

Diversity and Inclusion Efforts that Really Work

Creating and maintaining a diverse and inclusive workplace is not just the right thing to do but can help your organization attract top talent, improve engagement and retention, increase productivity and innovation, expand your market and drive profits. In today's workplace, Diversity and inclusion is a business imperative.

Overview

Our attorneys are ready to assist with a full suite of Diversity and Inclusion ("D&I") workplace services.

Strategic Planning & Advice and Counsel

- Review and assessment of existing D&I programs for efficacy and legal risks
- Development of strategic D&I plans, systems, and programming
- Preparation and review of internal and external D&I communications
- Crisis prevention, management, and communication

Assessment & Data Analytics

- The Jackson Lewis D&I Diagnostic Assessment, a comprehensive and tailored assessment of an organization's D&I efforts, performance, opportunities, and risks including an assessment of over 30 D&I topics such as workforce and management representation and inclusion, professional and career development programs, employee resource groups, customer, supplier and vendor demographics, discrimination, harassment and retaliation vulnerabilities, human resource policies and practices, and more
- Workplace employee engagement and inclusion surveys and organizational analyses, including utilization analyses (comparing the workforce representation of demographic groups against their hypothetical availability)
- Comprehensive data analysis of employment practices such as hiring, pay, promotions, voluntary separations, discharges, discipline, performance management and other selection processes
- Apply proprietary algorithms and state-of-the-art modeling techniques to conduct talent analytics for recruitment, workforce management and equity and policy assessments through predictive modeling

Affirmative Action Compliance and OFCCP Defense

- Development and implementation of Affirmative Action Plans (AAPs)
- Defense of AAPs against audits by the OFCCP, as well as state and local agencies
- Advise on implementing lawful diversity initiatives and voluntary AAPs, set-aside, and vendor and franchisee preference programs
- Conduct pay equity analyses
- Assist federal contractors and subcontractors in compliance with Executive Orders and regulations as they are implemented

Training & Leadership Development

- Workplace Law Fundamentals
 - Respect in the Workplace, Equal Employment Opportunity, and Fostering a Harassment-Free Workplace
 - State-specific harassment prevention programs
 - Employment Law 101: What Every Manager Needs to Know
- Diversity, Inclusion, and Implicit Bias
- Affirmative Action Obligations, Planning, and Implementation
- Leadership Development
 - Communicating as a Leader
 - Enhancing Employee Engagement Through Performance Management and Goal Setting

Litigation

- Effectively handle individual and systemic cases involving Diversity and Inclusion issues, quickly and efficiently
- Reliance upon Jackson Lewis' national network of offices and experience to best meet our clients' litigation goals
- Assist with risk analyses and settlement scenarios (including managing reputational stigma arising from discrimination litigation), and apply lessons learned from lawsuits to enhance D&I performance and reduce future legal/reputational risk

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*The National Operations Center serves as the firm's central administration hub and houses the firm's Facilities, Finance, Human Resources and Technology departments.