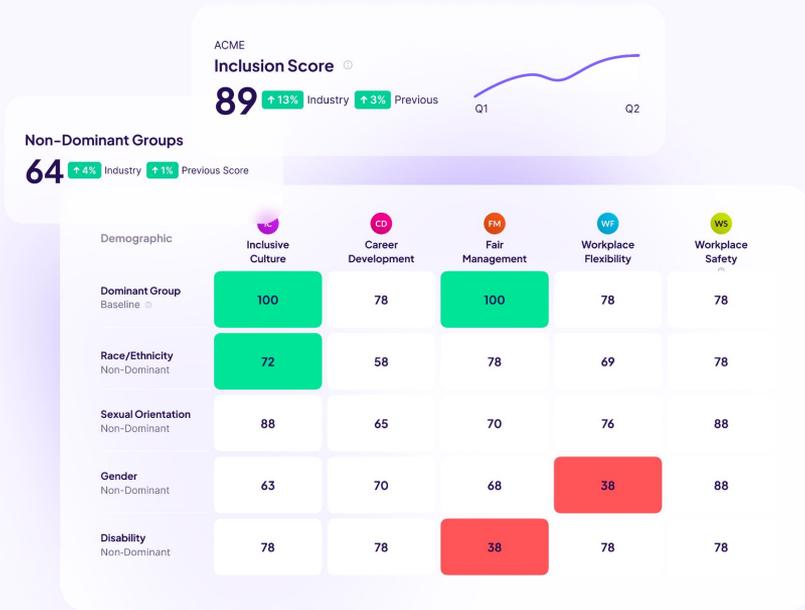




DEI Compliance Roundtable

A conversation on adapting to regulatory
shifts & driving workplace accountability

About us



Diversio is a global leader in DEI Analytics & Compliance Solutions, serving organisations in 100 languages across the globe, spanning over 51 countries.

Our academically-validated platform offers comprehensive DEI measurement, data analytics, strategy and consulting services.

With **endorsed** training programs and industry-leading certifications, you can partner with Diversio to align with global compliance standards & create a culture where inclusion creates lasting impact.

The first, end-to-end people platform



Data & Analytics

Education & Training

Consulting

About Host

Laura McGee is the Founder and CEO of Diversio, which operates in 51+ countries and has been featured at the G20 and Davos. Laura collaborates with partners like UN Women and the Investor Leadership Network to drive DEI industry change.

Previously a McKinsey consultant, Laura co-chaired Canada's Expert Panel on Women Entrepreneurs and serves on the boards of Global Citizen, ArcTern Ventures, and the University of Waterloo.

She is also a C100 and David Rockefeller Fellow with the Trilateral Commission.



Laura McGee

She/Her

Founder & Chief Operating Officer

About Host

Daniel Fellows is the General Manager of Diversio UK and EU, leading the company's expansion.

Daniel was the founder and CEO of Get-Optimal.com a technology and software company building AI solutions focussed on driving and delivering equitable solutions globally.

As a former Director of Marketing at Indeed.com, Microsoft, and Vodafone Daniel has a commitment to positive and authentic change that enables equal opportunities for all through the development and execution of technology solutions.



Daniel Fellows

He/Him

General Manager UK & EU



<https://diversio.com/>

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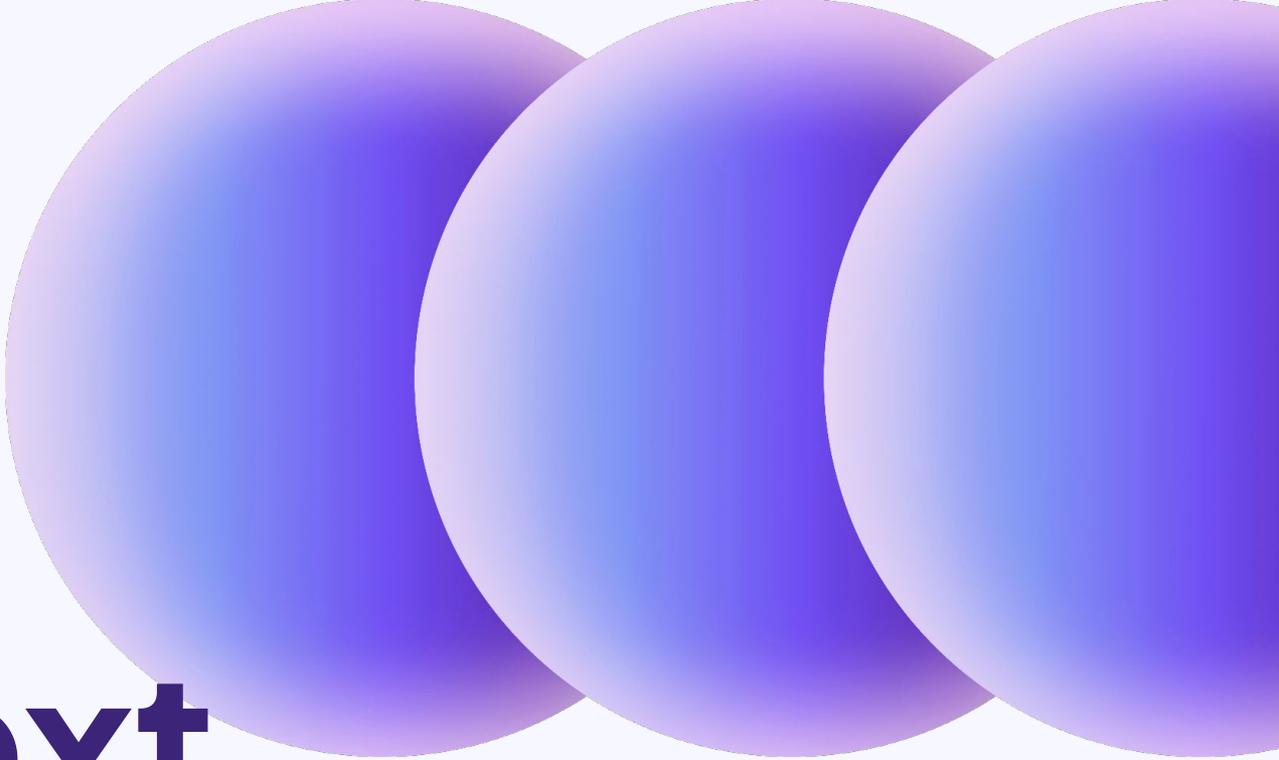
1. Context
2. Rest-of-World
3. What's Coming
4. Your Pending Decision
5. Next Steps

Disclaimer

This document is intended to provide general insights into the global context of Diversity, Equity, and Inclusion (DEI) policies and practices. It is not intended to serve as legal advice, nor should it be construed as such.

The DEI landscape is evolving rapidly, with laws and regulations frequently changing in various regions. Organizations are encouraged to consult with legal professionals or compliance experts to ensure full adherence to local and international laws applicable to their specific circumstances.

Context



Political pressures are reshaping DEI policies and practices



Jan 21st

**Executive Order
ending Illegal Discrimination and
Restoring Merit-Based Opportunity**

Jan 22nd

Directive across all Federal Agencies

Jan 23rd

**Public Address at the World Economic
Forum**

Jan 23rd

Public Address at the World Economic Forum



- ✗ Declared corporate DEI initiatives as “illegal” and “immoral.”
- ✗ Signaled potential legal actions against companies implementing DEI programs
- ✗ Emphasized a return to merit-based employment practices.

The Trump administration has a narrow definition of DEI



Practices Likely Considered DEI

1. **Quotas or affirmative action** tied to identity
2. Training on **bias or privilege based on race or gender**
3. **Messaging** around systemic **racism or sexism**
4. **Guilt-based language** or programming
5. **Supplier diversity programs** framed as identity-based

Practices Outside the DEI definition

1. Broad **cultural improvement initiatives** (e.g., team building, values alignment)
2. **Employee engagement** surveys
3. **Skills-building** initiatives (e.g. mentorship, leadership development)
4. **Metrics-driven analysis of workforce** trends

Congressionally–approved pro DEI regulations remain in place



EEO Reporting

Employers must submit workforce demographic data (EEO-1) including race, ethnicity, gender, and job categories

Federal Laws

Title VII, ADA, ADEA, GINA mandate fair treatment and accommodations for diverse employees

State & Local DEI Regulations

CA, NY, and IL, etc enforce pay transparency, board diversity reporting, and anti-harassment training

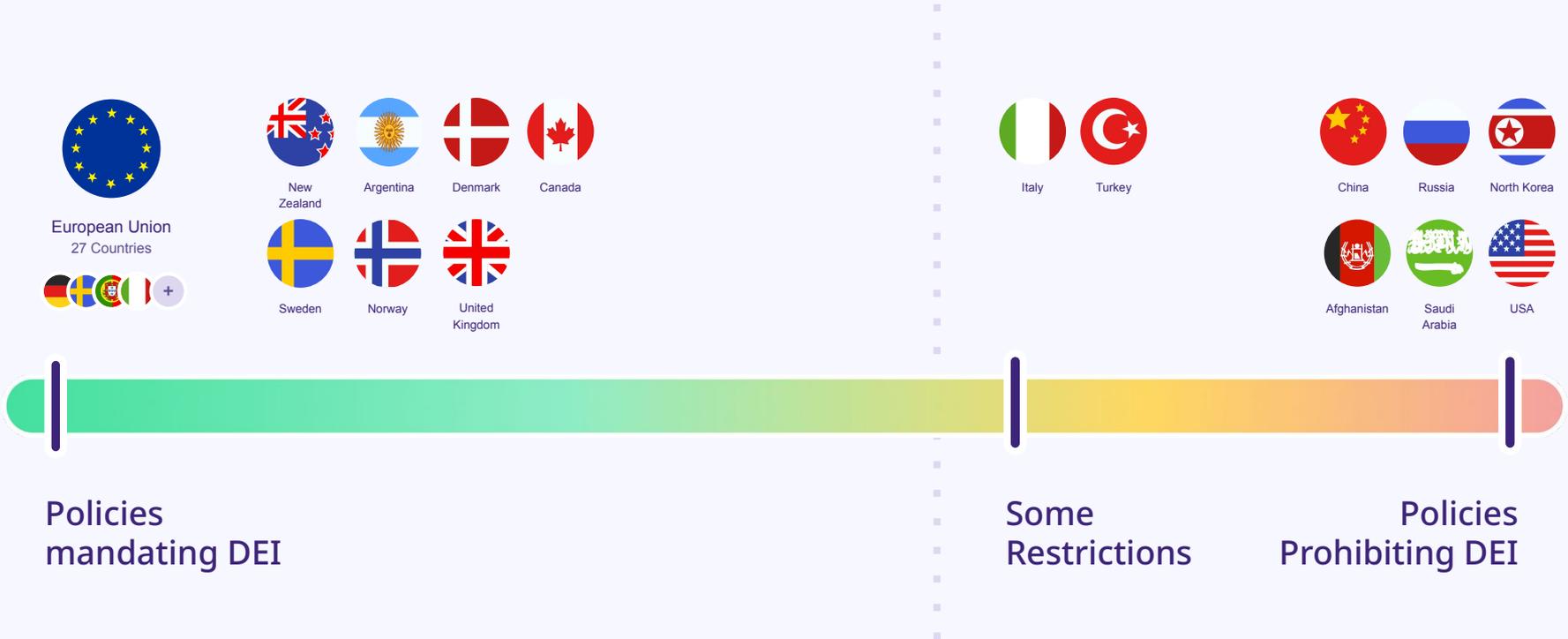
Workplace Culture

Employers are legally required to maintain a workplace free from harassment, violence, and toxic behavior



Rest-of-World

Most progressive nations have enacted laws promoting DEI



The EU enacted comprehensive DEI reporting obligations in 2023

Fines for non-compliance are
up to €10M per country

✓
Workforce
Diversity &
Inclusion

✓
Equal
Opportunities

✓
Working
Conditions

✓
Work-Life
Balance &
Flexibility

✓
Health, Safety,
& Well-Being

✓
Training
& Career
Development

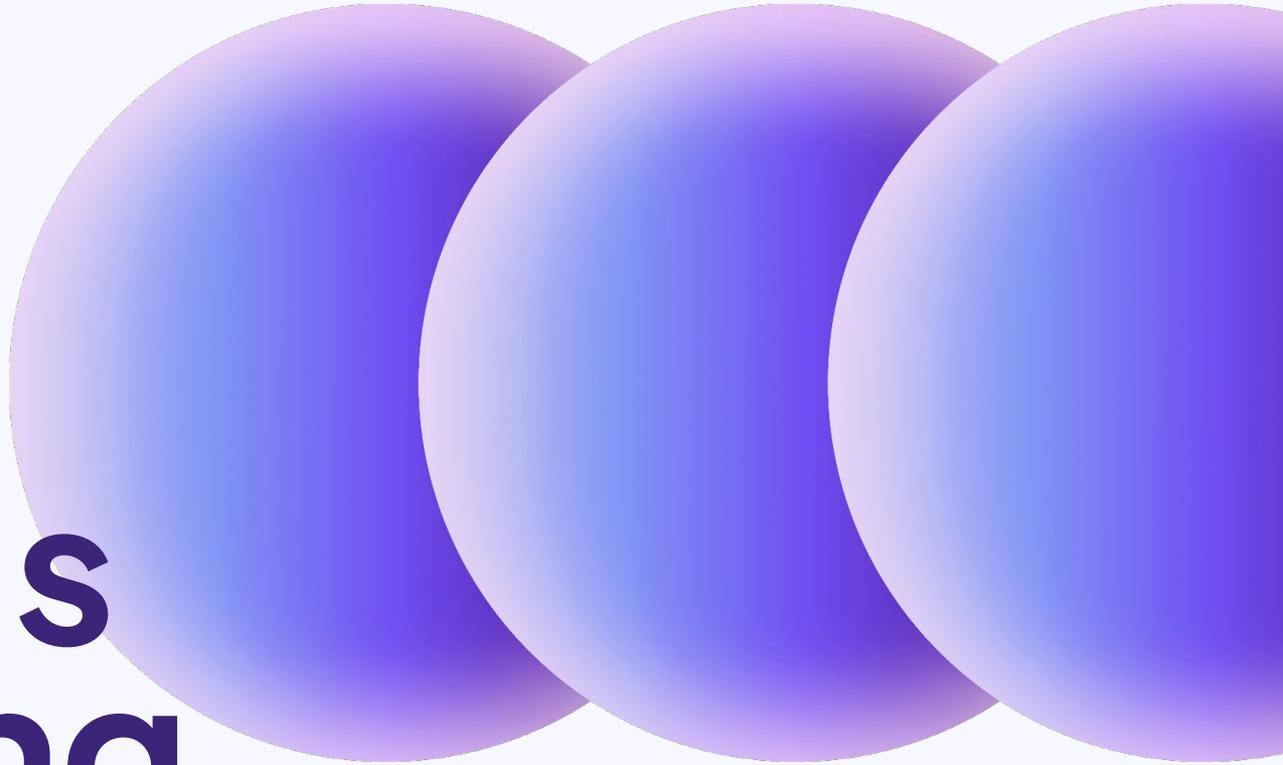
✓
Freedom of
Association
& Collective
Bargaining

✓
Non-
Discrimination &
Harassment

✓
Engagement
& Employee
Representation

✓
Human Rights
Due Diligence

What's Coming



Executive Orders will face judicial scrutiny



Why Challenges Are Expected

- **Vagueness and ambiguity**
- **Constitutional Concerns:** 14th Amendment and Title VII
- **Interferences with states' rights**

Who Is Leading the Opposition

- **American Civil Liberties Union (ACLU)**
- **Human Rights Campaign**
- **State Bar Associations (California, Massachusetts)**

Companies will **reposition**, not retreat.



REUTERS Jan 26, 2025

Trump's DEI cuts force Davos elite to find new words for diversity

“ Reuters spoke with at least three tech executives whose companies have contracts with the U.S. government. They said they remained committed to diversity programs in the workplace.

Other policymakers and executives said the acronym DEI had become damaging, even as they doubled down on their commitment to diversity.

Bank of America Chief Executive Brian Moynihan described diversity as having “commercial logic”.

How major brands are responding

Staying the course

- JP Morgan
- Ancestry.com
- Costco
- Microsoft
- Apple
- Cisco
- Goldman Sachs
- Mitre
- Delta Airlines
- Novo Nordisk
- Pinterest
- Deutsche Bank
- UBS
- Salesforce
- McKinsey
- Ben & Jerry's

Re-branding

- Google
- Walmart
- Amazon
- Meta
- BT Group
- McDonald's
- Starbucks

Reversing

- Ford Motor Company
- Tractor Supply Company
- John Deere
- Boeing
- Harley Davidson
- Lowe's

*“While it may look like corporate diversity efforts are drawing to an end, **most companies appear to be forging ahead** with the majority of their diversity policies and goals—**albeit more quietly**, so as not to draw adverse attention.” – Source: [Bloomberg Law](#)*



How global companies can adapt

The decision

Stay the Course

Option 1

1. Reinforce your company's commitment with strong internal and external messaging.
2. Build alignment among key stakeholders by emphasizing the business case for DEI (e.g., innovation, retention, and performance metrics).
3. Use Diversio's data to demonstrate the measurable impact of DEI efforts, ensuring buy-in from stakeholders.

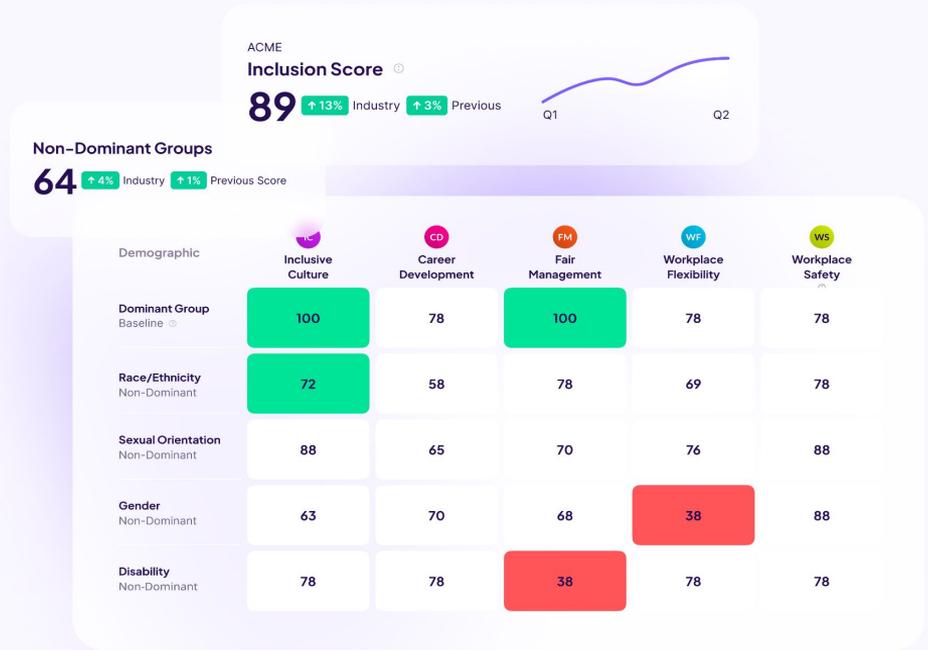
Refocus and Rebrand

Option 2

1. Reposition DEI initiatives under broader cultural and workforce optimization efforts.
2. Shift external messaging to focus on measurable outcomes (e.g., engagement, productivity).
3. Use Diversio's expertise to adapt messaging ensuring alignment with both internal goals and external pressures.

For many, inclusion is the answer

- ✓ Compliance-friendly across geographies
- ✓ Performance-enhancing
- ✓ Low-risk, high-reward
- ✓ CRSD & ESRS reporting



Inclusion Metrics



Diversio's framework for the employee experience

Recruitment & Hiring

Recruitment at all levels reflecting the diversity of the communities in which the organization operates.

Workplace Safety

A workplace free of mental, physical & sexual harassment

Fair Management

Fair, objective, and free from unconscious bias. All employees have equal opportunity to advance within their organization.

Workplace Flexibility

A workplace that does not inadvertently exclude diverse employees through rigid protocols.

Inclusive Culture

The openness of team environments to diverse opinions and perspectives, without feeling judged.

Career Development

A culture of mentorship & sponsorship that is open to all employees, not just the dominant group.

Diversio is here to be your trusted partner



Auditing &
Compliance Support

DEI Surveys &
Benchmarking

Training &
Consulting

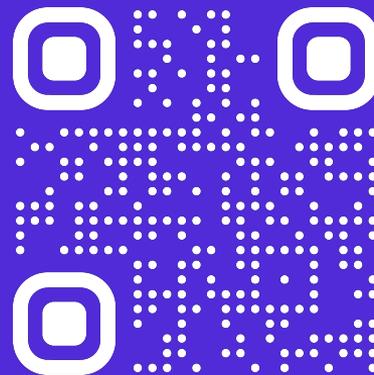
USED BY



Q&A

Let's build a more inclusive and engaged workplace together

 @diversioglobal  hello@diversio.com



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strategy session**

How to scan? Use your phone camera, scan
over code, then click the link presented