



**To:** NJ Institutions of Higher Education  
**From:** NJ Office of the Secretary of Higher Education  
**Date:** February 20, 2025  
**Subject:** Multi-State Guidance Concerning Diversity, Equity, Inclusion, and Accessibility Employment Initiatives

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The Attorneys General of multiple states, including New Jersey, have [issued guidance](#) to help businesses, non-profits, and other organizations in these states understand the continued role of diversity, equity, inclusion, and accessibility (DEIA) efforts and clarify the state of the law. The guidance notes DEIA initiatives help businesses prevent workplace discrimination and are consistent with federal and state laws. The resource also offers best practices for DEIA in the areas of recruitment and hiring, professional development and retention, and assessment and integration.

The direct link to this resource is available on the Massachusetts Government website:  
<https://www.mass.gov/doc/multi-state-guidance-concerning-diversity-equity-inclusion-and-accessibility-employment-initiatives/download>