

2021 US Labor & Employment Webinar Week

Insights and Compliance Strategies for a New World

February 1 – 4, 2021



Promoting Diversity, Equity & Inclusion Lawfully and Effectively

February 3, 2021

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Exercise

What is the first thing you see when you look at this photo?

Represents the Tunnel Vision Syndrome



Pitfalls:

- *Creates an “echo chamber”*
- *Limits innovation*
- *Can impact employee morale, engagement and turnover*
- *Others?*

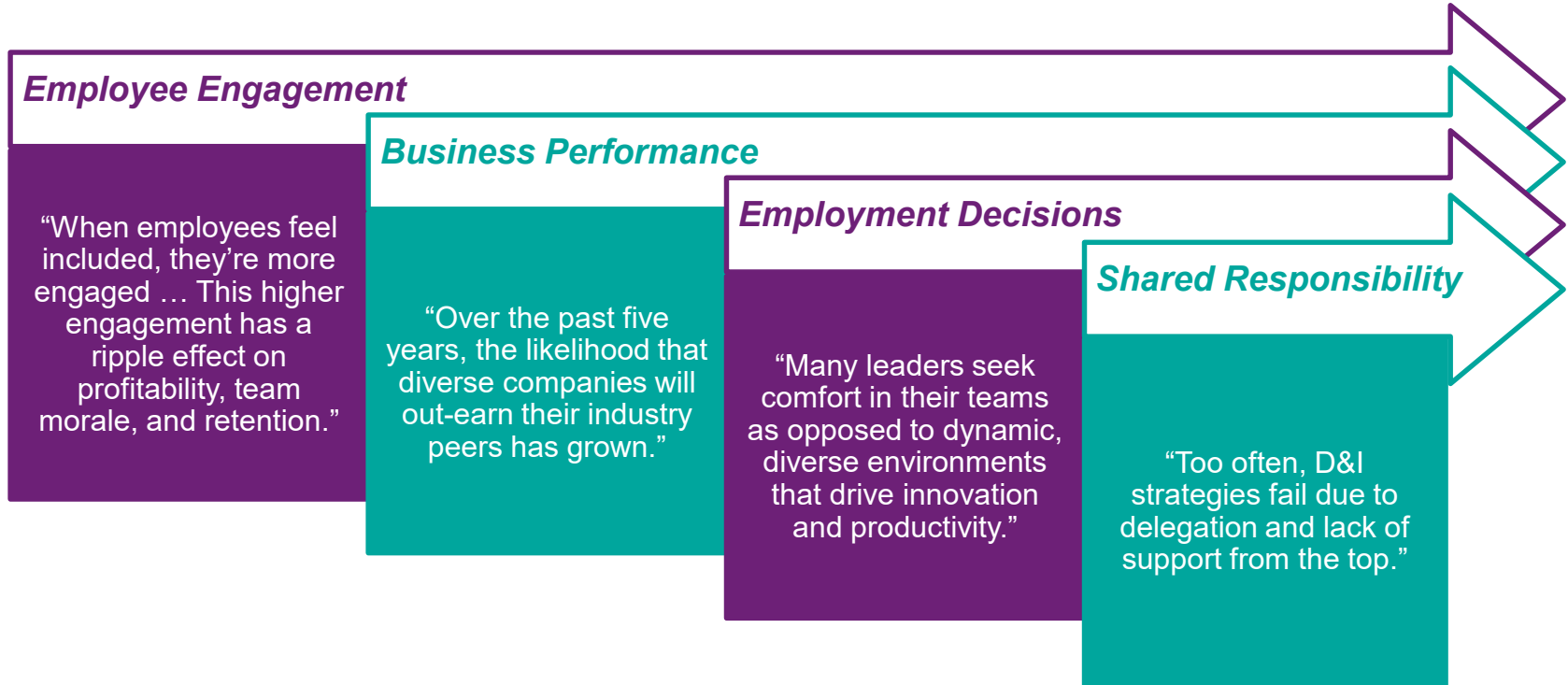


Why Does DEI Matter?

Understanding the Business Case

DEI Impacts Businesses In Measurable Ways

Understanding the Business Case for DEI Efforts in your Organization is a Critical First Step





Identifying Bias

Brief Primer

A Note About Bias and Its Impact on Managing

Bias – in any form – creates avoidable blindspots in managing employees and business priorities.

Bias

n. prejudice in favor of or against a person or group in a way considered to be unfair.

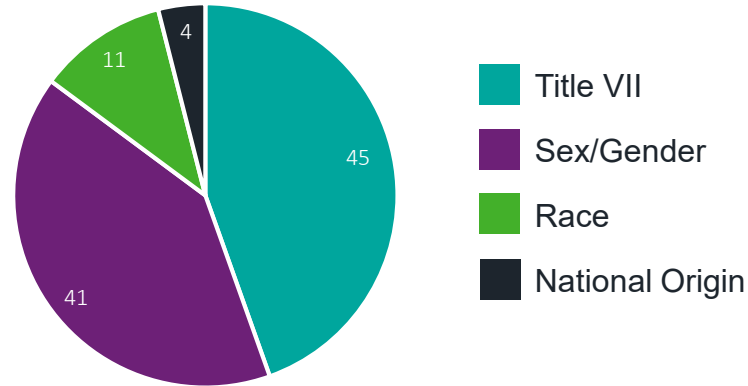
Subconscious Bias

n. attitudes or stereotypes that *unconsciously* affect our understanding, actions, and decisions.

Recent Trends and Developments

Diversity, Equity and Inclusion Legislation

EEOC Lawsuits in FY 2020: 101 total cases filed



SB 973 (California)

- Private employers with greater than 100 employees
- Submit pay data by race, ethnicity and sex

Recent Trends and Developments

Diversity, Equity and Inclusion Legislation

AB 979 (California)

- Diversity on corporate boards
- At least one director from underrepresented community by end of 2021
- Maryland, Illinois, New York

Executive Order on Advancing Racial Equity and Support

- Revokes Combatting Race and Sex Stereotyping Executive Order

Exercise: Spotting Bias

The example below comes from a request for advice that a reader of *Slate Magazine* made.

- My son, “Chris,” is 9. A few weeks ago, we decided to open our bubble to include the family of “Neil,” Chris’s best friend. Both of Neil’s parents are doctors, so this seemed like a safe decision.
- Both parents were born and raised in India. We let Chris have dinner at their place the other night since both boys were having a great time together.
- When we came to pick up Chris, Neil’s mom recounted to me how much chicken curry and lentils and vegetables Chris ate. I couldn’t believe that they served my son spicy curries without even calling to ask us if that would be OK! I was taken aback and gently mentioned that spicy foods can be hard on small tummies, but it didn’t seem to register.
- Thankfully, Chris didn’t get sick.
- My wife says to drop it because any conversation will look racial in nature and to only let the boys play at our place. Please help.

Mitigating Bias

Understanding your own biases can help you make needed organizational changes.

Fact #1

We all have biases of some kind.

Fact #2

Biases can be changed.



Now What?

Where can you go from here?

Develop A DEI Business Strategy

Consider Utilizing a Data-Driven Approach to Defining Your Plan

The Norfus Firm Approach



Phase I: Information Gathering



Phase II: Idea Generation



Phase III: Action Planning

Make DEI A Shared Responsibility

Transparently Identify Specific Actions that Leaders and HR/DEI Times Own

	Awareness	Education	Commitment
Leadership Team	<ul style="list-style-type: none">• Recognize that bias drives inequity• Acknowledge that inequities may exist in your organization• Understand the business case	<ul style="list-style-type: none">• Implement reverse mentoring• Do more than what is required• Upskill allyship• Identify resources	<ul style="list-style-type: none">• Prioritize• Invest• Participate• Support• Avoid tokenism
HR & DEI Teams	<ul style="list-style-type: none">• Survey the workforce• Proactively investigate potential areas of inequity• Acknowledge the role bias and inadequate DEI may negatively impact performance management	<ul style="list-style-type: none">• Stay current on DEI data• Expand available training• Develop anti-racism policies• Develop a DEI library	<ul style="list-style-type: none">• Avoid/refuse the status quo• Focus on DEI holistically – beyond recruiting and hiring• Hold leadership accountable

Questions? Please let us know.



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