

# This Supreme Court Case Could Spell the Beginning of the End for Affirmative Action. It's a Looming Crisis for Corporate America

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Member **Camille Bryant** (New Orleans) was interviewed by *Fortune* for an article on a Supreme Court case on college admissions and its possible impacts on companies and diversity initiatives.

*... there are likely to be knock-on effects for companies, says Camille Bryant, an attorney and member of the labor and employment practice group at McGlinchey Stafford. It may be harder to live up to the ESG commitments that companies have made to investors, for example. And less diverse workforces may turn off customers, who increasingly expect brands to be inclusive. More homogenous workplaces are also less appealing to millennial and Gen Z workers, who have high expectations of workforce diversity.*

*It's crucial, too, for companies to diligently vet public statements related to diversity initiatives. For example, in today's climate, making public promises that a company's board will be 25% female could create a legal vulnerability, Bryant, the McGlinchey Stafford lawyer, says. "Sometimes messages that are very well intended can get an organization in hot water if it's not necessarily done and crafted in the right way."*

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Camille R. Bryant