



**EQUITY PRINCIPLE  
CONSULTING**

# **EXECUTIVE RISK CHECKLIST**



## **HIDDEN VULNERABILITIES**

**In Your Workplace & AI  
Systems**

**(And how to fix them fast!)**

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# **Your Systems Are Talking. Are You Listening?**

Today's corporate leaders are navigating more than KPIs. You're managing cultural divides, regulatory shifts, political scrutiny, and the quiet creep of AI into everyday business decisions.

And you're expected to deliver outcomes without controversy.

The truth? Risks are showing up in places most organizations never think to look.

This checklist outlines the seven most overlooked vulnerabilities in your workplace and AI systems and what to do about them now, before they compromise your culture, your compliance, or your performance.



# 7 Hidden Vulnerabilities

## 1. Shadow Systems in People Management

**Red flag:** No centralized process for promotions, development, or retention.

**Why it matters:** Inconsistencies fuel distrust, stall growth and increase turnover, especially when advancement feels arbitrary.

**Statistic:** 41% of employees said their company offered no official information about promotion criteria. (Michael Page, 2022)

**How it shows up:** Managers make ad hoc decisions with no oversight. Career growth depends more on proximity and personality than performance.

**Executive insight:** If your advancement criteria live in someone's head, your pipeline isn't sustainable. And if your development strategy isn't aligned with actual work or individual goals, you're not supporting your team, you're signaling they don't matter.



## 2. AI Tools Used Without Oversight

**Red flag:** AI or algorithmic tools deployed without internal audit or standards.

**Why it matters:** Tools designed for efficiency can quietly reinforce exclusion or legal risk.

**Statistic:** In 2023, only 19% of organizations reported having internal expertise to conduct AI bias audits, and 53% cited lack of skilled resources as a key barrier. (KPMG AI Survey, 2023)

**How it shows up:** Procurement of AI tools treated like the procurement of any other software application.

**Executive insight:** If no one can explain how your AI tools work, what data was used to train the model, or whether your data will be used to train the model you've already lost control.



### ***3. Workplace Data - Not Driving Decisions***

**Red flag:** Employee surveys, feedback, or attrition trends are collected but not acted on.

**Why it matters:** Employees stop trusting the process when their input disappears into a void.

**Statistic:** About two-thirds of over 1,000 employees surveyed say their organization fails to effectively act on results from employee surveys. (Agility PR Solutions, 2023)

**How it shows up:** Survey results are shared once, then disappear, no follow-up plan, no leadership accountability, and no mention at future all-hands meetings

**Executive insight:** If you're collecting data for optics, not strategy, you're wasting trust. Your data is a goldmine. Ignoring it in full view of your employees sends a louder message than silence.



## 4. *Inconsistent Manager Accountability*

**Red flag:** Frontline leaders apply policies unevenly or operate without consequences.

**Why it matters:** Culture is shaped by frontline leaders. When they don't model the mission, employees assume culture is optional.

**Statistic:** 70% of the variance in employee engagement is directly related to the manager. (Gallup, 2023)

**How it shows up:** No standardization. Same issue, different outcomes depending on the manager.

**Executive insight:** Accountability should increase with influence. If your leaders aren't modeling the mission, your systems won't hold.



## 5. *Equity-Erosion by Language Shift*

**Red flag:** Terms like "equity" and "inclusion" have been scrubbed from public messaging and internal job titles and departments names.

**Why it matters:** Language reflects values. Replacing it without action confuses teams.

**Statistic:** In 2025, use of the acronym DEI in public company reports decreased by 72%, and use of each term diversity, equity and inclusion decreased 62%, 48% and 43% respectively. (Forbes, 2025)

**How it shows up:** DEI rebranded, but decision-making remains opaque; and the systems behind those labels remain unchanged.

**Executive insight:** Changing terms doesn't solve systemic gaps it hides them. Language without accountability is just camouflage.



## 6. No Plan for Ethical AI Governance

**Red flag:** AI systems operating without internal guardrails or escalation protocols.

**Why it matters:** Without oversight, AI decisions can introduce reputational, legal and equity risks, especially in high-stakes functions like hiring and performance.

**Statistic:** 60% of businesses using AI aren't developing ethical AI policies, and 74% fail to address potential biases. (Vena Solutions, 2025)

**How it shows up:** AI tools impacting hiring, performance, or access decisions, without clear ethical frameworks or accountability processes.

**Executive insight:** Ethical AI isn't a tech issue it's a leadership responsibility. Systems reflect the priorities of those who govern them.





## 7. Culture Fatigue from Performative Initiatives

**Red flag:** Employees are disengaging from company values.

**Why it matters:** Initiative fatigue erodes trust faster than silence.

**Statistic:** Employee trust in their employer “to do the right thing” declined from 80% in 2022 to 69% in 2024. (Mercer, 2024)

**How it shows up:** DEI or wellness programs paused, with no communication, accountability, or plan for return.

**Executive insight:** Culture doesn't break in a moment it fractures from slow neglect. Silence isn't neutral; it's noticed.



# Executive Risk Self-Assessment

## *How Many of These Are Active in Your Organization?*

- Use this quick self-assessment to take inventory:

### **Scoring:**

- **0–2 YES:** You're ahead of the curve, but early action ensures long-term credibility.
- **3–5 YES:** You're at the tipping point. Addressing key vulnerabilities now protects future growth.
- **6–7 YES:** You're in high-risk territory. Inaction here could result in deeper structural breakdowns.



# Quick Wins vs. Strategic Fixes

<b>Vulnerability</b>	<b>Quick Win</b>	<b>Strategic Fix</b>
Shadow Systems in People Management	Audit promotion criteria for consistency	Design and implement a transparent advancement framework
AI Tools Used Without Oversight	Conduct a 30-day AI system audit	Develop a formal ethical AI governance framework
Workplace Data That's Not Driving Decisions	Share one action from last survey publicly	Integrate employee data into org-wide decision dashboards
Inconsistent Manager Accountability	Clarify team leads' roles in next staff meeting	Build a tiered accountability structure with exec buy-in
Equity-Erosion by Language Shift	Be transparent about rebranding choices	Audit systems not just messaging for equitable outcomes
No Plan for Ethical AI Governance	Establish interim AI usage guidelines	Create an enterprise-wide ethical AI policy and oversight committee
Culture Fatigue from Performative Initiatives	Host a listening session with employees	Align strategy with employee feedback loops and reporting



# Next Step: Let's Talk

If even one of these risks showed up for you, it's time for a deeper conversation.

Book a Risk Mitigation Consult to begin realigning your human and AI systems for growth, integrity, and long-term success.

**► Schedule a Consult ◀**

Designed for values-driven leaders under pressure.



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# ABOUT THE AUTHOR

**Luaskya C. Nonon, Esq.** is a strategic advisor, executive coach, and attorney with over two decades of experience helping senior leaders navigate legal complexity, reputational risk, and organizational change.

As the founder of Equity Principle Consulting, she partners with CHROs and executive teams to lead through political pressure and cultural disruption without compromising their values or their influence.

A trusted voice at the intersection of risk, leadership, and equity, Ms. Nonon helps clients redesign both human and AI-powered systems to protect people-first cultures and strengthen long-term performance.

She is the author of *Embracing the Future of Work*, *15 Actionable Strategies for Inclusive, High-Performing Organizations* and a sought-after speaker on ethical leadership, sustainable strategy, and the realities of leading under pressure.





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**THANK YOU**