



## **Companies “Value” DEI, but Are They Investing at the Right Levels to Drive Change?**

### **Description:**

Corporate attempts to improve diversity, equity, and inclusion (DE&I) are falling short, according to new research that raises serious doubts about traditional approaches to the business and social issues surrounding DE&I.

A recent case suggests company diversity, equity and inclusion policies can’t be thought of as add-ons but must be built into the leadership structure. A [settlement](#) earlier this year between Pinterest and a class of its investors might serve as a wake-up call to general counsel whose company treats their diversity, equity and inclusion (DEI) policies as window dressing. The agreement, still preliminary but expected to be finalized, connects a company’s DEI policies to the fiduciary responsibilities of the management team and directors.

This panel will discuss how to successfully foster DE&I focus on making systemic changes, advance DEI and embed in the fiduciary duties of leaders and operating DE&I as a business function, not a set of HR initiatives, with a well-defined strategy that is owned by everybody in the organization and supported by capable subject matter experts.

### **Reference Materials:**

- [Two Years After George Floyd, Black Leaders Reflect on Change](#)
- [Despite Post Floyd Era Promises, Limited Gains in Racial Equity](#)
- [Corporate America’s \\$50 billion promise](#)
- [Companies urged to honor racial justice pledges](#)
- [It’s time for a new approach to racial equity](#)
- [DEI in 2022: Key trends and findings ?](#)