




Diversity, Equity and Inclusion


are Foundational to Justice



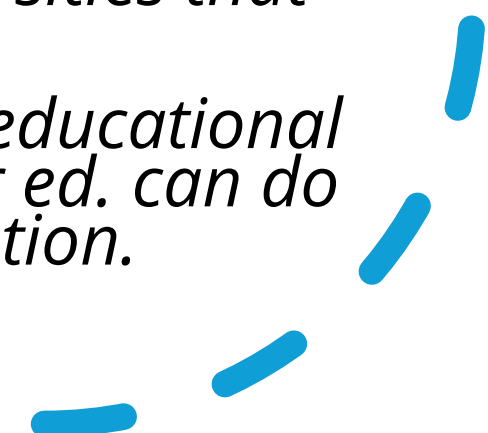
Challenges facing Diversity, Equity & Inclusion

Since inauguration, the Trump Administration has issued 103¹ Executive Orders; 12 have implications for ending DEI programs or defunding organizations that continue DEI programs.





Potential Impact of Exec. Orders on Diversity, Equity & Inclusion

- *Terminate D,E&I offices, positions, and programs in the Federal Government.*
 - *Terminate Equity-Related Grants & Contracts.*
 - *Repeal prior executive orders designed to ensure equal opportunity in workplace¹.*
 - *Contractually obligate federal contractors and grantees to certify that they do not operate any DEI programs.*
 - *Challenge and threaten legal action for public corporations, large nonprofits, philanthropic foundations, professional associations and colleges/universities that promote DEI programs.*
 - *Seek to limit what state & local educational agencies & institutions of higher ed. can do to ensure equal access to education.*
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What protections do we have against Exec. Orders on Diversity, Equity & Inclusion

- *Equal opportunity and antidiscrimination obligations are enshrined in the U.S. Constitution and federal civil rights laws.*
- *Exec. Orders (EO) can not change that.*
- *President's role is to implement laws; he cannot rewrite them.*
- *DEI policies & programs help organizations comply with civil rights laws by ensuring all people are on an equal footing...*
- *Organizations that roll back DEI programs risk violating anti-discrimination laws if unfair barriers persist.*
- *EOs do not halt programs that are specifically designed to remedy ongoing discrimination against POC & women that are codified in statute or regulation.*


What can we do to retain & maintain our Diversity, Equity & Inclusion

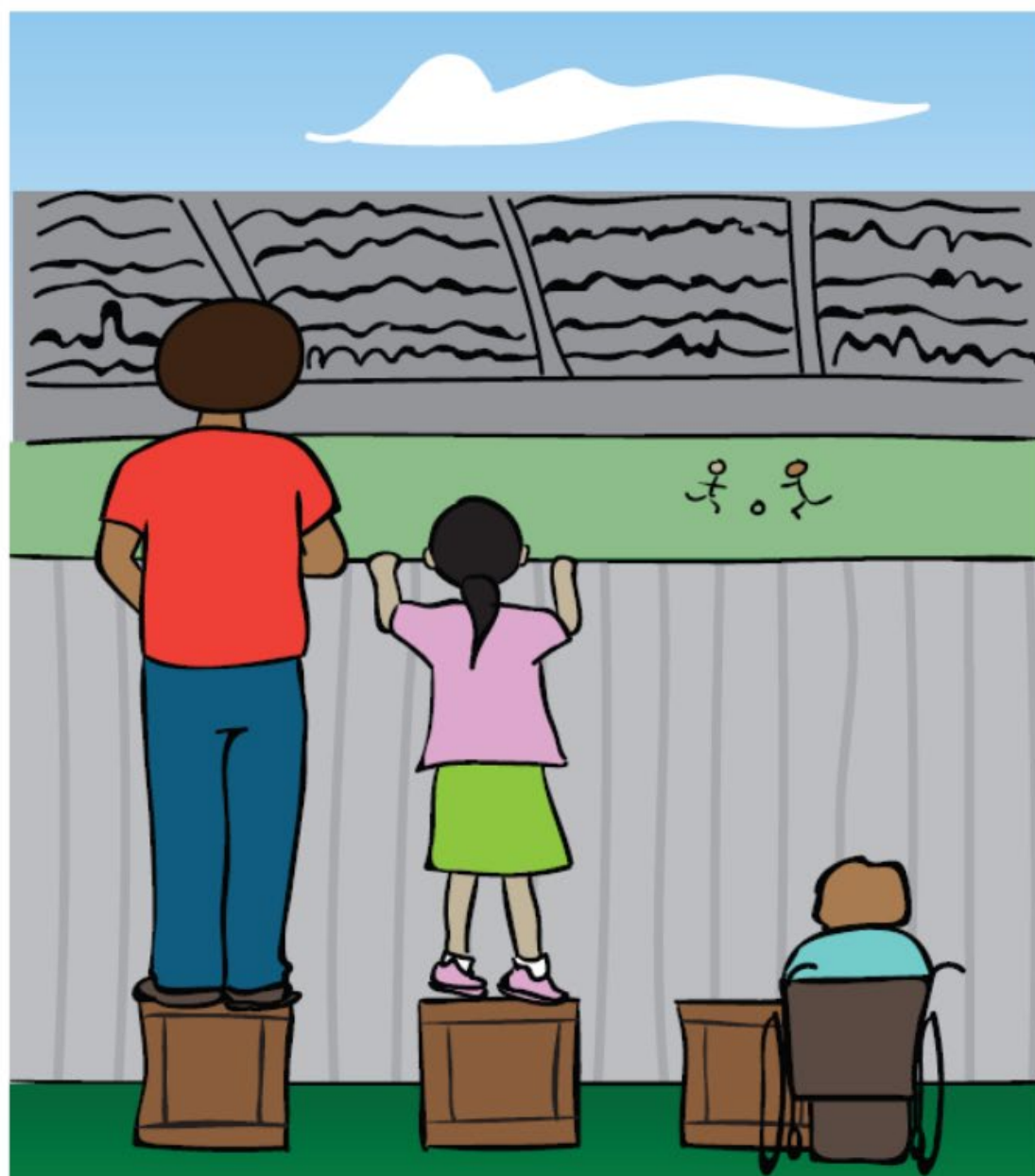
- *Be vigilant & document any actions or threats against your Diversity, Equity & Inclusion program and/or initiatives.*
- *Call on the ROC Table DEI Subgroup with any questions you may have @ tcmitch1951@gmail.com*
- *Provide your story of actions or threats @ <https://forms.office.com/r/0VYzHhnQKx>*
- *Look to organizations such as “The Leadership Conference on Civil and Human Rights” for information and support @ [“civilrights.org”](https://www.civilrights.org)*
- *Explore the “The Advancing DEI Initiative” offered the Meltzer Center for Diversity, Inclusion and Belonging at NYU School of Law at [About the Project | Advancing DEI Initiative | Advancing DEI Initiative](#)*



Equity

Equity is an intentional an ongoing process embedded throughout an organization to identify existing barriers, assess systems for inequality, and correct the imbalance that is inherent within personal, interpersonal, and organizational levels to meet the unique needs of individuals so that everyone can thrive and achieve success.





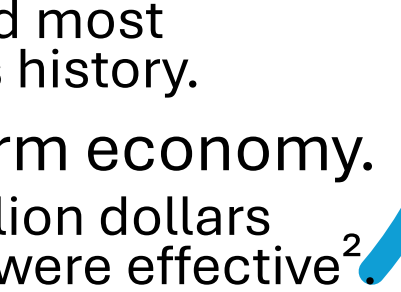
EQUALITY



EQUITY



Myths about DEI

- DEI only benefits Black People, is anti-white.
 - DEI can benefit all in organization & community.
 - Gives unfair advantage to non-white.
 - Data clearly demonstrates whites maintain advantages in nearly all aspects of life.
 - DEI programs establish quotas which are illegal.
 - DEI programs do not have quotas, just strategies to equalize opportunities for those that have been disadvantaged.
 - DEI is not needed. The American Dream is available to all.
 - In 2023 Dept. of Education received most complaints of discrimination¹ in its history.
 - DEI programs raise costs and harm economy.
 - Economic output would be \$16 trillion dollars higher since 2000 if DEI programs were effective².
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The Myth of Meritocracy

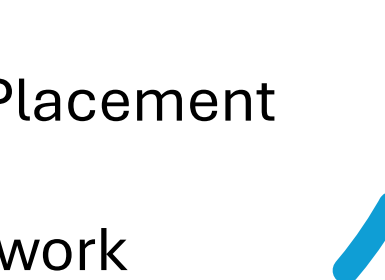
- True *merit* should be based on;
 - talent,
 - effort,
 - achievement.
 - Meritocracy becomes a convenient illusion when access to:
 - Education,
 - Economic stability,
 - Career opportunities;
 - are skewed by:
 - Race
 - Gender
 - Class
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What Inequity Looks Like

[Social Inequalities Explained in a \\$100
Race - Please Watch to the End. Thanks.](#)



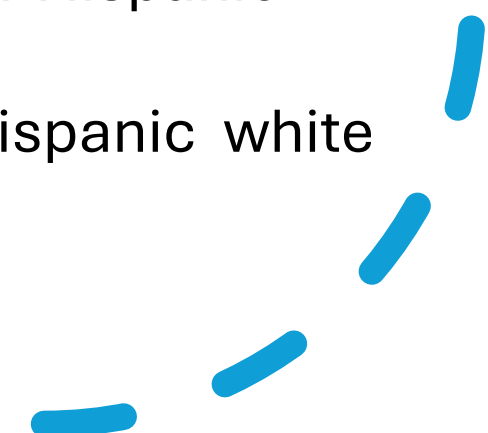
Other Causes of Inequities

- Trauma (murder, loss of parent, loss of child)
 - Adverse childhood experiences (ACE)
 - Experiencing violence, abuse, or neglect.
 - Witnessing violence in the home or community
 - Instability due to parental loss or separation.
 - Instability due to household members being in jail or prison
 - Unstable or Unsafe Housing or Neighborhood
 - Lack of Access to Healthcare
 - Poor or underfunded School District
 - Lack of availability of Advanced Placement Courses
 - Lack of professional or business network
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Inequity

Equal Pay for Equal Work

- As of 2024
 - White Women Paid \$.82 while non-Hispanic white Men paid \$1.00
 - Black Women Paid \$.65 while non-Hispanic white Men paid \$1.00
 - Black Men Paid \$.85 while non-Hispanic white Men paid \$1.00
 - Latinas Paid \$.59 while non-Hispanic white Men paid \$1.00
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What conditions created and maintain inequities?

- Forced Segregation or Continued Segregated Communities
- Red-lining
- Lack of Job Opportunities
- Lack of Mortgage and Capital Availability
- Denial of WWII GI Bill benefits
- Mass Incarceration
- Extreme Child Poverty
- High Poverty School System
- Dysfunctional School System
- Implicit Bias (ex. Lack of interviews for Black sounding names)

What we all can do to Defend & Promote Diversity, Equity & Inclusion

- Recognize that DEI failure in organizations has been due to:
 - Poor planning
 - Lack of management commitment to program
 - Poor program execution
- Recognize that inequities exist in our community & society.
- Work to improve;
 - Education systems
 - Provide mentorship opportunities
 - Improve community health outcomes



Suggested Resources

- <https://civilrights.org/resource/anti-deia-eos/>
- “Strike the Hammer” by Dr. Laura Warren Hill
- “Your Children Are Very Greatly In Danger”, by Justin Murphy
- Local History Project offered by CCSI, [Our Local History - CCSI - Coordinated Care Services, Inc.](#)
- ACT Rochester website; [ACT Rochester](#)
- Common Ground Health of the Finger Lakes; [Reports | Common Ground Health](#)
- McKinsey “Diversity Matters Even More” ¹ report released in December 2023;
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-matters-even-more-the-case-for-holistic-impact>