Stanford



Chloe Socha

Visiting Scholar, Communication

Bio

BIO

Chloé Socha is a sociologist whose research examines how organizations respond to social transformations. She earned her PhD from Sciences Po Paris in 2025, where her dissertation investigated LGBT+ inclusion policies in French companies and their effects on professional regimes of gender and sexuality.

Her current research sits at the intersection of organizational sociology, gender studies, and AI governance. As “AI ethics” emerges as a distinct area of work within technology companies, think tanks, and NGOs, her work examines how the field is being professionalized and institutionalized. It focuses on the organizational positioning of AI ethics professionals within tech firms and how this position shapes how they operate. The research investigates the gender dynamics of AI ethics work, asking whether women and people from underrepresented backgrounds are disproportionately concentrated in these roles. It analyzes what this distribution reveals about organisational “inequality regimes”, and how it shapes the capacity of AI ethics teams to provoke organisational change.