

# Insurers Should Adapt, Not Abandon, DEI Efforts

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[Tracey E. Diamond](#)

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Tracey Diamond, a member of Troutman Pepper Locke’s Labor + Employment Practice Group, was quoted in the February 25, 2025 [Health Payer Specialist](#) article, “Insurers Should Adapt, Not Abandon, DEI Efforts.”

Tracey Diamond, a partner with the law firm Troutman Pepper Locke, suggested that organizations remove diversity and equity from program titles and instead focus on inclusion and belonging.

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Diamond said if the groups are open to everyone and focus on general business and professional development “I don’t see how that could really be the subject of a target” investigating DEI.

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When it comes to hiring, organizations need to focus on equal employment and merit-based decisions, Diamond said.

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Employers that operate in multiple locations also need to remember applicable state and local laws, which might not align with the new executive orders. That can make the situation “tricky for national employers,” Diamond said.

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