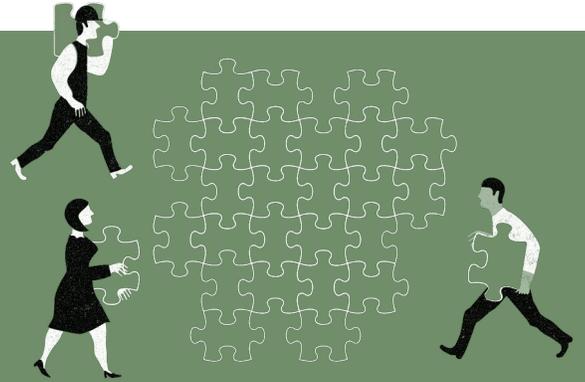


Corporate Diversity Counseling



The Jackson Lewis P.C. Corporate Diversity Counseling Practice Group brings to bear unparalleled experience advising CEOs and senior executives of Fortune 500 companies, government agency heads and leaders of other large organizations with targeted strategies to minimize legal liability and enhance diversity programs, performance and profile. We help clients develop and implement effective diversity strategies that protect the organization’s reputation and expand business opportunities by strengthening relationships with shareholders, customers, employees, regulators and the public.

The Group—composed of attorneys with extensive employment law and government relations experience—frequently advises on complex issues involving diversity and inclusion (“D&I”), affirmative action, equal employment opportunity, government audits, benchmarking and best practices. Our work includes:

- ▶ Community outreach, and relationship-building philanthropic efforts;
- ▶ Comprehensive D&I compliance reviews;
- ▶ Confidential legal vulnerability assessments;
- ▶ Crisis management related to high-profile allegations of race, gender, age and other discrimination, harassment and retaliation;
- ▶ D&I diagnostic assessments;
- ▶ Defense and settlement of multimillion-dollar lawsuits;
- ▶ Diversity enhancement programs and comprehensive action plans;
- ▶ Diversity-related government relations;
- ▶ Internal and external diversity communications strategies;
- ▶ Resolution of complex discrimination-related disputes; and
- ▶ Response to EEOC, OFCCP, state and local agency audits and investigations.

Diversity Assessments and Action Plans

Early identification and resolution of diversity issues can often mitigate—or avoid altogether—serious consequences. We routinely assist clients with the following:

- ▶ Legal vulnerability “diagnostic” assessments that examine internal complaint processes, employment discrimination/retaliation/harassment/hostile work environment claims, human resource policies and practices and workforce demographic trends; Comprehensive diversity reviews that evaluate diversity in corporate governance and senior management, the company’s work-force and in supplier and business partner relationships; and
- ▶ Analysis of government and community relations, strategic communications, minority outreach, corporate image, targeted philanthropy and related relationship building.

Our lawyers assist senior management to develop and implement practical strategies, sensitive to the corporate culture, to achieve legitimate business objectives. We benchmark our clients against “best-in-class” performance, and then tailor diversity action plans to address each client’s specific needs.

Crisis Prevention

High-profile race and sex discrimination allegations can produce significant financial consequences as well as long-term damage to a company’s brand, reputation and market share. The Group provides proactive crisis prevention strategies and long-term solutions to avoid financial, business and management disruptions.

Crisis Mitigation and Management

For major corporations and key government agencies facing charges of discrimination in employment or other aspects of their business, we investigate complaints, claims, allegations and/or attacks from individuals or interest groups. We then assist in developing resolution strategies that often include litigation and/or settlement alternatives. We help create action plans to address legitimate concerns and issues and collaborate with client public relations advisers to craft and deliver key messages to targeted constituencies during difficult situations.

Our attorneys also assist clients with:



Community Outreach – We assist clients in developing and enhancing relationships with key organizations and leaders, to create a strong, positive image about their company’s commitment to diversity and inclusion.



Government Relations – Along with members of Jackson Lewis’ Government Relations practice, our Corporate Diversity Counseling attorneys possess extensive “Washington practice” expertise and superior knowledge of the public policy issues that affect our clients on a daily basis.



Counseling and Affirmative Action Plans and OFCCP Audit Defense – Our services are enhanced by the firm’s Affirmative Action Compliance and OFCCP Defense Group, which provides specialized assistance in developing and implementing affirmative action plans for federal contractors.

Learn more: jacksonlewis.com/practice/corporate-diversity-counseling



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