

# PUBLICATION

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## Diversity Matters: Note from the Editor

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Spring 2024

Over the last several months, I have given at least a half-dozen presentations to clients and groups about the future of diversity, equity, and inclusion (DEI) initiatives. Many are still working through the impact of the *UNC* and *Harvard* affirmative action decisions on their corporate diversity goals and initiatives, and on how to decipher the contrary messages from the media and political figures on the impact of the affirmative action decisions. They are also trying to navigate the legal underpinnings of state legislation and lawsuits attacking various kinds of diversity initiatives. Notwithstanding the legal and legislative challenges facing DEI professionals and leaders, I have found an overwhelming appreciation for the need to continue to focus on inclusion, diversity, and equity in order to foster respectful workplaces, reduce turnover, increase productivity and innovation, reduce legal risk, and create high performing teams.

As I continue to help clients navigate the changes in employment laws, perceptions, and attitudes about DEI, and their genuine desire to create the best workplaces that allow space for everyone to succeed, I am mindful of the old adage, "This too shall pass." These uncertain times will pass. However, the business case for diversity persists and cannot be ignored especially since the generation currently entering the workforce values and demands diversity. I encourage you to remain diligent, continue to acknowledge and value the unique differences of all of your employees and know that you are not in this alone.

In this edition, we discuss how we are partnering with others to create pipelines for the legal profession, how a quick meeting led to common ground, and recent legislation and court intervention about providing gender-affirming care. We also provide a refresher on implicit bias and how we can work to reduce the influence of biases on our decisions.