

After DEI: Adapting Policies and Communicating Change



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**West
Virginia**

Presenters



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Takeaways

- As of November 12, 2025, DEI is still legal, but the landscape is constantly shifting
- Diversity, Equity, & Inclusion are different concepts
- Inclusion is the foundation for diversity and equity
- Diversity has many dimensions beyond race and gender
- Equity, unlike equality, accounts for varying circumstances of all stakeholders
- Diversity is still good for business
- Should organizations “rebrand” DEI programming?
- Increase allyship among employees through inclusive resource groups
- Continue budgeting for employee wellbeing
- Train managers and supervisors on inclusive leadership

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