

AGENDA

Strategies in a Post Affirmative Action World: Impacts of the *Harvard* Decision

April 26, 2024

8:30 am – 8:40 am	Welcome by Veronique Staco, ACC NCR Vice President of Diversity, Equity, & Inclusion
8:40 am – 9:40 am	<p>Session One: How the SCOTUS Affirmative Action Ruling Impacts the DEI Landscape</p> <p>In recent years, corporations and organizations across the nation developed and intensified their commitment to diversity, equity and inclusion (DEI). However, in June of last year, the Supreme Court held that consideration of applicants' race in admissions decisions of <i>Harvard</i> and the <i>University of North Carolina</i> violated both the Equal Protection Clause of the Constitution and Title VI of the 1964 Civil Rights Act. But what are the implications outside of university admissions? How might this decision affect the interpretation and enforcement of federal laws against discrimination in employment, contracting, and other business practices? Please join us as we consider the larger implications of <i>Students for Fair Admissions</i> for employees and businesses.</p> <p><i>Presented by Stacy Hawkins, Professor of Law at Rutgers Law School & Diversity Consultant, together with Hannah Breshin, Vice President, Deputy General Counsel - Labor and Employment at CACI International Inc.</i></p>
9:40 am – 9:50 am	Break
9:50 am – 10:50 am	<p>Session Two: Practical Advice on Recruitment and Hiring in the Current Climate</p> <p>The Supreme Court's <i>Harvard</i> and <i>UNC</i> affirmative action decisions have generated questions about and challenges to the historical implementation of DEI recruitment and hiring programs, such as diversity internships/fellowships. Please join us as we discuss the current legal framework and recent state and federal lawsuits that pose a threat to DEI programming. This session will focus on practical advice that private sector employers should take now to evaluate their hiring programs for potential vulnerabilities to ensure the continued advancement of DEI objectives. Specific guidance will be offered on hiring practices, internship design, use of diverse slates, and methods to encourage greater diversity in your applicant pool.</p> <p><i>Presented by Ryan Derry, Partner, Sarah Besnoff and Lindsey Jackson, Senior Associates at Paul Hastings and Christina Alabi, Senior Corporate Counsel, Employment Law and Compliance at Celonis.</i></p>
10:50 am – 11:05 am	Break
11:05 am - 11:15 am	Spotlight Session: Otsuka Pharmaceutical Co.
11:15 am – 12:15 pm	<p>Session Three: Considering DEI in Employee Development, Advancement Processes, and Supplier Programs, post-<i>Harvard</i></p> <p>This session will cover how the <i>Harvard</i> decision has impacted employee development programs, including mentoring and sponsorship programs, and the practice of setting representation goals and the consideration of these goals in executive pay. This session will also address current assaults on corporate supplier diversity and investment programs, and how employers' responses impact their ability to attract and retain talent. This session will focus on practical steps employers can take to mitigate a myriad of risks in this arena.</p> <p><i>Presented by Ellen M. Dwyer and Kris D. Meade, Partners at Crowell & Moring, and Luisa Lopez, Vice President & Senior Associate General Counsel at National Geographic Society.</i></p>
12:15 pm – 12:20 pm	Closing Remarks
12:20 pm – 12:50 pm	Small-Group Discussions in Zoom Breakout Rooms or In-Person at four locations around the DMV area (Self Dismiss)

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