

# DEI Strategies & Solutions

In today's dynamic global environment, integrating the essential principles of Diversity, Equity, and Inclusion (DEI), while navigating the complex legal landscape, is imperative. We have assembled a multidisciplinary team of professionals who are committed to helping businesses, educational institutions, law firms, companies, and other organizations thrive in this new paradigm, where results matter and there are no 'A's for effort. We're here to help you create a workplace that is not only compliant but also embodies fairness, equity, and inclusivity at its core.

Our team includes lawyers at the forefront of DEI legal developments, consultants with decades of experience in DEI and organizational culture and strategy, and public affairs professionals with deep experience in reputational management and crisis communications. We work seamlessly together, and in the spirit of true partnership with our clients, to address the full panoply of DEI-related issues. Whether your organization is developing its first DEI program, needs an objective evaluation of an existing program, wants to improve its DEI messaging, faces a DEI-related legal matter, or anything in between, we are here to help.

The demands of DEI are real and catch many organizations by surprise. We understand these demands and stand ready to help our clients meet them.

- **Continuous Evolution:** DEI requires active listening, perpetual learning, and never-ending enhancement.
- **Intersectional Approach:** Acknowledging that facets of race, gender, sexuality, and other identities are intertwined, affecting individuals uniquely.
- **Transparency & Accountability:** Commit to open dialogues about DEI efforts, encouraging an inclusive culture.
- **Legal and Regulatory Acumen:** Keeping abreast of DEI's evolving legal and regulatory framework is crucial. Our experienced legal team offers insightful counsel to ensure your organization is in full compliance with all relevant federal, state, and local mandates, thereby fortifying your DEI initiatives.

## WHAT WE DO

Our DEI Strategies & Solutions Group offers a suite of services — including legal services, consultancy services, training and development services, and others — to address the complete spectrum of DEI issues.

### Legal Services

- **Legal Advice and Counsel:** Our attorneys are at the forefront of DEI legal developments, ready to support and defend our clients in all DEI matters.
- **Affirmative Action Plan (AAP) Development, Audits, & Training:** Creating specific AAPs meeting all standards and instructing HR teams on implementation.

### Consultancy Services

- **DEI Program Design & Implementation:** Evaluating DEI policies, recommending best practices, and devising comprehensive programs.
- **Customized DEI Assessment/Audits:** Analyzing current practices, pinpointing areas for enhancement, and business alignment.
- **Organizational Culture Assessments:** Thorough and unbiased evaluation of current culture, suggesting actionable enhancements.

### Training & Development



**Simeon D. Brier**

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**Lynnette D. Espy-Williams**

- **Customized DEI Training & Development:** Focused programs tailored to specific organizational needs, emphasizing practical DEI principles.
- **Tailored DEI Strategy Development:** Designing strategies aligned with culture, business objectives, and regulations.

### Additional Services

- **Crisis Management and Communications:** DEI-specific public relations and complaint handling.
- **Community Engagement:** Forging deep connections with diverse communities, emphasizing DEI accountability.
- **DEI Organizational Development:** Leading through coaching, strategic communication, and employee engagement metrics.
- **Employee Relations/Ombuds Services:** Offering mediation, investigative, and conflict resolution services.

For more information - [DEIStrategiesSolutionsGroup@cozen.com](mailto:DEIStrategiesSolutionsGroup@cozen.com)

### Experience

Provided advice and counsel to boards of directors and management teams on fiduciary obligations and employment law issues in the wake of the *Students for Fair Admissions v. Harvard/UNC* cases.

Developed and facilitated a one-day interactive retreat for Boston Architecture College, providing participants with the fundamentals of Compassionate Communication (Nonviolent Communication or NVC).

Counseled the legal and human resources team members of an energy company on reviewing internal policies and practices tied to diversity initiatives and how to ensure legal compliance.

Provided in-person training to the legal department of a technology company on (i) DEI initiatives after the *Students for Fair Admissions v. Harvard/UNC* cases and (ii) transparency with diversity metrics/pay equity studies.

Participated in high-level visioning, cultural competency training, community engagement, and facilitated discussions at Skidmore College as part of a review of the Campus Safety department.

Counseled the owners of a construction company in Texas on accommodating a transgender project manager and trained the company's workforce on unconscious bias and transgender issues in the workplace via an interactive webinar.

Conducted in-person training for a community center, as a place of public accommodation, on its obligations under the Americans with Disabilities Act to accommodate members and visitors.

Facilitated focus group meetings and key stakeholder interviews at Tufts University and co-facilitated university-wide forums focused on diversity and equity at the four campuses.

Conducted in-person training for staff members of a high-end fitness center on accommodating non-gender conforming employees and guests.

Served as lead consultant on the launch of DEI Councils and Affinity Groups for a Fortune 500 company, including conducting an organizational assessment targeting perceptions of DEI, potential opportunities, and existing challenges; supporting the development of the business case for DEI;

Chief Diversity, Equity & Inclusion Officer  
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### Related Practice Areas

- Diversity, Equity & Inclusion

conducting interviews with organizational leadership, as well as rank-and-file employees, to determine barriers to the successful adoption of DEI goals and objectives; meeting with and interviewing relevant stakeholders (internal and external) to establish context for the deployment of the DEI initiative; developing metrics for success and parameters for ongoing monitoring; and engaging directly with the C-Suite to ensure buy-in and endorsement of the DEI initiative.

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Facilitated campus focus groups at Illinois State University as part of a review of University police operations, including conducting key informant interviews and leading community forums focused on fair and equitable policing.

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Assisted clients with several matters involving affirmative action plans, including drafting plans that comply with state and federal laws, working with state and local human rights agencies on clients' behalf to resolve plan-related issues, and developing strategies for employers to meet their obligations under their affirmative action plans to recruit, hire, and promote a diverse workforce.

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Performed a formal needs assessment of Denver's Office of Social Equity and Innovation (OSEI) and its initiatives. This assessment focused on DEI issues the office can address in the future and recommended actions to align the office with the requirements outlined in Executive Order 146.

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