

Written Testimony for **SJ 003/HJ004**: Diversity, Equity, and Inclusion - The American Dream - Please **VOTE NO** on this bill.

Dear Rules & Executive Nominations Committee:

This bill's synopsis reads "...Affirming Maryland's commitment to Diversity, Equity, and Inclusion (DEI) as a foundation of the American Dream; and encouraging local, State, and federal policymakers, educational institutions, workplaces, and other organizations to adopt and uphold DEI principles..."

I agree with all of the stipulations that state that the American Dream is a "beacon of hope" and "embodies the ideals of opportunity, prosperity, and upward mobility, promising that every person should have the chance to achieve what they themselves define as success and fulfillment through hard work and determination". I agree that the American Dream "belongs to all of us, not just billionaires and multimillionaires". And I agree that "Our highest accomplishments as a state and nation have been achieved when we harnessed the strengths of all people, regardless of their identities, to overcome our greatest challenges".

However, there is **no data-driven evidence** for the following declarations in this bill:

"WHEREAS, Diversity, Equity, and Inclusion (DEI)..is...deeply rooted in America's founding principles and its subsequent legacy of civil rights and social justice efforts aimed at delivering the laws, policies, and initiatives that enable America to live up to our Constitution's promises...", and

"WHEREAS, DEI policies...reflect the corrective legislative and legal actions taken across our nation's history to expand and guarantee access to the educational, economic, and civic obligations and capacities of our nation", and

"WHEREAS, DEI principles and policies promote equal access to opportunities, foster an environment of respect and belonging, and ensure that every individual – regardless of background – can fully participate in all aspects of society", and

"WHEREAS, DEI is essential to creating a society where all individuals are valued, heard, and included", and

"WHEREAS, DEI is based on removing barriers to opportunity so that our merits can speak for themselves", and

“WHEREAS, DEI is committed to widening pathways to the American Dream for every community so that all people can reap the benefits of shared prosperity in our nation”, and

“WHEREAS, Freedom of speech and expression are fundamental constitutional rights, protecting the ability of individuals to voice their ideas and opinions without interference, punishment, or retaliation by the government”, and

“WHEREAS, Anti-DEI activists, politicians, and corporate decision-makers who attempt to prohibit DEI infringe upon the right of individuals to freely express themselves, diminish the diversity of perspectives that strengthen our society, and conflict with antidiscrimination laws”, and

“WHEREAS, Efforts to attack DEI are harmful to the bottom line and health of our economy”.

Please provide the actual data for these declarations and don't simply stipulate these declarations as fact. Where are the studies that prove these declarations?

Most DEI (Diversity, Equity & Inclusion) programs are failures. Recent research also shows that DEI training simply does not work. DEI has been in play since the 1960's as a direct response to the civic and social justice movement. While the intent has been good, its entry into the professional corporate domain has been burdened with a lack of clarity, a lack of budget, and a lack of talent. The domain today is full of buzz words like 'authenticity' and 'collaboration', and 'safe space', etc. No one really understands what is being said, and no one really trusts what is being communicated. It's being increasingly perceived as 'reverse discrimination' or 'reverse racism'. What is almost never talked about is the data side of DEI. How do we know if something is *not* diverse? You can't expect to change what you don't understand. Terms like '*diversity*', '*equity*', and '*inclusion*' are what we call latent variables in data analytics. Latent variables are either hypothetical constructs or they are unobservable, and we need to identify or create proxies to be able to measure them. A classic latent variable is 'satisfaction' and we proxy-measure it in part through the number of compliments received. So, DEI needs to be better defined in data-specific terms to enable us to properly measure its progress objectively. Without structured data-oriented thinking, DEI simply devolves into experimental policies and programs without any clear understanding of the causes and effects.

Promoting people solely based on their diversity carries potential risks that organizations need to consider: 1. The Hiring of Unqualified Candidates: When the

focus is solely on diversity, there is a risk of promoting individuals who may not be the most qualified or experienced for the role. This can lead to inefficiencies, lower productivity and decreased employee morale. 2. Tokenism: Promoting people from diverse backgrounds solely to fulfill diversity quotas can lead to the perception of tokenism. This can undermine and devalue the achievements of those who have genuinely earned their positions. 3. Lack of Meritocracy: When promotions are not based on merit and qualifications, it can create a sense of unfairness and resentment among employees who have consistently demonstrated their capabilities. This can erode motivation, hinder employee engagement and contribute to a toxic work environment. 4. Lack of Long-Term Commitment: If promotions are driven primarily by diversity goals without considering the long-term implications, it can result in a lack of commitment from the promoted individuals. They may not genuinely identify with the organization's values and goals, leading to higher turnover rates and a lack of sustained engagement. 5. Limited Opportunities for Growth: Promoting people based solely on diversity may limit their opportunities for growth and development. When individuals are promoted without the necessary skills and experience, they may struggle to perform effectively in their new roles, hindering their career progression in the long run.

Also, there are no studies or evidence-based data that prove the following resolution:

“RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND...Diversity, Equity, and Inclusion” is “an essential foundation for achieving the American Dream and fostering environments where all individuals have the freedom to be healthy, prosperous, and safe, and the opportunity to realize their full potential”.

In fact the information provided above clearly demonstrates that DEI does **not** provide the benefits that many claim it provides and actually causes discrimination, distrust and dissent by using diversity, rather than meritocracy, as the basis for fostering environments that encourage all people to pursue their dreams.

Maryland should **not** be “RESOLVED” to be a place that “...encourages local, State, and federal policymakers, educational institutions, workplaces, and other organizations to adopt and uphold DEI principles that promote inclusivity, protect freedom of expression, remove barriers, and provide equitable opportunities for all individuals to pursue their dreams...”

The whole DEI movement has been poorly conceived. It claims to be evidence-based, but it is anything but. There is a lack of data-anchored definitions. Instead, DEI efforts result in distrust and dissent and promote discrimination.

And finally, President Trump has cancelled DEI instruction in our schools in an Executive Order. This is just another attempt to continue DEI in our schools in direct opposition to President Trump's Executive Order, and it is **SOLELY** politically motivated and does **not** promote nor help all people achieve their American Dream.

Therefore, please **VOTE NO** on this Joint Resolution.

Thank you.

Trudy Tibbals

A Very Concerned Mother Of 3 and Maryland Resident