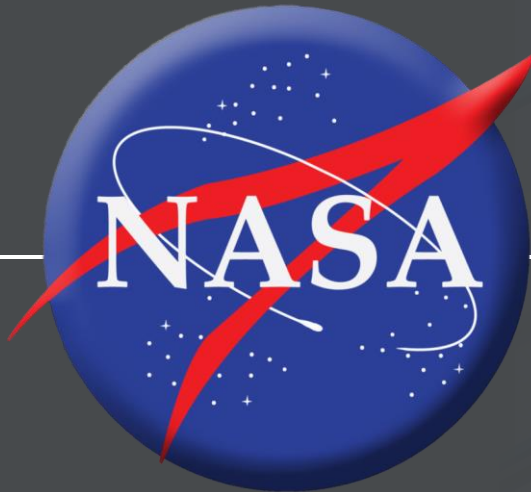


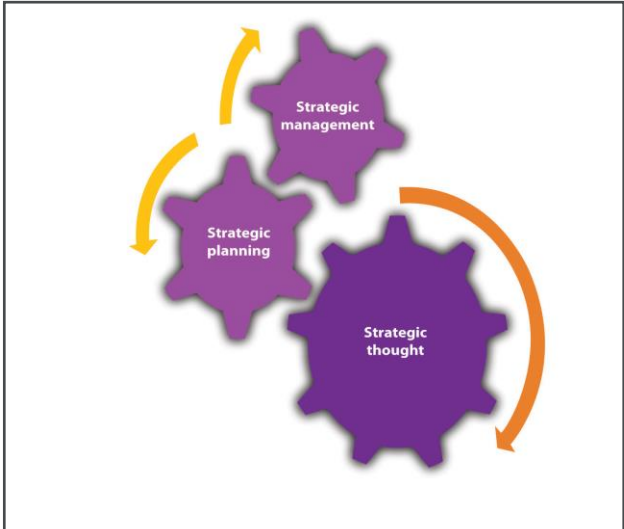
NAC

October 2024





# Delivering on Diversity, Equity, Inclusion Accessibility Updates



**THE “NEW” NORMAL**

**DEIA MISSION**

Impact of two recent court cases  
SFFA vs. Harvard and Ultima  
Service Corp vs. US Department of  
Agriculture

**NEW: Additional research shows industry, academia and government moving from using the word “diversity”**

**RESEARCH & DEVELOPMENT**

**Understanding the use of AI tools within NASA?**

- **Impact on USA JOB applications?**
- **Do all jobs require a 4 year degree**
- Skills-based hiring has become a major conversation among federal human capital leaders and industry

As the use of artificial intelligence is expands, more small firms say they’re harnessing AI to help their businesses. In a survey by The U.S. Chamber of Commerce and Teneo, nearly every small business — 98% — said they are utilizing a tool that is enabled by AI. Forty percent said they’re using generative AI tools like chatbots and image creation

**COMMUNICATIONS/OUTREACH**

**Great Participation in recruiting programs, EX AMIE Advancing Minorities Interest in Engineering Broaden reach and visibility**

- DARPA**
- NASA**
- FDA**
- Army Corp of Engineers**

**Two Panels:**  
**Mr. Torry Johnson:** Exploring the impact of affirmative action in the digital age  
**Dr Shahra Lambert:** Strategic Synergy; one size does not fit all

**STRATEGIC GUIDANCE AND CONSIDERATIONS FOR BOARDS**

**Share updates on new approaches**



**AMIE Annual conference  
September 2024, NC A & T**



# CHANGING LANDSCAPE



The 2024 National Defense Authorization Act (NDAA) restricts the level of leadership , number of personnel and funding for all “DE&I” offices. The military services , and even the Office of the Secretary of Defense are trying to accomplish the goals and mission of the former DE&I offices under “Equal Opportunity” , and “HR” offices.



Updated Strategy Creation Alternatives: Creation for changing traditional wording of Diversity, Equity and Inclusion : community/inclusion/belonging/togetherness



Engage.Inspire.Inform : Change Reach or approach into those states that have banned DEI programs?



Sen. Ed Markey, D-Mass., introduced comprehensive AI civil rights legislation this week which aims to put “strict guardrails” on companies’ use of algorithms for consequential decisions. The AI Civil Rights Act – cosponsored by Sen. Mazie Hirono, D-Hawaii – would require AI developers to ensure algorithms are tested before and after deployment. Sen. Markey’s bill would authorize the Federal Trade Commission (FTC) to enforce the law.



[Colleges brace for lawsuits enforcing affirmative action ban \(insidehighered.com\)](https://www.insidehighered.com/news/2024/09/10/colleges-brace-lawsuits-enforcing-affirmative-action-ban) Ed Blum Puts Colleges ‘On Notice’ Over Diversity After some selective colleges reported stark drops in Black and Hispanic enrollment this fall, Yale and Princeton reported that their numbers had remained relatively stable; Duke reported a slight increase. All three also reported declines in the proportion of Asian Americans in their classes: The share fell by two percentage points at Princeton and six points at Yale and Duke