

Press Coverage | February 25, 2025

# Trump's 'Illegal' DEI Orders Hit Due Process Questions in Court

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Tracey Diamond, a partner in Troutman Pepper Locke's Labor + Employment Practice Group, was quoted in the February 25, 2025 *Bloomberg Law* article, "[Trump's 'Illegal' DEI Orders Hit Due Process Questions in Court.](#)"

"There's not really a good roadmap for what's considered discriminatory preference or illegal discrimination within DEI programs," said Tracey Diamond, an employment attorney with Troutman Pepper Locke LLP, who advises employers.

"None of those terms are defined yet" in the executive orders, she said. "That makes it very difficult for companies that are trying to avoid scrutiny by various federal agencies."

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