

CONSCIOUSLY UNBIASED

X HIRETALENT

Sadly, it was affirmed this month that men's rights are more important than children's rights, women's rights and human rights in our country. By now you know that with SCOTUS overturning Roe v Wade and the nearly 50-year precedent that federally protected women's decision about whether and when to have children, more rights may be on the chopping block. Next year, SCOTUS could look at a case surrounding [businesses' right to refuse service to LGBTQ members](#). This is a call for leaders to meet the moment: We must focus on how businesses can have an impact on public policy that isn't aligned with the times. The misalignment in my view is when politicians don't have their constituents' best interests as their priority, but rather their own.

The recent overturning of Roe v Wade matters for companies, because to operate effectively, the rule of law must be dependable and stable. These actions of reversing 50 years of accepted law makes the environment unstable to operate as a business. Stable laws create environments where businesses can thrive. Inconsistent or undependable regulation upends businesses because employees are their most important resource, and corporations are [facing increased pressure to respond to social issues](#) from their workforce and from consumers.

Businesses have time and time again stepped up where the government seems to fail us. With the long-standing precedents being overturned by the country's highest court, businesses are scrambling to respond by [covering abortion-related travel costs](#) for employees who live in states with trigger laws (which could potentially set them up for some [legal red tape](#)), and [Patagonia](#) will bail out employees arrested in abortion protests.

While we're expecting people to fly everywhere, the truth is that none of these solutions are really going to influence or change the behavior of extremist people in power who made this ruling possible; you have to affect those politicians in a way that won't get them re-elected. Politicians are there to support the will of the people and not cater to a small segment of society. Those who are representing the majority of constituents properly need to be held accountable where it affects them the most ... campaign financing. The recently coined term ["reprowashing"](#) is the practice of donating to causes that directly oppose company statements on reproductive rights. They must not be rewarded for selfish behavior. Always follow the money trail.

If there is a silver lining in any of this, it will be that some sort of bipartisan compromise will happen because Republicans and Democrats know that the will of the people on this topic needs resolution if they want to remain in office, and businesses can help by not financing politicians with extreme viewpoints. Most Americans are reasonable, we need to also reward politicians who are reasonable. We as business leaders and constituents need to keep the pressure on Congress to do their job.

The heart of the matter is that America is about freedom and freedom of choice, we shouldn't push our values on each other. If you don't believe in abortion, don't have one. But don't take away others' federally protected right to make their own decisions. We have to stop trying to change each other's values system and start thinking about the consequences of the laws that are being passed. As Oscar Wilde said, "The truth is rarely pure and never simple."

*You can read my full opinion on how businesses can impact public policy [in this LinkedIn article here](#).

Ashish Kaushal, CEO, HireTalent & Founder, Consciously Unbiased

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Special Report: The Future of Diversity, Equity & Inclusion in the Contingent Workforce

Thursday 21st, July | 12PM EST

hosted by ASHISH KAUSHAL, CEO, HireTalent & Founder, Consciously Unbiased

SPECIAL GUESTS:
 JOHN SCHROEDER, Managing Director, Custom Research, Staffing Industry Analysts
 REBECCA PERRAULT, VP and Global Leader, DEL PRO Unlimited
 KATHY CLEM, Executive Director, Allege Global Solutions
 JENNIFER TORNEY, Vice President, Global Client Engagement, HireTalent Solutions
 DANIEL KHUBLALL, Director of Product Strategy, Bevine
 PAM SANDS, VP Product Management, eTalent.com, Italy

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More organizations are realizing that contingent workers hold a big opportunity when it comes to advancing inclusion. HireTalent and Consciously Unbiased, in association with Staffing Industry Analysts (SIA), released "The Future of Diversity, Equity, & Inclusion in the Contingent Workforce 2022" to continue tracking where companies are in terms of extending their DEI efforts to their contingent workforce. Please join us for a LinkedIn Live conversation with industry leaders on how to make that happen. Download the report [here](#).

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