



## **NAVIGATING THE ANTI-DEI BACKLASH AND MINIMIZING LEGAL RISK WITH SYSTEM-FOCUSED SOLUTIONS**

### **Description:**

As organizations continue their commitment to diversity, equity, and inclusion (DEI), they are encountering external pushback and legal challenges. Recent court decisions, a politically divided climate, and increased scrutiny have placed DEI programs under close examination. For example, activist groups have filed lawsuits against many large companies over these programs, alleging instances of reverse discrimination and infringement of free speech rights. Furthermore, anti-DEI legislation is creating legal, regulatory, and compliance issues. Since 2023, 82 anti-DEI bills have been proposed, and as of June 2024, 10 states have passed anti-DEI laws.

This crucial session is designed to address the pressing challenges of navigating the backlash against DEI initiatives. It will provide you with pragmatic strategies for mitigating the legal and reputational risks associated with DEI efforts in the current landscape, instilling a sense of confidence in your ability to handle these issues.

### **Key discussion topics:**

- **Understanding Legal Risks:** learn about recent legal developments impacting DEI programs and understand the criteria that make DEI initiatives the riskiest from a legal perspective.
- **Mitigating Risk While Maintaining Progress:** identify high-risk DEI activities, assess their impact, and conduct a self-audit in partnership with legal counsel to evaluate risk levels.
- **System-Focused Solutions:** this comprehensive discussion will shift the focus from individual actions to systemic change, providing you with the tools to frame DEI efforts to align with legal requirements. You will also explore strategies to de-bias talent systems, improve hiring practices, and ensure equity in promotions.

### **Reference Materials:**

To maximize the benefit of this Continuing Legal Education (CLE) program, it is essential that you engage thoroughly with the provided reference materials. These resources are designed to complement the live session and enhance your understanding of ESG, DEI initiatives in the wake of recent law changes, and the political landscape.

- [Woke or Broke? Five Business Reasons Why ESG Will Survive the Culture Wars](#)
- [Republicans introduce measure banning DEI in federal government](#)
- [First university in Utah renames DEI office after lawmakers ban words. This is what it's now called.](#)
- [DEI in an era of unrest: a few truths and a path forward](#)
- [Reframing the DEI Case - Duke Law](#)

- [Florida calls for probe of Starbucks' diversity policies](#)
- [America First Legal sues IBM's Red Hat over DE&I practices](#)
- [DEI in the Crosshairs: Reflections On 2023 And Predictions For 2024](#)
- [Attacks on Corporate DEI Intensify With Boeing Supplier Probe](#)
- [No, SCOTUS Did Not Make Your Company's DEI Programs Illegal](#)
- [To Avoid DEI Backlash, Focus on Changing Systems — Not People](#)
- [Key ways to minimize legal risk in the wake of anti-DEI action](#)
- [2024 might be do-or-die for corporate diversity efforts. Here's why.](#)
- [Diversity, Equity and Inclusion in the Workplace](#)
- [To Overcome Resistance to DEI, Understand What's Driving It](#)
- [Business Leaders Aren't Abandoning DEI \(Even If They're Staying Quiet\)](#)
- [Supreme Court Delivers Big Win for Workplace Equality in Muldrow v. City of St. Louis Ruling](#)
- [Workplace DEI Worry Shouldn't Overshadow a Civil Rights Victory](#)
- [As diversity, equity and inclusion comes under legal attack, companies quietly alter their programs](#)
- [New Paradigm Shifts DEI From Box-Checking to Mindset-Building](#)
- [DEI Is Under Attack. Here's How Companies Can Mitigate the Legal Risks. \(hbr.org\)](#)