



Introducing the Robbins Schwartz DEI Compliance Team

DEI CHALLENGES ARE HAPPENING NOW

Diversity, Equity, and Inclusion (DEI) initiatives are strategic endeavors to address diversity gaps in workplaces and educational environments. These initiatives have gained prominence across institutions and businesses, but now face impassioned challenges from critics, emboldened by the recent U.S. Supreme Court decision striking down policies using race as a factor in college admissions decisions, who view DEI initiatives as unconstitutional and otherwise illegal. Legal challenges and legislative efforts to eliminate or curtail DEI measures are underway in many states, reflecting the contentious climate regarding diversity and equity. The complexity of current DEI measures is compounded by various laws which still mandate certain diversity and equity measures in the educational and workplace environments.

The DEI Compliance Team guides employers and educators through the ever evolving and challenging legal landscape regarding equity and diversity initiatives. The DEI Compliance Team's mission is to assist institutions in ensuring that their diversity and equity measures are consistent with current law.

MEET THE TEAM



Frank B. Garrett III
Partner



Zaria N. Udeh
Partner



Aaron J. Kacel
Associate

LEGAL COMPLIANCE REVIEW AND ASSESSMENT

The DEI Compliance Team is positioned to provide guidance related to a variety of equity and diversity topics, including:

- DEI communications and mission statements
- Employee and student affinity groups
- Scholarships, financial aid and fellowship programs
- Select enrollment programs
- Recruitment, hiring, retention and promotion policies and procedures
- Federal and state equity and diversity requirements related to bidding contracts
- Job advertisements, job descriptions and employment applications

TRAINING

The DEI Compliance Team is positioned to offer training on a variety of equity and diversity topics, including:

- Legal and operational challenges for those responsible for or involved in an institution's equity and diversity policies, procedures, and programs
- Presentations for Board members, faculty, instructors, and staff on the development and implementation of an institution's equity and diversity measures.

LEGAL AND LEGISLATIVE UPDATES ON DIVERSITY AND EQUITY

The DEI Compliance Team is positioned to ensure institutions remain apprised of the changes in the DEI legal landscape through publications on relevant case law and legislation regarding equity and diversity.

The DEI Compliance Team will, of course, tailor its services to the unique and specific needs of the requesting institution

To learn more, contact Frank B. Garrett III at fgarrett@robbins-schwartz.com.