

July 16, 2025

Dear Member of Congress,

On behalf of the undersigned national civil rights organizations, we urge you to support H. Res. 569 /S. Res. 240 affirming the ongoing need for diversity, equity, inclusion, and accessibility policies and programs. Organizations in sectors from health care to housing to education rely on these policies to advance their mission and ensure equal opportunity, especially for those who—for too long—have been denied an equal chance to succeed and prosper. Yet opponents of progress have attacked these programs with lies and mischaracterizations to preserve the unfair status quo. The Trump administration has launched a dystopian campaign aimed at spreading disinformation and perversely banning diversity, equity, inclusion, and accessibility efforts as themselves discriminatory. These actions will undermine our progress toward a more inclusive workforce and more equitable programs that serve all, including historically marginalized communities. We stand firm in the belief that banning diversity, equity, inclusion, and accessibility programs would be a significant step backward in our country's progress and, therefore, urge you to support H. Res. 569 /S. Res. 240.

The American Dream has long been out of reach for too many. Black, Latinx, Asian Americans, Indigenous people, women, LGBTQ+ individuals, and people with disabilities face persistent discrimination in discrimination in education,¹ employment,² access to capital³ and financial services⁴, housing,⁵ and other sectors. These unjust barriers hinder American innovation, impede the growth of our economy, and undermine the foundations of our multiracial and multiethnic democracy.

The principles of diversity, equity, inclusion, and accessibility are essential for all individuals to reach their full potential and achieve the American Dream. Diversity, equity, inclusion, and accessibility programs come in various forms and can include antidiscrimination training, including sexual harassment prevention efforts; implicit bias training; affinity groups; expanded outreach; mentoring; and more. These programs often serve people of various backgrounds, including people from different racial, ethnic, and religious backgrounds; women; people with disabilities; LGBTQ+ people; and other groups, and help ensure everyone has equal access to education and employment opportunities and can enjoy healthy lives in thriving communities. These programs are particularly important in the federal government, so that the federal workforce reflects the full breadth of talent within our nation and that federal programs, policies, and funding drive equal opportunity. Ultimately, these initiatives build public trust and

¹ See, e.g. Izraelle I. McKinnon, PhD et. al, *Experiences of Racism in School and Associations with Mental Health, Suicide Risk, and Substance Use Among High School Students — Youth Risk Behavior Survey*, U.S. DEP'T OF HEALTH AND HUMAN SVCS. CTRS. FOR DISEASE CONTROL (Oct. 10, 2024), <https://www.cdc.gov/mmwr/volumes/73/su/su7304a4.htm>.

² U.S. Equal Employment Opportunity Commission (EEOC), 2024 Annual Performance Report (2025), <https://www.eeoc.gov/2024-annual-performance-report> (explaining that, in Fiscal Year 2024, the EEOC received 88,531 new charges of workplace discrimination—an increase of 9.2% over the previous year).

³ Imani Agustus, *Five Reasons Minority Borrowers Can't Access Capital*, THIRD WAY (Sept. 28, 2022), <https://www.thirdway.org/report/five-reasons-minority-borrowers-cant-access-capital>.

⁴ Greenlining, DEIs Pendulum Swing: Debunking Common Myths about Diversity, Equity, and Inclusion in Financial Services (Aug. 20, 2024), <https://greenlining.org/2024/debunking-financial-services-dei-myths/>.

⁵ Lawrence Yun, et al., *2024 Snapshot of Race and Home Buying in America*, NAT'L ASSOC. OF REALTORS RESEARCH GROUP (Feb. 20, 2024), <https://www.nar.realtor/sites/default/files/documents/2024-snapshot-of-race-and-home-buying-in-america-02-20-2024.pdf>.

enhance the efficiency of government services by promoting diverse perspectives, accessing all available talent and resources, and addressing the needs of all constituents.

Everyone benefits from diversity, equity, inclusion, and accessibility. Research consistently shows that diversity drives innovation and strengthens organizations.⁶ Inclusive environments empower individuals from diverse backgrounds to collaborate and create solutions to complex challenges.⁷ Equity ensures that no one is deprived of resources or opportunities due to unfair biases or stereotypes. These advantages increase productivity, economic growth, and social progress.⁸ Nevertheless, opponents of progress want to dismantle civil rights protections and blunt the tools that public and private organizations can use to advance equal opportunity—including diversity, equity, inclusion, and accessibility programs.

As members of Congress, you play a significant role in defending against these attacks and promoting policies and practices that ensure everyone can lead successful lives, contribute to their communities, and fully participate in the American economy. Attacks on diversity, equity, inclusion, and accessibility have moved swiftly through state legislatures over the past two years, but state legislators continue to push back against these attacks. Your leadership on this issue will demonstrate to the American people and the rest of the world that diversity, equity, inclusion, and accessibility are the backbone of a true multiracial democracy. We urge you to sponsor H. Res. 569 /S, Res. 240.

Thank you for your attention to this matter. If you have any questions, please contact Ashley Lawrence, Pro-Truth/EPI Policy Associate (alawrence@naacpldf.org) and Amalea Smirniotopoulos, Senior Policy Counsel and Co-Manager of the Equal Protection Initiative at LDF (asmirniotopoulos@naacpldf.org).

Sincerely,

NAACP Legal Defense and Educational Fund, Inc. (LDF)
American Association of University Women
America Pride Rises
Arab American Institute Foundation
Asian Americans Advancing Justice| AAJC
Institute for Women's Policy Research
Impact Fund
Jewish Council for Public Affairs

⁶ Roger C. Mayer et al., *Do Pro-Diversity Policies Improve Corporate Innovation?*, 47 FIN. MGMT. 617 (2018); David Rock & Heidi Grant, *Why Diverse Teams are Smarter*, HARV. BUS. REV. (Nov. 4, 2016). See also William J. Holstein, *Diversity is Even More Important in Hard Times*, N.Y. TIMES (Feb. 13, 2009) (“[I]t’s difficult, if not impossible, for [a] homogenous board[] to challenge and offer different perspectives, unique experiences and the broad-based wisdom that makes the board, and therefore the company, as effective as they can be.”)

⁷ E.g. Jason Miller, *The Power of Diversity and Inclusion*, FORBES (Apr. 16, 2023), <https://www.forbes.com/councils/forbesbusinesscouncil/2023/08/16/the-power-of-diversity-and-inclusion-driving-innovation-and-success/#:~:text=The%20Business%20Case%20For%20Diversity,innovative%20products%2C%20services%20and%20approaches.>

⁸ DANA M. PETERSON & CATHERINE L. MANN, CITI GPS: GLOBAL PERSPECTIVES & SOLUTIONS, CLOSING THE RACIAL INEQUALITY GAPS: THE ECONOMIC COST OF BLACK INEQUALITY IN THE U.S. (Sept. 2020), https://ir.citi.com/NvIUklHPilz14Hwd3oxqZBLMn1_XPqo5FrxsZDox6hhil84ZxaxEuJUWmak51UHvYk75VKeHCM1%3D; Nick Noel, et al., *The economic impact of closing the racial wealth gap*, MCKINSEY & CO. (Aug. 13, 2019), <https://www.mckinsey.com/industries/public-and-social-sector/our-insights/the-economic-impact-of-closing-the-racial-wealth-gap>.

Justice in Aging
Lawyers' Committee for Civil Rights Under Law
Leadership Conference on Civil and Human Rights
National Council of Asian Pacific Americans (NCAPA)
National Employment Law Project
National Partnership for Women and Families
National Urban League
National Women's Law Center Action Fund
Network Lobby for Catholic Social Justice
Race Forward
Southern Poverty Law Center