

### The Employment Law Summit: Texas

St. Regis, Houston, 1919 Briar Oaks Lane, Houston, TX 77027  
09.19.2024

Date: September 19, 2024

Speaker: **Angeles Garcia Cassin**, *Partner*, Sheppard Mullin

#### Panel Discussion

Time: 12:40 p.m. - 1:25 p.m. Central

#### De-Risking and Future-Proofing Workplace Diversity Initiatives in a Changing Legal Landscape

This panel offers a comprehensive examination of de-risking strategies for businesses in response to the U.S. Supreme Court's affirmative action ruling. Justices Gorsuch and Thomas have hinted that they would like to go further on affirmative action. As a result, there has been increased litigation from advocacy groups and reverse discrimination cases from employees. Companies need to audit and safeguard their operations while effectively running their DEI initiatives that align with their values and culture. What is the balance between robust DEI practices and the management of potential liabilities? How can we future-proof for what is coming? This panel is crucial for businesses looking to navigate the complexities of a changing legal and social environment.

This panel will explore:

- Strategies for de-risking companies in light of the Supreme Court's affirmative action ruling and related litigation
- Auditing values and the importance of DEI to the organization
- Methods for future-proofing businesses while maintaining active DEI initiatives
- ESG, hiring, and firing, to align with evolving DEI expectations
- Balancing DEI practices with potential legal liabilities
- Training leadership, managers, and stakeholders

#### Roundtable 1

Time: 3:55 p.m. - 5:15 p.m. Central

#### Trade Secrets – Practical Ways to Protect Them and Strategic Ways to Challenge Them in Litigation

[Click here for more information and to register.](#)

## Attorneys

Angeles Garcia Cassin

## Practice Areas

Labor and Employment