

Takeaways from the 2025 WV SHRM State Council HR Legislative & Law Conference

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



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