

CHARTER

Shadow AI in the Workplace Discussion Group (ShadowAI DG)

(1) DISCUSSION GROUP NAME:

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(2) DISCUSSION TOPIC / PURPOSE / MOTIVATION:

The rapid adoption of generative AI tools such as ChatGPT, GitHub Copilot, and other AI-powered applications has led to a growing phenomenon known as “Shadow AI”, the unsanctioned use of AI tools by employees without the knowledge or approval of their organization’s IT or Security departments.

While these tools can significantly enhance productivity, creativity, and efficiency, they also introduce serious risks, including:

- Data leakage and privacy violations
- Regulatory noncompliance
- Intellectual property exposure
- Model misuse and hallucination
- Reputational damage
- Governance
- Life cycle

This group will explore the causes, implications, and mitigation strategies related to Shadow AI in enterprise environments, with a focus on digital identity. The anticipated output is a report that outlines the risks, organizational vulnerabilities, and practical countermeasures.

The report is intended to inform IT leaders, compliance officers, and business stakeholders about the risks of Shadow AI and to support the development of governance frameworks, employee education programs, and responsible AI usage policies.

(3) LEADERSHIP:

Proposed DG Chair subject to confirmation by a vote of the DG Participants.

Chair: Chris Olsen

Co-Chair: TBD

(4) AUDIENCE:

Anticipated Participants in this DG:

- Enterprise IT and cybersecurity professionals
- AI governance and compliance officers
- Legal and risk management experts
- HR and employee training leaders
- Developers and AI tool users
- AI ethics and policy researchers
- Business unit leaders impacted by AI adoption

(5) COPYRIGHT POLICY:

The Organization-approved Intellectual Property Rights Policy will cover any copyright material that may be produced because of DG Participants' posts to the wiki or email archives.

Kantara Initiative IPR Policy – Option Non-Assertion Covenant

(6) PROPOSERS:

Christopher Olsen, Individual Member – chris.d.olsen@disney.com

Andrew Hughes, FaceTec – andrewhughes3000@gmail.com

Kay Chopard, Kantara - kay@kantarainitiative.org

Alec Laws, IDENTOS – alec@identos.ca

(7) ADDITIONAL NOTES:

Given the explosive growth of generative AI tools and the increasing concern over their unregulated use in the workplace, this report is expected to generate significant interest across industries.

As a Kantara Membership benefit, paid-up Kantara members may receive direct recognition in the report—potentially through logo placement or company name acknowledgments. The DG will determine the most appropriate method for this recognition.