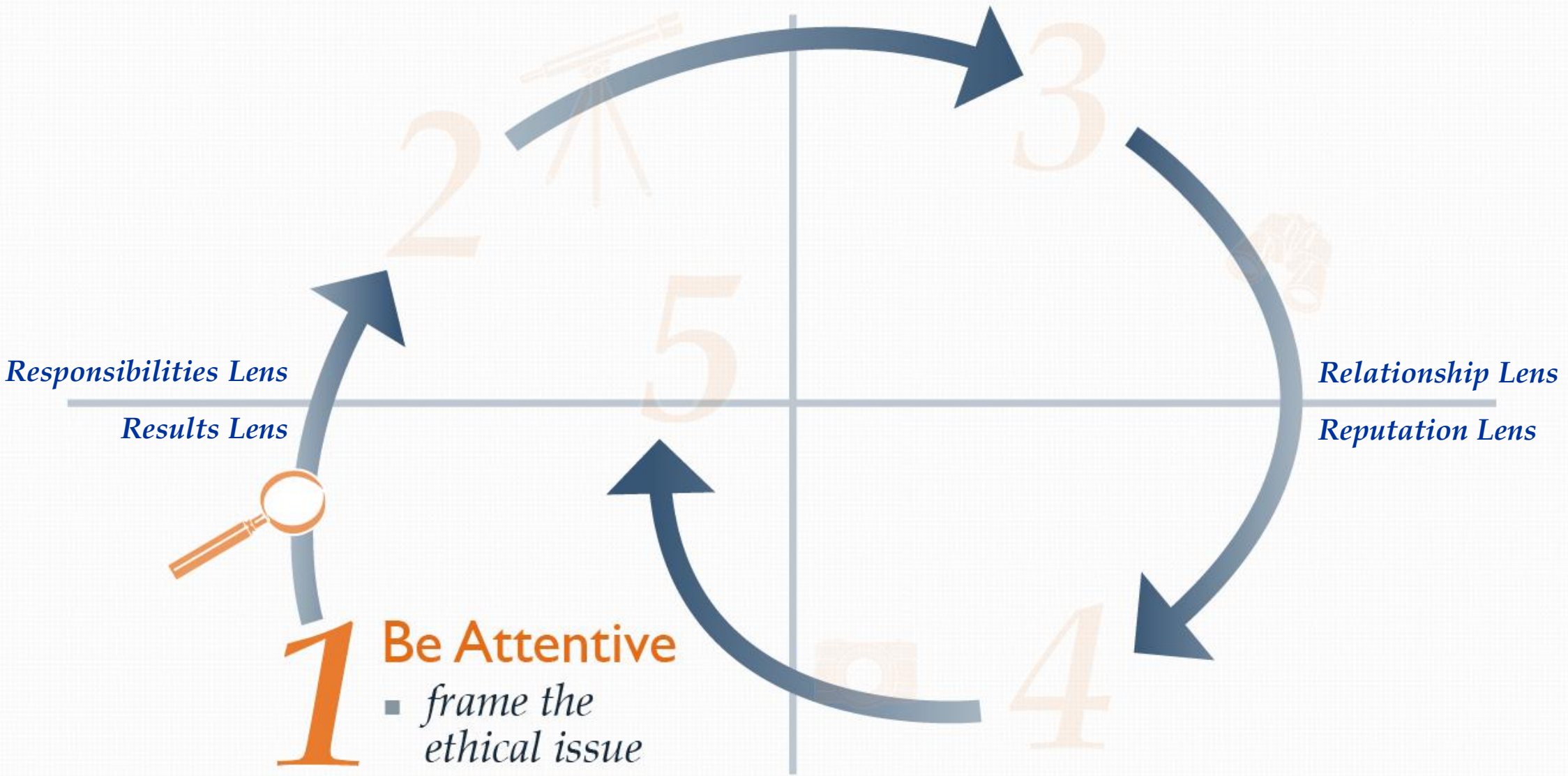
Building Blocks of Ethical Theories



DECISION-MAKING

The Baird Decision Model™



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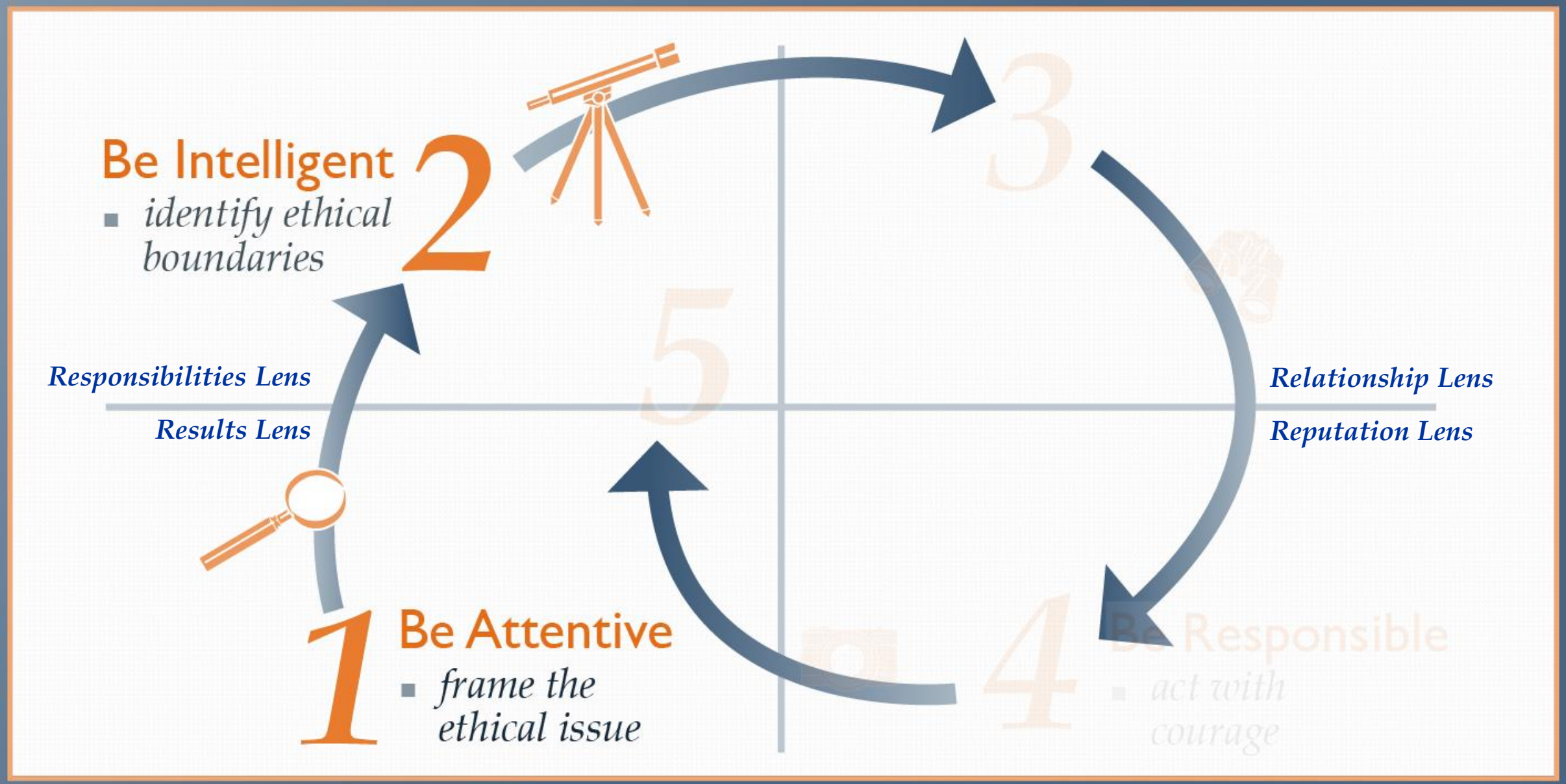
1. Answer – What you are doing and why you are doing it?
2. Identify facts vs. assumptions
3. Determine what information (if any) you need to move forward
4. Identify the tensions (head vs heart & individual/community)
5. Think through possible outcomes, not just desired, but possible:
    a) What does success look like?
    b) What does disaster look like?

STEP 1: Be Attentive

The Baird Decision Model™



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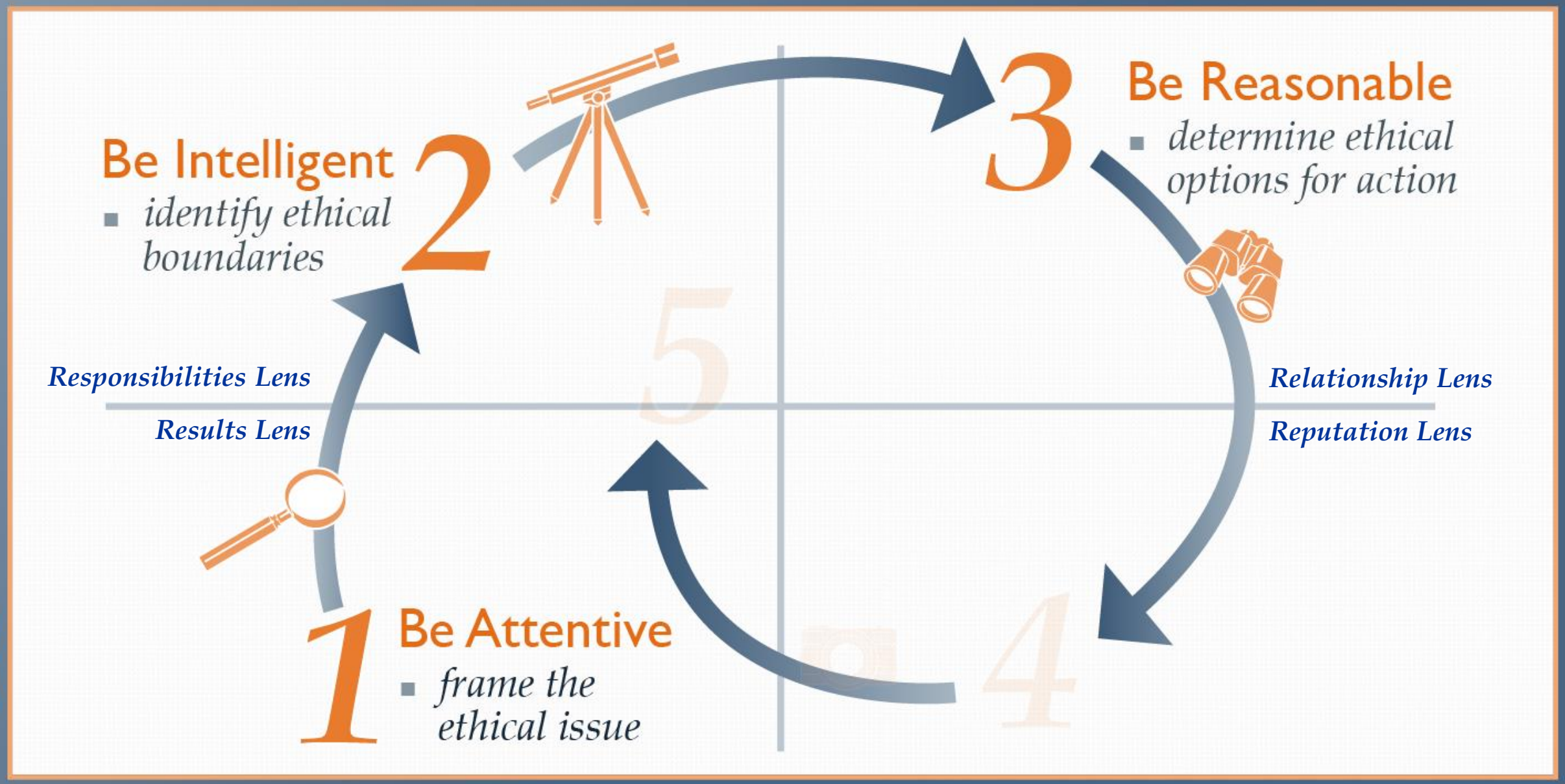
1. Determine your ethical boundaries- think about structure of rules, laws, policies, procedures, etc. (including setting precedent)
2. Think of "societal norms" and culture
3. Think of motivations, intentions, duties – on personal and organizational levels

STEP 2: Be Intelligent

The Baird Decision Model™



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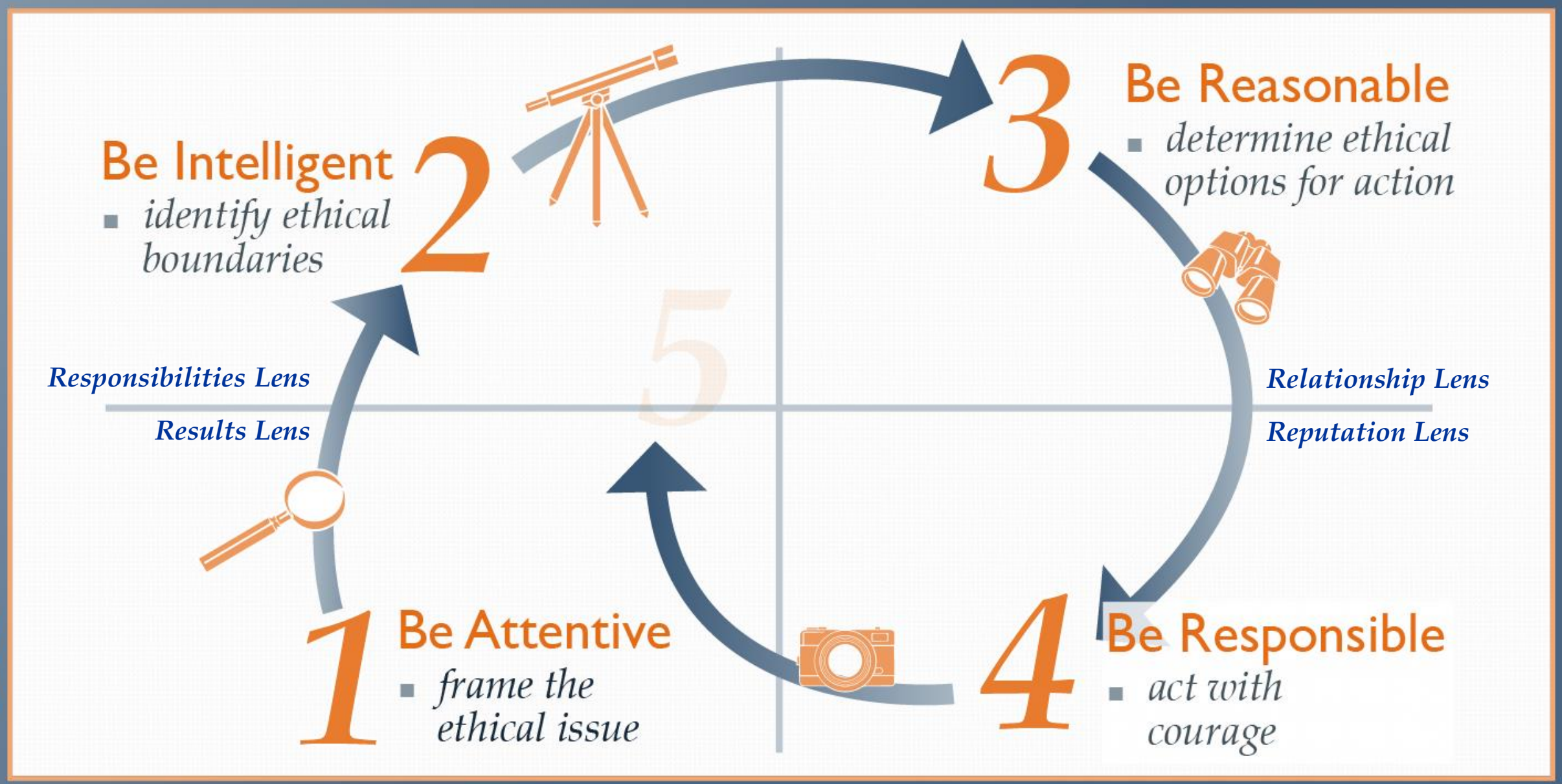
1. Identify **ALL** stakeholders – including those that may be able to provide you any needed information/support (if there were some)
2. Research the ultimate decision-maker(s), if it isn't you and truly consider their perspective(s)
3. Weigh the justice and "fairness" of the decision from each stakeholders lens

STEP 3: Be Reasonable

The Baird Decision Model™



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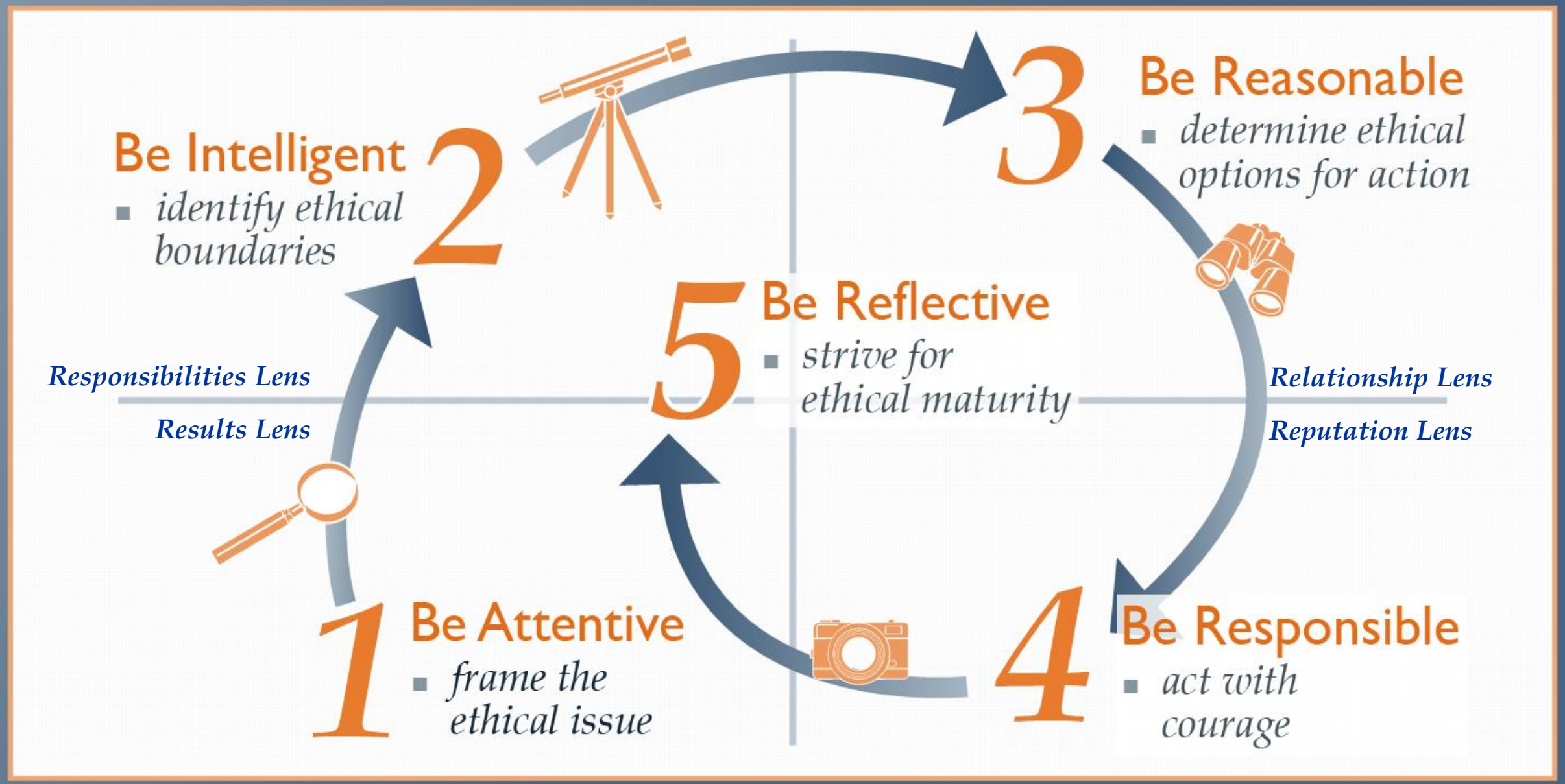
1. Think of your values, as well as any institutional values you may be representing
2. Give thought to the impact of your decision in relation to the community you serve/live in
3. Pre-determine any tensions and practice voicing your values
4. Determine any "bias" or conflict of interest and explore if even the perception may be there

STEP 4: Be Responsible

The Baird Decision Model™



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HABITUDES®
IMAGES THAT FORM LEADERSHIP HABITS & ATTITUDES

Finding Ourselves in Communication

Tim Elmore Shares:
"People are always looking for themselves in any communication."

Proactively try to communicate to all four lenses addressing the structure aspects, outcomes, stakeholders and impacts.

GROWING LEADERS

AI: In the Workplace
& the Future.

WORLD'S FIRST HUMANOID ROBOT FACTORY
RoboFab

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EthicsDNA™

EthicsDNA™

Code 1: Progress - Where We Engage With Change

Code 2: Trust - Where We Shape Our Agreements With Each Other

Code 3: Opportunity - Where We Ensure All Can Participate in the Change

Code 4: Protection - Where We Attend to the Safety of the Community

The EthicsDNA™ Twists: Unknowns - Where We Imagine the Future

Ethics Codes

EthicsDNA™

Code 1: Progress - Where We Engage With Change

Code 1 highlights the following values:

- **Adaptability** – where one adjusts to changing circumstances.
- **Commitment** – where one shows dedication to a purpose or cause.
- **Curiosity** – where one fulfills the human desire to learn and experience new things.
- **Growth** – where one increases capacity, develops, or matures over time.
- **Innovation** – where one creates and implements practical new ideas

Existential Question: What does it mean to be human?

What does it mean
to be human?

EthicsDNA™

Code 2: Trust - Where We Shape Our Agreements With Each Other

Code 2 highlights the following values:

- **Accountability** – where one accepts responsibility for their actions and commitments.
- **Caring** – where one's acts convey a sense of concern for the wellbeing of others.
- **Honesty** – where one provides information free from deceit or fraud.
- **Integrity** – where one acts consistently in harmony with their morals.
- **Respect** – where one treats others as worthy of value and regard.

Existential Question: Who and what can we trust as we shape our lives together?

EthicsDNA™

Code 3: Opportunity - Where We Ensure All Can Participate in the Change

Code 3 highlights the following values:

- **Fairness** – where one treats all members of the community justly.
- **Equity** – where one minimizes bias and avoids favoritism.
- **Inclusion** – where one invites others to join, share, or be part of the community.
- **Reliability** – where one acts in a way others can count on to be consistent.
- **Teamwork** – where one promotes collaborative work to satisfy mutual interests.

Existential Question: Will all people be able to access the technology?

EthicsDNA™

Code 4: Protection - Where We Attend to the Safety of the Community

Code 4 highlights the following values:

- **Authenticity** – where one is true to their own self regardless of external pressures or influences.
- **Courage** – where one acts in the face of fear or discouragement.
- **Ethical excellence** – where one is outstanding or extremely good, surpassing ordinary standards.
- **Loyalty** – where one has devotion and faithfulness to a person, group, or institution.
- **Service** – where one takes actions to help or provide for others.

Existential Question: How do we balance between freedom to use the technology and protecting people from those who misuse the technology?

EthicsDNA™

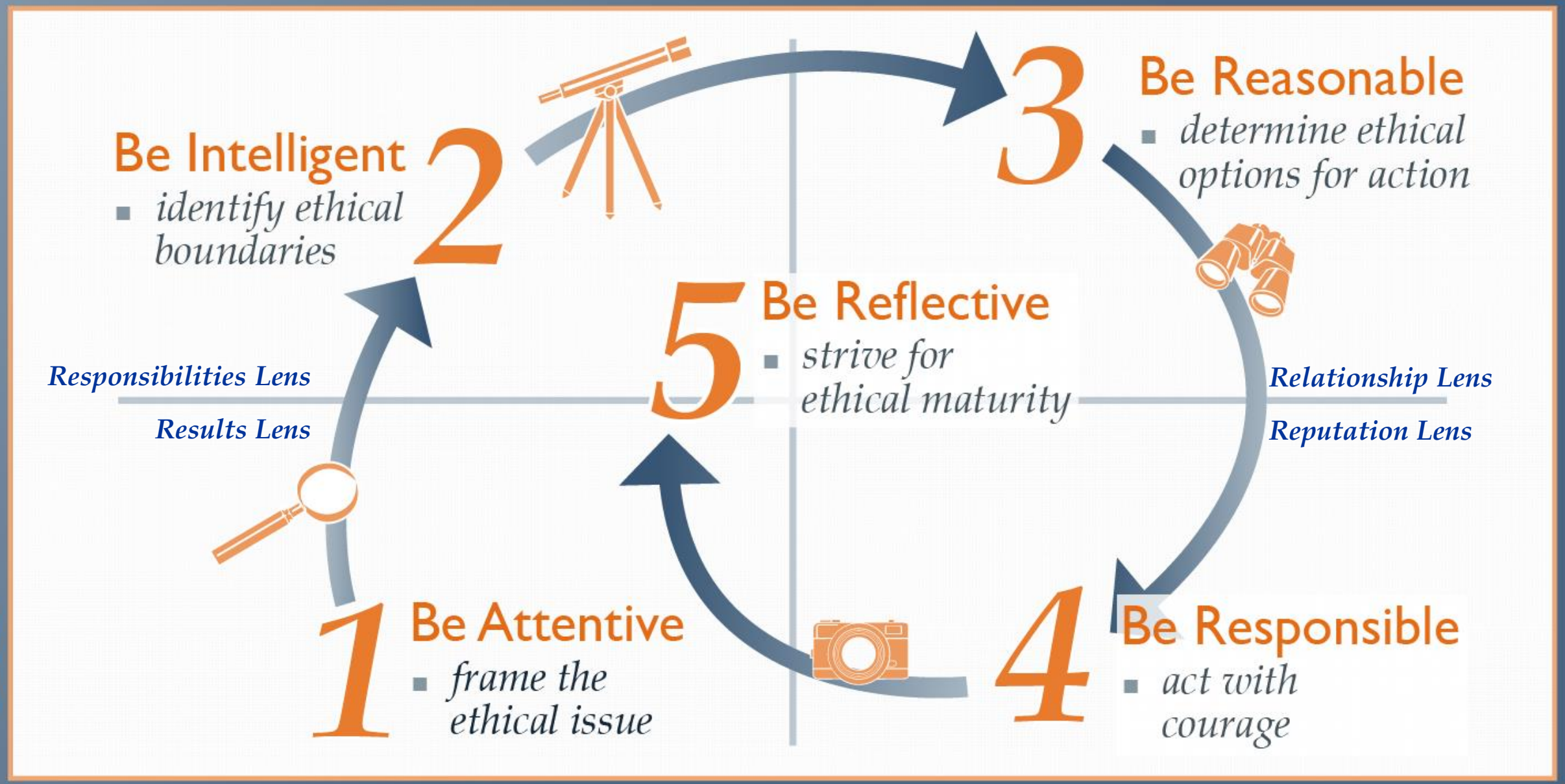
The EthicsDNA™ Twists: Unknowns - Where We Imagine the Future

Existential Question: **How do we begin to anticipate and then respond to a future with technologies that continue to evolve?**

Many exploring technology's leading edge are talking about AI with consciousness and robots who can make decisions and thus be ethical agents. Many are talking about the incredible amount of water and energy needed to run these incredibly sophisticated technologies. Others worry about computers taking everyone's jobs – and then what? We don't know the answers to any of those questions, but continuing to ask them is important.

Practical Question: **What might happen in the future?**

The Baird Decision Model™



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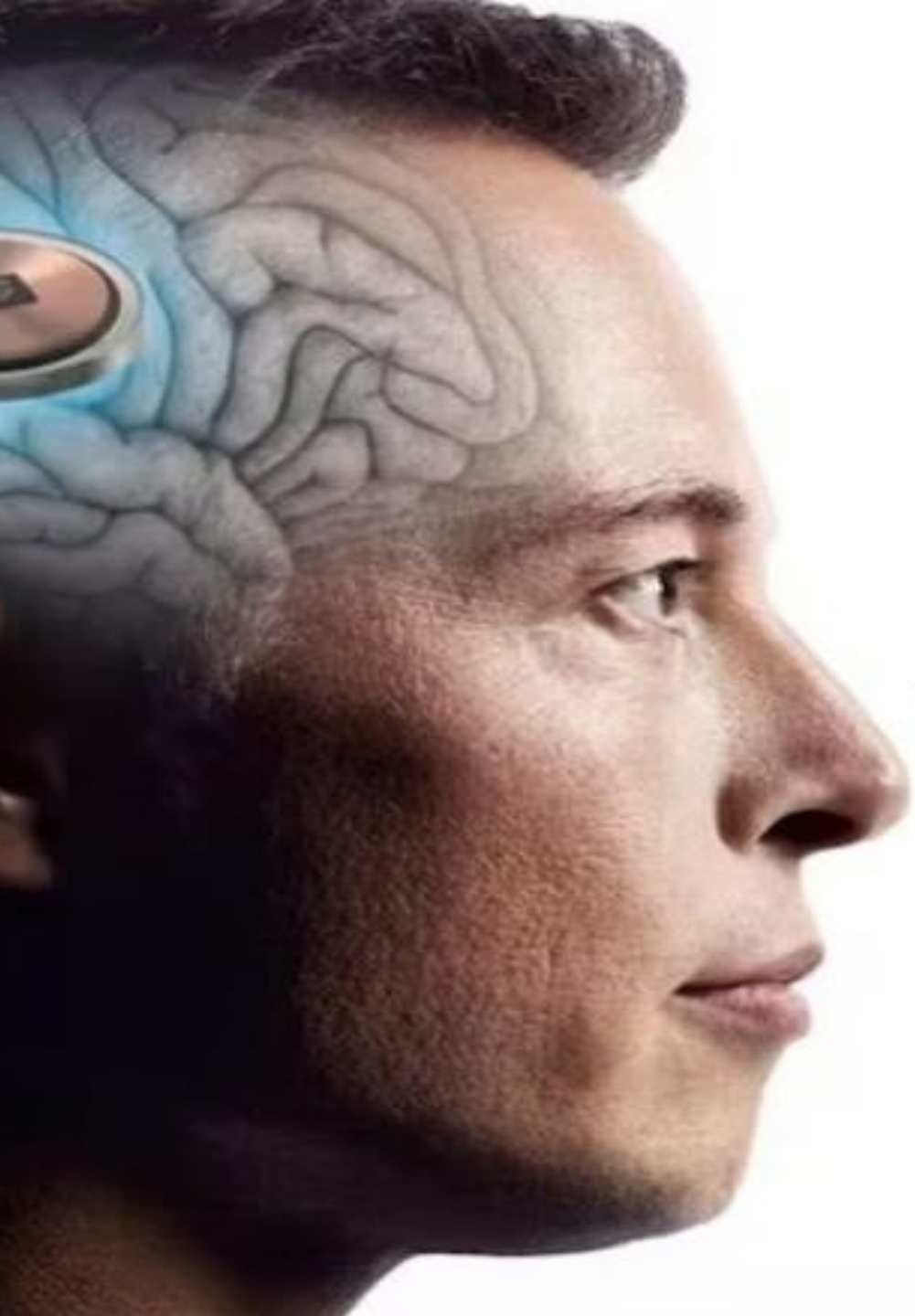
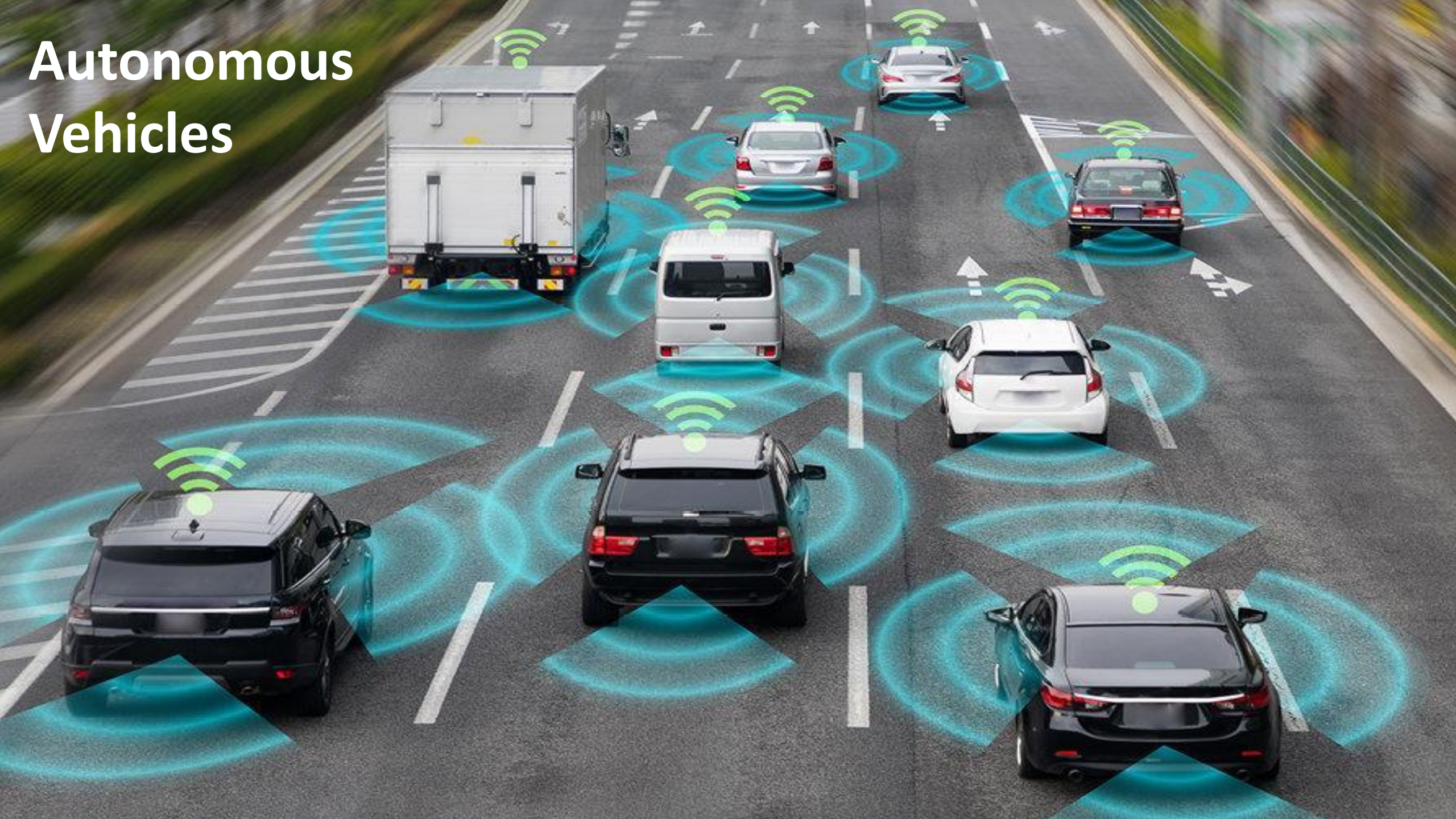
Brain Chip Implants



NEURALINK

Autonomous Vehicles



Volvo 360C Concept

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