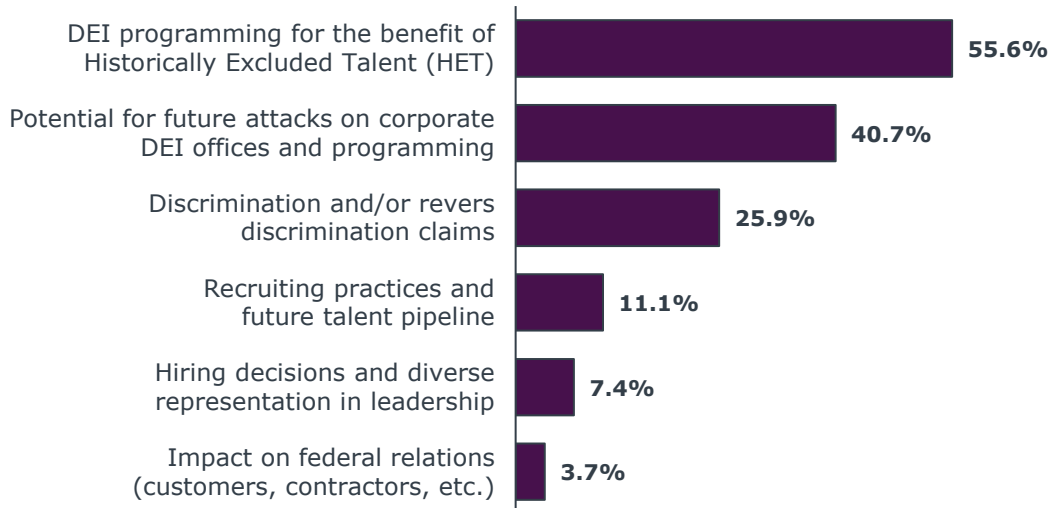


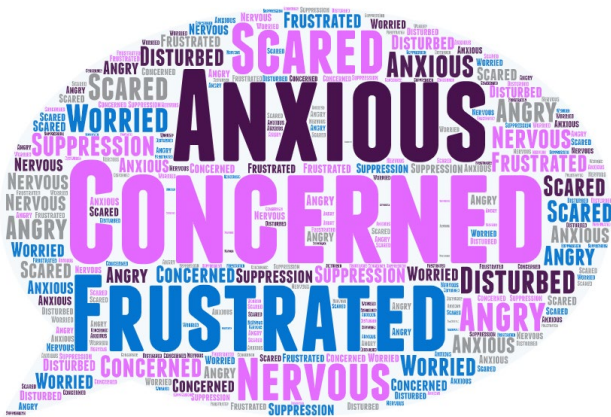
# Affirmative Action Potential Overturn: Top Concerns from CDOs

In June 2023, we conducted an [Employee Voice Session \(EVS\)](#) for our [research partners](#) who wished to express their concerns while awaiting the Supreme Court's decision on the future of affirmative action. During this session, we posed several questions, including:

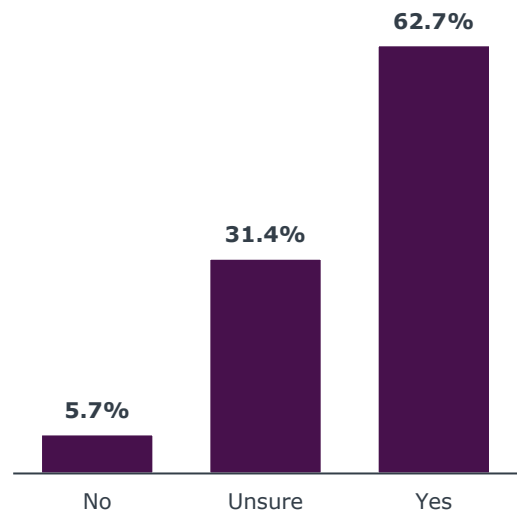
## What internal programming are you most concerned about with the potential overturning?



## In one word, how are you feeling about the pending Supreme Court decision regarding affirmative action?



## Post decision, do you feel confident your leadership team will be 100% brought into supporting DEI training, policies, and practices?



# Knowledge and Resources to Get Ready for the Potential Overturning

Affirmative action has played a significant role in the realm of higher education by facilitating the inclusion of individuals from diverse racial backgrounds. This approach has extended beyond academia, impacting the workplace through various measures such as talent pipeline development and the promotion of candidates from different backgrounds.

## Ramifications of Reversing Affirmative Action



Over the years, affirmative action has contributed to the advancement of people of color in employment, but its potential reversal poses significant challenges to using DEI to improve corporate culture. Legal and DEI experts argue that if affirmative action is overturned, fostering DEI in the workplace will become notably more arduous. Moreover, the elimination of affirmative action could potentially undermine company profits, as a negative impact on DEI efforts may hinder innovation, productivity, and employee satisfaction.



“If affirmative action is reversed, this will impact the admissions rates for underrepresented populations, which will in turn reduce the pipelines and pools for diverse talent. **These pools will become smaller and smaller, and organizations will not be able to rely on the same recruitment tactics:** hiring from the same universities and schools, using algorithms to filter applications, or looking for the same experiences and backgrounds for vacant positions.”

**Subha Barry, President, Seramount**

*Affirmative Action in Jeopardy: Three Ways Employers Can Promote Inclusive Hiring*



## Tips to Help Prepare Organizations

- [Promote inclusive hiring practices](#) that will attract, retain, and promote individuals from historically excluded populations.
- [Proactively address political differences](#) within the workplace and create safe spaces for views to be shared.
- [Learn more about the potential corporate impact](#) if affirmative action is overturned.
- [Leverage your Employee Resource Groups \(ERGs\)](#) to align best practices, strategies and communications within your organization.
- [Speak with an expert](#) to create a plan to sustain psychological safety within your workforce.