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Diana S. Shukis Featured in Portland Business Journal on Federal DEI Shifts and Employer Impacts

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[Diana S. Shukis](#), Principal and Co-Chair of Foster Garvey, was featured in the [Portland Business Journal](#) to share her perspective on the recent federal actions affecting diversity, equity and inclusion (DEI) efforts and what these developments mean for employers navigating uncertain ground.

In the interview, Diana discussed how new executive orders and policy directives have created disruption, especially for federal contractors and grant recipients, by introducing new certification requirements and eliminating certain longstanding DEI-related obligations. She clarified that anti-discrimination laws at both the federal and state levels remain unchanged and continue to apply.

Diana urged employers to approach these changes with care rather than alarm. She noted that while the term "DEI" may now carry political baggage in some settings, the underlying principles of fairness, dignity and opportunity remain central to a healthy workplace. "You continue to do the work regardless of what acronym is assigned to it," she said.

She also advised employers to stay informed through regulatory sources like the [Equal Employment Opportunity Commission \(EEOC\)](#) and [Oregon's Bureau of Labor and Industries \(BOLI\)](#), and to ensure internal policies reflect both current law and organizational values.

Read the full [article](#) in the Portland Business Journal (subscription required).

Featured People

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