



**NEXT PRACTICES
WEEKLY**

Diversity, Equity and Inclusion

The State of Global DEI with Rohini Anand: The Trump Administration's Impact on Global DEI Strategies

February 6, 2025






Quote of the Day

*“There's always light
if we're brave
enough to see it, if
only we're brave
enough to be it.”*

- **Amanda Gorman** | The Hill We Climb



**We discover the people practices
that drive high performance**

to help you see what's
coming around the curve.



High Performance **Defined**

- Revenue growth
- Profitability
- Market share
- Customer satisfaction

Over a 5-year period.

Our Research Focus

- What do high-performance organizations do differently?
- Do those practices correlate to market performance?

i4cp Members *(partial list)*



Next Practices Weekly

Today's Agenda

- Reminders and announcements
- Discussion with special guest **Rohini Anand, PhD**, Author, DEI Leader & Chair of i4cp's CDO Board



AMBER BURTON
Senior Research Analyst
i4cp



ERIC DAVIS
Creative Director
& Senior Editor
i4cp

Upcoming Events:

February 13, 2025

Next Practices Weekly with **Kristy FeldKamp**, Global Head of Talent & Learning, and **Daanish Ahmad**, Chief of Staff and Head of Strategy, Corporate Affairs at **HP**

February 20, 2025

Next Practices Weekly with **Buddy Benge**, Global Head of Talent Insights at **Edward Jones**

Coming in March

Next Practices Weekly with **Rob Cross**, SVP Research at **i4cp**



Leadership in the Era of Distributed Work



TAKE THE SURVEY

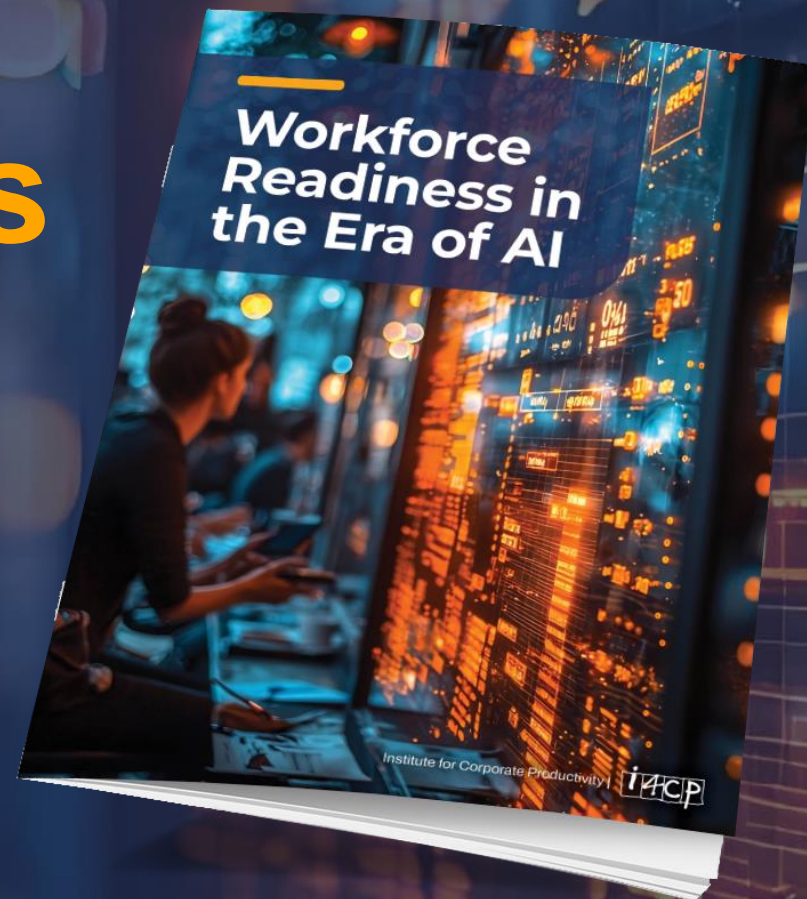


EXECUTIVE BRIEF

Workforce Readiness in the Era of AI



DOWNLOAD NOW





Workforce Readiness in the Era of AI

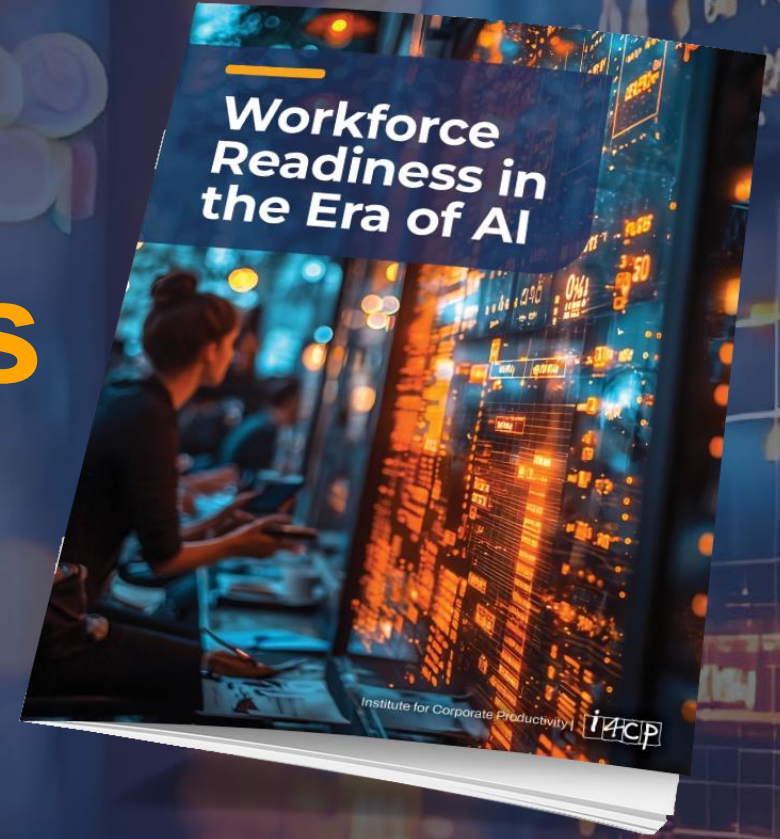
February 12, 2025 | 1:00 PM ET



Katheryn Brekken, Ph.D.
Senior Research Analyst, i4cp



Amber Burton
Senior Research Analyst, i4cp



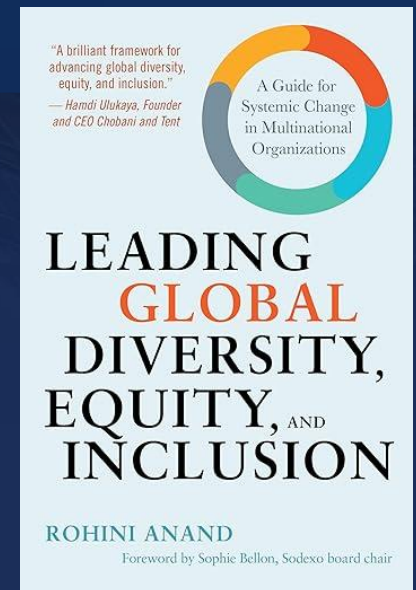
ATTEND THE WEBINAR

Chief Diversity Officer Board

Dr. Rohini Anand

DEI Leader, Chair of i4cp's CDO Board &
Author of *"Leading Global Diversity, Equity,
and Inclusion"*

Rohini Anand LLC



POLLS:

Global Footprint & DEI Backlash: Organizational Impact

Poll: Where is your company currently headquartered?

- U.S. based/Domestic Only
- U.S based/Global
- Headquartered outside of U.S./Global

Poll: To what extent do you think DEI backlash in the U.S. is affecting strategy outside the U.S.?

- High extent
- Low extent
- Moderate extent
- None
- Don't Know

February 6: Global Footprint & DEI Backlash

Poll | 2 questions | 174 of 292 (59%) participated

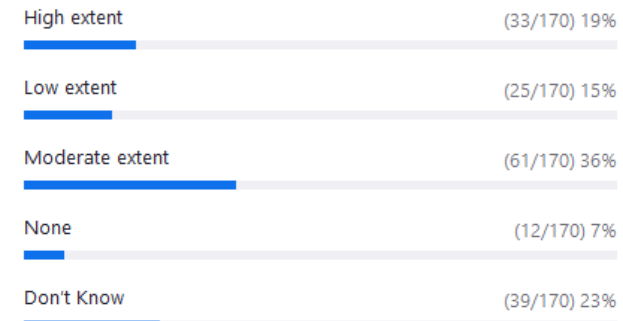
1. Where is your company currently headquartered?
(Single choice)

173/174 (99%) answered



2. To what extent do you think DEI backlash in the U.S. is affecting strategy outside the U.S.? (Single choice)

170/174 (97%) answered



POLLS:

How is your organization responding?

Poll: Is your organization redefining its diversity, equity and inclusion efforts?

- Yes
- No
- Still deciding

Poll: Has your organization made an internal statement about its DE&I work?

- Yes
- No
- Planning to
- Unsure

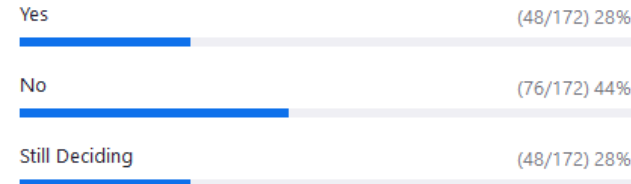
February 6: How is your organization responding?

Poll | 2 questions | 173 of 303 (57%) participated

1. Is your organization redefining its diversity, equity and inclusion efforts?

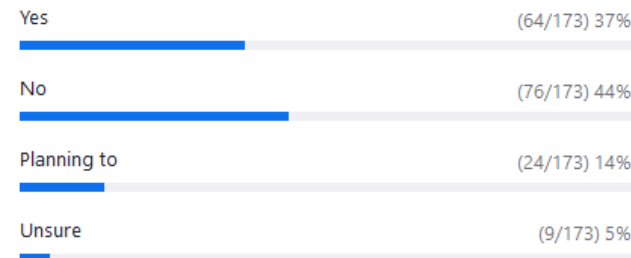
(Single choice)

172/173 (99%) answered



2. Has your organization made an internal statement about its DE&I work? (Single choice)

173/173 (100%) answered



THE 2025 CONFERENCE

Next Practices Now

March 3 – 6, 2025

Scottsdale, AZ & Virtual

Full 2025 agenda and speaker lineup announced. Learn more at i4cp.com/conference



Peter Cappelli

George W. Taylor
Professor of Management,
The Wharton School



Avani Prabhakar

Chief People Officer,
Atlassian



Kenji Yoshino

Chief Justice Earl Warren
Professor of Constitutional
Law, NYU School of Law



Lindsay-Rae McIntyre

Chief Diversity Officer and
CVP Talent and Learning,
Microsoft



J. Ofori Agboka

Vice President of People
Experience & Technology
for Global Operations,
Amazon



Lisa Bryant

CHRO, Dow



Brandon Roberts

Group Vice President,
People Insights & AI,
ServiceNow



Kristen Bauer

CEO, Laird Norton



Dimitra Manis

EVP, Chief Purpose
Officer, S&P Global



Anne Chow

Bestselling Author,
Culture Expert, and Founder,
The Rewired CEO

Redeeming HRCI® and SHRM®

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Thank You

i4cp.com

Amber Burton

Senior Research Analyst

i4cp

amber.burton@i4cp.com

Eric Davis

Creative Director & Senior

Editor and Lead

Researcher, Chief Diversity

Officer Board

i4cp

eric.davis@i4cp.com

