

# GROUNDHOG DAY – STILL LIVING THROUGH THE PANDEMIC

*Diversity and Inclusion Issues Involved in the Navigating the (Ever/Never) Changing Landscaping*

Presented by

Shafeeqa Giarratani, Shareholder, Ogletree Deakins

Mickey L. Washington, Washington & Associates



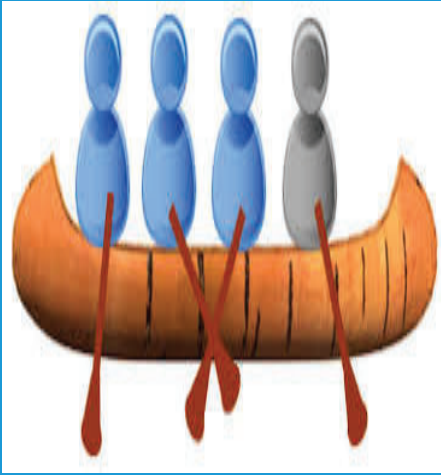
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## The Setting – So...this happened



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## Navigating Diversity and Inclusion – Two Boat Analogies



*"We're in the same boat and must row together..."*



*"We're in the same storm, but different boats..."*

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## Navigating Diversity and Inclusion – Racial Pandemic



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- New Tensions at Work
- Pandemic Behavior Bias
- Political Challenges
- Pandemic Lifestyle Changes
- Difficult Conversations

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## ISSUES TO CONSIDER

- **Discrimination claims**
  - Title VII protects against adverse employment actions based on “race” and “gender”
  - Race discrimination EEOC Charges – Non-minority employees second most common to file (12%)
  - Recent uptick in lawsuit filings based on corporate diversity programs
- **Recent incidents in the national spotlight in have highlighted systemic racism**
- **Anti-AAPI violence and discrimination**
- **National demographic changes**
- **Multi-national context**
- **Generational differences in understanding of diversity, equity and inclusion**
- **Discrimination based on gender identity, sexual orientation and other factors**
- **Expansive nature of diversity – not just race and gender**

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Also available as part of the eCourse

[Answer Bar: Handling Employee Investigations in Today's Workplace](#)

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28<sup>th</sup> Annual Labor and Employment Law Conference session

"Recent Developments and Best Practices in Diversity and Inclusion"