



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

**Kevin D. Williams, Esquire**  
**Director**

*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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