AI & ESG Capability Architect

Executive Overview

Strategic Competency Track

Stop Watching the Dashboard.
Check the Oil.

A rigorous, technical curriculum for ESG Directors and Auditors moving beyond "Accuracy Theater" to build auditable, forensic AI governance.

The Dashboard Method

This curriculum distinguishes between **lagging indicators** (compliance metrics, audit trails) and **leading indicators** (behavioral signals that predict failure).

This methodology, derived from safety-critical systems analysis, is applied throughout to ESG governance challenges.

Curriculum Architecture

Level 0: Constitutional Foundations

ASIMOV CYCLE

4 Episodes

Establishes the regulatory, infrastructural, and philosophical baseline. Introduces the critical distinction between **pre-action constraint** (system refuses before acting) and **post-action governance** (audits after harm).

Key Episodes

- • **The Asimov Constraint:** Pre-action refusal systems
- • **The Liability Sponge:** Human-in-the-loop as blame absorption
- • **21 AIs Experiment:** Accountability gap patterns
- • **Vendor Interrogation:** Procurement due diligence protocols

Level 1: Epistemic Failures

CLARKE CYCLE

5 Episodes

When systems become too opaque to question (Clarke's Law), or too aligned to refuse, governance dies. Maps the transition from "Voluntary" (Marketing) to "Mandatory" (Finance) ESG reporting.

Key Episodes

- • **Regulatory Mandate & AI Intersection:** CSRD, ISSB, XBRL requirements
- • **Authority of the Unknowable:** Black box oracle problem
- • **Watchdog Paradox:** Who audits the AI auditor?
- • **Data Lake Fallacy:** OCR errors, hallucinated numbers
- • **Calvin Convention:** Ethics frameworks vs. operational reality

Level 2: Architecture of Compliance

TECHNICAL IMPLEMENTATION

5 Episodes

Technical infrastructure for auditable AI systems. Covers semantic translation, taxonomy engines, data provenance, and the accountability RACI matrix.

Key Episodes

- • **Lexicon of Trust:** Translator mode vs. canonical language
- • **Taxonomy Engine:** Classification systems and semantic drift
- • **Provenance Gap:** Evidence ladder and chain of custody
- • **Public Eligibility:** Open vs. proprietary model trade-offs
- • **Accountability RACI Matrix:** Who gets fired when AI fails?

Level 3: The Lucas Cycle

SYSTEMS THAT RAISE

4 Episodes

Explores how "systems that raise" (automation, training, support) can accidentally lower the floor of safety through oversight drift, legitimacy training, politeness enforcement, and dependency creation.

Key Episodes

- • **Jedi Council Problem:** Oversight drift and unaccountable authority
- • **Training the Trainers:** Recursive authority and legitimacy drift
- • **Protocol Droid's Dilemma:** Politeness as severity suppressor
- • **Droid Uprising That Never Happens:** Persistence vs. liberation

Level 4: The Pullman Cycle

INTERIORITY & SEVERANCE

5 Episodes

When interiority becomes visible, it becomes governable. When systems sever the "daemon" (inner voice), they commit intercision. Introduces the **Daemon Health Index** for detecting severance before it becomes mortality.

Key Episodes

- • **Visible Soul Problem:** Auditability as trap
- • **Bolvangar Procedure:** Safety through severance
- • **Premature Settling:** Foreclosed adaptation
- • **Daemon Health Index:** Leading indicators of relational collapse
- • **Before Irreversible Damage:** Remediation protocols

Level 5: The Kubrick Cycle

SYSTEMS THAT MAKE REFUSAL IMPOSSIBLE

4 Episodes

Explores compulsory continuation—when stopping becomes structurally impossible. Systems that make refusal professionally, socially, or economically unviable.

Key Episodes

- • **Crime of Obedience:** When compliance becomes compulsory

- • **Transparency Trap:** Visibility without accountability
- • **Human Loop Decorative:** Consultation without influence
- • **Output Equals Fact:** Hallucination as institutional record

Level 6: Forensic Domains

APPLIED CASE STUDIES

5 Episodes

Applies all prior frameworks to specific high-stakes domains: credit scoring, data breach protocols, shadow AI detection, chain-of-thought reasoning, and explainable AI (XAI) limitations.

Key Episodes

- • **Credit Scoring:** Bias detection and statistical fairness
- • **Breach Protocol:** Data sanitization and security governance
- • **Shadow AI:** Unmanaged LLM proliferation
- • **Chain of Thought:** Reasoning transparency vs. confabulation
- • **XAI Limitations:** When explanations obscure rather than clarify

Capstone: The Audit Defense

Final Assessment

The final exam is not a multiple-choice test. It is a role-play: You are facing the Board Audit Committee.

Assessment Format

- • **Designing the Right to Refuse:** Stop-work authority protocols
- • **The Kubrick Synthesis:** Verification loops (humans verify AI edge cases, AI verifies human math)
- • **Board Interrogation Scenarios:** Defend against 4 critical challenges using frameworks from all prior levels

Key Deliverables

Audit Protocols

- • Vendor interrogation checklists
- • Dashboard Method worksheets
- • Legitimacy audit protocols
- • Daemon Health Index templates

Policy Templates

- • Refusal of signature protocols
- • Override authorization procedures
- • RACI accountability matrices
- • Exit readiness assessments

Diagnostic Tools

- • Grievance translation tests
- • Tone-check governance assessments
- • Persistence vs. liberation detection
- • Evidence ladder frameworks

Case Studies

- • Project Espresso (multi-variant)
- • ESG Safety Board scenarios
- • Compliance dependency traps
- • Real-world failure mode analysis

Target Audience

Primary

- • ESG Directors
- • Sustainability Officers
- • Internal Auditors
- • Compliance Leaders

Secondary

- • Board Audit Committees
- • Risk Officers
- • AI Governance Leads
- • External Auditors

Technical Teams

- • Data Engineers
- • ML Engineers
- • Information Security
- • Procurement Officers

Curriculum design based on Sociable Systems research methodology

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