

HOW TO IMPLEMENT LEGALLY SOUND DEI PROGRAMS THAT IMPROVE RECRUITMENT AND RETENTION

Program Description:

In recent years, legal departments and organizations have faced growing uncertainty around how to advance diversity, equity, and inclusion without political backlash or legal exposure. At the same time, data consistently confirms that inclusive workplaces yield higher engagement, improved retention, and stronger performance outcomes.

This session is designed to help attorneys, in-house counsel, and HR leaders navigate this tension—creating DEI programs that withstand scrutiny, align with evolving legal standards, and deliver measurable results in workforce development.

Drawing upon more than 20 years of experience as an employment attorney and organizational strategist, Natalie will share field-tested frameworks that she has used to:

- Increase applicant flow by over 80%,
- Strengthen the recruitment of historically underrepresented professionals in STEM by 23%, and
- Build culture and belonging strategies that thrive across any administration or political climate.

Attendees will gain practical strategies for designing DEI programs that meet both compliance and culture objectives, including how to operationalize a lawful business case, structure impact metrics, and avoid common legal pitfalls.

Intended Audience:

Attorneys, in-house counsel, HR and compliance professionals, law-firm partners, and organizational leaders seeking to advance equitable workplace culture through legally sound and measurable practices.

Format and Duration:

- Format: 60-minute CLE presentation (can be adapted to 90 minutes for interactive Q&A)
- Delivery: Virtual webinar or live session
- Materials Provided: Checklist for DEI policy compliance, recruitment metrics tracker, sample communication plan

Speaker Bio:

Natalie Holder is an employment lawyer and senior leaders seek her advice when implementing inclusive culture initiatives that build strong businesses. Having led global human resources compliance for Starwood Hotels and Resorts and serving as the Chief Diversity Officer for Stanford University's SLAC and the United States Capitol Police, she conducts workplace investigations, develops compliance trainings, and designs seminars and workshops that focus on leadership and self-development skills. She has provided court-ordered training and expertise in high-stakes discrimination and harassment cases involving Fox News, the New York City Fire Department and many others.

TOPICS COVERED:

- Elimination of Bias
- Lawful DEI Program Design
- Recruitment and Retention Strategies
- Federal and State Compliance (Title VII, ADA, EO 11246)
- Employer Communications and Values Alignment
- Ethics of Leadership and Legal Advising in a Shifting DEI Landscape