

News Brief

Major Employers Scaling Back DEI Programs

Even though diversity, equity and inclusion (DEI) programs have gained popularity over the last few years, several large organizations are starting to roll back or eliminate their formal initiatives. DEI efforts include employee resource groups, diversity training, sponsorships, hiring targets, representation goals and external survey participation.

Some employers are reframing or evolving their DEI efforts to focus more specifically on inclusion or belonging, while others are reversing programs altogether. Here are some of the latest large organizations to announce DEI program changes:

- **Amazon** will wind down its DEI programs and materials.
- **Meta** will terminate DEI programs for hiring, training and picking suppliers.
- **McDonald's** will sunset representation goals, pausing external surveys and retiring its supply chain's commitment to DEI. The company is shifting its strategy to "inclusion."
- **Walmart** will no longer hold diversity training or give priority to diverse suppliers. The company will also remove the words "diversity" and "DEI" altogether from all company language.
- **Ford** will no longer participate in an annual survey from an LGBTQI+ advocacy group and won't use quotas for minority dealerships and suppliers.

Hours after taking office, President Donald Trump signed a series of executive orders rolling back DEI measures across the federal government and repealing 78 executive orders signed by Joe Biden. Trump terminated federal government DEI programs

and will phase out roles associated with the programs, placing officials responsible for them on administrative leave.

Employer Takeaway

Major employers, including the federal government, are starting to distance themselves from DEI efforts by scaling back initiatives and programs. Many are shifting resources toward a general focus on company culture and the employee experience. However, it's important to note that not all companies are scaling back on corporate DEI. Large organizations, including Costco, Microsoft, Apple and Pinterest, remain committed to DEI in the workplace. In 2025, employers can expect more organizations to decide how formal DEI programs fit their workplace.

Employers should consult legal counsel before updating policies or changing workplace initiatives, including DEI efforts. Contact us for more resources.