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# Higher Education Discrimination Law

**Faculty And Staff: Walking Through This New  
World Together**

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# What Is Happening On Your Campus?



# A New Risk Landscape

- Executive Orders
- Dear Colleague Letter
- End DEI Portal
- New Government Investigations
- Ongoing Litigation
- Different Approaches Based on Risk Tolerance

# Aligning Internal Stakeholders

- Strategic and mission-oriented goals
- Which stakeholders to involve in key conversations
- When and how to act in a shifting legal and regulatory environment

# Seeking The Best Talent

- Approaches for *attracting*, *recruiting*, and *retaining* the best talent

# Demographic Data

- Best practices around collection and use
  - Technical firewalls
  - Acceptable use policy
  - Training

# Navigating Complex Environment

- Keeping up with evolving and potentially conflicting federal and state directives
- Preparing for and addressing investigations and enforcement actions



# Questions?



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