



NILG Listening Session

# FROM LISTENING TO LEARNING

# PRESENTERS



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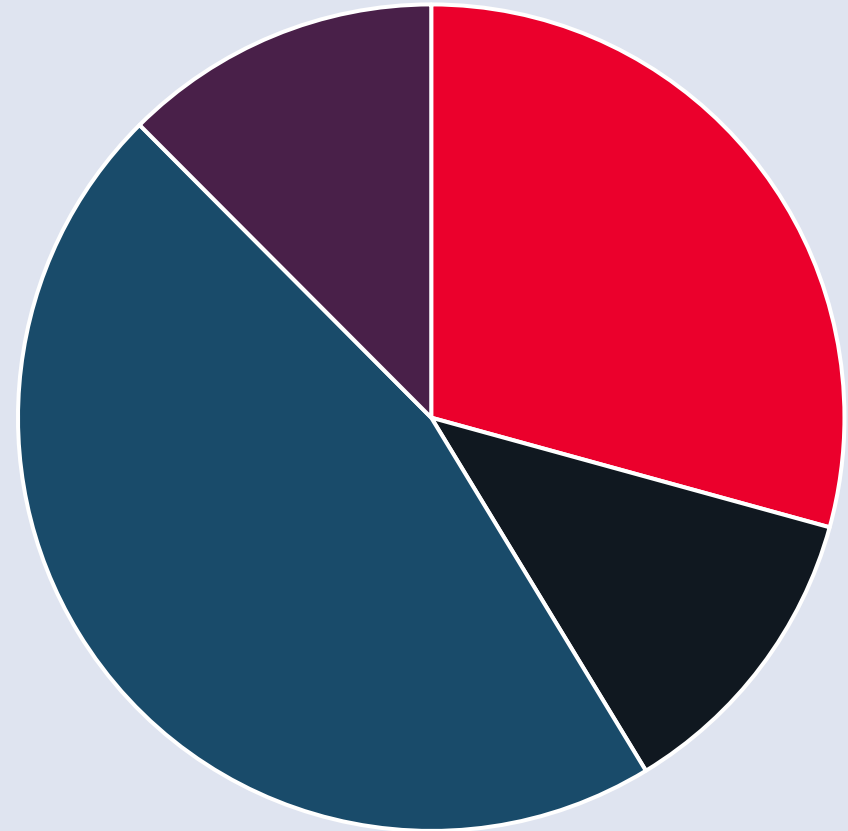
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# **NILG LISTENING SESSIONS**

## Poll Questions NILG

How are you feeling?

- **Overwhelmed** appears most often



- Just trying to get from this minute to the next
- Scared
- Overwhelmed
- Great! Optimistic about the future

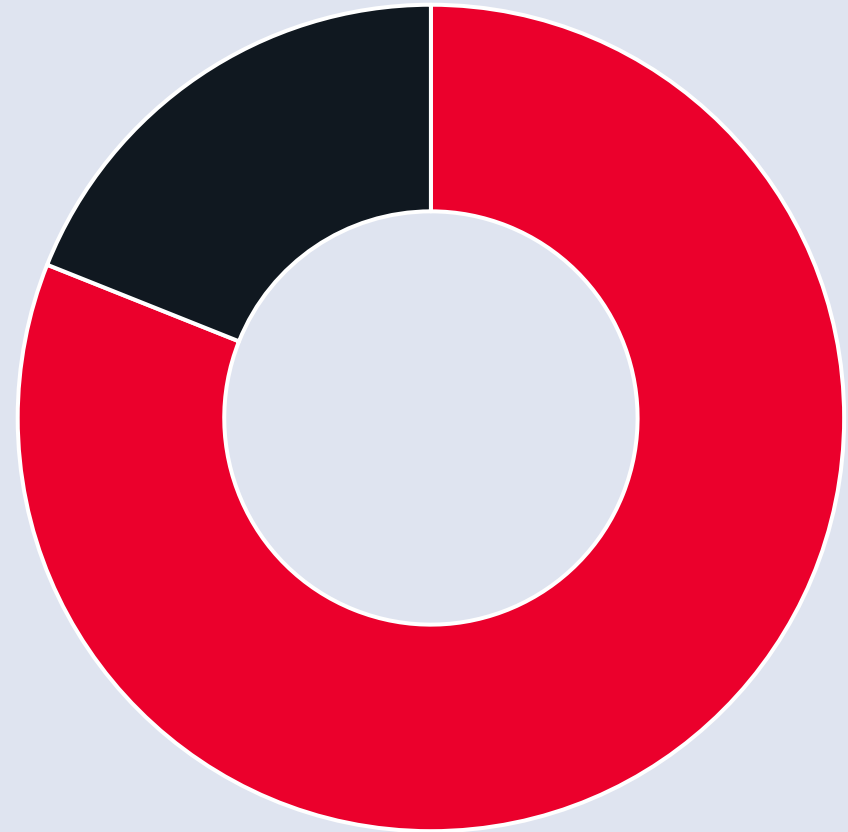
## How are you feeling now compared to last year at this time?

- (a) Much better. Additional guidance from the Administration, legal counsel and/or other reliable sources, have clarified compliance expectations. We understand what is expected. My organization is moving forward with permissible DEI strategies that align with legal principles.
- (b) Somewhat better. We have a general understanding of what is permissible DEI. We are cautious about the programs we implement.
- (c) The same. We have eliminated all initiatives and strategies that could possibly be considered DEI regardless of whether they are lawful.

## Poll Questions NILG

Have you started educating your staff/stakeholders on the New Executive Orders?

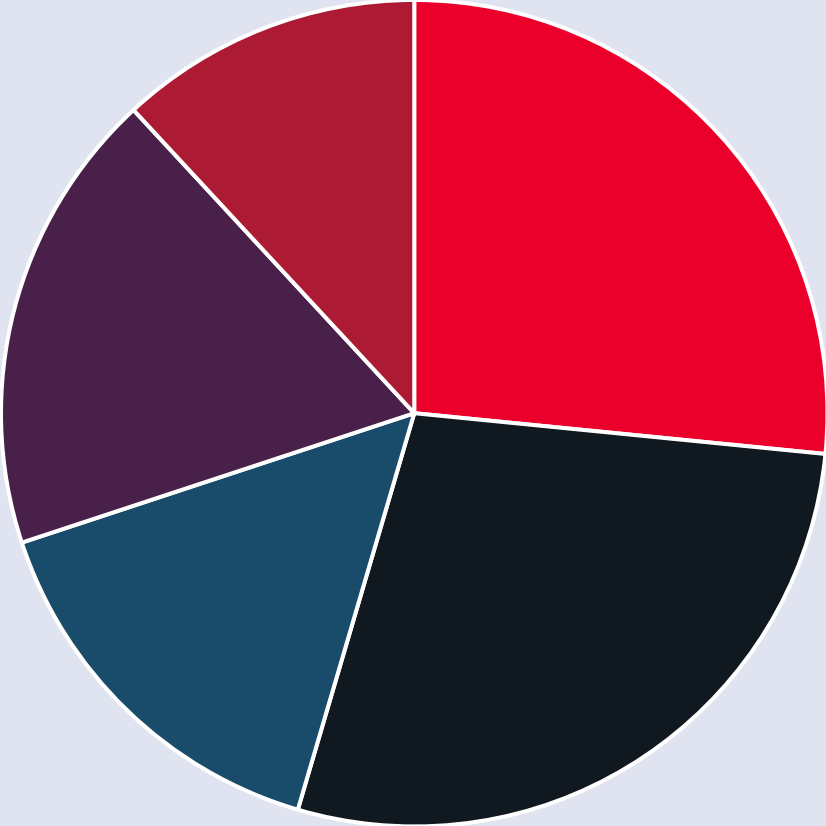
- **Yes** appears most often



- Yes
- No

# Poll Questions NILG

If you answered yes, how are you conducting the education?



- In-Person Meetings
- Sharing webinar content
- Meetings with outside counsel and/or consultant?
- Emails
- Sharing insights from thought leaders

# What strategies did you find most effective for educating your staff/stakeholders on “illegal DEI”?

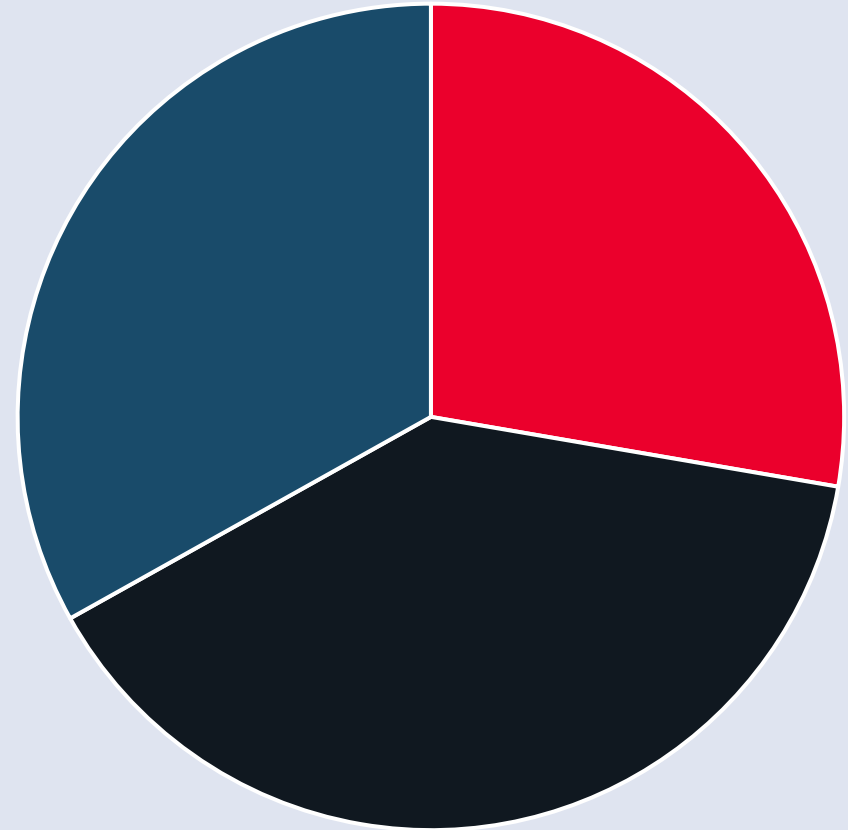
- (a) Town halls or all-hands meetings
- (b) Written communications (memos, emails)
- (c) Formal training sessions
- (d) All of the above

# What has led the education efforts for your organization?

- (a) HR/People team**
- (b) Legal or compliance team**
- (c) External consultants**
- (d) Senior leadership/C-suite**

## Poll Questions NILG

In the absence of further guidance of EO 14173, has your company taken any immediate compliance changes?



- No
- Yes
- We are waiting until closer to the 90-day mark

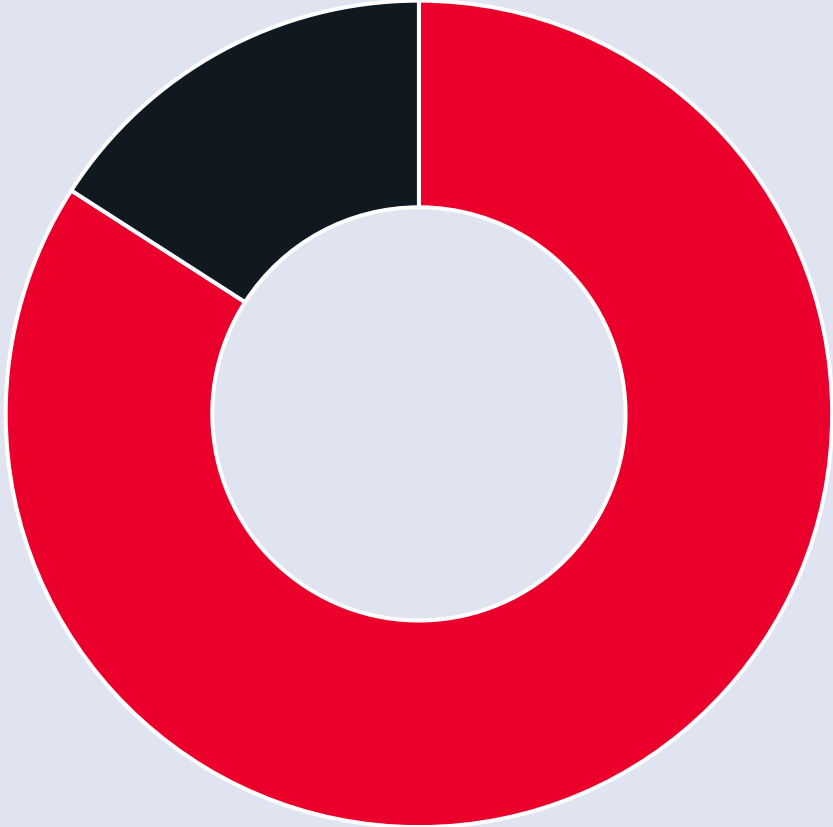
# What actions has your organization taken in response to the compliance changes?

- (a) Undertook a comprehensive legal review of all DEI strategies, including recruiting efforts, and implemented recommended changes
- (b) Eliminated all DEI programs
- (c) Updated relevant policies and training materials
- (d) No actions taken yet
- (e) (a) and (c)
- (f) (b) and (c)

# Poll Questions NILG

Has your company revised your job postings?

- **No** appears most often



■ No  
■ Yes

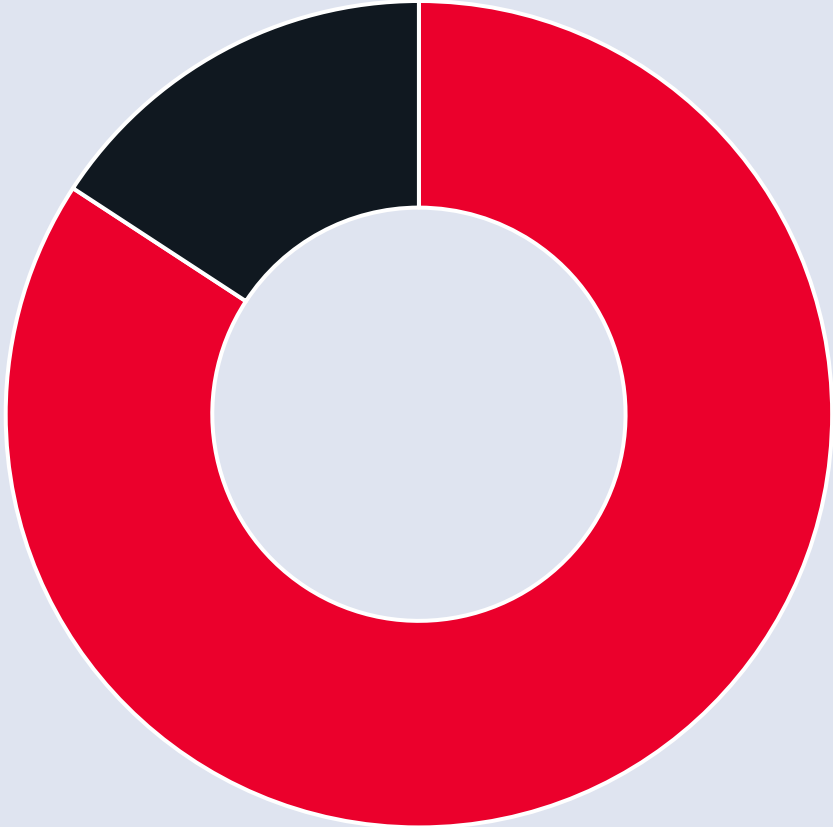
## What specific changes did you make to job postings?

- (a) Removed DEI-related language
- (b) Remove pay transparency clause
- (c) No changes made yet

# Poll Questions NILG

Has your company revised your contract language?

- **No** appears most often



■ No  
■ Yes

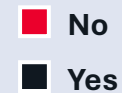
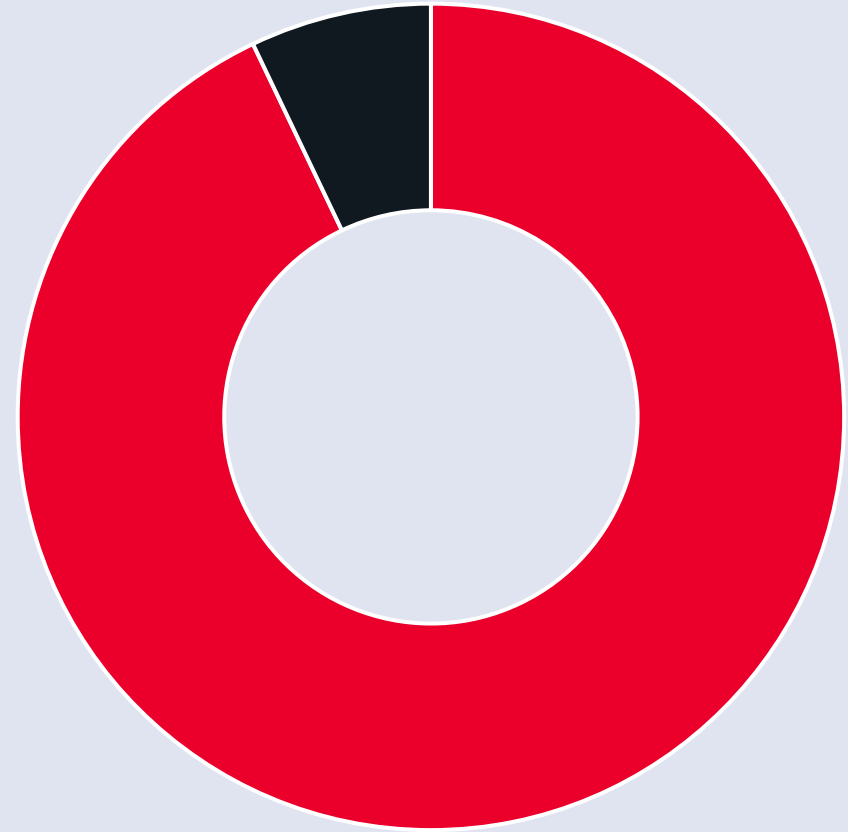
## Has your company revised the EEO clause in your subcontracts?

- (a) Yes
- (b) No. We are waiting for the Administration to issue a new clause.

## Poll Questions NILG

Has your company removed any references to the pay transparency obligations?

- **No** appears most often



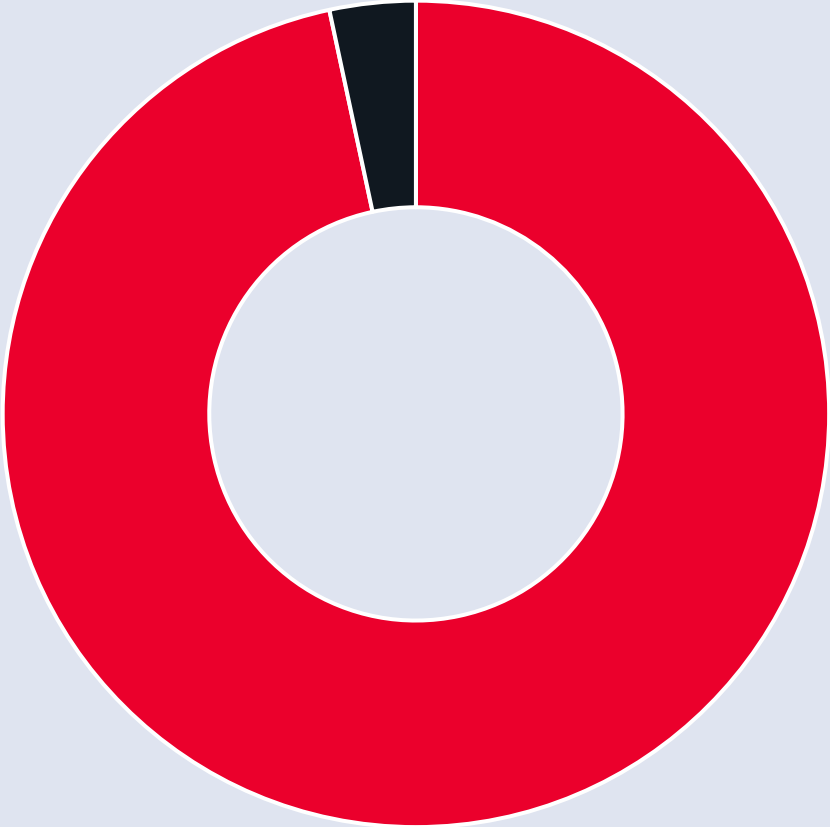
# Has your company removed references to pay transparency in your job postings?

- (a) Yes, removed all references proactively
- (b) No, retained language based on applicable state law requirements
- (c) Still evaluating, no decision has been made

# Poll Questions NILG

Will you continue to collect applicant race and gender information?

- **Yes** appears most often



■ Yes  
■ No

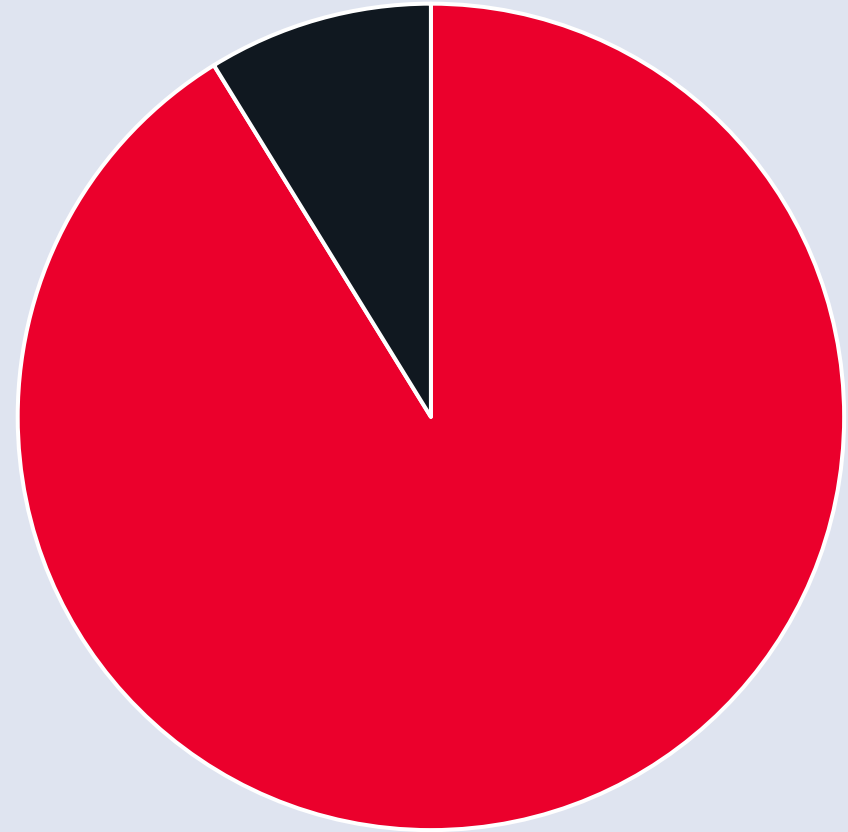
# **Have you continued to invite applicants to self-identify race, ethnicity and gender information?**

- (a) Yes, we have continued to collect this information with no changes**
- (b) We only collect this information where required by state law**
- (c) We are still consulting with legal counsel**
- (d) No, we paused collection entirely**

## Poll Questions NILG

Regulatory requirements are often seen as burdensome and costly on businesses. How is your C-suite perceiving the revocation of EO 11246?

- “They are committed to the importance but understand it may need to look differently” appears most often



- They are committed to the importance but understand it may need to look differently.
- They are excited about the potential cost savings.

## How has your C-Suite responded to the decrease in regulatory burden?

- (a) Reduced compliance resources/budget and reallocated resources to other priorities
- (b) Maintained current budget to remain ready to comply with any new obligations that may arise
- (c) Increased investment to stay ahead of changes

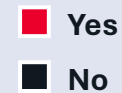
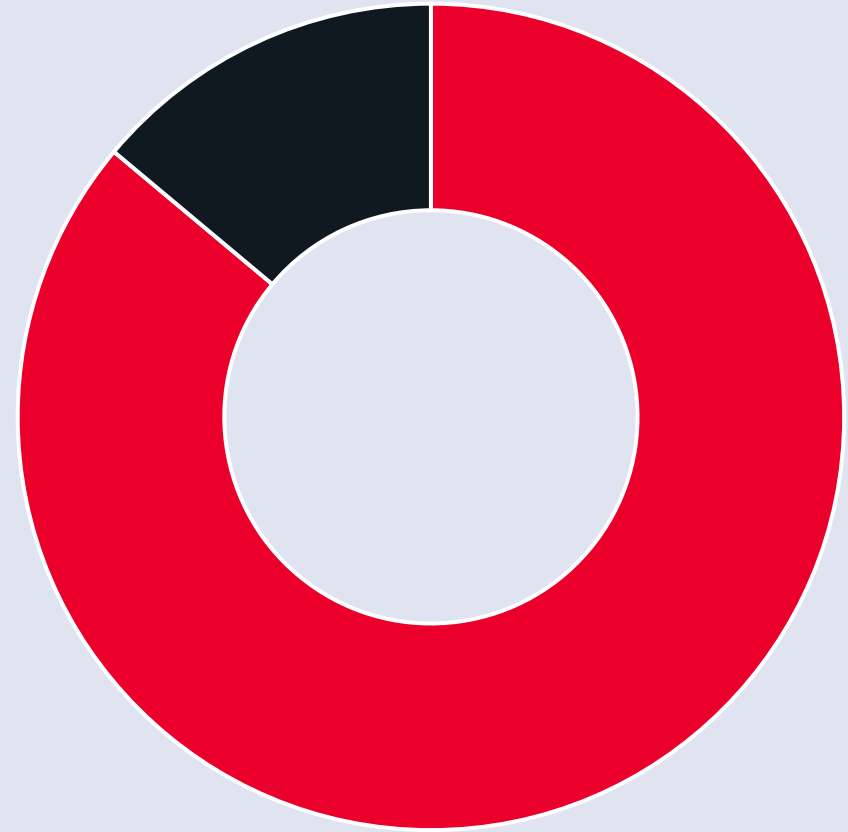
# **If your response to the prior question was to reallocate funds to other priorities, what are those priorities?**

- (a) Compliance with the patchwork of state laws such paid sick and family leave**
- (b) Pay data reporting and related compliance assessments**
- (c) Assessment of AI tools impact**
- (d) Workplace training**
- (d) Compliance with wage and hour obligations**
- (e) Other workplace compliance obligations**
- (f) (a)-(e)**
- (g) Funds will be reallocated to other business units**

## Poll Questions NILG

Is your company still planning to conduct workforce analyses to ensure equal employment opportunities?

- **Yes** appears most often



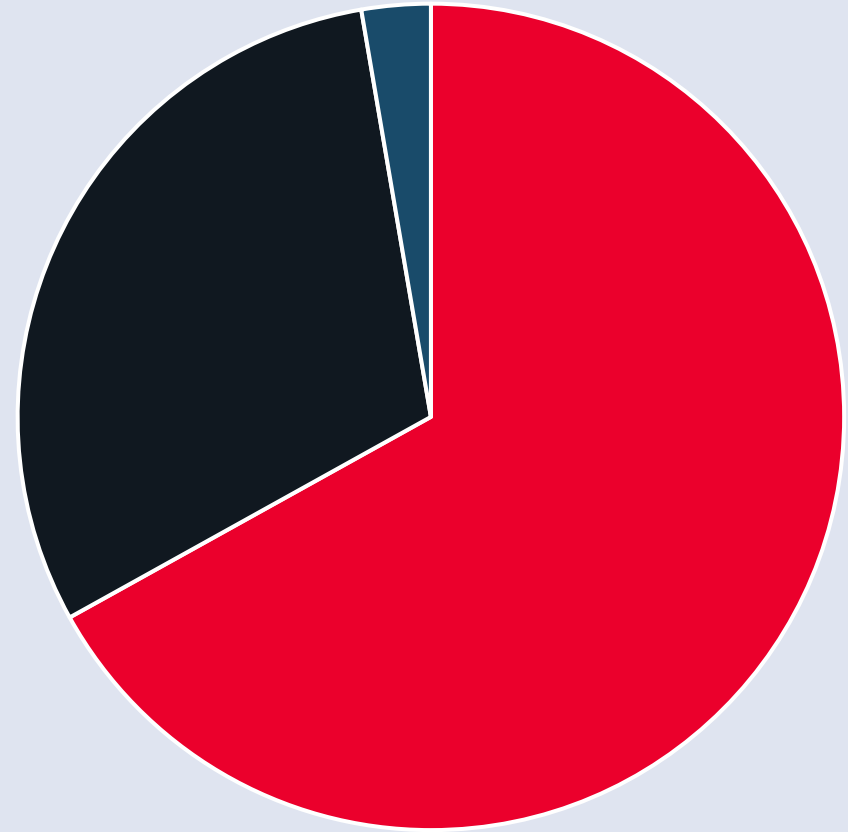
**Is your company planning to conduct workforce analyses (hiring, promotion, termination activity) based on gender and race/ethnicity to ensure equal employment opportunities?**

- (a) Yes, continuing analyses with no changes**
- (b) No, all analyses have been paused pending further guidance**
- (c) Analyses will be conducted on an as needed basis only**

## Poll Questions NILG

If your company had ERGs, are you keeping them?

- **Yes** appears most often



- Yes
- We are still evaluating
- No

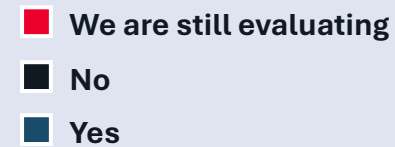
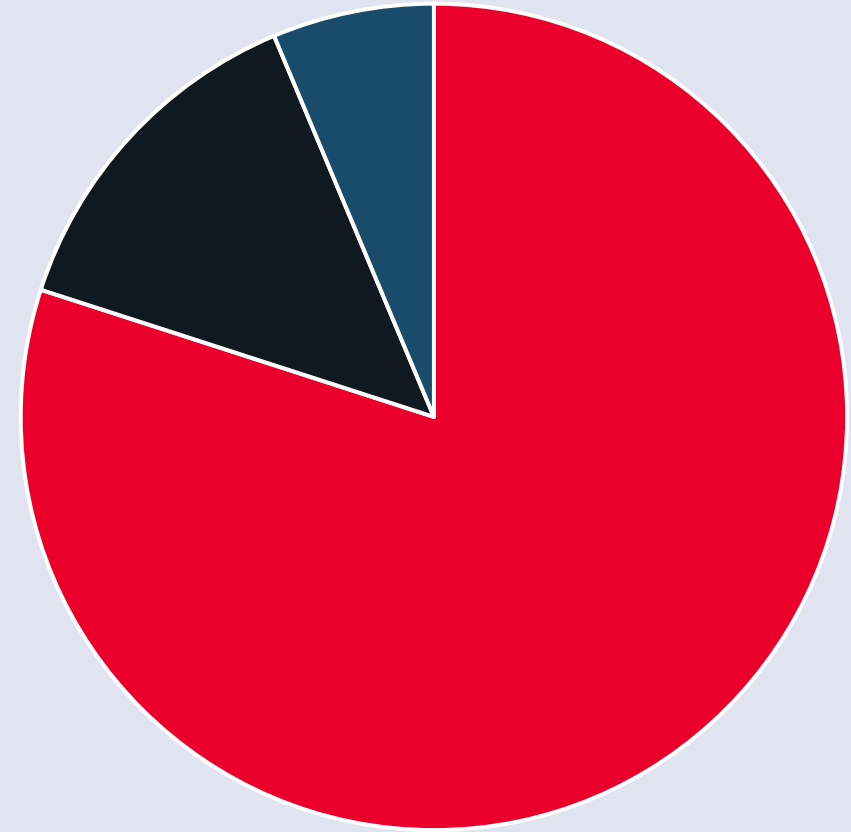
## **If your company had ERGs prior to the Administration change, have you kept them?**

- (a) Yes, we kept ERGs with no changes**
- (b) We rebranded or restructured our ERGs to make them open to all employees regardless of protected status**
- (c) Employees are permitted to create ERGS, but they are not supported in any way by the company and meetings must be held before or after work hours or during lunch**
- (d) All ERGs have been disbanded and are no longer permitted**

## Poll Questions NILG

If your company had mentoring groups around gender or ethnicity, are you keeping them?

- **“We are still evaluating”** appears most often



# **If your company had mentoring groups around gender or ethnicity, are you keeping them?**

- (a) Yes, we kept our program and made no changes**
- (b) We opened programs to all employees regardless of identity**
- (c) We temporarily paused all formal mentoring programs**
- (d) We dissolved formal mentoring programs**



**THANK YOU**