

Clarity of Purpose



Clarity of Purpose

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



LIEBERT CASSIDY WHITMORE

Awareness of Multiple Viewpoints



Awareness of Multiple Viewpoints

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



LIEBERT CASSIDY WHITMORE

Expertise is REQUIRED



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



LIEBERT CASSIDY WHITMORE

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



LIEBERT CASSIDY WHITMORE

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

League of California Cities 2021 Annual Conference | September 24, 2021

Presented By: Suzanne Solomon

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



LIEBERT CASSIDY WHITMORE

Thank You!

Suzanne Solomon

Partner | San Francisco Office

415.512.3000 | ssolomon@lcwlegal.com

<https://www.lcwlegal.com/people/suzanne-solomon/>



LIEBERT CASSIDY WHITMORE