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LEAGUE OF CALIFORNIA CITIES 2021 ANNUAL CONFERENCE

The Impact of Diversity, Equity, and Inclusion Efforts on Employment Litigation

9/24/2021

PRESENTED BY:

Suzanne Solomon

Clarity of Purpose



Clarity of Purpose

- Clear goal
- Intention v. Impact
- What does success look like
- Understanding risks



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Awareness of Multiple Viewpoints



Awareness of Multiple Viewpoints

- Skepticism
- Fear
- “This _____ [training, etc.] is not for me”
- Who is your audience?



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Expertise is REQUIRED



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- When deciding whether to implement a DEI initiative
- When creating a DEI initiative
- By leaders/facilitators of the DEI initiative
- In addressing complaints about the initiative
- When making public statements about DEI issues



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DEI Issues in Workplace Investigations



Equal Pay



Common DEI-Related Pitfalls



Pitfalls

- Sloppy use of labels
- Rampant Microaggressions
- Unconsciously biased decisions about who should be doing what in DEI initiatives
- Failure to recognize/address polarization that can result from DEI initiatives



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Pitfalls

- Aversion to having difficult conversations
- DEI initiatives that are not inclusive enough
- DEI initiatives that are overbroad
- Failure to recognize/address polarization that can result from DEI initiatives



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Thank You!

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