



P.O. Box 5200
Salisbury, MD 21802-5200

February 6, 2025

RE: HJ0004

Dear Rules and Executive Nomination Committee:

Diversity, Equity, and Inclusion (DEI) as a foundation principle is anything but the American Dream. Its ideology violates the Civil Rights Act of 1964 and the equal protection clause of the Fourteenth Amendment of the U.S. Constitution. DEI does this by establishing two sets of standards and preference based on one's physical characteristics such as race, national origin, skin color, religion, gender, and sexuality. What DEI proports to accomplish, achieves just the opposite by discriminating against others. We have countless DEI exhibits from multiple public school systems that clearly discriminate based on race, color, sex, and gender.

DEI uses discrimination to counter assumed and alleged discrimination. Not only does DEI discriminate, but its systematic implementation forces people to affirm and endorse others in their personal practices, lifestyles, and perceived identities. People have the right to believe or do what they want, but keep me out of it. A system that forces others to comply and bow to an ideology is oppressive. Because of this, DEI infringes on the rights of others and is a religious system (with government as a deity).

As an example of your own bill, HJ0004 discriminates right out of the gate when it says "encouraging certain individuals and groups to adopt and uphold DEI principles," which is exclusive. HJ0004 also discriminates against anyone that disagrees with DEI ideology, by branding them as being "harmful and infringing on the rights of others" in the sections below:

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;

The Delmarva Parent Teacher Coalition (DPTC) fights against all forms of racism, oppression, and obstruction to equal opportunities. DEI is counter to this principle. The underlying issue is in the heart of man, which no legislation can ever change. To that end, the DPTC opposes HJ0004 and discourages statewide systems that discriminate. We respectfully ask that you find this bill unfavorable for the stated reasons.

Darren Lombardo, Director
Delmarva Parent Teacher Coalition