



HOW TO MEASURE UP: D&I DATA TRANSPARENCY AND HOW TO EFFECTIVELY MANAGE THE LEGAL RISK

Description:

Businesses – and their employees, prospective employees, clients, and investors – are increasingly focused on the importance of having a workforce that is diverse, equitable and inclusive. What risks, if any, do businesses need to consider in the collection, disclosure, and use of diversity, equity and inclusion (DEI) information? After describing the legal framework for assessing potential discrimination-related risks associated with DEI data, this panel will discuss best practices and pitfalls in navigating how to balance these risks with DEI strategic goals and other business considerations. The panel will also discuss whether businesses can and should protect against disclosure of DEI data, as a “trade secret” or otherwise.

Research Materials (links):

- [Managing Risks Surrounding Diversity Issues, The Legal Intelligencer](#)
- [Why Companies Shouldn't Be Allowed to Treat Their Diversity Numbers as Trade Secrets](#)
- [Silicon Valley Is Using Trade Secrets to Hide Its Race Problem](#)
- [Employer Diversity Initiatives: Legal Considerations for Employers and Policymakers](#)
- [I'm Legal Counsel To Our Diversity Office; What Do I Need To Know About Data Analytics?](#)
- [Magnet for talent: Managing diversity as a reputational risk and business opportunity](#)
- [Can AI Solve the Diversity Problem in the Tech Industry? Mitigating Noise and Bias in Employment Decision-Making](#)
- [Legal's Metrics Don't \(Yet\) Measure Up](#)
- [Data is Helping This Tech Company Boost Diversity and Inclusivity](#)
- [Tech Sector Diversity: More Rules May Not Be the Answer](#)
- [The Mistake Companies Make When They Use Data to Plan Diversity Efforts](#)
- [15 Ways People Analytics Can Improve Workforce Diversity](#)