Lou Brezo Scholl ([00:00](#)):

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([00:26](#)):

Welcome to GT Drive's Dynamic Dialogues, a Greenberg Traurig Diversity and Inclusion podcast. I'm your guest host, Lou Brezo Scholl, Director of Diversity, Equity and Inclusion Communications at Greenberg Traurig. We are excited to share this content with you, our listeners. Welcome to Five Trends to Watch in 2024 regarding diversity, equity, and inclusion. We expect to see increased regulation and litigation. Given today's DEI climate, businesses will likely require legal counsel to help evaluate and mitigate any potential risks associated with well-intentioned DEI programs or initiatives.

([01:14](#)):

DEI programs are not illegal per se. Title VII has long prohibited policies creating a disparate impact based on race, gender, or other protective characteristics. A legal team focused on helping clients navigate the current DEI climate is a critical corporate tool for 2024. We also expect to see greater enforcement of existing laws. In 2024, a full range of private employers is likely to be subject to greater scrutiny under laws affecting the employment relationship, including gender pay gaps, discrimination, and disability inclusion.

([01:59](#)):

This may increase litigation risks as well as opportunities to revamp systems which may ultimately benefit the employer, employees, and clients. 2024 is also likely to bring expanded race and ethnicity categories. The White House announced in early 2023, proposed revisions of standards for collecting and reporting race and ethnicity data across federal agencies. An initial proposal includes adding a response category for Middle Eastern and North African, separate and distinct from the white category. Proposed changes are likely to affect EOC reporting as well as related DEI programming in 2024.

([02:51](#)):

We also expect to see an increased use of artificial intelligence, technology, and data. As artificial intelligence, technology and data continue to garner strength, there may be hidden dangers in using information not vetted for bias. The World Economic Forum suggests four ways AI can be made more inclusive through diversity, transparency, education, and advocacy.

([03:22](#)):

Finally, we feel there will be a focus on systemic changes. Analytics can advance DEI given they offer a holistic view of the systems involved and capture opportunities for change. The Minority Corporate Council Association has this to say, "Measuring your diversity initiatives helps to put form, shape, meaning, value, accountability, follow-through and forward progress into your diversity efforts." For more information, contact the Greenberg Traurig DEI team. Thank you for listening. Tune in to future episodes of GT Drives Dynamic Dialogues.