



March 17th, 2025

[Full Name]
[Title]
[Company Name]
[123 Street Name]
[City Name, ST 12345]

Re: Risks Associated with DEI Practices

Dear [Honorific] [Last Name],

In light of recent events and actions by the Trump Administration, courts, and consumers, I am writing to warn you about the legal and business risks posed by the Diversity, Equity, and Inclusion (DEI) policies practiced by many AmLaw 100 firms. DEI programs that involve race- or gender-based hiring quotas, preferential treatment, or mandatory ideological training on race and gender may expose your firm to direct liability under federal and state anti-discrimination laws, including Title VII of the Civil Rights Act of 1964 as well as disqualification for doing business with state and federal governments.

The Supreme Court's decision in *Students for Fair Admissions v. Harvard* affirmed that race-based affirmative action is unlawful, and the broad reasoning of the court exposes firms with similar DEI practices to legal liability. In fact, law firms with these DEI policies are currently facing increased litigation. For example, the American Alliance for Equal Rights filed lawsuits against Morrison and Foerster and Perkins Coie for discriminatory fellowship programs. Additionally, internal mandates requiring staff to align with controversial gender ideology or political stances may lead to claims of discrimination.

President Trump's recent Executive Action against Perkins Coie underscores the seriousness of this issue. The order states that "those who engage in blatant race-based and sex-based discrimination, including quotas, but purposefully hide the nature of such discrimination through deceiving language, have engaged in a serious violation of the public trust." Numerous AmLaw 100 firms are involved in partnerships and alliances that promote such unlawful behavior including the Mansfield Certification, the Diversity and Flexibility Alliance, the Bloomberg Law DEI Framework, the Minority Corporate Counsel Association, and the Anti-Racism Alliance. While claiming to be inclusive, these so-called alliances promote discriminatory practices in areas including recruitment, hiring, promotions, and leadership composition. Firms engaging in such practices could lose federal funding, contracts, security clearance, as well as face state, federal, or private legal claims.

The Corporate Equality Index (CEI) further compounds these risks. In 2025, 94 AmLaw 100 firms participated in the CEI, with 75 firms earning perfect scores by adopting DEI-linked policies that discriminate against employees and vendors based on sexual orientation and gender identity. Complying with the CEI's demands to achieve a higher score actually increases exposure to discrimination claims and alienates clients and prospective talent.

We urge your firm to carefully evaluate its DEI policies and CEI participation to avoid legal, reputational, and business risks. Our team at 1792 Exchange is prepared to provide confidential, pro bono support to help you navigate these issues.

Respectfully,

A handwritten signature in blue ink, appearing to read "D. Cameron", with a stylized, cursive script.

Daniel J. Cameron
Chief Executive Officer, 1792 Exchange
51st Attorney General of Kentucky