

HB1055\_RichardKaplowitz\_FAV

03/10/2025

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**TESTIMONY ON HB#1055 - POSITION: FAVORABLE**  
**Commission on Nondiscrimination – Establishment**

**TO:** Chair Pena-Melnyk, Vice Chair Cullison, and members of the Health and Government Operations Committee  
**FROM:** Richard Keith Kaplowitz

My name is Richard Kaplowitz. I am a resident of District 3, Frederick County. I am submitting this testimony in support of **HB#/1055, Commission on Nondiscrimination – Establishment**

The Federal administration and their supporters believe that anything that does not advantage white cis-gendered Christian males is automatically DEI and must be suppressed and outlawed. They do not believe that any minority whether BIPOC or LGBTQ+ or any woman could have equal opportunities in society based on their knowledge and character and ability which can, in any way, shape, or time, exceed the favored group even if that is demonstrably false.

In January 2025, CNN reported on *What is DEI, and why is it dividing America?*<sup>1</sup>

**What is DEI?**

Among seven DEI experts and industry leaders CNN has interviewed, most had a shared vision for what constitutes the concept:

- **Diversity** is embracing the differences everyone brings to the table, whether those are someone's race, age, ethnicity, religion, gender, sexual orientation, physical ability or other aspects of social identity.
- **Equity** is treating everyone fairly and providing equal opportunities.
- **Inclusion** is respecting everyone's voice and creating a culture in which people from all backgrounds feel encouraged to express their ideas and perspectives.
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DEI was created because marginalized communities have not always had equal opportunities for jobs or felt a sense of belonging in majority-White corporate settings, said Daniel Oppong, founder of The Courage Collective, a consultancy that advises companies on DEI.

"That is the genesis of why some of these programs exist," he said. "It was an attempt to try to create workplaces where more or all people can thrive."

Every day now the Federal Government is committed to the eradication of whatever they define as DEI or that interferes with the fascist takeover of government by President Musk, Vice-President Vance, and figurehead Donald Trump.

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<sup>1</sup> <https://www.cnn.com/2025/01/22/us/dei-diversity-equity-inclusion-explained/index.html>

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This bill will equip Maryland with the tools needed to resist this march backwards on civil rights and the rights of minority communities and of women in Maryland. The bill will establish the Commission on Nondiscrimination to monitor and study nondiscrimination laws and regulations and the impacts of the actions of the federal government on those laws and regulations and to recommend legislation to address any deficiencies in nondiscrimination protections in Maryland. As the late Senator Paul Wellstone and Maryland Comptroller Brooke Lierman have stated “We all do better when we all do better”. Federal policies and illegal and unconstitutional Executive Orders that build back into our society discriminatory practices must be identified and dealt with to ameliorate the harms they can cause in our society and our state.

The bill further protects Maryland and its residents by requiring the Commission to submit a report on its findings and recommendations, including any legislative proposals, to the Governor and the General Assembly by December 15 each year. That will permit the Maryland General Assembly to draft legislation to respond to the findings and recommendations being made.

We must be proactive in guarding our state from Federal actions which harm the state and our diverse populations.

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**I respectfully urge this committee to return a favorable report on HB1055.**