

Diversity, Equity & Inclusion

Intentional attention to diversity, equity, and inclusion (DE&I) is essential to promote workplace cohesion, attract and retain talent, create business opportunities, and comply with the law. Our attorneys in the DE&I practice group have extensive experience assisting employers of all sizes, including companies and educational institutions, in the creation, implementation, and management of DE&I efforts.

The DE&I practice group assists employers with the following:

1. DE& I Assessments

- > Drafting and analyzing the results of climate surveys
- > Formulation of proactive strategies to enhance D&I programs
- > Facilitation of workplace DE&I town halls and/or employee discussion groups

2. DE&I Program Development and Implementation

- > Advising on the creation of employee resource groups
- > Drafting related policies, communications, and materials
- > Creating processes for gathering feedback and diversity data
- > Guiding public relations, governmental, philanthropic, and community engagement

3. DE&I Legal Counseling

- > Counseling clients on legal issues related to D&I programs and initiatives, including best practices to prevent and defend claims
- > Evaluating and assessing D&I programs for legal risks and providing advice on risk-reduction measures

4. DE&I Training

- > Customized unconscious bias and microaggressions training
- > One-on-one DE&I focused leadership training

ATTORNEYS

- > Vivian A. Adame
- > Carolina Bravo-Karimi