



Here are some companies that **NO LONGER SUPPORT** Diversity, Equity and Inclusion (DEI).

WHY ARE YOU STILL SUPPORTING THEM?

A growing number of prominent US companies have announced they have scaled back or eliminated Diversity, Equity and Inclusion (DEI) initiatives.

Their retreat from DEI began after a June 2023 U.S. Supreme Court ruling against affirmative action in college admissions and accelerated after President Donald Trump's executive orders against all federal diversity initiatives.

Now longstanding programs to improve the hiring and promotion of African Americans and other minority workers in corporate America are now under serious threat.

The attack on diversity has been swift.

After taking office on Jan. 20, President Trump issued a series of executive orders aimed at dismantling Diversity, Equity and Inclusion (DEI) programs across the federal government and the private sector.

The attack on diversity is bad for a multi-ethnic country and bad for business which needs a diverse workforce.

DEI programs seek to ensure fairer representation for groups historically marginalized such as African Americans, women, LGBTQ+ community members, and disabled people.

Diversity helps businesses by boosting innovation, expanding talent pools, and enhancing brand reputation, ultimately leading to improved financial performance and a more competitive edge.

A diverse workforce opens

up opportunities to access a wider range of talent and skills, allowing businesses to tap into a broader pool of potential employees with unique experiences and expertise.

A diverse workforce can better understand and meet the needs of a diverse customer base. This allows businesses to tailor their products, services, and marketing strategies to resonate with a wider range of consumers.

However, if companies retreat from committing to the principles and practice of diversity in a multi-ethnic America, why should they be supported?

The Philadelphia Tribune's response to the Trump administration's attacks on diversity and democracy begins with reporting the truth and holding those in power accountable.

More specifically, we ask you to strongly consider whether you should continue to spend your dollars with companies who have publicly announced their decision to retreat from diversity. Here's a look at some companies that have retreated from DEI:

Amazon

Amazon said it was halting some of its DEI programs, although it did not specify which ones. In a Dec. 16 memo to employees, Candi Castleberry, a senior human resources executive, said the company has been "winding down outdated programs and materials, and we're aiming to complete that by the end of 2024."

Target

The retailer said in January that it was ending a program it established to help Black employees build meaningful careers, improve the experience of Black shoppers and to promote Black-owned businesses.

Target, which operates nearly 2,000 stores nationwide and employs more than 400,000 people, said it also would bring to an end its diversity, equity and inclusion, or DEI, goals it previously set in three-year cycles.

The goals included hiring and promoting more women and members of racial minority groups, and recruiting more diverse suppliers, including businesses owned by people of color, women, LGBTQ+ people, veterans and people with disabilities.

Meta

Meta Platforms Inc the parent company of Facebook and Instagram said it was getting rid of its diversity, equity and inclusion program, which featured policies for hiring, training and choosing vendors.

McDonald's

Four years after launching a push for more diversity in its ranks, McDonald's said that it is ending some of its diversity practices, citing the U.S. Supreme Court decision that outlawed affirmative action in college admissions. McDonald's said on Jan. 6 that it will retire specific goals for achieving diversity at senior

leadership levels. It also intends to end a program that encourages its suppliers to develop diversity training and to increase the number of minority group members represented within their own leadership ranks.

Walmart

The world's largest retailer confirmed in November that it would not be renewing a five-year commitment for an equity racial center set up in 2020 after the police killing of George Floyd.

Ford

CEO Jim Farley sent a memo to the automaker's employees in August outlining changes to the company's DEI policies.

Lowe's

In August, Lowe's executive leadership said the company began "reviewing" its programs following the Supreme Court's affirmative action ruling and decided to combine its employee resource groups into one umbrella organization. Previously, the company had "individual groups representing diverse sections of our associate population."

John Deere

The farm equipment maker said in July that it will no longer sponsor "social or cultural awareness" events, and that it would audit all training materials "to ensure the absence of socially-motivated messages" in compliance with federal and local laws.

Tractor Supply

The retailer in June said it was ending an array of corporate diversity. Tractor Supply said it would be eliminating all of its DEI roles while retiring current DEI goals.

Unfortunately the list of companies retreating from diversity is growing. We will post this list in print, online and on social media when available. If new companies announce their withdrawal from diversity we will add them to the list of companies whose practices we are now calling into question.

We must speak out and send a loud and clear message to corporate America that a retreat from diversity means a withdrawal of our support and practices will be documented and provided to our readership.