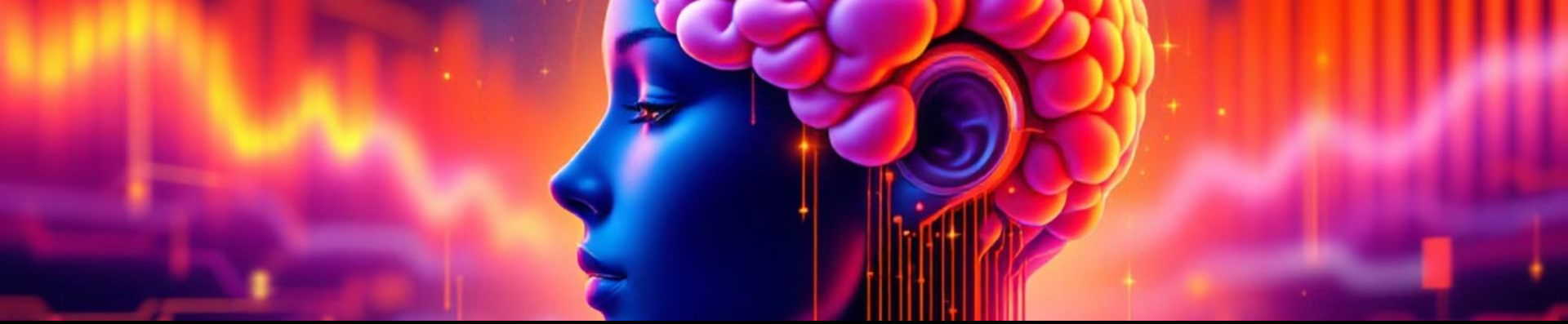


Empowering Culture with AI

Morgan Stanley



Bethanie Nonami

- ☆ 34 years in Tech
- ☆ 29 years Enterprise Sales
- ☆ Award-Winning Training Practice
- ☆ Intl Certified AI Consultant
- ☆ Member Intl Assoc AI Consultants
- ☆ Keynote Speaker about AI

One Simple Goal

Practical, inclusive, *policy-safe* ways to turn your extra miles into real momentum with AI.

Poll: You & AI

Instructions

Go to

www.menti.com

Enter the code

9357 4198



Or use QR code

What We'll Cover

- ✓ Demystifying AI
- ✓ Practical Uses to Build Culture
- ✓ Responsible & Inclusive AI Leadership
- ✓ What's Next
- ✓ Q&A

Disclaimer:

My perspective and opinions are mine and may not be shared or endorsed by Morgan Stanley

Why This Moment Matters

- ✓ Technological and Human Tipping Point
- ✓ Internet shaped ***Information***
- ✓ Smartphones shaped ***Communication***
- ✓ AI shapes ***How we Move***

Why This Matters Now

- ✓ You carry the culture
- ✓ AI gives you time and space
- ✓ Amplify inclusion & visibility
- ✓ Model vulnerability & transparency
- ✓ Lead through uncertainty



AI Accelerates EVERY GAP

14% Black Pros Talk about AI
Women @ Bottom of the List
People of Color Slowest Adopters
Not represented IN AI
Not in the Rooms

AI Biggest Risk of Failure

Morgan Stanley

AI Biggest Risk of Failure

Mindset

Morgan Stanley

Myth #1

I have to **KNOW**
how to use AI.

Truth #1

You **DON'T** have to know how to use AI.

Just ask AI and she will tell you exactly what she needs.

Myth #2

I **HAVE** to have this
ALL figured out.

Truth #2

I **DON'T** have to have this ALL figured out.

Just be curious.
Begin to experiment.

Myth #3

If I don't use it…I'm safe

If I don't TELL people I use it…I'm safe

If I just ignore it…I'm safe

Truth #3

If I don't use it…I'm safe
If I don't TELL people I use it…I'm safe
If I just ignore it…I'm safe

AI is here…to stay
We **MUST evolve**

Your Reality

Morgan Stanley

Your Reality

You are Navigating Through A LOT of Uncertainty

Morgan Stanley

Diverse Voices = Better Outcomes

- ✓ **Inclusion is a performance advantage**
- ✓ More perspectives → better results
- ✓ Represent real audiences in examples



Real World: Global Tech Firm

- ✓ **Leadership worried about unseen exclusion**
- ✓ AI Analytics to access employee engagement
- ✓ Found **missing voices/perspectives** form underrepresented groups during **critical project discussions**
- ✓ **Armed with UNDENIABLE DATA** to create new policies for more inclusive meetings

Real World: Microsoft Accessibility

- ✓ **AI Tasks: Varied abilities, neurodivergent, ADHD**
  - Summarizing Meetings
  - Drafting Emails
  - Brainstorming
  - Varied Perspectives/Angles

- ✓ 76% feel like they are thriving due to AI
- ✓ 85% feel more supported

Morgan Stanley

Real World: HGGC (PE Firm)

- ✓ Uses **Diversio** to analyze internal DEI Metrics
- ✓ Accesses the DEI health of portfolio companies
- ✓ Identifies social risk to empower leaders to build more inclusive cultures
- ✓ **ROI: Enhanced Long-Term Value Creation**

Safety & Peer-Led Learning

- ✓ Build safety, build skills
- ✓ Normalize learning in public
- ✓ Communities of Practice
- ✓ Tap AI Ambassadors
- ✓ Share lessons & hacks



Morgan Stanley

Necessary Traits	Why It Matters in AI	Behavior Example
Psychological Safety	Without it, no one speaks up when AI goes wrong	*"I don't expect perfection—just progress."*
Vulnerability	Normalizes fear and learning gaps	*"I'm still learning too—let's try this together."*
Courage	Drives action even without certainty	*"Let's experiment and see what we learn."*

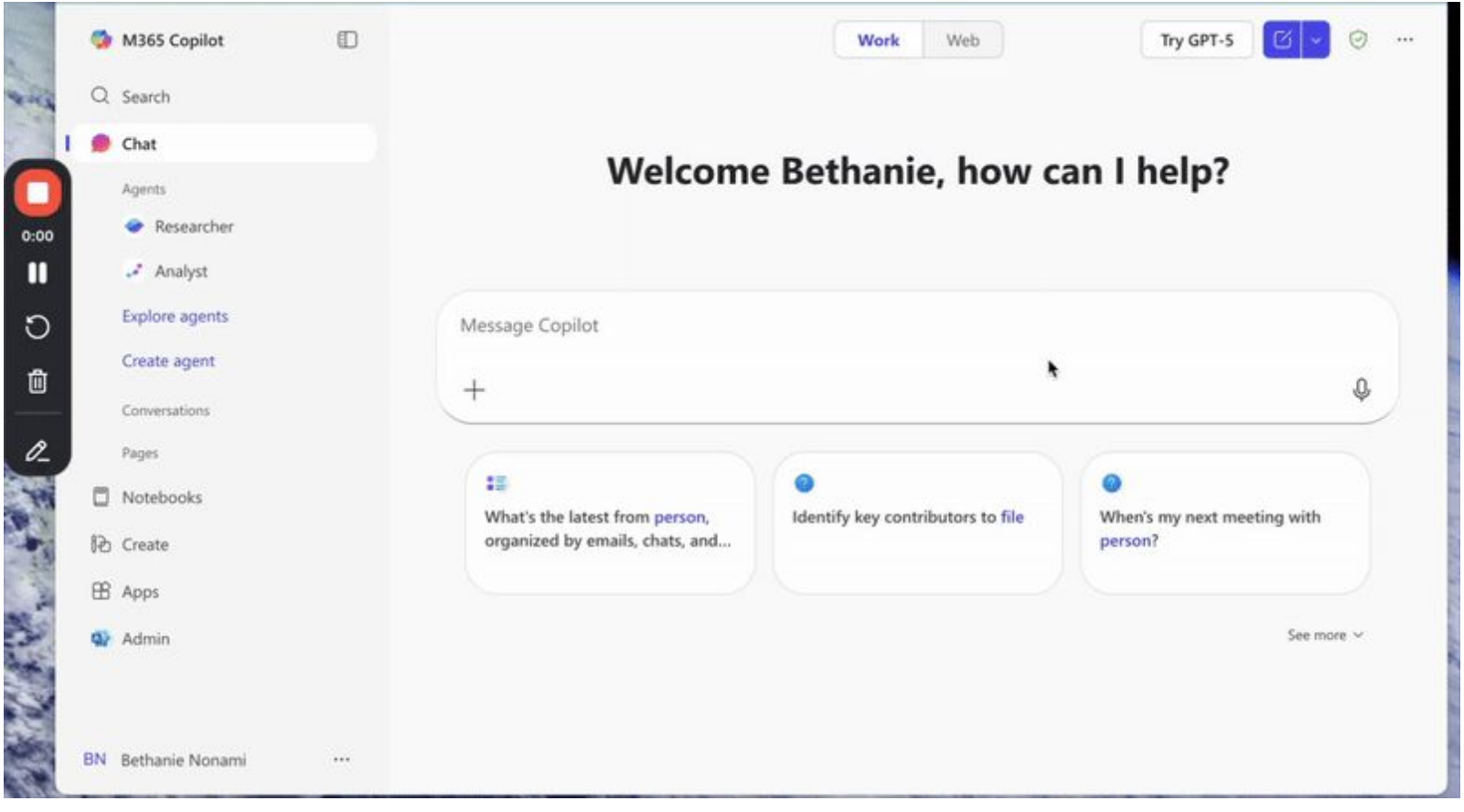
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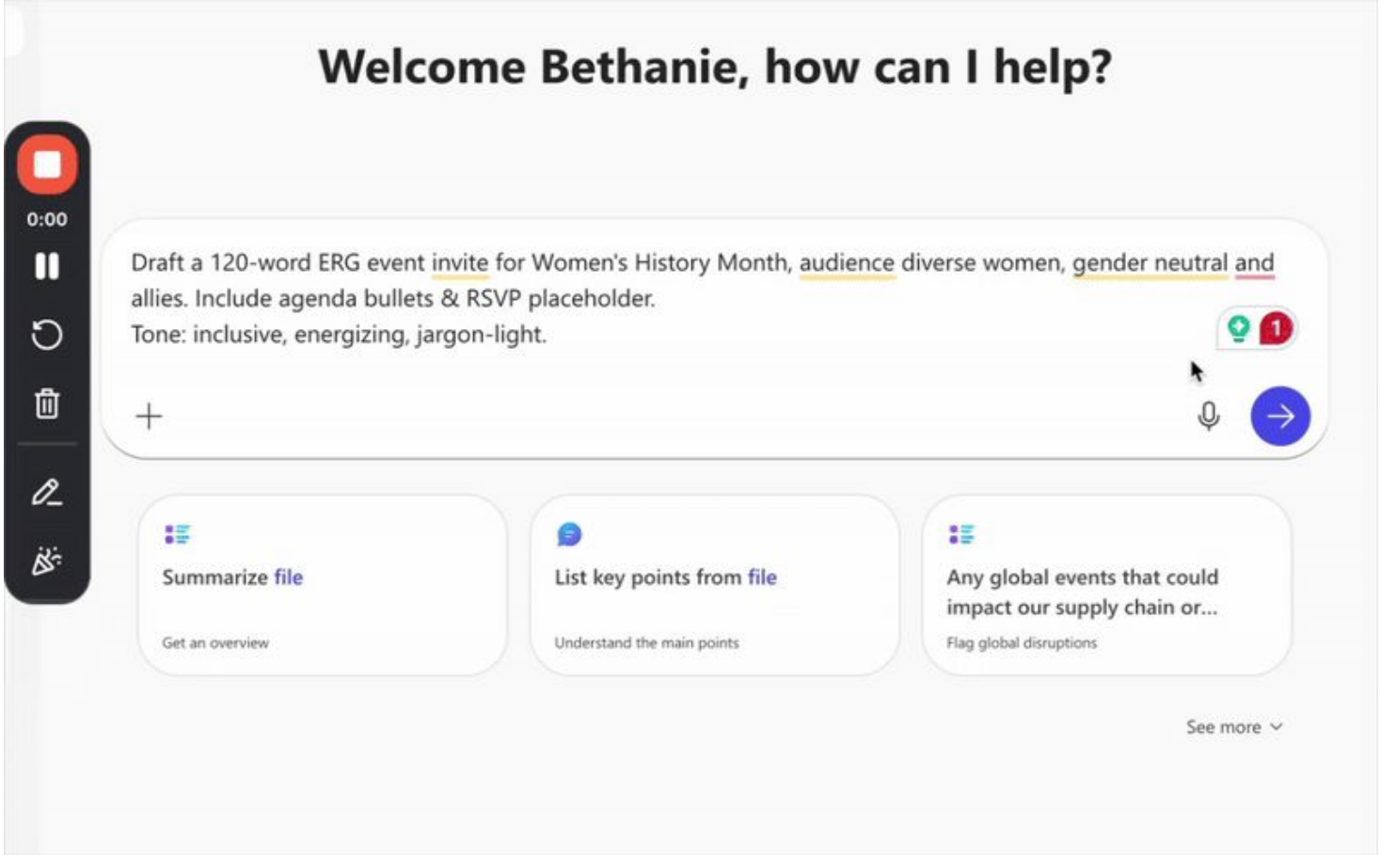
YOUR AI Assistant

- ✓ Work Smarter, Not Harder
- ✓ Colleague that is here to help **YOU 24/7**
- ✓ Your Thought Partner
- ✓ Uses Your Data
- ✓ Safe & Secure

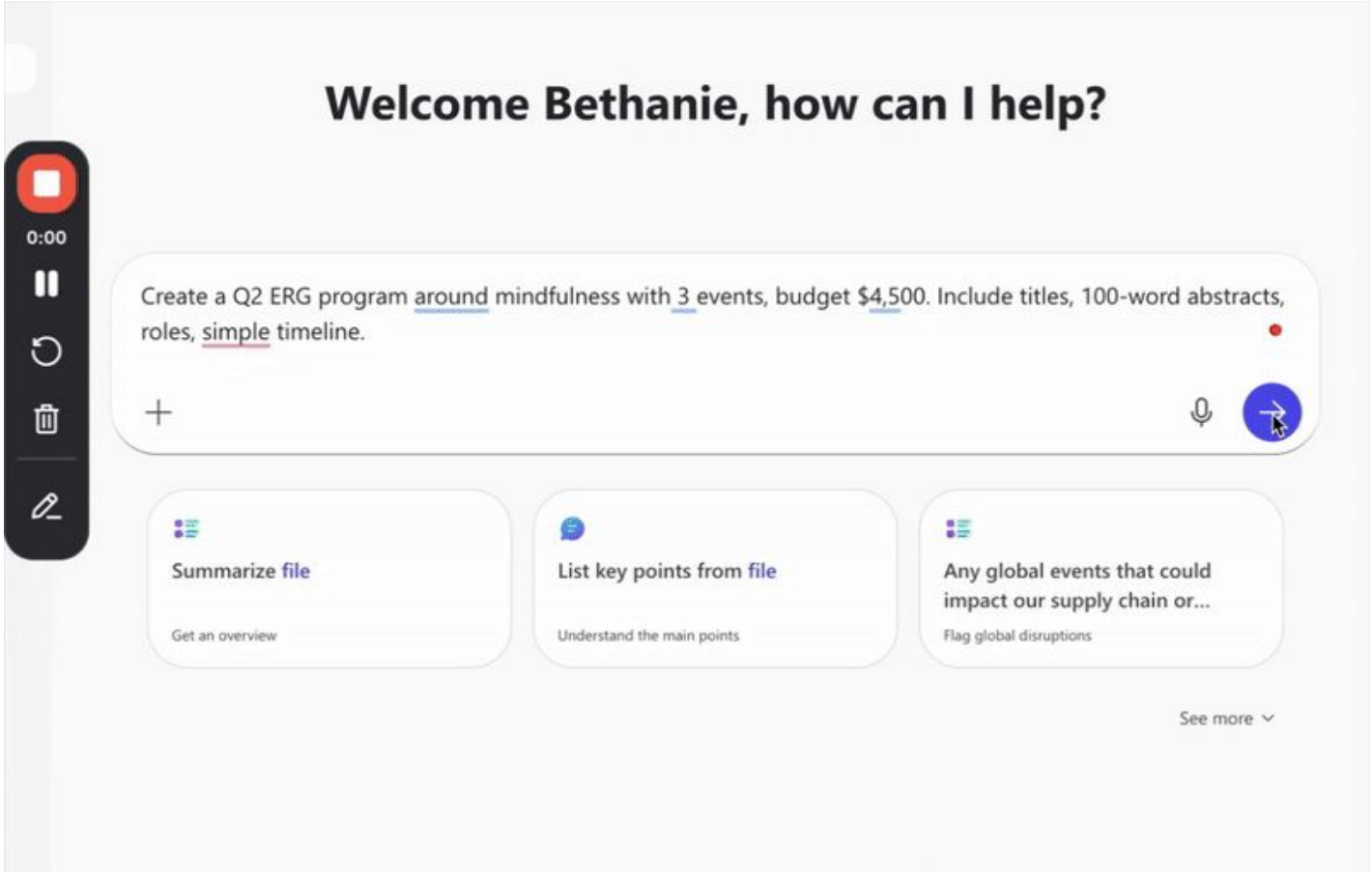
CoPilot + ChatGPT Model 5



Create NG Event



Mindfulness 3 Part Series



Copilot Game Plan (Policy-Safe)

- ✓ **Quick wins for ERGs/Networks**
- ✓ Drafts
- ✓ Summaries
- ✓ Planning
- ✓ Follow-through
- ✓ **Approved systems only**

Guardrails: Do's & Don'ts (Responsible & Inclusive)

Do's

- ✓ Use Copilot with **approved data**
- ✓ Treat AI as **drafting partner**; verify
- ✓ **Bias-check prompt**
- ✓ Ask **Ambassadors** when in doubt

Guardrails: Do's & Don'ts (Responsible & Inclusive)

Don't

- ✓ Don't share **internal/confidential** content outside approved systems
- ✓ Don't assume outputs are accurate
- ✓ Don't post **firm positions**; share **personal experience** only

Known Limitations

- ✓ Can **hallucinate**; may fabricate citations
- ✓ Weak on niche facts & **fresh policy** nuance
- ✓ Needs your examples to **learn tone**
- ✓ Be efficient but not lazy
- ✓ AI can make mistakes

Firmwide Artificial Intelligence

Welcome to a new era of innovation with Artificial Intelligence (AI). Learn how we are unlocking the power of AI to deliver positive outcomes for clients and employees.

MS AI Product Hub

Start Learning



AI AMBASSADOR PROGRAM

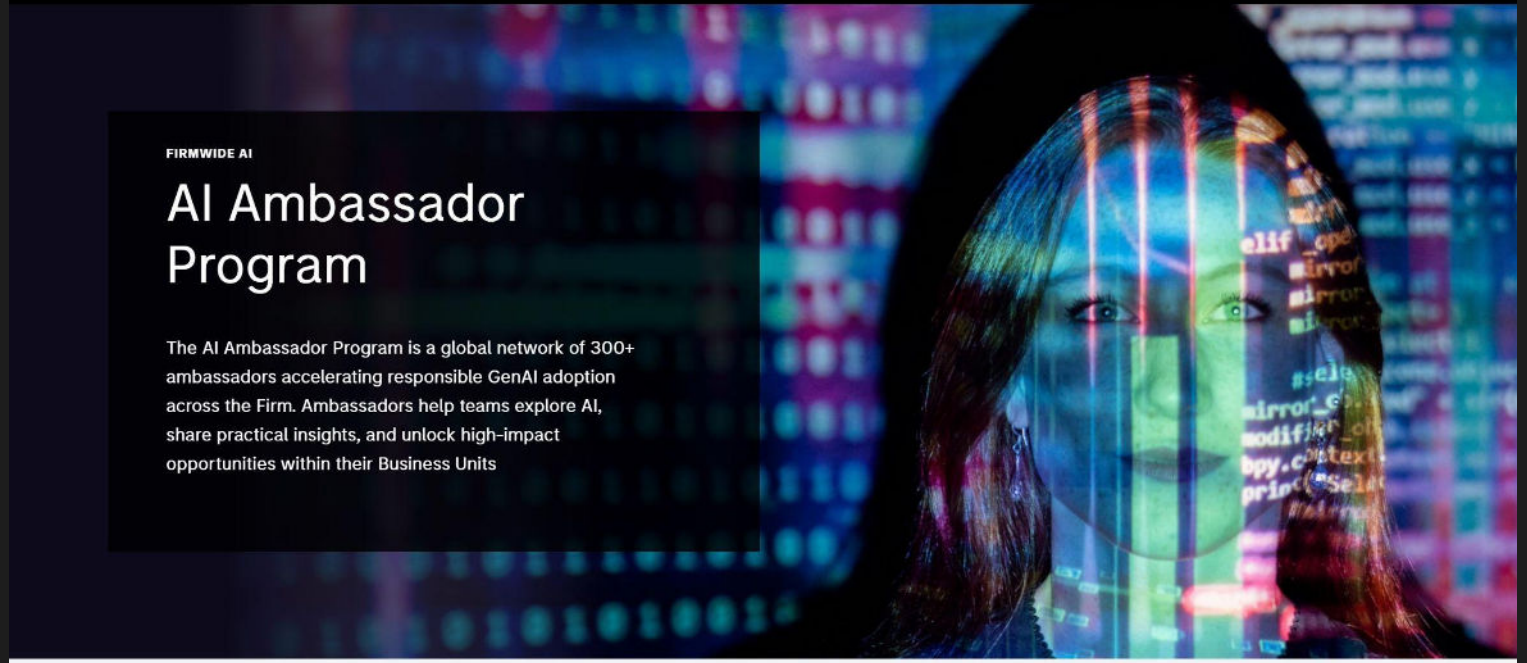
Meet the changemakers and see how AI is transforming the way we work. →

FIRMWIDE AI'S MONTHLY NEWSLETTER

Monthly GenAI insights, competitor moves and key trends. →

AN EVENING IN PARIS WITH SAM ALTMAN

Read his thoughts on the most pressing issues facing AI. →



FIRMWIDE AI

AI Ambassador Program

The AI Ambassador Program is a global network of 300+ ambassadors accelerating responsible GenAI adoption across the Firm. Ambassadors help teams explore AI, share practical insights, and unlock high-impact opportunities within their Business Units

Who are the ambassadors?

AI champions driving GenAI adoption and learning within your BU

What do ambassadors do?

They promote AI literacy, collect feedback, and lead GenAI innovation

How can they help me?

They share best practices and help teams understand how AI can enhance their work

When should I reach out?

Reach out when you're exploring GenAI and want insights or support

Poll: What's Next for You?

Instructions

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www.menti.com

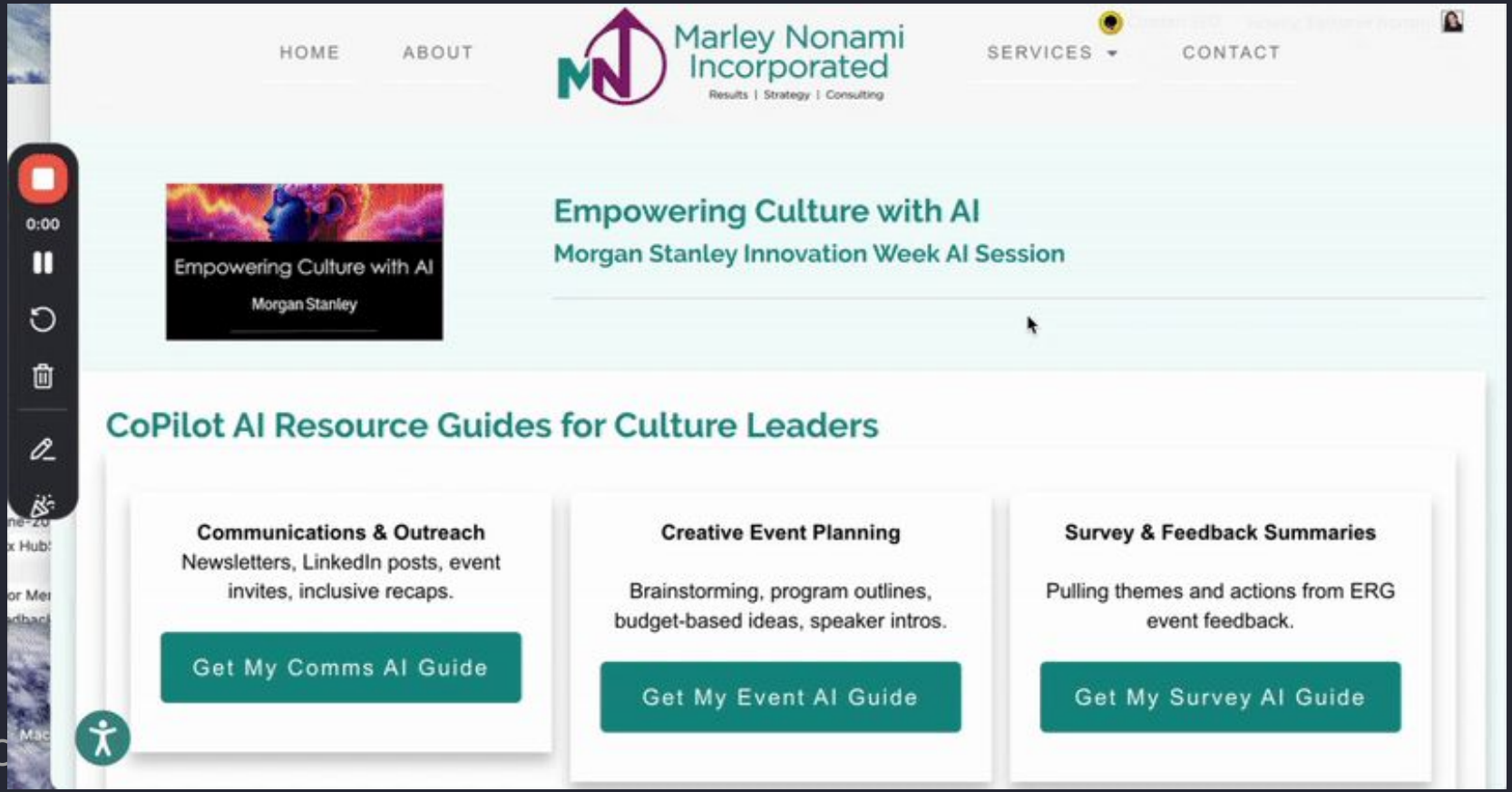
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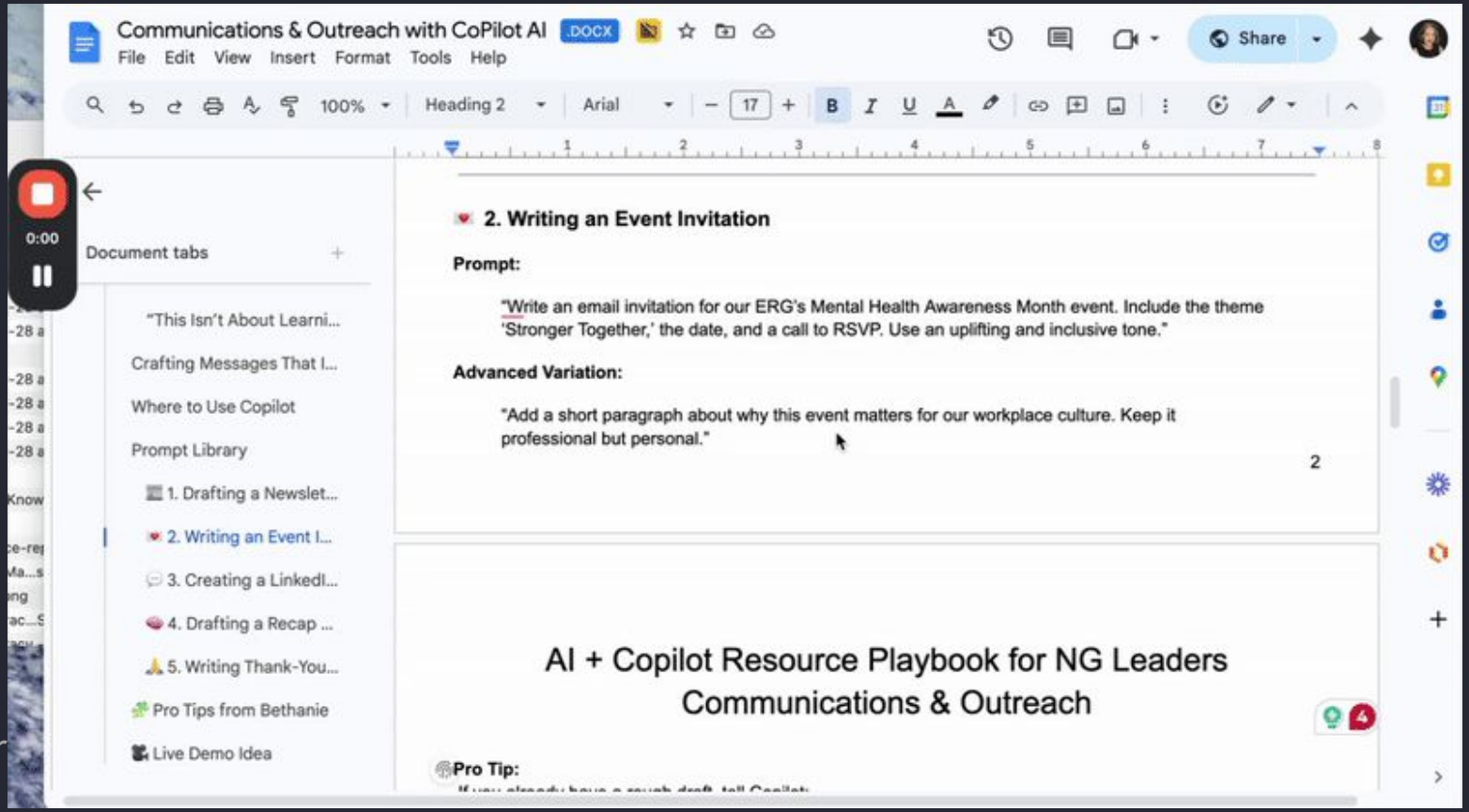
Resources: Your NG Starter Kits



Resources: Your NG Starter Kits

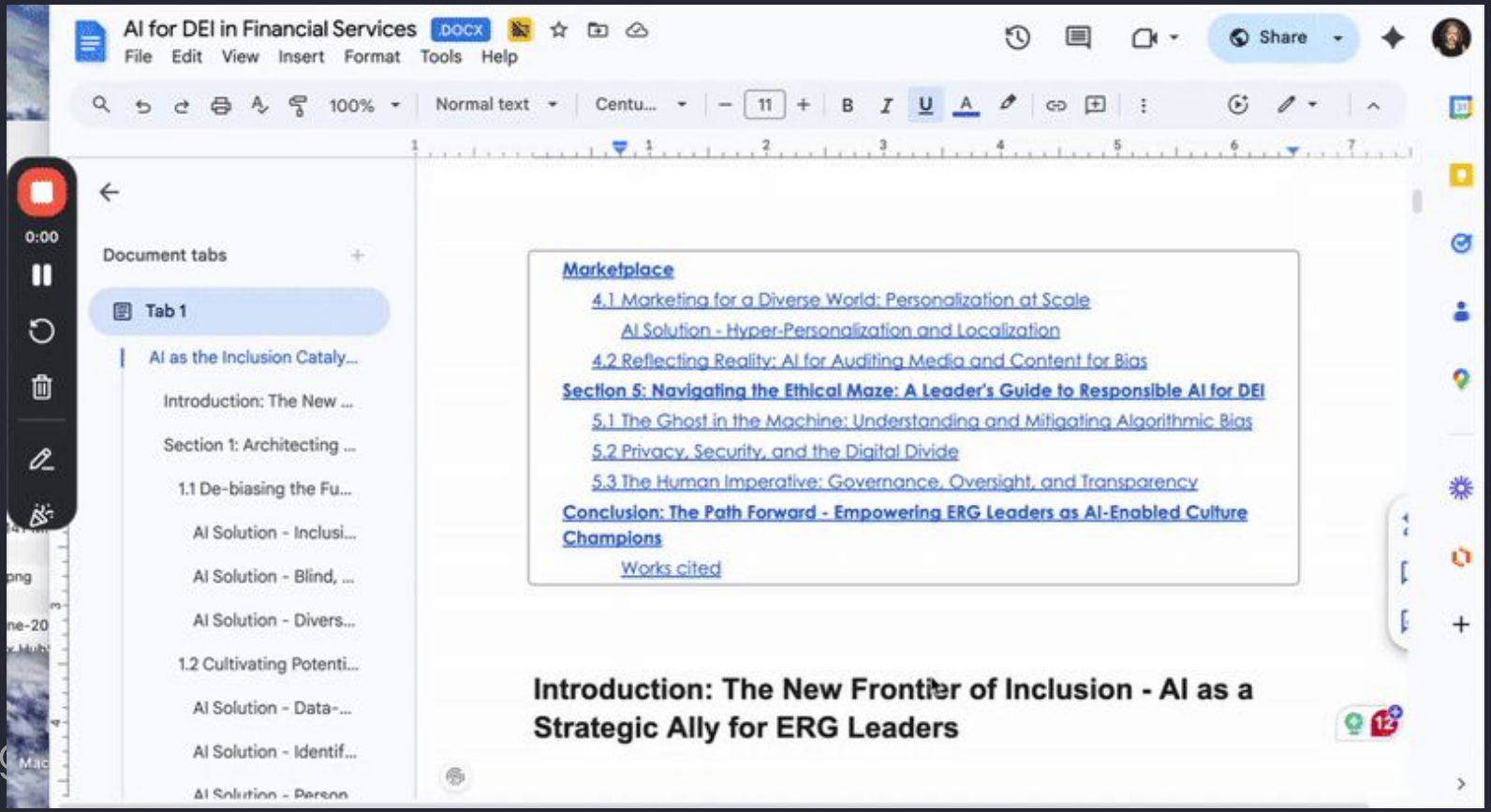


Resources: Your NG Starter Kits

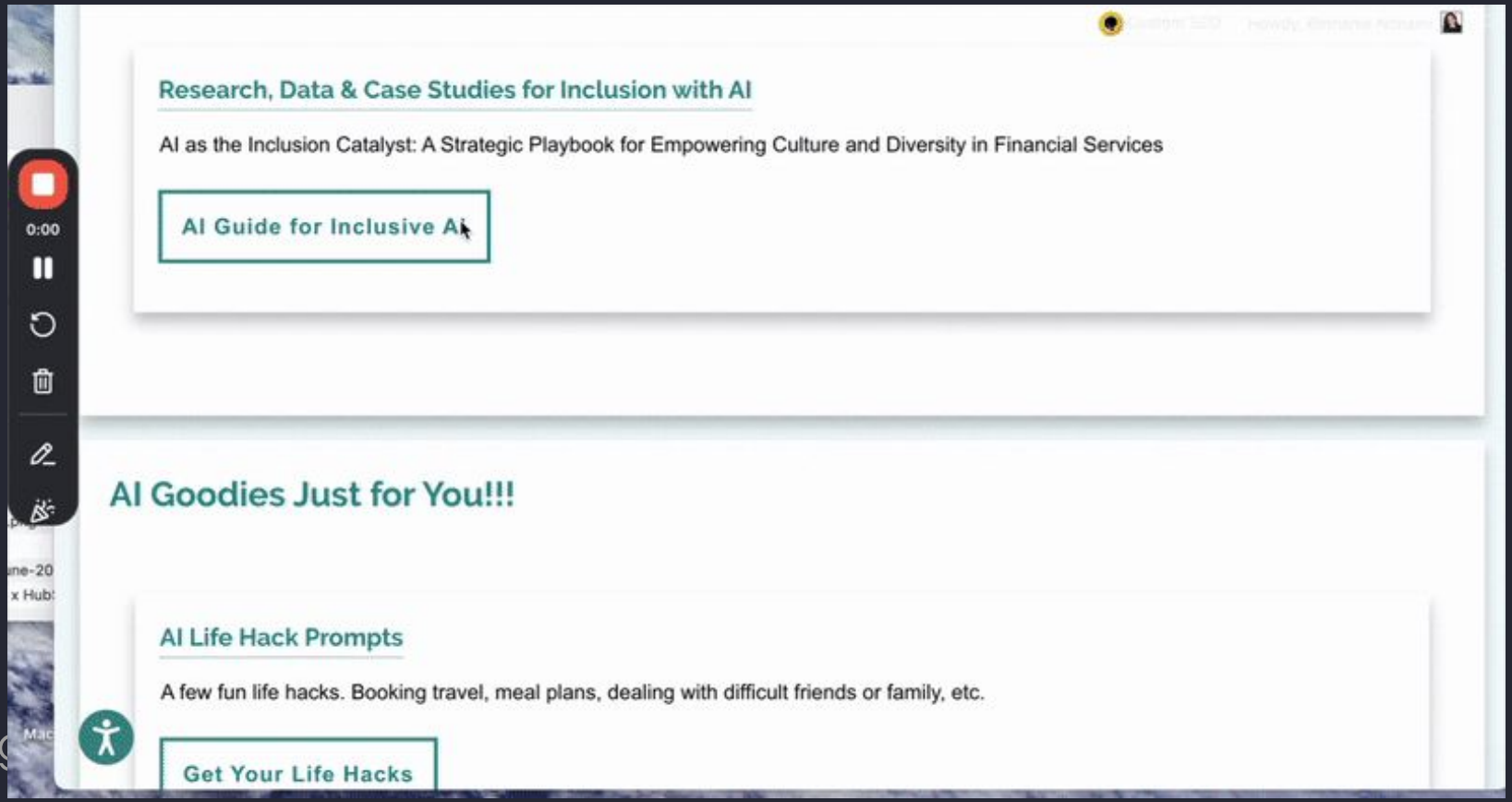


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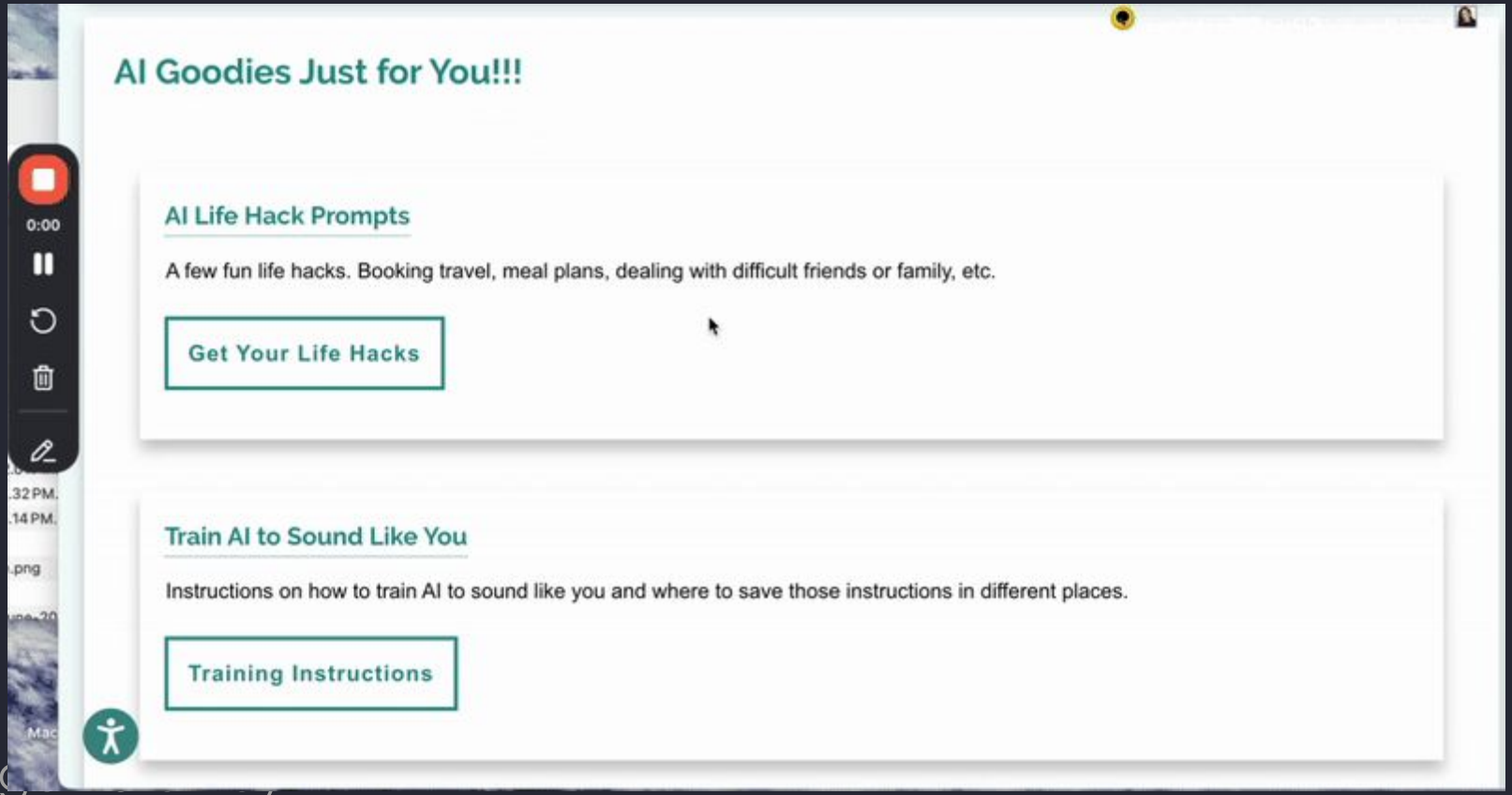
Resources: AI as Inclusive Catalyst



Resources: AI as Inclusive Catalyst



Resources: Support Your Life



Morg

Feedback & Your Goodies

Scan this QR code

Or go to

https://talk.ac/bosslady

and enter this code when prompted

AI102925

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This IS our time.

WE have to close the gaps together.

Morgan Stanley

