Diversity, Equity, Inclusion, and Accessibility, and the SCOTUS Rulings

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Students for Fair Admissions v. Harvard College
Students for Fair Admissions v. Univ. of North Carolina

6-2*; 6-3

Struck down AA in college admissions
Overruled *Grutter v. Bollinger*
Cannot measure; no end point
Applicants’ personal statements

*Recusal by Justice Ketanji Brown-Jackson*
What does the future look like post-recent AA SCOTUS rulings?
Suggestions for advancing DEIA

- Highlight the power of the personal statement
- Communicate broadly (e.g., newsletters, social media) what the Court held
- Expand mentoring for practitioners from underserved populations
- Focus on your mission, your “North Star”
- Establish or strengthen targeted outreach and recruitment activities
To avoid the inevitable overreaction

- Engage with the Civil Rights community
- Reiterate what the Court held
- Establish measurable goals (e.g., occurrence, treatment, and outcomes) and logical end points (e.g., a sustained trend over a defined period)
- Use NIH EDI resources
Thank You

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