

# How Anti-DEI Bill Could Affect Employers' Diversity Efforts

Peter Ennis authored a Law360 article discussing The Dismantle DEI Act of 2024, a proposed legislation aimed at curbing the implementation and promotion of diversity, equity, and inclusion (DEI) practices across federal agencies, contractors, and grant recipients. The bill seeks to amend several key statutes, including the Civil Rights Act of 1964, to ban mandatory DEI training, policies, and programs. Peter outlined how this would involve nullifying numerous Biden administration executive orders related to racial equity and diversity, eliminating associated offices and personnel, and barring federal funds from supporting DEI initiatives. If enacted, the bill could significantly impact DEI efforts at both governmental and private sector levels.

Peter noted that despite the challenges posed by the bill, employers can still promote diversity within legal boundaries. Employers are encouraged to implement inclusive practices that attract and support a diverse workforce without violating legal restrictions. Employers should ensure that their diversity policies are inclusive and do not infringe on individuals' rights, including religious beliefs. While the bill may require legal and operational adjustments, organizations can continue to foster a diverse and equitable workplace by adhering to lawful and inclusive practices.

To read more, [click here](#).

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