

**From:** [Metzger, Mark \(OFM\)](#)  
**To:** [WA StateHR Managers EXO](#)  
**Subject:** 2023 Session "Equity on Trial" Follow-Up Video from Washington Equity Now Alliance (WENA)  
**Date:** Wednesday, January 10, 2024 4:25:26 PM  
**Attachments:** [image001.png](#)

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You are receiving this message as a follow-up from the **2023 DEI Empowerment Conference** session titled "Equity on Trial!" presented by Washington Equity Now Alliance (WENA).

WENA has provided this [follow-up video](#) with more information about the impacts of the court rulings SFFA vs Harvard and SFFA vs University of North Carolina in June of this year. The total run time is 32 minutes.

Things to think about while you are watching this video:

- How might the information in this presentation impact your work?
- Are there connection points to work you see in your agency, the communities and organizations you partner with, or the communities you support?

#### Background:

Washington Equity Now Alliance (WENA) presented a session called "Equity on Trial!" at the 2023 DEI Empowerment Conference. At the original time of presentation, the court rulings had just been announced the morning of the presentation, so there was not time to analyze the rulings in a meaningful way and report on the outcomes to our group. Therefore, the presentation was a more general presentation of the history of Affirmative Action and the possible outcomes. Over the last few months, there has been time to analyze the details and to see what the overall impacts of these rulings might be. This new information is explored in this video.

#### Time-stamps that might be interesting:

[4:39](#) – Recap of Equity on Trial! Presentation from 2023 DEI Empowerment Conference with a brief history of Affirmative Action in Washington State

[13:42](#) - Discussion of the two high court rulings from 2023 regarding SFFA vs Harvard & SFFA vs University of North Carolina.

[16:05](#) – What did these two rulings do? What didn't they do?

[21:45](#) – Military Academy Admissions exception

[23:31](#) – New threats to Affirmative Action in other industries and across the country (of particular note – there is a lawsuit in Texas challenging the city of Houston's minority business program.)

[25:20](#) – Key Take-Aways including discussion about

Race conscious employment – how is it impacted by these rulings?

College admissions and race

Minority businesses and government contracting

31:36 – END of video

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Pronouns: She/Her/Hers/They/Them/Theirs

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