

## PRIVILEGED DEI COMPLIANCE AUDITS

**FordHarrison offers a menu of services to assist employers with the design, implementation and legal assessment of voluntary Diversity, Equity and Inclusion (DEI) Initiatives.**

### BASELINE ASSESSMENT

- Conduct a comprehensive review of DEI initiatives, including:
  - diversity- related workplace policies, written communications and training materials;
  - initiatives stemming from employee resource groups, including each group's charter;
  - development of and strategies for achieving voluntary diversity goals;
  - implementation of diverse interview slates; and
  - policies and practices related to professional development programs.
- Perform a risk assessment audit that analyzes internal and external complaints and employee concerns related to DEI initiatives.

### PRIVILEGED ANALYTICS AND ASSESSMENTS

- Implement an analytical approach to the development and implementation of voluntary diversity goals, strategic recruiting and professional development opportunities;
- Partner with trusted outside experts to conduct privileged diversity audits and pay equity analyses;
- Advise on the development and performance of cultural climate surveys;
- Counsel clients on compliance with federal and state laws related to DEI programs, initiatives, and metrics, including best practices;
- Evaluate DEI programs for legal risks and advise on risk-reduction measures; and
- Conduct privileged statistical assessment to determine whether:
  - applicant pools and hires mirror both internal and external availability by race and gender; and
  - whether any groups have been disadvantaged as a result of the organization's DEI efforts.

### CUSTOMIZED LEADERSHIP TRAINING & DEVELOPMENT

- Talking points for addressing board members, executives, and managers regarding:
  - organization's commitment to DEI;
  - strategies for insulating the organization from attacks on its DEI initiatives; and
  - parameters related to compliance with OFCCP Affirmative Action obligations, if applicable.
- Education for managers and employees regarding DEI compliance, including heightened knowledge and understanding of others through Unconscious Bias and Respect in the Workplace workshops;
- Education for human resources professionals, recruiters and managers to ensure employment decisions are made on the basis of business-related criteria and the lawful implementation of DEI initiatives; and
- **FordHarrison Diversity Webinar Series** for Management and Employees.

**Please contact a member of the FordHarrison Diversity, Equity & Inclusion Audit (FH DEIA) Taskforce, the FordHarrison attorney you typically work with, or [clientservice@fordharrison.com](mailto:clientservice@fordharrison.com) to request a customized DEI Audit.**

