

March 13th, 2025

Testimony on SJ0003  
Diversity, Equity, and Inclusion – The American Dream  
Education, Energy, and the Environment

**Position: Favorable**

Common Cause Maryland supports SJ0003 which exhibits Maryland's dedication to Diversity, Equity, and Inclusion (DEI) as a crucial pillar for realizing the American Dream. This resolution establishes a forward-looking agenda that acknowledges the changing nature of our society while also honoring the historical heritage of civil rights victories, from the Civil Rights Act of 1964 and the 19th Amendment to historic anti-discrimination laws. By supporting DEI, Maryland demonstrates that our greatest achievements come from allowing all people, regardless of background, to fully engage in all facets of life.

Our goal at Common Cause Maryland is to establish transparent, responsible, and honest institutions that benefit the people at all governmental levels. We think that DEI is an essential concept that guarantees everyone equal rights, opportunity, and representation—it is not just a policy directive. This inclusive strategy ensures that a range of viewpoints are heard and that choices that impact our communities are made in a fair and transparent manner. DEI policies contribute to the fight against systematic inequities by eliminating obstacles to opportunity and guaranteeing fair access to the American Dream. Our dedication to these ideals is essential to creating a robust, inclusive democracy where all opinions are valued.

Senate Joint Resolution 3 is a critical step toward fostering a society that not only values diversity but actively works to create a level playing field for all its residents. The principles outlined in this legislation resonate deeply with the mission of Common Cause Maryland. By eliminating systemic barriers and promoting equitable access to education, employment, and civic participation, this legislation not only uplifts individual lives but also reinforces the very fabric of our democracy. The stakes have never been higher, and the need for decisive, inclusive reform is urgent. Now is the time for Maryland to lead by example—demonstrating that the promise of the American Dream is attainable when we stand together.

“Diversity, Equity, and Inclusion – The American Dream” is a legislative reaffirmation that our state is dedicated to ensuring every individual can participate fully and fairly in our democratic process. Common Cause Maryland stands resolute in its support for this resolution, and we urge our legislators to adopt it with the urgency and conviction that this moment demands. Together, let us forge a future where every Marylander is empowered to pursue their dreams, and where the promise of democracy is realized in every community.

For these reasons, we urge a favorable position report.