



This morning, the Supreme Court ruled that institutions of higher education can no longer use affirmative action or consider race in their admissions decisions. The case, *Students for Fair Admissions v. Harvard and Students for Fair Admissions v. the University of North Carolina*, concluded that the use of race as a consideration in college admissions is unconstitutional. **By excluding the use of race in admissions, this decision limits the ability of educational institutions to promote diversity and inclusion.**

Affirmative action policies were implemented to address the history and impact of systematic racism and discrimination faced by marginalized communities, and promote equal opportunities. **Today's Supreme Court decision reverses decades of progress and will harm the future of the workforce, greatly reducing the pool of qualified candidates from diverse backgrounds, particularly those from Black, Indigenous, People of Color (BIPOC) communities**, which will lead to less diverse and inclusive workplaces. And we know that a lack of diversity in the workplace hinders efforts to address systemic inequalities and create a workforce that reflects the diversity of society.

The Supreme Court ruling will also have broader implications for employment practices and equity principles. If using race as a consideration in admissions is deemed unconstitutional, **it could set a precedent that will affect affirmative action policies in the workplace**, making it more challenging to achieve diversity and equal representation in the workforce. This

could perpetuate existing inequalities and hinder progress towards creating a more equitable society.

While today's decision is a devastating setback to the work that has been accomplished, it is a vivid reminder that we must keep advocating for laws that are centered in equity to ensure that all people have access to good jobs.

Jacob Sitati

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Chicago Jobs Council

Our Mission

Together with community and institutional leaders, Chicago Jobs Council is re-imagining our workforce system so all people can thrive through employment.

Our Vision

Our vision is to create an anti-racist workforce development system and employment equity so that everyone can realize their unique pathway out of poverty.



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