

what is happening with "DIVERSITY, EQUITY, AND INCLUSION" and anti-DEI legislation?

1. WHAT IS HAPPENING?

Diversity, Equity, and Inclusion (DEI) is a framework for promoting fair treatment and full participation for all within institutions. DEI programs create unique resources for those from backgrounds historically underrepresented in those institutions, including: veterans, people with disabilities, racial and ethnic minorities, women, first generation college students, working class or poor people, religious minorities, and immigrants. DEI programs also provide resources for all to understand their roles in fostering inclusive institutions for everyone. DEI programs function under the protection of the 14th Amendment to the US constitution.

Opponents of DEI like Christopher Rufo, who is also the architect of the attacks on so-called "critical race theory," seek to politicize higher education by returning colleges and universities to a previous era when many people who currently benefit from DEI efforts, did not have equal access to public higher education.

2. WHAT ARE THE IMPACTS?

FINANCIAL

Research proposals sent to federal funders such as the National Science Foundation are evaluated in part based on their DEI component. If public universities have no mechanism for ensuring equity and inclusion in education under Title IV of the Civil Rights Acts of 1964 and 1967, **faculty may not be eligible to apply for federal grants.**

LEGAL

Without a DEI framework that can ensure equal protection under the law as granted by the 14th amendment, or that faculty, staff, and students are not subjected to discrimination under any program receiving federal financial assistance, **public universities will be subject to lengthy and expensive lawsuits.**

EDUCATIONAL

Eliminating DEI will signal to students from underrepresented backgrounds that the state and universities are not invested in their educational success. Moreover, **it will deprive students of the right to learn about discrimination, diversity, equity, and inclusion from experts in these fields of research**

DISCRIMINATORY

Without a DEI framework on campus, **students such as disabled veterans, working class veterans, veterans of color, or Jewish or Muslim veterans are likely to experience discrimination in ways that universities will no longer be able to address.**