



Empower Your Organization: Exclusive DEI Compliance Presentations

The 2023 Supreme Court decision on Affirmative Action significantly altered the DEI landscape. Organizations committed to DEI need to understand the long-term implications of this case. Partner with Cara Crotty, co-chair of the firm's Diversity, Equity & Inclusion practice group, to ensure that your organization's specific DEI practices comply with the law. Cara brings unparalleled expertise to guide your team through this complex landscape in a personalized, in-depth presentation tailored to your organization's needs.

Navigate this Evolving Landscape with a Customized Presentation

Cara offers a comprehensive understanding of legal frameworks and practical guidance to navigate the evolving landscape of DEI compliance. Engage in discussions, Q&A sessions, and receive personalized insights relevant to your organization's unique challenges.

By partnering with Cara, your organization gains more than just insights into the 2023 Supreme Court decision on Affirmative Action. This collaboration and customization will ensure this tailored presentation will address your specific concerns and ensure your organization remains compliant with this evolving legal environment. Whether geared toward executive leadership or management in general, this presentation will ensure the organization's leaders understand this nuanced area of paramount importance.



Contact [Cara Crotty](#) for more information.

A customized presentation to fit your organization's needs

We recognize that each DEI program is different.



Scan the QR code above to learn more about our DEI practice.

Key Focus Areas

Breakdown of Supreme Court's Ruling

- Gain a comprehensive understanding of the Supreme Court's landmark decision in *Students for Fair Admissions v. President & Fellows of Harvard* and *Students for Fair Admissions v. University of North Carolina*. Delve into the specifics of the ruling and its impact on DEI programs in the workplace.



Implications for DEI Programs

- Explore how this decision affects Diversity, Equity, and Inclusion initiatives. Understand the legal considerations and potential challenges that could arise from your DEI strategies and practices.

Recent Legal Actions and Pitfalls




- Learn from recent legal actions involving DEI policies. Identify potential pitfalls and legal concerns surrounding DEI practices in the workplace, enabling your team to proactively address compliance issues.

Best Practices for Compliance

- Identify actionable steps and best practices to ensure your DEI programs are compliant, practical, and proactive. Equip your team with the knowledge to promote diversity, equity, and inclusion effectively.

How does SCOTUS decision impact employers?

- **14th Amendment applies to governmental employers**
- **Title VI applies to companies receiving federal financial assistance**
 - Any use of race would need to satisfy strict scrutiny
- **Title VII and Executive Order 11246 already prohibit use of race in making employment decisions (except in very rare situations)**
 - Affirmative action for federal contractors is about recruitment, not preferences



Other states have passed or are considering similar DEI laws