

MARSH

Roundup: Employer resources on the changing landscape of DEI

Law & Policy Group
Marsh People and Investments

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Contents

1. Introduction	2
2. Government information	3
3. Law firm analyses	6
4. News and viewpoints	30

Section 1

Introduction

In June 2023, the US Supreme Court in [*Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*](#) ruled colleges' use of race as a factor in student admissions is unconstitutional under the 14th Amendment's equal protection clause. Since the decision, various viewpoints have emerged on the ruling's effect on companies' diversity, equity, and inclusion (DEI) programs. While the Biden administration actively supported affirmative action and various DEI initiatives, President Trump's administration has adopted a firm stance against DEI programs in both the federal government and private sectors, issuing several executive orders (EOs) to limit these efforts. This roundup provides links to government information, third-party analyses, news articles, and viewpoints about the varying aspects and issues to consider regarding employers' DEI programs. The content in each section is organized in reverse chronological order and is by no means comprehensive. The content also does not necessarily reflect Marsh's or the authors' point of view on the subject.

Section 2

Government information

- [Rescission of Executive Order 11246 implementing regulations](#) (Federal Register, August 21, 2026)
- [EEOC votes to release updated draft strategic plan for public input](#) (EEOC, July 1, 2026)
- [EEOC Strategic Plan FY 2026-2030](#) (EEOC, July 1, 2026)
- [EEOC votes to rescind affirmative action interpretive guidelines and related compliance manual](#) (EEOC, June 30, 2026)
- [EEOC releases new national enforcement plan](#) (EEOC, June 4, 2026)
- [EEOC delivers on administration priorities and President Trump's executive orders](#) (EEOC, May 7, 2026)
- [Court backs OPM policy protecting taxpayers from funding gender transition procedures](#) (OPM, March 2026)
- [Ruling](#) (EEOC, March 24, 2026)
- [EEOC delivers on administration priorities and President Trump's executive orders](#) (EEOC, May 7, 2026)
- [Reminder of Title VII obligations related to DEI initiatives](#) (EEOC, February 26, 2026)
- [EEOC Commission votes to rescind 2024 harassment guidance](#) (EEOC, January 23, 2026)
- [EEOC Commission adopts resolution to require Commission approval of almost all litigation](#) (EEOC, January 23, 2026)
- [Justice Department releases guidance for recipients of federal funding regarding unlawful discrimination](#) (Department of Justice, July 30, 2025)
- [OPM issues guidance to protect religious expression in the federal workforce](#) (OPM, July 28, 2025)
- [Statement from EEOC Acting Chair Andrea Lucas celebrating the Supreme Court's unanimous ruling in *Ames* restoring evenhanded application of Title VII](#) (June 2025, EEOC)

- [Ames v. Ohio Dept. of Youth Services](#) (Supreme Court, June 5, 2025)
- [Federal court vacates portions of EEOC harassment guidance: EEOC updates website to reflect *Vacatur*](#) (EEOC, May 20, 2025)
- [Justice department establishes civil rights fraud initiative](#) (Justice Department, May 19, 2025)
- [Restoring equality of opportunity and meritocracy](#) (The White House, April 23, 2025)
- [Fact sheet: President Donald J. Trump signs landmark order to restore equality of opportunity and meritocracy](#) (The White House, April 23, 2025)
- [In EEOC settlement, four 'BigLaw' firms disavow DEI and affirm their commitment to merit-based employment practices](#) (EEOC, April 11, 2025)
- [EEOC and Justice Department warn against unlawful DEI-related discrimination](#) (EEOC, March 19, 2025)
- [Order](#) (Fourth Circuit Court of Appeals, March 14, 2025)
- [EEOC acting chair promises to hold accountable universities and colleges for antisemitism on campus workplaces](#) (EEOC, March 5, 2025)
- [EEOC Acting Chair vows to protect American workers from anti-American bias](#) (EEOC, February 19, 2025)
- [Removing gender ideology and restoring the EEOC's role of protecting women in the workplace](#) (EEOC, January 28, 2025)
- [Protecting children from chemical and surgical mutilation](#) (The White House, January 28, 2025)
- [Ending illegal discrimination and restoring merit-based opportunity](#) (Office of Federal Contract Compliance Programs, January 23, 2025)
- [Fact Sheet: President Donald J. Trump protects civil rights and merit-based opportunity by ending illegal DEI](#) (The White House, January 22, 2025)
- [Ending illegal discrimination and restoring merit-based opportunity](#) (The White House, January 21, 2025)
- [Reforming the federal hiring process and restoring merit to government service](#) (The White House, January 20, 2025)
- [Ending radical and wasteful government DEI programs and preferencing](#) (The White House, January 20, 2025)

- [Defending women from gender ideology extremism and restoring biological truth to the federal government](#) (The White House, January 20, 2025)
- [OFCCP announces final rule on procedures for identifying and remedying discrimination in federal contracting](#) (Office of Federal Contract Compliance Programs)
- Colorado: [Attorney General Legal Opinion: Diversity, equity and inclusion efforts remain legal under federal law](#) (Colorado Attorney General, October 4, 2023)
- [Affirmative action frequently asked questions](#) (Office of Federal Contract Compliance Programs, July 27, 2023)
- [Letter to Fortune 100 CEOs from attorney generals of 21 states](#) (Office of the Attorney General of Nevada, July 19, 2023)
- [Letter to Fortune 100 CEOs from attorney generals of 13 states](#) (Office of the Attorney General of Kansas, July 13, 2023)
- [Statement from EEOC Chair Charlotte A. Burrows on Supreme Court ruling on college affirmative action programs](#) (Equal Employment Opportunity Commission, June 29, 2023)
- [Students for Fair Admissions, Inc. v. President and Fellows of Harvard College](#), (Supreme Court, June 29, 2023)

Section 3

Law firm analyses

- [OFCCP finalizes major changes to federal contractor affirmative action regulations](#) (Michael Best, September 1, 2026)
- [How does the EEOC's proposal to remove EEO-1 reporting impact employers?](#) (Baker Sterchi, September 1, 2026)
- [Reported EEOC procedural changes may shorten employer response times](#) (Littler, September 1, 2026)
- [EEOC's updated strategic plan for 2026-2030: Discrimination prevention + remedy aligned with current NEP priorities](#) (Jackson Lewis, September 1, 2026)
- [New blueprint, same mission: what the EEOC's new FY 2026 — 2030 strategic plan means for employers](#) (Seyfarth, August 31, 2026)
- [With EEO-1 reporting poised to end, should employers continue to collect EEO data?](#) (Littler, August 27, 2026)
- [DEI announces second DEI-related False Claims Act settlement — Deloitte agrees to pay \\$21.5 million to the United States, plus \\$2.4 million to Indiana and Florida](#) (Akin, August 27, 2026)
- [EEOC's 2026 national enforcement plan and related actions: What changed and what employers should do now](#) (Troutman Pepper Locke, August 26, 2026)
- [OFCCP finalizes three rules resetting federal contractor affirmative action requirements](#) (Duane Morris, August 25, 2026)
- [The future of EEO-1 reporting: Key takeaways from the August 11 hearing](#) (Squire Patton Boggs, August 24, 2026)
- [DOL publishes final rule implementing the Trump administration's policy to 'end illegal discrimination'](#) (Peckar & Abramson, August 24, 2026)
- [OFCCP ends disability utilization goals and inquiries into disability](#) (Littler, August 21, 2026)
- [EEOC hearing on EEO-1 rescission: Most speakers urge retention or reform](#) (Ogletree Deakins, August 14, 2026)
- [EEOC rescinds affirmative action guidelines — what employers need to know](#) (Venable, August 13, 2026)
- [Goodbye EEO-1 reports? EEOC proposes rolling back certain workforce data requirements, but employer obligations remain](#) (Jackson Lewis, August 12, 2026)

- [EEOC identifies broad rulemaking initiative targeting reporting requirements, selection procedures, and longstanding guidance](#) (Seyfarth, July 6, 2026)
- [EEOC rescinds long-standing affirmative action guidance](#) (Sullivan & Cromwell, July 2, 2026)
- [EEOC rescinds longstanding affirmative action guidance](#) (Bowditch, July 2, 2026)
- [EEOC rescinds longstanding affirmative action guidance](#) (Shipman, July 1, 2026)
- [EEOC rescinds guidance on permissible affirmative action](#) (Littler, June 30, 2026)
- [EEOC releases new national enforcement plan, reorienting agency priorities](#) (Mayer Brown, June 30, 2026)
- [EEOC's shifting priorities and strategies](#) (Squire Patton Boggs, June 16, 2026)
- [EEOC reinvents itself with a new enforcement plan for the Trump administration](#) (Paul Hastings, June 10, 2026)
- [Colorado mandates state EEO-1 data reports — even if federal reporting ends](#) (Jackson Lewis, June 10, 2026)
- [EEOC's new national enforcement plan signals shift toward intentional discrimination and DEI enforcement](#) (Covington, June 8, 2026)
- [EEOC scales back federal EEO reporting requirements: What it means for private-sector employers](#) (Ogletree Deakins, June 7, 2026)
- [EEOC releases new national enforcement plan](#) (Littler, June 5, 2026)
- [EEOC signals end to federal EEO-1 reporting, but employers should still be prepared to file in 2026](#) (Goldberg Segalla, June 1, 2026)
- [EEO-1 reporting at an end? EEOC's proposed rule would halt decades of workforce data connection](#) (Sheppard, May 26, 2026)
- [Employers: Your next EEO-1 report may be your last ever](#) (Squire Patton Boggs, May 21, 2026)
- [EEOC proposes to eliminate EEO-1 reporting](#) (Cooley, May 21, 2026)
- [DEI training does not create a hostile work environment according to the Tenth Circuit](#) (Parsons Behle & Latimer, May 21, 2026)
- [EEOC proposes rescinding employer data reporting requirements](#) (Morgan Lewis, May 19, 2026)
- [EEOC filing signals likely end to EEO-1 reporting](#) (Littler, May 18, 2026)
- [EEOC proposes rescission of annual reporting requirements: What employers need to know now](#) (Seyfarth Shaw, May 18, 2026)

- [EEOC report on fulfilling President Trump's EEO priorities](#) (Worklaw Network, May 18, 2026)
- [EEOC proposes to eliminate race/ethnicity and sex reporting](#) (Ogletree Deakins, May 15, 2026)
- [EEOC submits proposal to rescind federal EEO reporting and recordkeeping rules](#) (Jackson Lewis, May 15, 2026)
- [Lots of love: Polyamorous and nontraditional family structures gain anti-discrimination protections in cities in California, Oregon and Washington](#) (Littler, May 13, 2026)
- [Florida's new DEI ban for local governments: What contractors and vendors need to know](#) (Proskauer, May 12, 2026)
- [Anti-DEI law requires Florida contractors and grant recipients to certify compliance](#) (Ogletree Deakins, May 11, 2026)
- [Tips for handling DEI clampdown in Gov't contracts](#) (Morgan Lewis, May 6, 2026)
- [The DEI fight isn't over: New legal flashpoints](#) (Womble Bond Dickenson, May 5, 2026)
- [Florida law prohibits government funding for DEI initiatives](#) (Littler, April 29, 2026)
- [FAR Council moves to prohibit 'racially discriminatory DEI practices' through mandatory contract clauses](#) (Morgan Lewis, April 23, 2026)
- [Implementation of Trump's March 26 executive order on DEI set to begin on April 24](#) (Littler, April 21, 2026)
- [New FAR council guidance: The 'teeth' behind the DEI discrimination ban for federal contractors](#) (Ogletree Deakins, April 21, 2026)
- [New executive order expands restrictions on DEI activities by federal contractors](#) (Davis Wright Tremaine, April 10, 2026)
- [5 things to know about the DEI executive order](#) (Seyfarth Shaw, April 9, 2026)
- [From affirmative action to false claims: Federal contractors face another DEI prohibition](#) (Thompson Hine, April 6, 2026)
- [Why the new DEI executive order matters for federal contractors — and signals broader risk for all US employers](#) (Baker McKenzie, April 6, 2026)
- [New DEI executive order targets racial discrimination by federal contractors](#) (BCLP, April 6, 2026)
- [New executive order targets DEI practices by federal contractors](#) (Whiteford, April 3, 2026)

- [Recent DEI updates: Making sense of the latest surrounding the Administration's DEI executive orders](#) (Kilpatrick, April 2, 2026)
- [New executive order focuses on racially discriminatory DEI efforts by federal contractors](#) (Duane Morris, April 2, 2026)
- [New executive order requires federal contractors to agree not to engage in racially discriminatory DEI activities](#) (Skadden, April 2, 2026)
- [Recent DEI updates: Making sense of the latest surrounding the administration's DEI executive orders](#) (Kilpatrick, April 2, 2026)
- [New executive order on DEI discrimination by federal contractors: Key considerations](#) (DLA Piper, April 1, 2026)
- [The dismantling of DEI continues: New executive order targets 'racially discriminatory DEI activities' by federal contractors](#) (Bradley, March 31, 2026)
- [Changing EEOC enforcement priorities and DEI-related discrimination: What employers need to know](#) (Michael Best, March 31, 2026)
- [President Trump issues executive order to further prevent 'racially discriminatory DEI activities' by federal contractors](#) (Michael Best, March 31, 2026)
- [Certified fraud? New FCA exposure for federal contractors' DEI efforts](#) (Taft, March 31, 2026)
- [New executive order targets 'DEI discrimination' by federal contractors](#) (Holland & Knight, March 31, 2026)
- [Washington state bans noncompete agreements](#) (BCLP, March 31, 2026)
- [New 'addressing DEI discrimination' executive order: What federal contractors need to know](#) (Covington, March 31, 2026)
- [New executive order targets federal contractor DEI discrimination, ramps up FCA enforcement directives](#) (Morgan Lewis, March 30, 2026)
- [New EO targets racially discriminatory DEI activities by federal contractors and subcontractors](#) (Proskauer, March 30, 2026)
- [Trump executive order imposes new DEI contract clause expanding DEI coverage, mandating access to contractor records, debarment and other remedies](#) (Venable, March 27, 2026)
- [New EO targets federal contractor DEI practices, signals increased enforcement activity](#) (Jackson Lewis, March 27, 2026)
- [Executive order 11246 redux: Trump's new executive order on DEI calls for renewed scrutiny of government contractors](#) (Littler, March 27, 2026)

- [Executive order imposes new DEI-related contract requirements on federal contractors](#) (Akin, March 27, 2026)
- [DEI Duel: EEOC Signals Intensified Scrutiny of Employer Policies as Former Officials Sound the Alarm](#) (Sheppard, March 25, 2026)
- [EEOC chair Andrea R. Lucas reminds Fortune 500 companies about DEI programing about DEI programming](#) (Squire Patton Boggs, March 19, 2026)
- [Defensible decisions: Leaning into the law after EEOC rescinds anti-harassment guidance](#) (Ogletree Deakins, March 18, 2026)
- [EEOC allows sex-segregated facilities in federal workspaces](#) (Constangy, March 3, 2026)
- [Diversity, equity and inclusion: How we got here and where we are going](#) (Womble Bond Dickinson, February 26, 2026)
- [DEI under the microscope: DOJ targets DEI practices under the False Claims Act](#) (Venable, February 10, 2026)
- [The EEOC pulled its harassment guidance. Now what?](#) (Pierson Ferdinand, January 26, 2026)
- [EEOC rescinds enforcement guidance on harassment](#) (Littler, January 22, 2026)
- [EEOC rescinds 2024 enforcement guidance on harassment in the workplace](#) (Husch Blackwell, January 22, 2026)
- [Florida and Texas Attorneys Geneal announce opposition to DEI programs](#) (Jackson Lewis, January 21, 2026)
- [California's new diversity reporting law imposes obligations on a wide array of asset management firms](#) (Proskauer, January 20, 2026)
- [The EEOC's new posture on DEI under Chair Andrea Lucas: What executives and corporate counsel need to know](#) (Offit Kurman, January 20, 2026)
- [The 'disparate' dilemma in employment discrimination litigation](#) (Jackson Lewis, December 30, 2025)
- [White House Executive Order targets proxy advisory firms — potential implications for companies and investors](#) (Akin, December 23, 2025)
- [New Jersey codifies existing disparate impact rules](#) (Morgan Lewis, December 22, 2025)
- [Executive order targets proxy advisors and related DEI & ESG policies](#) (Mayer Brown, December 14, 2025)
- [Trump executive order targets proxy advisors over DEI and ESG influence](#) (Gunderson Dettmer, December 12, 2025)

- [DOL-EEOC partnership expands coordinated enforcement on national origin discrimination under 'project firewall'](#) (Ogletree Deakins, November 26, 2025)
- [OFCCP announces increase in the contract amounts triggering federal affirmative action obligations](#) (Littler, November 25, 2025)
- [EEOC issues directive to close all pending charges alleging disparate impact in the wake of Trump's April 23 executive order](#) (Buchanan, November 24, 2025)
- [EEOC updates guidance on national origin discrimination: Key takeaways for employers](#) (Littler, November 20, 2025)
- [Inside the exclusive: DEI developments: What every employer needs to know](#) (Ogletree Deakins, November 6, 2025)
- [Illinois federal court upholds nationwide injunction of key part of DEI executive order](#) (Ogletree Deakins, November 6, 2025)
- [City of Seattle secures preliminary injunction on DEI and gender executive orders](#) (Ogletree Deakins, November 4, 2025)
- [EEOC to halt investigations into disparate impact claims](#) (Jackson Lewis, October 6, 2025)
- [An employer's back-to-school guide on recent developments in workplace DEI](#) (Baker McKenzie, September 23, 2025)
- [DOL plan to shutter OFCCP next year and transfer oversight to other agencies](#) (Hall Benefits Law, September 22, 2025)
- [Mintz on air: Practical policies — DEI developments: The proxy problem](#) (Mintz, September 16, 2025)
- [Maryland Federal District Court blocks education department's moves against DEI programs](#) (Ogletree Deakins, August 19, 2025)
- [Comprehensive guide to Trump's executive actions on ESG, DEI & environmental policy](#) (Sheppard, August 19, 2025)
- [The new era of religious accommodations: Clarifying the standard for 'sincere religious beliefs' and evaluating undue hardship](#) (Littler, August 19, 2025)
- [DOJ issues guidance on 'unlawful' employer DEI policies, programs and practices](#) (Herbert Smith Freehills Kramer, August 14, 2025)
- [Unpacking the DOJ's latest DEI memo: More bark than bite?](#) (Freshfields, August 5, 2025)
- [New DOJ guidance identifies unlawful DEI practices that could result in the revocation of federal funding](#) (Ogletree Deakins, August 5, 2025)

- [Two recent federal memos address religion in the workplace](#) (Duane Morris, August 4, 2025)
- [Department of Justice offers further guidance regarding unlawful discrimination and DEI](#) (Littler, August 4, 2025)
- [US DOJ issues guidance on 'unlawful discrimination' related to DEI programs for recipients of federal funding](#) (Sidley, August 4, 2025)
- [DOJ provides another puzzle piece in the 'illegal DEI' puzzle](#) (Taft Law, August 4, 2025)
- [DOJ expands views on unlawful DEI](#) (Sullivan & Cromwell, August 4, 2025)
- [New federal religious expression and accommodations guidance may impact private employers](#) (Ogletree Deakins, August 1, 2025)
- [DOJ issues memorandum for federal funding recipients addressing 'unlawful discrimination' practices](#) (Covington, August 1, 2025)
- [Trump administration releases new guidance on unlawful DEI](#) (Baker Hostetler, August 1, 2025)
- [Attorney general issues memorandum on unlawful discrimination for recipients of federal funds](#) (Skadden, August 1, 2025)
- [DOJ issues guidance on 'unlawful discrimination'](#) (Latham & Watkins, August 1, 2025)
- [DOJ doubles down on DEI and antidiscrimination obligations for recipients of federal funds](#) (Seyfarth Shaw, August 1, 2025)
- [Navigating DEI initiatives amidst evolving legal and political landscapes](#) (Krieg Devault, July 15, 2025)
- [DEI taskforce update](#) (Gibson Dunn, July 1, 2025)
- [DEI under the microscope: What employers should know about recent developments](#) (Cooley, June 24, 2025)
- [Supreme Court eliminates heightened discrimination standard under Title VII](#) (Greenberg Traurig, June 13, 2025)
- [Supreme Court strikes down Sixth Circuit rule heightening discrimination standard for members of majority groups](#) (Troutman Pepper Locke, June 12, 2025)
- [Supreme Court rejects higher discrimination standard for majority-group Title VII claims](#) (Phelps, June 9, 2025)
- [The Supreme Court makes it easier to pursue reverse discrimination claims](#) (Michael Best, June 9, 2025)

- [U.S. Supreme Court reconciles split regarding standard for 'reverse discrimination' claims](#) (Morrison Foerster, June 6, 2025)
- [Supreme Court rejects additional burdens for reverse discrimination plaintiffs](#) (Benesch, June 6, 2025)
- [High Court eliminates 'background circumstances' as a requirement in 'reverse discrimination' cases](#) (Littler, June 6, 2025)
- [Supreme Court rejects 'background circumstances' requirement in alleged 'reverse discrimination' cases](#) (Vedder Price, June 6, 2025)
- [Supreme Court resolves Circuit split in reverse discrimination cases](#) (Plunkett Cooney, June 6, 2025)
- [Supreme Court eases burden of proof in 'reverse discrimination' claims](#) (Squire Patton Boggs, June 6, 2025)
- [Supreme Court unanimously rejects Sixth Circuit's 'background circumstances' requirement for 'reverse discrimination' cases](#) (Crowell, June 6, 2025)
- [U.S. Supreme Court reverses 'reverse' employment discrimination pleading standard](#) (Jackson Lewis, June 5, 2025)
- [President Trump's executive orders on DEI](#) (AARR, June 3, 2025)
- [Department of Labor proposed budget seeks to completely dismantle OFCCP](#) (Jackson Lewis, June 2, 2025)
- [Federal court vacated gender identity portions of EEOC harassment guidance: Employer uncertainty remains](#) (Jackson Lewis, May 29, 2025)
- [End of the Rooney rule? EEOC chair's memo flags standard DEI initiatives as potentially discriminatory](#) (Levy Employment Law, May 27, 2025)
- [Court scraps EEOC guidance on pronouns, restrooms, and dress](#) (Constangy, May 23, 2025)
- [EEOC doubles down on targeting of disparate impact liability](#) (Kelley Drye, May 23, 2025)
- [From pride to parity: Legal guardrails for managing DEI events and celebrations](#) (Ogletree Deakins, May 22, 2025)
- [DOJ launches Civil Rights Fraud initiative, tying anti-semitism and DEI policies to False Claims Act liability](#) (Venable, May 22, 2025)
- [DOJ announces plans to use false claims act to target anti-semitism and DEI policies](#) (Kilpatrick, May 22, 2025)
- [Federal court vacates EEOC harassment guidance regarding LGBTQ individuals](#) (Littler, May 22, 2025)

- [EEOC Opens EEO-1 data collection and cautions employers there is no 'diversity exception' to Title VII](#) (Sullivan & Cromwell LLP, May 22, 2025)
- [The Trump administration targets disparate impact discrimination liability: What employers need to know](#) (Akerman, May 21, 2025)
- [DOJ creates initiative to pursue aggressive false claims act enforcement against DEI programs and civil rights violations](#) (Morrison Foerster, May 21, 2025)
- [DOJ launches initiative leveraging the False Claims Act to target DEI programs](#) (Sidley, May 20, 2025)
- [TX federal court vacates transgender accommodations in EEOC enforcement guidance](#) (Phelps, May 20, 2025)
- [Justice department launches initiative targeting contractors' and grantees' DEI programs, anti-semitism, and transgender policies](#) (Proskauer, May 20, 2025)
- [New Trump executive order dismantles disparate impact liability](#) (Venable, May 16, 2025)
- [More on equal opportunity: Executive order seeks to end disparate impact liability to promote equal opportunity](#) (JD Supra, May 16, 2025)
- [Disparate impact theory lives on despite Trump order](#) (Duane Morris, May 15, 2025)
- [New \(old\) battlegrounds: The administration's targeting of transgender rights](#) (JD Supra, May 14, 2025)
- [U.S. employers expect significant impact from regulatory shifts on immigration and inclusion, equity & diversity, Littler survey shows](#) (Littler, May 7, 2025)
- [Executive orders raise compliance concerns for employers](#) (Day Pitney, May 6, 2025)
- [DEI under the Trump administration: Recent developments for employers](#) (DLA Piper, May 5, 2025)
- [Disparate impact: Executive order restoring equality of opportunity and meritocracy v. Title VII & the courts](#) (Nelson Mullins, May 2, 2025)
- [New executive order changes course on certain employment discrimination claims](#) (Phelps, May 1, 2025)
- [New executive order aims to end disparate impact liability for discrimination](#) (Sheppard, April 28, 2025)
- [Executive order rejects disparate impact theory of unlawful discrimination, but employers still may face disparate impact liability](#) (Duane Morris, April 28, 2025)
- [President Trump issues executive order addressing disparate impact liability](#) (Gibson Dunn, April 25, 2025)

- [Trump administration issues executive order aimed at eliminating disparate impact liability under anti-discrimination laws](#) (Proskauer, April 25, 2025)
- [President Trump acts to significantly limit disparate impact liability for discrimination](#) (Sullivan & Cromwell, April 25, 2025)
- [Disappearing Act: Latest executive order takes aim at disparate impact liability](#) (Pierce Atwood, April 25, 2025)
- [President Trump issues executive order aimed at eliminating disparate impact liability under anti-discrimination laws](#) (Proskauer, April 24, 2025)
- [New executive order directs federal agencies to deprioritize disparate impact: What employers need to know](#) (Seyfarth Shaw, April 24, 2025)
- [Executive order: Restoring equality of opportunity and meritocracy](#) (April 23, 2025, President Donald J. Trump) (Ford Harrison, April 24, 2025)
- [Restoring equality of opportunity and meritocracy](#) (Trump EO tracker) (Akin, April 23, 2025)
- [DEI initiatives in Hong Kong — are they still needed following Trump's anti-DEI crackdown in the US?](#) (Lewis Silken, April 22, 2025)
- [EEOC submits request to eliminate optional disclosure of non-binary data for EEO-1 reporting](#) (Jackson Lewis, April 22, 2025)
- [Corporate America seeks balance between commitment to diversity and rejection of official DEI programs](#) (Hall Benefits Law, April 21, 2025)
- [The Fourth Circuit's ruling and what it means for employers](#) (Nelson Mullins, April 17, 2025)
- [With DEI initiatives under review, employers must still comply with federal and state anti-discrimination laws](#) (Greenbaum Rowe Smith & Davis, April 16, 2025)
- [FCC takes aim at media companies' IE&D efforts](#) (Littler, April 14, 2025)
- [DEI policies: Illinois court issues temporary restraining order against executive orders](#) (Hunton, April 14, 2025)
- [Prohibitions on DEI do not impact Title VII protections](#) (Hall Benefits Law, April 14, 2025)
- [Trump fired an EEOC commissioner: You won't BELIEVE what happened next!](#) (Constangy, April 11, 2025)
- [Notice to employers: The EEOC is targeting anti-American bias](#) (Hunton, April 9, 2025)
- [What to do about DEI? Former EEOC officials weigh in](#) (Constangy, April 9, 2025)

- [Liability for employers handling discrimination complaints without DEI](#) (Hall Benefits Law, April 8, 2025)
- [U.S. embassies demand contractors operating in certain European countries certify compliance with U.S. anti-discrimination law](#) (Sullivan & Cromwell LLP, April 7, 2025)
- [Federal agencies begin implementing DEI/DEIA-related executive orders](#) (Womble Bond Dickinson, April 3, 2025)
- [The DEI dilemma: New EEOC guidance on DEI initiatives](#) (Hunton, April 2, 2025)
- [DOJ and EEOC issue guidance regarding 'unlawful DEI-related discrimination'](#) (Mayer Brown, April 2, 2025)
- [Trump's anti-DEI agenda remains at center stage](#) (Benesch, March 31, 2025)
- [Is DEI really 'dead'? Key takeaways for Australian employers, boards and company directors on the DEI backlash](#) (King & Wood Mallesons, March 31, 2025)
- [Financial institutions advised to immediately end affirmative action programs based on sex and race](#) (Dickenson Bradshaw, March 28, 2025)
- [How to run a legally compliant DEI program](#) (Holland & Knight, March 25, 2025)
- [Newly appointed OFCCP director reveals plans to review previously submitted affirmative action plans of federal contractors](#) (Kilpatrick, March 25, 2025)
- ['Illegal DEI' still undefined in new EEOC, DOJ guidance: Compliance considerations for employers](#) (Jackson Lewis, March 24, 2025)
- [EEOC technical guidance warns against DEI-related discrimination at work](#) (Vedder Price, March 21, 2025)
- [Employers get new guidance on when DEI programs comply with federal law](#) (Phelps, March 21, 2025)
- [EEOC and DOJ issue guidance on 'DEI-related discrimination'](#) (Paul Hastings, March 21, 2025)
- [The EEOC publishes new Q&A addressing DEI-related discrimination](#) (Hogan Lovells, March 21, 2025)
- [EEOC and DOJ issue technical assistance documents on DEI-related discrimination in the workplace](#) (Sullivan & Cromwell, March 21, 2025)
- [EEOC and DOJ clarify the federal government's enforcement priorities as to DEI-related workplace discrimination](#) (K&L Gates, March 21, 2025)
- [EEOC and DOJ issue guidance on 'DEI-related discrimination'](#) (Paul Hastings, March 21, 2025)

- [Will the rolling back of DE&I initiatives in the US impact organisations in the UK?](#) (Shoosmiths, March 21, 2025)
- [Federal appeals court allows Trump DEI orders to go forward](#) (Worklaw Network, March 20, 2025)
- [Trump's DEI executive orders are no longer blocked from taking effect](#) (Constangy, March 20, 2025)
- [Walmart rolls back DEI policies, faces backlash from State AGs and shareholders](#) (Hall Benefits Law, March 20, 2025)
- [EEOC and DOJ shed light on what constitutes 'Illegal DEI' \(US\)](#) (Squire Patton Boggs, March 20, 2025)
- [EEOC and Department of Justice issue technical assistance on DEI](#) (Littler, March 20, 2025)
- [EEOC & DOJ release guidelines on 'DEI-Related Discrimination'](#) (Mintz, March 20, 2025)
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- [Navigating the legal crossroads: Trump's executive order and its challenge to EEOC protections](#) (Buchanan, February 27, 2025)
- [ESG and DEI: Managing competing reporting obligations in the US and internationally](#) (Jackson Lewis, February 27, 2025)

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- [Nationwide injunction pauses enforcement of Trump anti-DEI executive orders](#) (Willkie, February 26, 2025)
- [President Trump's executive orders on DEI and their potential impact on the private sector](#) (Riley Safer Holmes & Cancel, February 25, 2025)
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- [What now? President Trump's DEI executive orders temporarily paused](#) (Morrison Foerster, February 24, 2025)
- [Trump appeals Maryland Court's preliminary injunction against the DEI executive orders — What US employers need to know today](#) (Baker McKenzie, February 24, 2025)
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- [U.S. Department of Education's new 'Dear Colleague' letter targets DEI programs and signals new era of Title VI enforcement](#) (Littler, February 18, 2025)
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- [President Trump's anti-DEI executive orders face challenge](#) (Constangy, February 13, 2025)
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- [Trump's 'gender ideology' executive order meets the workplace](#) (Mintz, February 12, 2025)
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- [Executive order, leadership shifts point to gender-related policy changes at EEOC](#) (Phelps, February 12, 2025)
- [DEI at stake: Federal groups challenge Trump's efforts to curb inclusivity](#) (Ogletree Deakins, February 10, 2025)
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- [President Trump's executive order enforcing binary gender recognition marks significant policy shift and employment impact](#) (Snell & Wilmer, February 6, 2025)

- [EEOC acting chair issues statement announcing Commission's plans to remove gender ideology and return to mission of 'protecting women in the workplace'](#) (K&L Gates, February 4, 2025)
- [Analyzing President Trump's 'defending women from gender ideology extremism and restoring biological truth to the federal government' executive order](#) (Sheppard, February 4, 2025)
- [Sweeping executive orders change definition of sex and end protection for transgender individuals](#) (O'Melveny, February 4, 2025)
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- [The Trump administration targets DEI: What employers need to know](#) (Akerman, February 3, 2025)
- [Predictably unpredictable: DI blocked, federal money still in play](#) (Reed Smith, February 3, 2025)
- [President Trump eliminates most federal contractor affirmative action requirements by rescinding Executive Order 11246](#) (Hall Render, February 3, 2025)
- [New executive order revokes 60-year old executive order 11246 and targets 'illegal' DEI efforts: What this means for employers](#) (Ford Harrison, January 31, 2025)
- [Executive order creates potential false claims act liability for employment discrimination](#) (Hall Render, January 31, 2025)
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- [What private employers should know following President Trump's executive order on sex and gender identity](#) (Crowell, January 23, 2025)
- [President Trump signs Executive Order eliminating affirmative action requirements for federal contractors](#) (Sidley, January 23, 2025)
- [Major change to federal contractors' affirmative action requirements](#) (Troutman Pepper Locke, January 23, 2025)
- [The revocation of executive order 112466 — what it means for federal contractors](#) (Cozen O'Connor, January 23, 2025)
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- [Trump administration issues executive order targeting DEI in the private sector](#) (Ropes & Gray, January 23, 2025)
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- [New administration puts DEI programs on notice](#) (Womble Bond Dickenson, January 22, 2025)
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- [DEI under scrutiny, Part VIII: Eleventh Circuit strikes down Florida ban on workplace DEI training under First Amendment](#) (Ogletree Deakins, March 14, 2024)
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- [DEI task force update](#) (Gibson Dunn, February 14, 2024)
- [How will corporate DEI policies be affected by the Supreme Court ruling in the university affirmative action cases?](#) (Skadden, November 7, 2023)
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- [Impact of SCOTUS affirmative action ruling on employers](#) (ABA, September 6, 2023)
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- [Supreme Court rules against university affirmative action policies: Implications for employers](#) (Ropes & Gray, June 30, 2023)
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- [Supreme Court battle over affirmative action could impact employment diversity initiatives](#) (Valarian Law, February 23, 2023)

Section 4

News and viewpoints

- [Republican EEOC chair sets sights on union discrimination cases](#) (subscription required) (Bloomberg Law, October 13, 2026)
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