

Lauren Hartz Speaks with *Fortune* About the Future of DEI Litigation

Publications

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Organizational Values and Strategy Task Force Co-Chair Lauren Hartz spoke with *Fortune* about the future of DEI litigation in an article about the lawsuit against Southwest Airlines for its now discontinued ¡Lánzate! Program. The program, which provided free flights to Hispanic college students to visit their families, was recently targeted by the American Alliance for Equal Rights (AAER).

Concerning Southwest Airlines' lawsuit, Lauren observed that "it reflects a new playbook by one of the key players fighting DEI programs in the courts."

"When AAER started bringing lawsuits, it was focused on making changes to targeted DEI programs at specific organizations," she added. "And when those organizations agreed to modify their programs, AAER was generally satisfied to claim victory and move on. This lawsuit signals a new and more aggressive approach. AAER isn't just working to target and change particular programs; it wants to change the law itself."

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A skilled litigator, Lauren has experience at all stages of litigation and arbitration and has defended wins before the federal courts of appeals and the US Supreme Court. Educational institutions, foundations, and companies seek Lauren's counsel to develop and protect their diversity initiatives. From redesigning university admissions programs to refining employee and supplier diversity plans, Lauren helps her clients find risk-adjusted solutions.

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