LEAGUE OF CALIFORNIA CITIES
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The Impact of Diversity, Equity, and Inclusion Efforts on Employment Litigation

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PRESENTED BY:

Suzanne Solomon
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Clarity of Purpose

- Clear goal
- Intention v. Impact
- What does success look like
- Understanding risks
Awareness of Multiple Viewpoints

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

- 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
DEI Issues in Workplace Investigations

Equal Pay
Common DEI-Related 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
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

Thank You!

Suzanne Solomon
Partner | San Francisco Office
415.512.3000 | ssolomon@lcwlegal.com
https://www.lcwlegal.com/people/suzanne-solomon/