

Corporate Diversity Counseling



Attorneys in the Jackson Lewis P.C. Corporate Diversity Counseling group minimize legal liability and enhance diversity, equity, and inclusion (“DEI”) programs, performance and profile. Bringing to bear unparalleled experience, we advise CEOs and senior executives of Fortune 500 companies, government agency heads and other large organizations.

We develop and implement effective DEI strategies that protect the organization’s reputation and expand business opportunities by strengthening relationships with stockholders, customers, employees, regulators and other stakeholders.

DEI Assessments and Action Plans

Early identification and resolution of DEI issues can often mitigate or avoid serious negative consequences. Jackson Lewis’ Corporate Diversity Counseling group has extensive experience assisting clients with:

- Legal vulnerability assessments or “DEI 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 workforce and in supplier and business partner relationships; and
- Analysis of government and community relations, strategic communications, diverse community outreach, corporate image, targeted philanthropy and related relationship building.

Our lawyers assist executive management in developing and implementing practical strategies to achieve their 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 negative financial consequences, as well as long-term damage to a company's brand and reputation. The Corporate Diversity Counseling group advises clients regarding crisis prevention strategies 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 operations, 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 also help create action plans to address legitimate concerns and collaborate with public and government relations advisers in crafting and delivering key messages to targeted constituencies.

DEI Program Development and Enhancement

Effective DEI programs rely on programs and practices that support DEI in all facets of employment, from recruiting and hiring, to onboarding and training, to development and promotion. We advise clients on developing and tailoring mechanisms to achieve corporate DEI objectives, including diverse candidate slates, diversity-related recruiting incentives, Executive Diversity Councils, Employee Resource groups, employee surveys and DEI-related goal setting. We also assist in developing and enhancing Supplier Diversity programs, including compliance with government and private customer requirements.

Strategic DEI Communications

Our attorneys assist clients with respect to both internal and external DEI communications. We help executives develop and deliver appropriate messages to the workforce regarding the DEI business imperative and the expectations on each employee and supervisor. We also assist clients to deliver appropriate external messaging, and often help build or strengthen relationships with such stakeholders as regulators, legislators, recruiting sources and advocacy groups.

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