

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Adler University Violating CRT Diversity Training Executive Order
Date: Friday, October 30, 2020 8:10:32 AM

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Hello President Trump and OFCCP,

I want my information to be anonymous.

My current university is becoming incredibly left/socialist on the political spectrum. They equate a Republican with white supremacy. They are forcing doctoral students, like myself, to believe in critical race theory. I oppose CRT because it is a form of censorship, it is prejudiced, and it lacks empirical evidence.

My university is "Private" but receives Federal Funding and even the CARES ACT. Please stop them from pushing this agenda. CRT does not help in our professional training and the university is making it uncomfortable to be Jewish. They tell us we are white and cannot say we do not have "White Privilege". I want my university to stop this CRT and teach us about how to be health professionals.

(b) (6), (b) (7)(C) and Adler student government are primary offenders. They violate the order and continue this propaganda.

I live in Chicago and Adler University is in the heart of the city.

Thank you to the Trump Administration and God Bless The United States.

All the best,

(b) (6), (b) (7)(C)

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Sent from my iPhone

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: American Express Critical Race Theory Violation
Date: Tuesday, September 29, 2020 11:59:03 AM

Hi -- I would like to report a possible violation of the new executive order regarding critical race training. American Express is a federal contractor and recently had a company-wide seminar on how capitalism is intrinsically racist. On September 24th, the Harvard professor Khalil Muhammad and Vince Hudson gave a company-wide talk titled "Reflecting on our History and "the American dream." The talk focused on how America's entire economy is racist and how all wealth is tied to racism. It was a textbook example of critical race theory given by a professor who has literally written textbooks on critical race theory.

Several statements throughout the talk seem to be in violation:

1. Muhammad explicitly said that we have a "racist criminal justice system."
2. He said that we can not "escape" historical racism.
3. "All of these people were raw material or used as labor through enslavement and colonization to create capital... We can't understand the actual capital that fueled the industrial revolution...without understanding that none of that happened without racist logics and forms of domination...To this very day when we think about capitalism -- And I use the term racial capitalism -- while it has evolved and changed over time, blackness and brownness still shape markets. They still signal value. They still set prices and establish risk.

If this is of interest, I can provide video of the talk and others given at the company.

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: anonymous?
Date: Thursday, October 08, 2020 1:28:30 PM

Hi, is this complaint hotline anonymous?

I read about your looking into Microsoft - BRAVO!

However, this same thing is happening at other Tech companies around the country.

I was told by a Vice President recently, our team needs to get younger, and the team needs to be less 'white'. I have been told I am too old by my manager.

We have been told over and over that our company needs to be at 30% black and latino by 2030 and 50% female.

This has financial benefits to the company - disguising getting rid of older employees for out of college 'diverse' employees.

The HR dept keeps asking us what we identify as-- why does that matter!? I do not identify as male or female or white/black/green during work hours. I identify as an **employee** and I do my job darn well.

They are trying to fill check boxes for good press all the while eliminating higher salaries.

I don't understand why we can't hire and RETAIN the best people no matter the color or gender. Isn't being blind to this what we all want!?

Please, continue the good work it looks like (from the article I read) you are doing!

After thousands of people being laid off in the last few months at my company, I would be curious of the age and race breakdown of the people my company laid off. Is that something you could look into?

Age discrimination in technology is the biggest un-talked about discrimination in the US today.

Thanks

RS

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Antiracism training
Date: Tuesday, October 13, 2020 7:14:54 PM

Is this training, which includes exploring “what it means to be anti-black, white privilege, and Black Lives Matter” in violation of the President’s recent Executive Order? It appears to be at least partly funded by a federal grant.

<https://www.magellanoofvirginia.com/media/6077/09-29-20-racial-trauma-and-incorporating-culturally-sensitive-practices-webinar.pdf>

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: City of Seattle Racial Scapegoating
Date: Sunday, December 27, 2020 4:55:43 AM

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(b) (6), (b) (7)(C)

The City of Seattle is egregious. They are blatantly racist and mandate racial scapegoating. King County government started going down that track too. Working for City of Seattle I have had to collaborate with the other city/county/NGOs in the surrounding area and know they have similar issues with overt racism just like the City of Seattle.

It is common to racially scapegoat and stereotype in the City of Seattle and collaborative local agencies. Every meeting with our community partners is started by everyone affirming "we are on stolen lands" which sometimes leads the facilitator into rambling on about how evil whites people are afterwards. Many agencies I work with require pronouns and race in the email signatures. Currently Seattle only requires we include our pronouns although some employees include more.

City of Seattle teaches Critical Race Theory in ALL of its mandatory RSJI classes (except 1). Some classes have attendees from our community partner agencies that we provide funding to. They teach that the definition of white supremacy is American culture, which they interchange with white culture (funny, because I always looked at American culture has a quilt of one made from many, not white). They teach if you support American values you are a white supremacist. This is why they think it is logical to call Asians or Black Americans white supremacists when they defend western values. They believe western values are a system of white supremacy so anyone who supports them are white supremacists.

They teach that in order for people of color to overcome their oppression, the white capitalist system must be dismantled and replaced with communism so wealth can be redistributed. They teach the definition of A racist is all white people non dependent of their actions. I've been told it's in the DNA, and that racism is inherent in all white people. I can go on. It's bad. Really bad. This language is used commonly within the workplace because the city has MANDATED. They make you affirm the position. The city's mandate has been an endorsement for all employees to be able to discriminate against those who oppose the racist ideology. They teach that defensiveness is proof that someone is a white supremacist and they also teach it is okay to traumatize and make white people uncomfortable let alone white supremacists (This is literally taught).

The City of Seattle mandates its employees to look at everything through the lense of race. The City professes that race is the most important characteristic to consider over all else. They ask us to stereotype and discriminate based on race and national origin. They ask us to ensure all of our work and interactions do same. It is widespread.

It is not just the segregated trainings. It is not just the anti-American and anti-white sentiment that is allowed in the workplace (and taught in the city mandated trainings). It is not just the public humiliation based on race or the racial shaming that they do in nearly every gathering whether it is a work meeting, retreat or summit. It is in the entire culture.

I watch it spread, changing the workplace culture, as previous Mayor Ed Murray and every Mayor since put more "backing" into the Race and Social Justice Initiative that the Critical Race Theory trainings originated from. The RSJI Change Teams became more powerful as they had dominion over every city Department. The RSJI Change Teams have authority to review EVERY policy within the city and apply a "racial lense" to it, whether its day to day activities amongst employees to how programs must work to get funding. Critical Race Theory has been applied to EVERYTHING within the City of Seattle, and effectively, nearly EVERY County/City and non-profit that the city works with as well.

I could literally write a book so am going to end the email here. It was unclear on your webpage what I was supposed to include but I can provide documentation and information if needed.

(b) (6), (b) (7)(C)

Critical Race Theory is intertwined in everything the city does because of RSJI. This is something that you should look much closer into.

(b) (6), (b) (7)(C)

Sent from my Verizon, Samsung Galaxy dumbphone

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Cc: (b) (6), (b) (7)(C)
Subject: Clarification requested for Executive Order 13950
Date: Thursday, October 29, 2020 11:54:36 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

As a recipient of Federal money to fund Los Angeles County transportation projects, Los Angeles County Metropolitan Transportation Agency (LA Metro) is seeking a clarifying statement or summary on this Executive Order. What does LA Metro need to do to comply with 13950?

LA Metro's County Council has advised my department that LA Metro is not required to take any action regarding this Executive Order. The responsibility falls on the DOT. Section 5 of the Order entitled "Requirements for Federal Grants" mandates the heads of all Federal Agencies shall review their respective grant programs for which the Agency may, as a condition of such grant, require the recipient to certify it will not use Federal funds to promote concepts that promote race or sex stereotyping. Additionally, within 60 days of the order each agency must submit a report to the Director of Office of Management and Budget, identifying any programs that promote such stereotyping.

If the head of a Federal Agency identifies LA Metro as the recipient of Federal grants, will LA Metro be notified and have time to certify it will not use Federal funds to promote concepts that promote concepts of race or sex stereotyping?

Please advise as to what LA Metro needs to do to prepare for this Executive Order's enactment.

Respectfully,

(b) (6), (b) (7)(C)

metro.net | facebook.com/losangelesmetro | [@metrolosangeles](https://twitter.com/metrolosangeles)

Metro's mission is to provide world-class transportation for all.

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: COMBAT RACE AND SEX STEREOTYPING BY FEDERAL CONTRACTORS
Date: Thursday, October 22, 2020 4:27:28 PM

I'm writing to inform you about something Cardinal Health is doing in relation to the topic I hope you can bring light to this subject as this is un-american and indites all white american's. They are setting up a conference call to discuss race and our white privilege. Of course it's optional, but if you don't attend we all know it will be held against you and they will terminate you for this reason or some other down the road.

Cardinal Health supplies items to the federal government and wonder if this could be a way to prevent this ridiculous topic being shoved onto everybody. Please don't disclose my email or other information as I don't want to lose my job.

Here are a few of the links sent out to us for looking over and then discussing.

<https://www.youtube.com/watch?v=AGUwcs9qJXY&feature=share&app=desktop>

<https://graphics.reuters.com/GLOBAL-RACE/USA/nmopajawjva/>

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Comments on EO 13950
Date: Wednesday, October 21, 2020 10:45:47 AM

I have great respect for the OFCCP for promoting affirmative action since the 1960s but I'm saddened that your agency has been put in the position of implementing EO13950 which, in many ways, is the antithesis of EO11246. Strong diversity training programs are one way that contractors can implement affirmative action and EO13950 weakens these programs.

Although I can write an entire essay, I want to focus on one point: the assertion that some people or groups are "inherently racist or sexist." None of the programs and books that I know of make this claim. Instead, they talk about the differential power of various groups. In our society, whites are the dominant group relative to people of color. That doesn't mean that whites are inherently racist but it does mean that they, as a group, have more power. So whites, as a group, benefit from this racial hierarchy. The solution is to equalize systems of power.

EO13950 distorts this and other points, probably intentionally. I would imagine that many who work in the OFCCP understand this. I could go on, but I'm sure that other critics will write in. I'm currently revising a small textbook called (b) (6), (b) (7)(C). In the introductory chapter, I will insert a few paragraphs saying that President Trump would ban the use of this book in federal training programs. Hopefully, the EO will not apply to diversity courses in higher education.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Complaint
Date: Monday, November 02, 2020 9:39:12 AM

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This hotline is ridiculous.

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Complaint on training content
Date: Friday, October 30, 2020 11:19:20 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Hello,

I am appalled by the notion that teaching diversity, challenging aspects of our history, racial (and gender) equality, and unconscious bias is un-patriotic. Is not the most patriotic act we can do to understand our history and to ensure that we better the lives of all our citizens? If it was truly un-American to question and try to correct systems of oppression, would we not still be under British rule?

As a white, heterosexual, well educated male I cannot think of a better way to make our country great than to know its history and to strive for a more fair and equitable society, a society in which there is currently great gender- and racial inequality.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Complaint
Date: Wednesday, December 02, 2020 12:06:45 PM

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To whom it may concern,

I live in Rye NY. In August, our Superintendent and Board Of Education put together a secret task force and hired the Steinhardt School of NYU, <https://steinhardt.nyu.edu/statement-affirming-pursuit-racial-and-social-justice-through-education> without community consent. There was a meeting that took place with our task force, with no transparency to the public, where Steinhardt held a diversity training session etc. that ascribe character traits, privileges, status, etc. and that assigns fault or blame to a race or sex because of their race or sex.

Many in the community want to petition the Superintendent and the BOE for hiring NYU Steinhardt and have them removed from inflicting this racism into our schools. Do we have any recourse under Trumps Executive Order as NYU Steinhardt got 8.1 Million in Federal Funds in July? <https://www.nyu.edu/about/news-publications/news/2020/july/nyu-steinhardt-researchers-receive--8-1-million-from-the-institu.html>

And since public schools use Federal Funds are we protected from these outside organizations based on the Executive Order and can we fire Steinhardt on our side?

Thank you.

Best

(b) (6), (b) (7)(C)

Sent from my iPhone

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Complaint pursuant to Executive Order on Divisive Training
Date: Sunday, October 04, 2020 3:10:24 PM

To Whom It May Concern:

I am employed as a special investigator by CACI International, which has contracts with the Department of Defense and other agencies to conduct national security and public trust investigations.

I recently took mandatory annual training, to include Insider Threat and Hostile Work Environment. I've taken this training before and I have found parts of the training to be offensive. I am now making a complaint under the President's recent Executive Order banning federal contractors from using training material which promotes racial and gender stereotypes.

In "Insider Threat," the person identified in the training as a possible insider threat is a white male. Co-workers discuss their concerns about the possible threat. Another white male, older than the possible threat, does not want to report his coworker because of his personal belief that in their field of work, everyone sticks together. Another co-worker, a younger black male, is emphatic that the possible threat be reported to supervisors. Of course, the latter is the right choice to make; however, the scenario panders to a stereotype that white men stick together, even when one does something wrong, yet it's the young black male who makes the right decision despite being in a white privilege atmosphere.

In Hostile Work Environments, several scenarios play to stereotypes. In one, a middle age white male is portrayed as the manager or supervisor; he pressures younger women, mostly of color, into having a romance relationship with him. In another scenario, another white male, late twenties or thirties, continuously harasses a young female into a relationship.

Then there is the late thirties, early forties white woman, not young enough to be woke, but not old enough to be a complete racist, makes co-workers uncomfortable when she tries to compliment them but instead insults them. In one scenario, she offends a gay white man by saying to him that all gays are good at designing. She offends a female Asian by saying she should wear makeup more often because the Asian looks more beautiful when she does wear makeup. And then the white woman says to a transgendered male-to-female, "if you waited longer, you would have found the right woman." I find it very hard to believe that in 2020, anyone says anything like these remarks. While this doesn't involve a white male, it still portrays a white person as the offending party. Another white woman, in her thirties, tries to seduce a male subordinate, who appears to be of Middle Eastern descent.

Most egregious was the night shift foreman who didn't want women on his shift, and that all his men felt the same way. They talked and acted crude at work and they don't care if it offends women co-workers. The night shift foreman was practically THE stereotype of an Italian American, a Brooklyn "Guido" type; the only thing missing from this scenario was the "wife-beater" undershirt. And I'm not even Italian American but this scenario **really** offended me.

The one scenario which showed the one time it is acceptable to touch someone of the opposite sex at the workplace involved a Hispanic woman who lost a family member. A co-worker, a

young (early 20's) black male, is aware of how important family is to the Hispanic woman. That in and of itself is a running stereotype, how family is so important to Hispanics, yet somehow family doesn't matter to whites. The young black male approaches his co-worker and asks if she needs a hug. She says she does, and the young black male gives her a gentle hug.

While each scenario by itself might appear innocuous, the general thread through all the training was that white persons, especially males, especially middle aged males, are corrupt, racist, homophobic, xenophobic, sex crazy, Neanderthals who need to be eliminated from the work force. "Victims" are generally portrayed as females and/or of other races/ethnicities or alternate lifestyles, all of whom behave appropriately in the workplace.

(b) (6), (b) (7)(C)

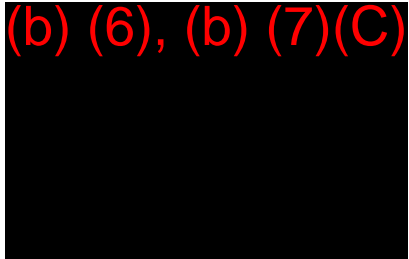
From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: complaint questions
Date: Friday, October 02, 2020 10:35:04 AM

Hello,

Please provide me with additional information, including examples, of what types of training content might be considered problematic.

thanks,

(b) (6), (b) (7)(C)

A large black rectangular redaction box covering the signature and any associated text or contact information.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Complaint Regarding Violation of Executive Order 13950
Date: Monday, October 19, 2020 9:39:24 PM

Hello,

My name is (b) (6), (b) (7)(C), I'm a student currently at Western Washington University, located in Bellingham, Washington. I was recently notified of a mandatory diversity, equity, and inclusion training module that is *mandated* to students (specifically, registration for classes are put on hold until such training is completed). I fear that part of this training includes violations of Executive Order 13950, specifically referring to the barring of "divisive concepts." There is presumptions associated with this training module that suggest that:

"...the United states is fundamentally racist or sexist, (3) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously.."

I write here today in questioning of where universities that receive public funding stand in the wake of this new executive order. I have been in preliminary contact with individuals responsible for administering the training (at least to my knowledge). The response I received was:

"Since Western does not use federal funds to pay for the Diversity, Equity, and Inclusion training, we are indeed legally able to require it of our students."

I am currently working on a response to this proclamation as it is not clear what this really entails—the order suggests that *any* recipient of federal grants are subject to scrutiny under this new order, regardless of where the funding is allocated to. Again, the core issue here is whether or not universities (at least in the case of mine, which receives federal grants), are to be considered for this piece of legislation.

Thank you for your time.

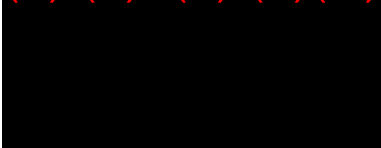
From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Compliance with Executive Order on combating Race and Sex stereotyping
Date: Sunday, October 11, 2020 5:26:36 PM

Sent from [Mail](#) for Windows 10

Dear Sir/Madam:

I would like to know if Buncombe County DHHS Asheville, NC is in compliance with recent Executive Order on combating Race and Sex stereotyping due to the upcoming (and recent) training through Racial Equity Institute scheduled on October 16 specifically for Buncombe County staff. I am concern with the following agenda , i.e. Racial Equity Institute presenters "will use stories and data to present a perspective e that racism is fundamentally structural in nature."

Thank you for the consideration,

(b) (6), (b) (7)(C)


From: (b) (6), (b) (7)(C)
Sent: Friday, October 30, 2020 9:31 AM
To: OFCCPComplaintHotline
Subject: Compulsory diversity training

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail

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Pursuant to the recent executive order combating race and sex stereotyping, someone might want to look into the mandatory training being required by Founders Elementary school in DeKalb, IL, part of DCUSD#428. All staff, certified and non-certified, are being required to participate in a mandatory book study on Culturally Responsive Teaching featuring the book, Culturally Responsive Teaching and the Brain by Zaretta Hammond. This book study is not optional.

Is this action in violation of the new executive order or is it protected?

I respectfully ask to remain anonymous.

Sent from my iPhone

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Concerned employee
Date: Thursday, October 01, 2020 11:28:14 AM

Hello,

I am a masters level practitioner at the Guest House of Milwaukee, a federally funded (HUD, VA, etc.) homeless shelter that Secretary Carson visited in 2018.

At the Guest House of Milwaukee, all employees were a. categorized by race b. segregated into trainings based on race and c. limited in their ability to attend other sessions due to their race.

All three of these actions seem to violate EEOC laws.

However, I am writing you because the trainings are exactly the "racial sensitivity/critical race theory" that this office was created to address.

I have two audio recordings of zoom trainings, one with all white staff and one with all staff.

The consultant is Catrice Jackson, her work on CRT is widely available.

I am glad to share the recordings as this is a prime example of these CRT trainings in the workplace and it is really creating harm to many staff members. And this is agency is largely funded by government grants and Medicaid.

I would like to stay anonymous if possible as I greatly fear retribution. Please let me know how you'd like to proceed and what evidence you'd like. Aside from the recording, I may have meeting agendas.

What staff are required to read "white spaces" by catrice Jackson and are told that only Whites can be racist, etc. That book alone should be an indication to the type of training going on here

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Concerns
Date: Thursday, October 08, 2020 5:57:28 PM

Can you tell me if this is in violation of Executive Order 13950? Thank you

Our agency is pushing this 21-day racial equity training, here is the link,
https://www.americanbar.org/groups/labor_law/membership/equal_opportunity/

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Construction Technology Laboratories Inc. in Skokie, IL
Date: Friday, September 25, 2020 6:44:44 PM

Please keep my email address and identity anonymous please!

Construction Technology Laboratories Inc. in Skokie has been on a conciliation agreement with the OFCCP in the past and they continue to hire mostly caucasian males for every single position. They do not partner with any female, black or hispanic organizations, schools. They do not do anything to recruit females, blacks and hispanics for any of their roles.

If you were to conduct a survey, the employees would tell you that the new owner and CEO, Cary Cohrs is a dictator who bullies and harasses (sexually as well) staff and is a racist who believes females are good for nothing except their looks, mothering etc.

Please conduct an audit of this company. Thank you!

Anonymous please (the CEO Cary Cohrs is crazy and he does take revenge on people)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: CORA Unconscious Bias Training
Date: Friday, September 25, 2020 6:12:34 PM

Hello,

I would like to know if "Unconscious Bias" training, including race based IAT testing, offered through CORA (Center for Organizational Responsibility and Advancement <https://coralearning.org/>) when mandated for school/ college employees is in conflict with the Executive Order on Combating Race and Sex Stereotyping.

Thank you for your assistance.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Critical race theory - complaint
Date: Tuesday, September 29, 2020 4:22:48 PM

Everlaw is forcing employees to attend training with below agenda:

What diversity, equity, inclusion, and belonging is and why it matters
Bias and how it impacts the workplace
Understanding your perspective and privilege
Microaggressions and their impact on social connections
How to be an ally at Everlaw

Interviewers at Everlaw were forced to attend a session last month which focused on how to interview and hire "peoples of color".

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
Sent: Tuesday, November 03, 2020 4:03 PM
To: OFCCPComplaintHotline
Subject: Critical race theory and federal contractor

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail

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I am in need of help clarifying if the contractor that I am working for, who is indeed a federal contractor, is allowed to have me attend critical race theory classes that they are holding on the job site. Is there somebody that could answer this question or steer me in the right direction to get my question answered. Thank you.

[Sent from Yahoo Mail on Android](#)

From: (b) (6), (b) (7)(C)
To: federalerts@omb.eop.gov; [OFCCPCComplaintHotline](#)
Subject: Critical race theory is being pushed on employees at the Federal Reserve Bank
Date: Wednesday, September 30, 2020 7:55:26 AM

Good morning,

I'm writing about the Federal Reserve Bank (the Fed), the central bank of the United States. The Fed may be separate from the Federal Government but perhaps it can be classified as a contractor for the Federal Government?? In any case, it's quasi-government and I'm hoping one of these email addresses can take up this matter and/or pass it along to someone who can help.

A close friend works for the Fed in Boston and I know first hand that they are forcing critical race theory on their employees, such as "unconscious bias" training and recommended reading lists containing books like White Fragility and How to be an Anti-Racist. Most recently, the Fed's "Diversity and Inclusion" group has changed its name to "Diversity, Equity and Inclusion" which is a step in the WRONG direction.

My friend (the Fed employee) would not contact anyone directly as a whistleblower for fear of retribution, nor do they know that I am reaching out so I'm trusting that this is completely confidential.

Thank you for any help you can provide in stopping this pernicious and divisive training at the Fed and everywhere else in the public and private sectors for that matter! It is ruining employee morale across corporate America and is doing enormous damage to the country as a whole.



Virus-free. www.avg.com

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Critical Race Theory is UNAMERICAN
Date: Friday, October 16, 2020 11:45:45 AM

To whom it concerns,

I have been hearing reports of our government actually spending our tax dollars on an evil and pernicious ideology: critical race theory. This type of anti-patriot vitriol is NOT appropriate for any forum - including our public schools and our government. I reject any attempts to include this or similar doctrines into our society and certainly into our government.

Sincerely,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Critical race theory
Date: Saturday, November 14, 2020 10:36:24 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

To whom it my concern,

I work for Leidos Corporation.

I want to make an anonymous report about having to endure mandatory Critical Race Theory training. The title of the training has been changed to "An Introduction to Uncovering and Mitigating Unconscious Bias".

But make no mistake, all be it a watered down version, it is critical race theory. At any rate, I believe this training is in violation of President Trump's executive order.

Thank you for your time.

Anonymous.

From: (b) (6), (b) (7)(C)
Sent: Friday, October 02, 2020 1:03 PM
To: OFCCPComplaintHotline
Subject: critical race theory training

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail, Entered in Salesforce, Viewed

Linfield University-critical race theory training

The ABC's of Equity - What is Systemic Racism & How Can We Better Understand Our Patients' Stories?: Oct. 5, 4-5:30 p.m. Zoom. [Email for link](#). Join Professor Teela Foxworth for a virtual training on systemic racism.

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Critical Race theory violation
Date: Monday, September 28, 2020 3:53:44 PM

Good afternoon,

It has recently come to my attention that Norristown Area High School in the Norristown Area School District in West Norriton, Montgomery County PA is forcing their staff to partake in a “cultural proficiency” professional development program that is using elements of the critical race theory. Many teachers told me that recently they had watch a video presentation and answer questions from a speaker named Ibram X. Kendi. Mr. Kendi has outlandish ideas and has recently made some inflammatory remarks regarding white people adopting black babies. The teachers whom I speak with believe in cultural proficiency, however, they do not believe in Marxist indoctrination at the hands of tax payers money. As a tax payer in that district, I am appalled that my taxes are being used for such indoctrination when the teachers should be figuring out how to teach virtually. Please investigate this matter and put a stop to it if possible. Norristown is a title one school and relies on federal money. Federal money that should be used for this politically driven nonsense. Thank you for your time and consideration.

Rewards,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Critical Race Theory Violation
Date: Tuesday, September 29, 2020 4:59:54 PM

Brown-Forman Corporation is still conducting training on Critical Race Theory. This company sells adult beverages to the Military (Jack Daniel's).

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: D&I Complaint
Date: Friday, October 02, 2020 9:33:29 AM

Does this Executive Order affect tech companies? Or just agencies within the government?

If it does affect tech companies, Cerner Corporation, who is doing a massive government contract with the DoD and VA, is forcing us all to take Diversity and Inclusion training. Lots of materials about **ONLY** White men and why we are the problem.

Anyway, let me know what you think. Thanks for your time!

From: (b) (6), (b) (7)(C)
Sent: Monday, September 28, 2020 4:13 PM
To: OFCCPComplaintHotline
Subject: Denver Public Schools

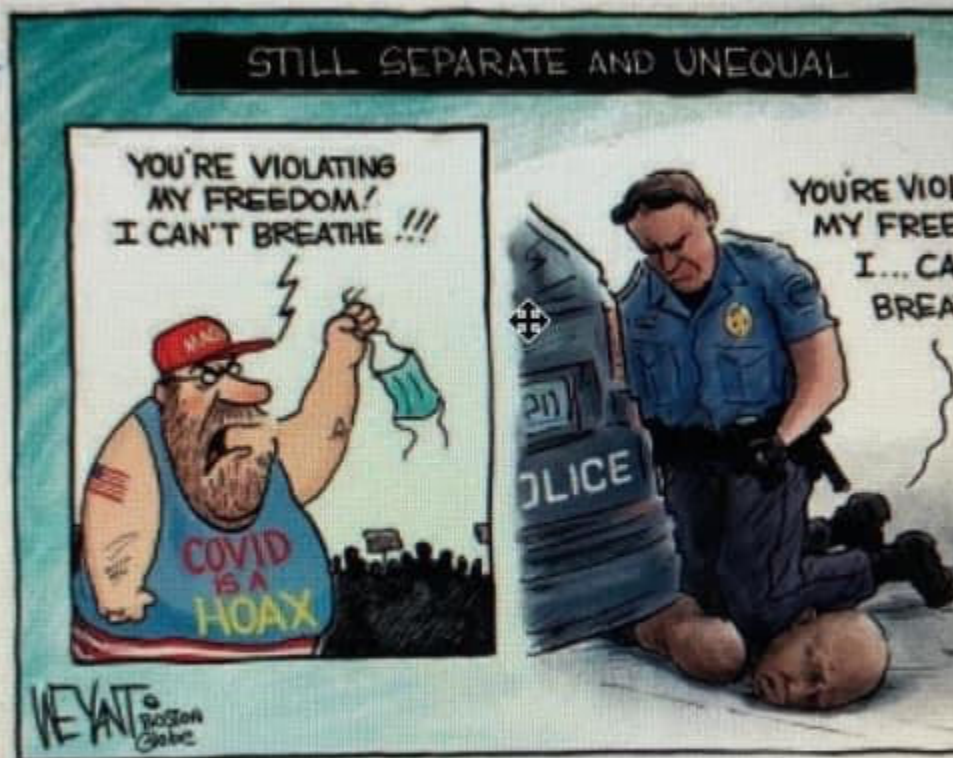
Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail, Entered in Salesforce, Viewed

1st photo is the Board of Directors for Denver Public Schools

2nd is the graphic from a high class



cument will



3)

LITERALLY we see:

- A cop on a mans neck
- Another man on the left

(b) (6), (b) (7)(C)

Sent from my iPhone

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Disability
Date: Thursday, October 01, 2020 9:57:25 AM

Do you think that when disability work, I mean disability get the job. Disability need protection? For their safety and good for all, both owner of businesses and disability employee. Do you have any law to protect disability employee?

About political of the problem. When disability employee want to know about their health when they work. Do you have any special health insurance for disability employee? If you don't have it, this is the wrong politic in the running of our labour.

About salary for disability employee. Do you think that disability employee is the proud of American people or the shameful of American people? In my opinion, disability employee is the proud of American people. But it is also the shameful of American people, when the disability do the job which may make American people feel sorry. Ex: disability get the computer job, but in the office, there are many others workers work as the organize the labour in the company. How do you think? I means that in order for American feel better when they see employee disability work. We should consider to let employee disability do the job as organizing or leader of group. Then when people see that. They don't feel worry or sorry about their lives. I means that they don't panic to become disability.

Thank you and please think about that

Sent from [Mail](#) for Windows 10

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Discrimination and scapegoating
Date: Saturday, October 31, 2020 5:05:20 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

I'd like to file a complaint about constant cyberstalking of hate networks expressing threats and that have already done bodily harm with continuing threats to harm.

Filed several police reports and have gotten nowhere. Filed a case with district court and need to file an appeal. Do you help with legal services?

This has been going on for 20 + years.

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Discriminatory Training at Carnegie Hall (NEA Grantee Org)
Date: Thursday, October 22, 2020 3:19:29 PM

Hello,

I work at Carnegie Hall in New York City and was compelled by my manager and colleagues (who were also compelled to pressure others to join) in emails to sign up for a "Bootcamp" provided by what was previously our marketing consultant agency, Capacity Interactive.

This workshop is a thinly veiled one-way conversation on the necessity organizational institution of enforcing ideas promoted by Critical Race Theory and is, I believe, in violation of the recent Executive Order on Combating Race and Sex Stereotyping. I hope someone will review our grants from the National Endowment for the Arts as well as any continuing federal aid we may be receiving.

The first obvious mention of this is here: <https://youtu.be/Dr2ZWgPtAwg?t=1707> (around 28:27 in the video, linked directly) and it continues here: <https://youtu.be/Tjxblnzhupo>

and has persisted through the first of this two-day training session.

This is racist, un-American, and a profoundly disrespectful waste of budget in a year where our pay was cut 8% and many of my colleagues and friends lost their jobs.

Please help.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, October 29, 2020 2:08 PM
To: OFCCPComplaintHotline
Subject: Diversity Training at a Community College for Staff Workers
Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Hello,

I am an employee at a community college in Albany, OR. A few weeks ago, our office was told that we were scheduled for a "team building" event and to schedule the whole day for the activity. Recently we were given the details of the "activity". It is a diversity training program hosted by Elmer Dixon, a former Black Panther Party (BPP) officer. (<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.executivediversity.com%2Four-team%2Felmer-dixon%2F&data=04%7C01%7COFCCPComplaintHotline%40dol.gov%7C76a91a4421604de2027108d87c35b2d3%7C75a6305472044e0c9126adab971d4aca%7C0%7C1%7C637395917364738213%7CUnknown%7CTWFpbGZsb3d8eyJWljiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000&data=hcNXH%2Fryhaempu7Z5fdvj3GxLWK1ov%2BEvIBFhVPyTkY%3D&reserved=0>)

Doing a little research

(https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdepts.washington.edu%2Fcivilr%2FBPP_hearings.htm&data=04%7C01%7COFCCPComplaintHotline%40dol.gov%7C76a91a4421604de2027108d87c35b2d3%7C75a6305472044e0c9126adab971d4aca%7C0%7C1%7C637395917364738213%7CUnknown%7CTWFpbGZsb3d8eyJWljiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000&data=8iMcvZKO%2F5guErrbLFUgQDDsw%2FbStTyhgFN0vsixpW0%3D&reserved=0) I found that he was part of a Congressional Investigation in 1970 of the BPP where all he did was give his name and then take the fifth on every question there after while being represented by a Communist lawyer. In the Congressional hearing it was pointed out that the BPP believed in and followed Marxist-Leninist philosophy.

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdepts.washington.edu%2Fcivilr%2Fimages%2Fbpp%2Fhear%2Fshaw.pdf&data=04%7C01%7COFCCPComplaintHotline%40dol.gov%7C76a91a4421604de2027108d87c35b2d3%7C75a6305472044e0c9126adab971d4aca%7C0%7C1%7C637395917364738213%7CUnknown%7CTWFpbGZsb3d8eyJWljiMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000&data=BVGCAuhM1CSYSaiWKkVKErc8WahAltQgOKr9HYjld1M%3D&reserved=0>

Now according to Executive Order on Combating Race and Sex Stereotyping (<https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>), can the college, or should the college, be requiring their employees to attend a "diversity" training from a Marxist/Leninist supporter?

Just found out that next week, starting Nov 2nd, all the personal in the office are required to have a one-on-one Zoom meeting with (b) (6), (b) (7)(C) @executivediversity.com before the daily event on Nov 10th.

Thank you,

Anonymous

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Diversity Training at PwC
Date: Saturday, October 10, 2020 9:47:58 AM

Hello,

Please investigate PwC US diversity and inclusion training programs. There are conference calls on white privilege and company matching funds for doing nations to BLM and other social justice organizations. Employees are give 40 hours per year to volunteer with social justice organizations.

The orientation materials are also hostile to Christians.

See LinkedIn for some published information by PwC in their diversity initiatives.

Former PwC employee

Sent from my iPhone

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Diversity Training
Date: Friday, January 01, 2021 9:35:12 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

This training is crucial to our country and our culture. How does cancelling this training help us as a people?

It doesn't, it takes our country back decades.

Please take this back.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: diversity trainings
Date: Friday, October 30, 2020 4:06:04 PM

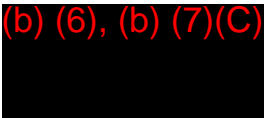
CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

The Directors Guild of America is engaged in undesirable diversity or unconscious biased training.

Also

The President Russ Hollander spewed BLM propaganda during a mandatory company zoom meeting. I found this very traumatic.

(b) (6), (b) (7)(C)

A large black rectangular redaction box covering several lines of text.

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: EO 13950
Date: Friday, October 16, 2020 4:49:49 PM

I am a concerned alumna of Vassar College, having read of the college's program called the Engaged Pluralism Initiative (EPI), which sounds very much like extended "diversity, inclusion and equity" rhetoric. It is a 4-year program funded by a grant from Mellon Foundation and some institutional money.

When on campus myself last year, I asked a couple of students what they could tell me about this program, but neither of them confessed to knowing much about or having participated. I do not know the details of this program, except what I see on the college's website and in occasional email bulletins about it. It seems very much in line with so much of the current indoctrination that we observe in institutions across the nation.

<https://engagedpluralism.vassar.edu/>

My sense is that this program warrants investigation, although the verbiage may have recently cleaned up since EO 13950 was issued.

(b) (6), (b) (7)(C)

Vassar College alumna class of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C), California

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: EO_13950
Date: Monday, October 26, 2020 10:42:14 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Good Morning,

With regard to the open public comment period on the following executive order:

<https://www.federalregister.gov/documents/2020/10/22/2020-23339/request-for-information-race-and-sex-stereotyping-and-scapegoating>

Does the open comment apply only to federal contractors, or would the comments/documents section also apply to other entities such as universities that receive federal funding?

Thank you,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Tuesday, October 27, 2020 3:17 PM
To: OFCCPComplaintHotline
Subject: EO 13950 and Minnesota State Training

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Greetings,

I am a faculty member in the Minnesota State system (Minnesota State Colleges and Universities) and recently receive notification of training that might be in violation of EO 13950 as promoting or perpetuating race stereotyping. Below is a screenshot of the training invitation. This training is not mandatory, and I did not attend, but I bring it to your attention in case it rises to the level needing to be investigated under EO 13950. What is being implied when people need to be segregated by race in order to "process (election) emotions"?

Trainings from Minnesota State

Minnesota State continues to offer [one-on-on appointments on D2L, Zoom, and Mediaspace](#).

They also continue to offer a variety of webinars. This week, they are offering two sessions of a webinar called "Processing (election) emotions with acknowledgment, acceptance, and presence," both on Tuesday, October 27 from 10-11:30 AM:

- [Here is the link to RSVP for those who identify as Black, Indigenous, or People of Color](#)
- [Here is the link to RSVP for those who identify as white](#)

Thank you for the opportunity to bring this to your attention.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To:
Cc:
Subject: EO 13950 Complaint
Date: Monday, November 09, 2020 5:30:38 PM
Attachments: [image001.png](#)

Below is a complaint we received alleging a violation of EO 13950.

(b) (6), (b) (7)(C)

United States Department of Labor
Office of Federal Contract Compliance Programs
Mid-Atlantic Region
1835 Market Street
Suite 2000
Philadelphia, PA 19103
(215) 861-^{(b) (6), (b) (7)(C)}
WB 100 Logo



From: Department of Labor/OFCCP <OFCCP_Complaints@dol.gov>
Sent: Friday, October 30, 2020 5:17 PM
To: OFCCP-MA-CC4 - ESA <OFCCP-MA-CC4@dol.gov>
Subject: OFCCP Complaint Form



Complaint Involving Employment Discrimination by a
Federal Contractor or Subcontractor

Please read the instructions before completing this form.

OMB: 1250-0002
Expires: 5/31/2023

[Reset Form](#) [Print Form](#) [Submit](#)

How can we reach you?	Name (First, Middle, Last): (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)
	City: (b) (6), (b) (7)(C)
	State: <u>PA</u>
	(b) (6), (b) (7)(C)
	Telephone Number: (b) (6), (b) (7)(C) _____
	_____ ✓
	Home Work Cell
	E-mail:

(b) (6), (b) (7)(C)

Have you filed these allegations of employment discrimination with another federal or local agency?

Yes

✓

No

If yes, provide the agency and date filed:

Contact Name:

Phone Number:

Who can we contact if we cannot reach you?

Name (First, Middle, Last):

Street Address:

City:

State:

Zip Code:

Telephone Number:

Home
Work
Cell

E-mail:

What is the name of the employer that you believe discriminated or retaliated against you?

Company Name:

Community Health and Dental Care

Street Address:

351 W Schuylkill Road

City:

Pottstown

State:

PA

Zip Code:

19465

Telephone Number:

610-326-9460

Give the date(s) and times you believe you were discriminated against:

(b) (6), (b) (7)(C)

Why do you believe your employer discriminated or retaliated against you?

☒

Race

American Indian or
Alaska Native

Indicate Tribal
Affiliation:

Asian

Black or African
American

Native Hawaiian or
Other Pacific Islander

White

National Origin

Hispanic or Latino

Other

Color

Religion

☒ Sex

Sexual Orientation

Gender Identity

Inquiring About Pay

Discussing Pay

Disclosing Pay

Protected

Veteran

Status

Disability

Retaliation

How did you learn that you could file a complaint with OFCCP?

✓

Internet

Poster

Community Organization

DOL000045

OFCCP Meeting/Event
Brochure
Other

Your Complaint:

Please describe below what you think the employer did or didn't do that you believe caused discrimination or retaliation, including:

1. What actions the employer took against you.
2. Why you believe those actions were based on your: race; color; religion; sex; sexual orientation; gender identity; national origin; disability; veteran status; and/or inquiries about, discussions, or disclosures of your pay or the pay of others; and/or in retaliation for filing a complaint, participating in discrimination proceedings, opposing unlawful discrimination, or exercising any other rights protected by OFCCP.
3. When the employer actions happened, where they happened, and who was involved.
4. What harm, if any, you or others suffered because of the alleged discrimination or retaliation.
5. What explanation, if any, your employer or people representing your employer offered for their actions.
6. Who was in the same or similar situation as you and how they were treated. Include information such as the race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected status of these individuals, if known.
7. What information you have about federal contracts the company that you worked for had at the time of the discrimination or retaliation you describe in this complaint.

These actions weren't targeted at me, this was a training provided through a yearly conference by employees from an organization from another state.

There was a lengthy training that focused on inequality based on race and sex, that insisted anti-racist solutions be implemented to achieve anti-racist outcomes. Blaming white men for the plight of others.

I have a recording.

Do you think the discrimination includes or affects others?

Do you believe other employees or applicants were treated the same way as you described above?

☒ Yes
☐ No

Do you have an attorney or other representative?

If you are represented by an attorney, or another person, or an organization, please provide their contact information below.

Name (First, Middle, Last):

Street Address:

City:

State:

Zip Code:

Telephone Number:

E-mail:

Who should we contact if we need more information about your description of what occurred?

☒ You
☐ Your Representative

Signature and Verification

I declare under penalty of perjury that the information given above is true and correct to the best of my knowledge or belief. A willful false statement is punishable by law.

I hereby authorize the release of any medical information needed for this investigation.

Signature of Complainant:

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: EO13950 Complaint
Date: Sunday, October 25, 2020 7:39:34 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Hi,

I am an employee at a company that is a contractor to the federal government called The Boeing Company. I would like to file a complaint against my employer for violation of Executive Order 13950.

Since the unrest of the George Floyd situation, Boeing has had employees go through training in staff meetings on the topics of racism.

The training has in my opinion been in violation of Executive Order 13950 or at least is implicitly running up against EO 13950. Videos shown to employees included notorious race baiter Ibram Kendi.

The Boeing CEO has also stated that Boeing is planning to increase the number of black employees by 20%. This was said without any mention of the merit of these new individuals they want to hire. I believe that this is against federal law and EO13950.

Even before the unrest, Boeing would want managers to make sure that all different races and sexes were included in interviews for an open position. I got the sense that this was the case regardless of the merit of individuals applying to the position.

I hope you can help with this.

Thank you,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: EO 13950 Diversity discussion group question
Date: Wednesday, October 21, 2020 1:41:22 PM

Good afternoon,

Does Executive Order 13950 apply to just actual training of employees, or does it also apply to company sponsored discussions or discussion groups?

My company is a federal contractor. I am part of a volunteer group set up by management to discuss Diversity, Inclusion, and Equity. We are paid by the company for the time we use in group discussions. Some of the materials sent to our group to review and serve as "discussion starters" seem very divisive. This is in preparation for our next meeting on Friday, 10/23/2020.

This is the web address of the referenced material for discussion:

<https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>

I referred the HR representative to Executive Order 13950, "Executive Order Combating Race and Sex Stereotyping,".

His response was this:

"In regards to the EO, this is not a training, but an optional and volunteer-based engagement activity. In addition, the Department of Labor has given guidance that training is permissible if it's designed to foster discussion, which this is."

Please let me know if this is truly permissible.

Thank you for your time and service.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#); FEDalerts@omb.eop.gov
Subject: EO on Diversity and Inclusion Training
Date: Wednesday, September 30, 2020 10:52:35 AM

Mr. President,

Everyone knows that whatever you call fake is real. Whatever you call a lie is the truth. Whatever you accuse others of doing is what you've done. And whatever you make fun of others for saying by accident only serves to deflect from what you say on purpose.

UNDISPUTABLE FACT: America IS an irredeemably racist and sexist country.

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Executive 11246
Date: Tuesday, October 06, 2020 1:21:46 AM

Does executive 11246 apply to public schools in Washington state?

Sent from my iPhone

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Executive Order 13950 and CRT
Date: Wednesday, October 28, 2020 12:58:55 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Greetings,

I work for a large (global) Tech Company. My Employer is also a Federal Contractor and I work in the Federal division (Fed Contractor).

I am in Georgia, my company is HQ in Texas.

My company is requiring me to complete this training before end of October 2020.

E.O. 13950 does not seem to go into effect until Nov 21, 2020 for us Federal Contractors.

I feel that I will be marked and loose my job if I do not comply but there are (3) options that I must select between that are basically (1- I deny being a racist, 2- I am a racist, 3- I was a racist) I can not agree to any of these 3 options in good conscience.

One of these (3) options must be selected for me to get my cert of completion.

I have reason to believe that I will be marked for termination for not completing this before the EO 13950 goes into effect.

Question. If I file a formal complaint with OFCCP, do I waive my rights for legal representation, in the future, when I get terminated?

Question. Can I legally not comply until this EO becomes effective (nov 21, 2020)?

Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Executive Order 13950 and Diversity Training
Date: Friday, October 30, 2020 1:45:20 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

This EO screams of McCarthyism. This administration needs some diversity training and will get due karma when elected out of office.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Executive Order 13950 Violation - Unconscious Bias Training
Date: Thursday, November 12, 2020 8:11:05 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

State of Illinois employees, Healthcare and Family Services specifically, are currently participating in this training. The training is explicitly racist towards whites and sexist towards males in its terminology and imagery. This will serve to reinforce bias against whites and males and will contribute to hostile workplaces. Thank you for looking into this issue.

From: (b) (6), (b) (7)(C)
To: OFCCPCComplaintHotline
Subject: Executive Order on Race and Sex Stereotyping
Date: Monday, September 28, 2020 5:02:43 PM

I believe my employer, Fifth Third Bank National Association, is a federal contractor and is violating the President's executive order on critical race theory and race and sex stereotyping.

Part of the training is at the link below under "Inclusion Toolkit"

<https://www.53.com/content/fifth-third/en/personal-banking/about/diversity-at-fifth-third/diversity-statement.html>

The training defines a variety of terms and its important to click on each term because there is a link to materials banned by the executive order.

The other training consists of LinkedIn Learning videos. How do I send these to you? The issue is you have to have a LinkedIn Learning account in order to view the videos.

Thank you.

From: (b) (6), (b) (7)(C)
To: OFCCPCComplaintHotline
Subject: Fairfax County Violation of CRT Executive Order
Date: Tuesday, September 29, 2020 8:07:06 AM

Dear Department of Labor hotline,

I would like to report federal contract spending on critical race theory in the state of Virginia.

Fairfax County Virginia recently gave \$20,000 for a [60 minute virtual speech from Ibram X. Kendi on Critical Race Theory](#):

| <https://twitter.com/swipewright/status/1308923102802391040?s=21>

To compare, \$20,000 is the maximum that Fairfax County has given any small business for COVID relief due to dwindling outdoor shoppers, etc. So Fairfax County ostensibly took \$20,000 from a struggling small business to give to an hour long speech that nobody asked for.

Fairfax County benefits greatly from federal contracts and grants, [and received \\$42 million from the federal CARES act alone, just this year](#). It appears Fairfax County used some of that federal money for its Critical Race Theory expenditure.

[Fairfax County has a system for overpayment refunds in place](#) so it should be easy for the county to refund every taxpayer for its illegal spending.

Thank you so much.

Sincerely,

(b) (6), (b) (7)(C)

From: [OFCCP-PA-CC4 - ESA](#)
To: [OFCCPComplaintHotline](#)
Subject: FW: OFCCP Complaint Form
Date: Tuesday, October 20, 2020 5:06:57 PM

Below is a complaint we received that references EO 13950. Our DRD asked me to forward to the complaint hotline.
Please let me know if you have any questions.

(b) (6), (b) (7)(C)

From: Department of Labor/OFCCP <OFCCP_Complaints@dol.gov>
Sent: Tuesday, October 06, 2020 11:49 PM
To: OFCCP-PA-CC4 - ESA <OFCCP-PA-CC4@dol.gov>
Subject: OFCCP Complaint Form



Complaint Involving Employment Discrimination by a Federal Contractor or Subcontractor

[Please read the instructions before completing this form.](#)

[Reset Form](#) [Print Form](#) [Submit](#)

OMB: 1250-0002
Expires: 5/31/2023

How can we reach you?

Name (First, Middle, Last):

(b) (6), (b) (7)(C)

Street Address:

(b) (6), (b) (7)(C)

City:

Redmond

State:

WA

Zip Code:

(b) (6), (b) (7)(C)

Telephone Number:

(b) (6), (b) (7)(C)

Home
Work

Cell

E-mail:

(b) (6), (b) (7)(C)

Have you filed these allegations of employment discrimination with another federal or local agency?

Yes

✓

No

If yes, provide the agency and date filed:

Contact Name:

Phone Number:

Who can we

Name (First, Middle, Last):

contact if we cannot reach you?	<p>_____</p> <p>Street Address:</p> <p>_____</p> <p>City:</p> <p>_____</p> <p>State:</p> <p>Zip Code:</p> <p>_____</p> <p>Telephone Number:</p> <p>_____</p> <p>Home Work Cell</p> <p>E-mail:</p> <p>_____</p>																					
What is the name of the employer that you believe discriminated or retaliated against you?	<p>Company Name: <u>Microsoft</u></p> <p>Street Address: <u>1 Microsoft Way</u></p> <p>City: <u>Redmond</u></p> <p>State: <u>WA</u></p> <p>Zip Code: <u>98052</u></p> <p>Telephone Number:</p> <p>_____</p> <p>Give the date(s) and times you believe you were discriminated against: Many as recent as September 2020</p>																					
Why do you believe your employer discriminated or retaliated against you?	<table style="width: 100%;"> <tr> <td style="width: 33%;"><input checked="" type="checkbox"/> Race</td><td style="width: 33%;">National Origin</td><td style="width: 33%;">Sexual Orientation</td></tr> <tr> <td>American Indian or Alaska Native</td><td>Hispanic or Latino</td><td>Gender Identity</td></tr> <tr> <td>Indicate Tribal Affiliation:</td><td>Other</td><td>Inquiring About Pay</td></tr> <tr> <td>Asian</td><td>Color</td><td>Discussing Pay</td></tr> <tr> <td>Black or African American</td><td>Religion</td><td>Disclosing Pay</td></tr> <tr> <td>Native Hawaiian or Other Pacific Islander</td><td><input checked="" type="checkbox"/> Sex</td><td></td></tr> <tr> <td>White</td><td></td><td></td></tr> </table>	<input checked="" type="checkbox"/> Race	National Origin	Sexual Orientation	American Indian or Alaska Native	Hispanic or Latino	Gender Identity	Indicate Tribal Affiliation:	Other	Inquiring About Pay	Asian	Color	Discussing Pay	Black or African American	Religion	Disclosing Pay	Native Hawaiian or Other Pacific Islander	<input checked="" type="checkbox"/> Sex		White		
<input checked="" type="checkbox"/> Race	National Origin	Sexual Orientation																				
American Indian or Alaska Native	Hispanic or Latino	Gender Identity																				
Indicate Tribal Affiliation:	Other	Inquiring About Pay																				
Asian	Color	Discussing Pay																				
Black or African American	Religion	Disclosing Pay																				
Native Hawaiian or Other Pacific Islander	<input checked="" type="checkbox"/> Sex																					
White																						
How did you learn that you could file a complaint with OFCCP?																						
Internet Poster Community Organization OFCCP Meeting/Event Brochure <div style="border: 1px solid black; height: 15px; width: 100%;"></div> Other																						
Your Complaint:																						
Please describe below what you think the employer did or didn't do that you believe caused discrimination or retaliation, including: <ol style="list-style-type: none"> What actions the employer took against you. Why you believe those actions were based on your: race; color; religion; sex; sexual orientation; gender identity; national origin; disability; veteran status; and/or inquiries about, discussions, or disclosures of your pay or the pay of others; and/or in retaliation for filing a complaint, participating in discrimination proceedings, opposing unlawful discrimination, or exercising any other rights protected by OFCCP. When the employer actions happened, where they happened, and who was involved. What harm, if any, you or others suffered because of the alleged discrimination or retaliation. What explanation, if any, your employer or people representing your employer offered for their actions. Who was in the same or similar situation as you and how they were treated. Include information such as the race, color, religion, sex, sexual 																						

<p>orientation, gender identity, national origin, disability, or protected status of these individuals, if known.</p> <p>7. What information you have about federal contracts the company that you worked for had at the time of the discrimination or retaliation you describe in this complaint.</p> <p>Microsoft has many policies trying to promote what they call diversity that explicitly denies opportunities to white males on the basis of their race and gender. I have been asked to enforce these policies in hiring and promoting and I have witnessed them in action.</p>	
<p>Do you think the discrimination includes or affects others?</p>	<p>Do you believe other employees or applicants were treated the same way as you described above?</p> <p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>
<p>Do you have an attorney or other representative?</p>	<p>If you are represented by an attorney, or another person, or an organization, please provide their contact information below.</p> <p>Name (First, Middle, Last): _____</p> <p>Street Address: _____</p> <p>City: _____</p> <p>State: _____</p> <p>Zip Code: _____</p> <p>Telephone Number: _____</p> <p>E-mail: _____</p> <p>Who should we contact if we need more information about your description of what occurred?</p> <p><input checked="" type="checkbox"/> You</p> <p><input type="checkbox"/> Your Representative</p>
<p>Signature and Verification</p>	<p>I declare under penalty of perjury that the information given above is true and correct to the best of my knowledge or belief. A willful false statement is punishable by law.</p> <p>I hereby authorize the release of any medical information needed for this investigation.</p> <p>Signature of Complainant: <u>(b) (6), (b) (7)(C)</u></p> <p>Date: <u>10/6/2020</u></p>

Form CC-4 (Revised 5/2020)

From: [OFCCP-PA-CC4 - ESA](#)
To: [OFCCPComplaintHotline](#)
Subject: FW: OFCCP Complaint Form
Date: Tuesday, October 20, 2020 4:29:42 PM
Attachments: [image001.png](#)

Good Afternoon,

The below complaint against Microsoft references the new Executive Order 13950. Our Deputy Regional Director instructed me to forward to you. I also will forward 2 more complaints against Microsoft.

Thank you,

(b) (6), (b) (7)(C)

U.S. Department of Labor
Office of Federal Contract Compliance Programs
San Francisco, CA

(b) (6), (b) (7)(C)

Website: <http://www.dol.gov/ofccp/index.htm>

The information contained in this message is intended only for the personal/confidential use of the person(s) named above. This message may be government communication and/or work product and as such is privileged and confidential. Any review, dissemination, distribution, or copying of this message is strictly prohibited.

WB 100 Logo



From: Department of Labor/OFCCP <OFCCP_Complaints@dol.gov>
Sent: Wednesday, October 14, 2020 12:26 PM
To: OFCCP-PA-CC4 - ESA <OFCCP-PA-CC4@dol.gov>
Subject: OFCCP Complaint Form

Complaint Involving Employment Discrimination by a Federal Contractor or Subcontractor



Please read the instructions before completing this form.

[Reset Form](#) [Print Form](#) [Submit](#)

OMB: 1250-0002
Expires: 5/31/2023

How can we reach you?

Name (First, Middle, Last):

(b) (6), (b) (7)(C)

Street Address:

(b) (6), (b) (7)(C)

City:

Maple Valley

State:

WA

Zip Code:

	<p>(b) (6), (b) (7)(C)</p> <p>Telephone Number: (b) (6), (b) (7)(C)</p> <p>Home Work Cell</p> <p>E-mail: (b) (6), (b) (7)(C)</p> <p>Have you filed these allegations of employment discrimination with another federal or local agency?</p> <p>Yes No</p> <p>If yes, provide the agency and date filed:</p> <p>Contact Name: Phone Number:</p>												
<p>Who can we contact if we cannot reach you?</p>	<p>Name (First, Middle, Last):</p> <p>Street Address:</p> <p>City:</p> <p>State:</p> <p>Zip Code:</p> <p>Telephone Number:</p> <p>Home Work Cell</p> <p>E-mail:</p>												
<p>What is the name of the employer that you believe discriminated or retaliated against you?</p>	<p>Company Name: Microsoft</p> <p>Street Address: 1 Microsoft Way</p> <p>City: Redmond</p> <p>State: WA</p> <p>Zip Code: 98052</p> <p>Telephone Number:</p> <p>Give the date(s) and times you believe you were discriminated against: This has been increasing over the past several years.</p>												
<p>Why do you believe your employer</p>	<table border="0"> <tr> <td><input checked="" type="checkbox"/> Race</td> <td><input checked="" type="checkbox"/> National Origin</td> <td>Sexual Orientation</td> <td>Protected Veteran Status</td> </tr> <tr> <td>American Indian or Alaska Native</td> <td>Hispanic or Latino</td> <td>Gender Identity</td> <td></td> </tr> <tr> <td></td> <td>Other</td> <td>Inquiring About Pay</td> <td></td> </tr> </table>	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> National Origin	Sexual Orientation	Protected Veteran Status	American Indian or Alaska Native	Hispanic or Latino	Gender Identity			Other	Inquiring About Pay	
<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> National Origin	Sexual Orientation	Protected Veteran Status										
American Indian or Alaska Native	Hispanic or Latino	Gender Identity											
	Other	Inquiring About Pay											

discriminated or retaliated against you?	Indicate Tribal Affiliation:	<input checked="" type="checkbox"/> Color	Discussing Pay	Disability
	Asian	Religion	Disclosing Pay	Retaliation
	Black or African American	<input checked="" type="checkbox"/> Sex		
	Native Hawaiian or Other Pacific Islander			
	<input checked="" type="checkbox"/> White			

How did you learn that you could file a complaint with OFCCP?

☒ Internet

☐ Poster

☐ Community Organization

☐ OFCCP Meeting/Event

☐ Brochure

☐ Other

Your Complaint:

Please describe below what you think the employer did or didn't do that you believe caused discrimination or retaliation, including:

- What actions the employer took against you.
- Why you believe those actions were based on your: race; color; religion; sex; sexual orientation; gender identity; national origin; disability; veteran status; and/or inquiries about, discussions, or disclosures of your pay or the pay of others; and/or in retaliation for filing a complaint, participating in discrimination proceedings, opposing unlawful discrimination, or exercising any other rights protected by OFCCP.
- When the employer actions happened, where they happened, and who was involved.
- What harm, if any, you or others suffered because of the alleged discrimination or retaliation.
- What explanation, if any, your employer or people representing your employer offered for their actions.
- Who was in the same or similar situation as you and how they were treated. Include information such as the race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected status of these individuals, if known.
- What information you have about federal contracts the company that you worked for had at the time of the discrimination or retaliation you describe in this complaint.

I am reaching out to report several forms of rampant racial and sexist discrimination in hiring at Microsoft.

There are also blatant violations of the Executive Order on Combating Race and Sex Stereotyping; requiring 'diversity and inclusion' training that promotes 'white guilt' and goes so far as to require activism toward specific 'diverse' causes in order to get promoted in the [REDACTED] team.

The work environment at Microsoft is increasingly becoming more negative toward white males - although Asian and Indian males are also discriminated against in hiring.

Here are some of the issues:

- My managers at Microsoft - within the [REDACTED] team - clarified Microsoft's definition of 'diverse candidates'. Microsoft defines 'diverse candidates' as: female, black, Hispanic, or native American. It's very difficult to get this in writing, but it was recently defined by [REDACTED] management - in a recorded team meeting.
- All open positions that are Principal level or above at Microsoft REQUIRE Vice Presidential approval to hire a qualified candidate that does not fit into Microsoft's definition of 'diverse', unless the hiring manager has already interviewed at least one 'diverse' candidate for that position first. The terminology that they use for this is 'diversity slate'. I moved from the [REDACTED] team to the [REDACTED] team roughly 2 years ago, and although they wanted to hire me and I was extremely qualified for the position, they had to wait 1.5-2 months to try and find and interview a 'diverse' candidate before they could hire me because I am a white male. As I understand it, they ended up getting VP approval to let me move to the team.
- My team under [REDACTED] - called [REDACTED] - has taken the 'diversity slate' to the extreme, by requiring ALL open positions on the [REDACTED] team to interview at least one 'diverse' candidate before hiring any 'non-diverse' candidate - deviation from this also requires Vice Presidential approval. This effectively means that they are blatantly prioritizing female, black, Hispanic, and native American candidates over Asian, Indian, and white males.
- Nearly every team meeting begins by celebrating the fact that we are finding so many 'diverse candidates'; this is essentially celebrating that we were able to avoid hiring any more Asian, Indian, and white males. Extremely demoralizing.
- The most recent [REDACTED] team meeting discussed and praised a special 'diversity sourcing pipeline' that we are using, which ONLY produces 'diverse' candidates; again, blatantly prioritizing female, black, Hispanic, and native American candidates over Asian, Indian, and white males.
- The most recent [REDACTED] Extended Leadership Team meeting discussed that we should ask everyone to try and prioritize 'diverse' referrals because most of the referrals coming in were apparently not 'diverse' enough.
- The [REDACTED] team has rolled out a new requirement for employee performance assessment, which requires employees to take part in activism for 'diverse' causes, and such activism explicitly includes 'allyship' to only 'diverse' groups. Taking the definition of 'diverse candidates' into account, this seems extremely discriminatory as well. Additionally, it is clearly biased toward people with specific personality types - excluding introverts and those with social anxiety, as well as those with alternate creeds - all of which do not want to take part in such activism.
- Microsoft's MANDATORY 'diversity and inclusion' training includes topics of 'allyship' - again, only toward specific groups that Microsoft defines as 'diverse', 'covering', and 'intro to privilege'. The latter explicitly talks about how 'whites' and 'males' have more privileges than others - implying that they should have some form of guilt. It also attempts to redefine meritocracy by saying that 'privileged' people did not have to work for what they have achieved. The 'covering' training states an extremely biased accusation that 45 percent of straight white males are worried that people think they're mentally ill: "Finally, with regard to the 45 percent of straight white man who reported covering, we see, for example, affiliation-based covering with regard to avoiding references or hints to mental illness."

As far as I understand, Microsoft has countless contracts with the federal government, including the recent JEDI contract.

Please feel free to contact me with clarifying questions.

Do you think the discrimination includes or affects others?	Do you believe other employees or applicants were treated the same way as you described above?
	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

<p>Do you have an attorney or other representative?</p>	<p>If you are represented by an attorney, or another person, or an organization, please provide their contact information below.</p> <p>Name (First, Middle, Last): _____</p> <p>Street Address: _____</p> <p>City: _____</p> <p>State: _____ Zip Code: _____</p> <p>Telephone Number: _____</p> <p>E-mail: _____</p> <p>Who should we contact if we need more information about your description of what occurred?</p> <p>You Your Representative</p>
<p>Signature and Verification</p>	<p>I declare under penalty of perjury that the information given above is true and correct to the best of my knowledge or belief. A willful false statement is punishable by law.</p> <p>I hereby authorize the release of any medical information needed for this investigation.</p> <p>Signature of Complainant: <div style="background-color: black; color: red; padding: 2px;">(b) (6), (b) (7)(C)</div> _____ </p> <p>Date: <u>10/14/2020</u> </p>

Form CC-4 (Revised 5/2020)

From: [OFCCP-PA-CC4 - ESA](#)
To: [OFCCPComplaintHotline](#)
Subject: FW: OFCCP Complaint Form
Date: Monday, October 26, 2020 8:44:17 PM

Good Evening,

I was instructed to forward this to you as well. I forwarded you an earlier one he sent last week.

Thanks,

(b) (6), (b) (7)(C)

From: Department of Labor/OFCCP <OFCCP_Complaints@dol.gov>
Sent: Friday, October 23, 2020 3:15 PM
To: OFCCP-PA-CC4 - ESA <OFCCP-PA-CC4@dol.gov>
Subject: OFCCP Complaint Form



Complaint Involving Employment Discrimination by a Federal Contractor or Subcontractor

[Please read the instructions before completing this form.](#)

[Reset Form](#) [Print Form](#) [Submit](#)

OMB: 1250-0002
Expires: 5/31/2023

How can we reach you?

Name (First, Middle, Last):

(b) (6), (b) (7)(C)

Street Address:

(b) (6), (b) (7)(C)

City:

Maple Valley

State:

WA

Zip Code:

(b) (6), (b) (7)(C)

Telephone Number:

(b) (6), (b) (7)(C)

Home
Work

Cell

E-mail:

(b) (6), (b) (7)(C)

Have you filed these allegations of employment discrimination with another federal or local agency?

Yes

No

If yes, provide the agency and date filed:

Contact Name:

Phone Number:

Who can we

Name (First, Middle, Last):

contact if we cannot reach you?	<p>_____</p> <p>Street Address:</p> <p>_____</p> <p>City:</p> <p>_____</p> <p>State:</p> <p>_____</p> <p>Zip Code:</p> <p>_____</p> <p>Telephone Number:</p> <p>_____</p> <p>Home Work Cell</p> <p>E-mail:</p> <p>_____</p>				
What is the name of the employer that you believe discriminated or retaliated against you?	<p>Company Name: <u>Microsoft</u></p> <p>Street Address: <u>1 Microsoft Way</u></p> <p>City: <u>Redmond</u></p> <p>State: <u>WA</u></p> <p>Zip Code: <u>98052</u></p> <p>Telephone Number: _____</p> <p>Give the date(s) and times you believe you were discriminated against: This has been increasing over the past several years.</p>				
Why do you believe your employer discriminated or retaliated against you?	<table style="width: 100%;"> <tr> <td style="width: 33%; vertical-align: top;"> <input type="checkbox"/> Race American Indian or Alaska Native Indicate Tribal Affiliation: Asian Black or African American Native Hawaiian or Other Pacific Islander <input checked="" type="checkbox"/> White </td><td style="width: 33%; vertical-align: top;"> <input checked="" type="checkbox"/> National Origin Hispanic or Latino Other <input checked="" type="checkbox"/> Color Religion <input checked="" type="checkbox"/> Sex </td><td style="width: 34%; vertical-align: top;"> Sexual Orientation Gender Identity Inquiring About Pay Discussing Pay Disclosing Pay </td><td style="width: 34%; vertical-align: top;"> Protected Veteran Status Disability Retaliation </td></tr> </table>	<input type="checkbox"/> Race American Indian or Alaska Native Indicate Tribal Affiliation: Asian Black or African American Native Hawaiian or Other Pacific Islander <input checked="" type="checkbox"/> White	<input checked="" type="checkbox"/> National Origin Hispanic or Latino Other <input checked="" type="checkbox"/> Color Religion <input checked="" type="checkbox"/> Sex	Sexual Orientation Gender Identity Inquiring About Pay Discussing Pay Disclosing Pay	Protected Veteran Status Disability Retaliation
<input type="checkbox"/> Race American Indian or Alaska Native Indicate Tribal Affiliation: Asian Black or African American Native Hawaiian or Other Pacific Islander <input checked="" type="checkbox"/> White	<input checked="" type="checkbox"/> National Origin Hispanic or Latino Other <input checked="" type="checkbox"/> Color Religion <input checked="" type="checkbox"/> Sex	Sexual Orientation Gender Identity Inquiring About Pay Discussing Pay Disclosing Pay	Protected Veteran Status Disability Retaliation		
How did you learn that you could file a complaint with OFCCP? <div style="border: 1px solid black; height: 20px; margin-top: 5px;"></div> <p>Internet _____ ✓ Poster Community Organization OFCCP Meeting/Event Brochure Other</p>					
Your Complaint: Please describe below what you think the employer did or didn't do that you believe caused discrimination or retaliation, including: <ol style="list-style-type: none"> What actions the employer took against you. Why you believe those actions were based on your: race; color; religion; sex; sexual orientation; gender identity; national origin; disability; veteran status; and/or inquiries about, discussions, or disclosures of your pay or the pay of others; and/or in retaliation for filing a complaint, participating in discrimination proceedings, opposing unlawful discrimination, or exercising any other rights protected by OFCCP. When the employer actions happened, where they happened, and who was involved. What harm, if any, you or others suffered because of the alleged discrimination or retaliation. What explanation, if any, your employer or people representing your employer offered for their actions. Who was in the same or similar situation as you and how they were treated. Include information such as the race, color, religion, sex, sexual 					

<p>orientation, gender identity, national origin, disability, or protected status of these individuals, if known.</p> <p>7. What information you have about federal contracts the company that you worked for had at the time of the discrimination or retaliation you describe in this complaint.</p>	
<p>I am reaching out to report several forms of rampant racial and sexist discrimination in hiring at Microsoft. I recently - on 10/14 - filed a similar complaint, but it included mention of the new EO so it seemed like perhaps it was bucketized as only complaining about that. So I'm resubmitting with no mention of those violations, and instead am focusing solely on hiring discrimination.</p>	
<p>The work environment at Microsoft is increasingly becoming more negative toward white males - although Asian and Indian males are also discriminated against in hiring.</p>	
<p>Here are some of the issues:</p>	
<ol style="list-style-type: none"> 1. My managers at Microsoft - within the (b) (6), (b) (7)(C) team - clarified Microsoft's definition of 'diverse candidates'. Microsoft defines 'diverse candidates' as: female, black, Hispanic, or native American. It's very difficult to get this in writing, but it was recently defined by (b) (6), (b) (7)(C) management - in a recorded team meeting. 2. All open positions that are Principal level or above at Microsoft REQUIRE Vice Presidential approval to hire a qualified candidate that does not fit into Microsoft's definition of 'diverse', unless the hiring manager has already interviewed at least one 'diverse' candidate for that position first. The terminology that they use for this is 'diversity slate'. I moved from the (b) (6), (b) (7)(C) team to the (b) (6), (b) (7)(C) team roughly 2 years ago, and although they wanted to hire me and I was extremely qualified for the position, they had to wait 1.5-2 months to try and find and interview a 'diverse' candidate before they could hire me because I am a white male. As I understand it, they ended up getting VP approval to let me move to the team. 3. My team under (b) (6), (b) (7)(C) - called (b) (6), (b) (7)(C) - has taken the 'diversity slate' to the extreme, by requiring ALL open positions on the (b) (6), (b) (7)(C) team to interview at least one 'diverse' candidate before hiring any 'non-diverse' candidate - deviation from this also requires Vice Presidential approval. This effectively means that they are blatantly prioritizing female, black, Hispanic, and native American candidates over Asian, Indian, and white males. 4. Nearly every team meeting begins by celebrating the fact that we are finding so many 'diverse candidates'; this is essentially celebrating that we were able to avoid hiring any more Asian, Indian, and white males. Extremely demoralizing. 5. The most recent (b) (6), (b) (7)(C) team meeting discussed and praised a special 'diversity sourcing pipeline' that we are using, which ONLY produces 'diverse' candidates; again, blatantly prioritizing female, black, Hispanic, and native American candidates over Asian, Indian, and white males. 6. The most recent (b) (6), (b) (7)(C) Extended Leadership Team meeting discussed that we should ask everyone to try and prioritize 'diverse' referrals because most of the referrals coming in were apparently not 'diverse' enough. 7. The (b) (6), (b) (7)(C) team has rolled out a new requirement for employee performance assessment, which requires employees to take part in activism for 'diverse' causes, and such activism explicitly includes 'allyship' to only 'diverse' groups. Taking the definition of 'diverse candidates' into account, this seems extremely discriminatory as well. Additionally, it is clearly biased toward people with specific personality types - excluding introverts and those with social anxiety, as well as those with alternate creeds - all of which do not want to take part in such activism. 8. The (b) (6), (b) (7)(C) team has rules for how many white males can participate in a given 'interview loop'. <p>As far as I understand, Microsoft has countless contracts with the federal government, including the recent JEDI contract.</p> <p>Please feel free to contact me with clarifying questions.</p>	
<p>Do you think the discrimination includes or affects others?</p>	<p>Do you believe other employees or applicants were treated the same way as you described above?</p> <p><input checked="" type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p>
<p>Do you have an attorney or other representative?</p>	<p>If you are represented by an attorney, or another person, or an organization, please provide their contact information below.</p> <p>Name (First, Middle, Last):</p> <p>_____</p> <p>Street Address:</p> <p>_____</p> <p>City:</p> <p>_____</p> <p>State:</p> <p>_____</p> <p>Zip Code:</p> <p>_____</p> <p>Telephone Number:</p> <p>_____</p> <p>E-mail:</p> <p>_____</p> <p>Who should we contact if we need more information about your description of what occurred?</p> <p>You</p> <p>Your Representative</p>
<p>Signature and Verification</p>	<p>I declare under penalty of perjury that the information given above is true and correct to the best of my knowledge or belief. A willful false statement is punishable by law.</p> <p>I hereby authorize the release of any medical information needed for this investigation.</p> <p>Signature of Complainant:</p> <p>(b) (6), (b) (7)(C) _____</p>

Date:
10/23/2020

Form CC-4 (Revised 5/2020)

From: [OFCCP-PA-CC4 - ESA](#)
To: [OFCCPComplaintHotline](#)
Subject: FW: OFCCP Complaint Form - Joel Miller v Lockheed Martin
Date: Friday, October 23, 2020 1:48:14 PM

We received this EO 13950 complaint today. Please note, complainant wants to remain anonymous.

Thank you,

(b) (6), (b) (7)(C)

From: Department of Labor/OFCCP <OFCCP_Complaints@dol.gov>

Sent: Friday, October 23, 2020 8:50 AM

To: OFCCP-PA-CC4 - ESA <OFCCP-PA-CC4@dol.gov>

Subject: OFCCP Complaint Form



Complaint Involving Employment Discrimination by a Federal Contractor or Subcontractor

[Please read the instructions before completing this form.](#)

[Reset Form](#) [Print Form](#) [Submit](#)

OMB: 1250-0002
Expires: 5/31/2023

How can we reach you?

Name (First, Middle, Last):

(b) (6), (b) (7)(C)

Street Address:

(b) (6), (b) (7)(C)

City:

Arroyo Grande

State:

CA

Zip Code:

(b) (6), (b) (7)(C)

Telephone Number:

(b) (6), (b) (7)(C)

Home

Work

Cell

E-mail:

(b) (6), (b) (7)(C)

Have you filed these allegations of employment discrimination with another federal or local agency?

Yes

✓

No

If yes, provide the agency and date filed:

Contact Name:

Phone Number:

Who can we contact if we

Name (First, Middle, Last):

cannot reach you?	<p>Street Address: _____</p> <p>City: _____</p> <p>State: _____</p> <p>Zip Code: _____</p> <p>Telephone Number: _____</p> <p>Home Work <input checked="" type="checkbox"/></p> <p>Cell _____</p> <p>E-mail: _____</p>				
What is the name of the employer that you believe discriminated or retaliated against you?	<p>Company Name: <u>Lockheed Martin</u></p> <p>Street Address: <u>1111 Lockheed Martin Way</u></p> <p>City: <u>Sunnyvale</u></p> <p>State: <u>CA</u></p> <p>Zip Code: <u>94089</u></p> <p>Telephone Number: _____</p> <p>Give the date(s) and times you believe you were discriminated against: Critical Race Theory Training - Ongoing and Frequent via emails</p>				
Why do you believe your employer discriminated or retaliated against you?	<table style="width: 100%; border: none;"> <tr> <td style="width: 33%; vertical-align: top;"> <input checked="" type="checkbox"/> Race American Indian or Alaska Native Indicate Tribal Affiliation: Asian Black or African American Native Hawaiian or Other Pacific Islander White </td> <td style="width: 33%; vertical-align: top;"> National Origin Hispanic or Latino Other <input checked="" type="checkbox"/> Color Religion <input checked="" type="checkbox"/> Sex </td> <td style="width: 33%; vertical-align: top;"> Sexual Orientation Gender Identity Inquiring About Pay Discussing Pay Disclosing Pay </td> <td style="width: 33%; vertical-align: top;"> Protected Veteran Status Disability Retaliation </td> </tr> </table>	<input checked="" type="checkbox"/> Race American Indian or Alaska Native Indicate Tribal Affiliation: Asian Black or African American Native Hawaiian or Other Pacific Islander White	National Origin Hispanic or Latino Other <input checked="" type="checkbox"/> Color Religion <input checked="" type="checkbox"/> Sex	Sexual Orientation Gender Identity Inquiring About Pay Discussing Pay Disclosing Pay	Protected Veteran Status Disability Retaliation
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How did you learn that you could file a complaint with OFCCP? <p style="text-align: center;">_____ <input checked="" type="checkbox"/></p> <p>Internet Poster Community Organization OFCCP Meeting/Event Brochure Other</p>					
Your Complaint: Please describe below what you think the employer did or didn't do that you believe caused discrimination or retaliation, including: <ol style="list-style-type: none"> What actions the employer took against you. Why you believe those actions were based on your: race; color; religion; sex; sexual orientation; gender identity; national origin; disability; veteran status; and/or inquiries about, discussions, or disclosures of your pay or the pay of others; and/or in retaliation for filing a complaint, participating in discrimination proceedings, opposing unlawful discrimination, or exercising any other rights protected by OFCCP. When the employer actions happened, where they happened, and who was involved. What harm, if any, you or others suffered because of the alleged discrimination or retaliation. What explanation, if any, your employer or people representing your employer offered for their actions. Who was in the same or similar situation as you and how they were treated. Include information such as the race, color, religion, sex, sexual 					

7. What information you have about federal contracts the company that you worked for had at the time of the discrimination or retaliation you describe in this complaint.

Please keep me anonymous as I do request whistleblower protection. Thank you.

Do you think the discrimination includes or affects others?	<p>Do you believe other employees or applicants were treated the same way as you described above?</p> <p><input checked="" type="checkbox"/></p> <p>Yes No</p>
Do you have an attorney or other representative?	<p>If you are represented by an attorney, or another person, or an organization, please provide their contact information below.</p> <p>Name (First, Middle, Last): _____</p> <p>Street Address: _____</p> <p>City: _____</p> <p>State: ____</p> <p>Zip Code: _____</p> <p>Telephone Number: _____</p> <p>E-mail: _____</p> <p>Who should we contact if we need more information about your description of what occurred?</p> <p><input checked="" type="checkbox"/></p> <p>You Your Representative</p>
Signature and Verification	<p>I declare under penalty of perjury that the information given above is true and correct to the best of my knowledge or belief. A willful false statement is punishable by law.</p> <p>I hereby authorize the release of any medical information needed for this investigation.</p> <p>_____ Signature</p> <p>_____ Print:</p> <p>(b) (6), (b) (7)(C)</p> <p>10/23/2020</p>

From: (b) (6), (b) (7)(C)
To:
Subject: FW: (b) (6), (b) (7)(C) OFCCP Complaint Form
Date: Friday, November 06, 2020 2:07:17 PM

(b) (5)

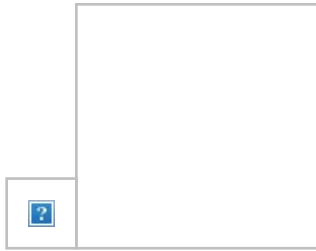
(b) (5)

From: (b) (6), (b) (7)(C) - OFCCP <(b) (6), (b) (7)(C)@dol.gov>
Sent: Thursday, November 5, 2020 4:11 PM
To: (b) (6), (b) (7)(C)
Subject: FW: (b) (6), (b) (7)(C) OFCCP Complaint Form

(b) (6), (b) (7) the complaint below appears to be related to Executive Order 13950. Literacy Volunteers of Greater Worcester is not a federal contractor, and will be referred to the EEOC. I wanted to bring it to your attention, just in case you thought we should notify the NO. I can hold off on the referral letters until tomorrow.

From: Department of Labor/OFCCP <OFCCP_Complaints@dol.gov>
Sent: Thursday, October 22, 2020 12:30 PM
To: OFCCP-NE-CC4 - ESA <OFCCP-NE-CC4@dol.gov>
Subject: OFCCP Complaint Form

Complaint Involving Employment Discrimination by a
Federal Contractor or Subcontractor



OMB: 1250-0002
Expires: 5/31/2023

Please read the instructions before completing this form.

Reset Form Print Form Submit

How can we reach you?	<p>Name (First, Middle, Last): (b) (6), (b) (7)(C) _____</p> <p>Street Address: (b) (6), (b) (7)(C) _____</p> <p>City: WEST BOYLSTON _____</p> <p>State: MA _____</p> <p>Zip Code: (b) (6), (b) (7)(C) _____</p> <p>Telephone Number: (b) (6), (b) (7)(C) _____</p> <p>Home Work Cell _____ ✓</p> <p>E-mail: (b) (6), (b) (7)(C) _____</p> <p>Have you filed these allegations of employment discrimination with another federal or local agency?</p> <p>Yes _____ ✓</p> <p>No _____</p> <p>If yes, provide the agency and date filed: _____</p> <p>Contact Name: _____</p> <p>Phone Number: _____</p>
Who can we contact if we cannot reach you?	<p>Name (First, Middle, Last): _____</p> <p>Street Address: _____</p> <p>City: _____</p> <p>State: _____</p> <p>Zip Code: _____</p> <p>Telephone Number: _____</p> <p>Home Work Cell _____</p>

	E-mail: _____							
What is the name of the employer that you believe discriminated or retaliated against you?	Company Name: (b) (6), (b) (7)(C) <div style="background-color: black; height: 150px; width: 100%; margin-top: 5px;"></div>							
	Give the date(s) and times you believe you were discriminated against: (b) (6), (b) (7)(C)							
Why do you believe your employer discriminated or retaliated against you?	<table style="width: 100%; border: none;"> <tr> <td style="width: 20%; vertical-align: top;"> <input checked="" type="checkbox"/> Race American Indian or Alaska Native Indicate Tribal Affiliation: Asian Black or African American Native Hawaiian or Other Pacific Islander <input checked="" type="checkbox"/> White </td> <td style="width: 20%; vertical-align: top;"> National Origin Hispanic or Latino Other Color Religion Sex </td> <td style="width: 20%; vertical-align: top;"> Sexual Orientation Gender Identity Inquiring About Pay Discussing Pay Disclosing Pay </td> <td style="width: 40%; vertical-align: top;"> Protected Veteran Status Disability <input checked="" type="checkbox"/> Retaliation </td> </tr> </table>				<input checked="" type="checkbox"/> Race American Indian or Alaska Native Indicate Tribal Affiliation: Asian Black or African American Native Hawaiian or Other Pacific Islander <input checked="" type="checkbox"/> White	National Origin Hispanic or Latino Other Color Religion Sex	Sexual Orientation Gender Identity Inquiring About Pay Discussing Pay Disclosing Pay	Protected Veteran Status Disability <input checked="" type="checkbox"/> Retaliation
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How did you learn that you could file a complaint with OFCCP?								
<div style="border: 1px solid black; text-align: center; width: 100px; margin: 0 auto; padding: 2px;">✓</div> <div style="margin-top: 5px;"> <input type="checkbox"/> Internet <input type="checkbox"/> Poster <input type="checkbox"/> Community Organization <input type="checkbox"/> OFCCP Meeting/Event <input type="checkbox"/> Brochure <input type="checkbox"/> Other </div>								
Your Complaint:								
Please describe below what you think the employer did or didn't do that you believe caused discrimination or retaliation, including:								
<ol style="list-style-type: none"> 1. What actions the employer took against you. 2. Why you believe those actions were based on your: race; color; religion; sex; sexual orientation; gender identity; national origin; disability; veteran status; and/or inquiries about, discussions, or disclosures of your pay or the pay of others; and/or in retaliation for filing a complaint, participating in discrimination proceedings, opposing unlawful discrimination, or exercising any other rights protected by OFCCP. 3. When the employer actions happened, where they happened, and who was involved. 4. What harm, if any, you or others suffered because of the alleged discrimination or retaliation. 5. What explanation, if any, your employer or people representing your employer offered for their actions. 6. Who was in the same or similar situation as you and how they were treated. Include information such as the race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected status of these individuals, if known. 7. What information you have about federal contracts the company that you worked for had at the time of the discrimination or retaliation you describe in this complaint. 								
<p>1. I was forced to resign or get terminated due to the fact I did not want to want to meet with the director and a third party without having representation at a meeting I was summoned two times to a meeting on what they determined was misconduct on my part in a diversity training program that was offered to our staff and volunteers. 2. I believe it was retaliation for making comments during the training about monuments being taken down, redlining, and Black Lives Matter. It might have been discrimination because I am a white male and whiteness was mentioned as a bad thing in the training. So it could also be discrimination. 3. These actions happened at a Zoom meeting on October 9. Staff and volunteers were involved along with the presenter of the diversity training, who was from an organization called Promoting Good LLC. 4. I have felt that my freedom of speech in making comments at the training was taken away once. Even though comments and interaction was encouraged, once I made comments about some of the presentation slides, I was a few days later that I violated the group norms of discussion. I feel because they disagreed with two of my comments that I was being discriminated because of being white. 5. They were going to give me a disciplinary action because of what the said was misconduct in the meeting. I never received a copy of the disciplinary action even though I wanted one because they said I was not allowed to have it because I resigned. I guess if I was terminated I would have received both a termination letter and the disciplinary action. 6. Not sure anyone else at the training felt different. I was requested by the director not to go to the second training on October 16 even though the training was an option. I was told this because I refused to meet with the director and the Chairman of the Board for a meeting on my comments from the first training because I felt I was going to be ganged up upon. What led to this request for a meeting was that I also sent an email asking if this training was part of critical race theory which POTUS had just signed an EO against this type of training in federal workplaces. I told them in the email that if it was critical race theory training, then it was biased training against white people and white privilege and was espoused by Marxists and was looking to pit people against one another, like black against white and promoting the theory of oppressor and oppressed as a way to solve racial issues. I had no problem attending the EI training and believe it is good to have this type of training, but not to use this approach for it. 7. I have no information. All I know is the get money from the Department of Elementary and Secondary Education in Massachusetts. The state organization is called</p> <div style="background-color: black; color: red; font-weight: bold; font-size: 0.8em; padding: 2px;">(b) (6), (b) (7)(C)</div>								
<p>Right now I do not have an attorney but am seeking one to see if I can sue them based on retaliation and discrimination. If you know of any attorneys that I can speak with about this, let me know. I am looking locally in Massachusetts right now. And finally, what I have written here is only partially the picture. I am hoping to speak with someone from your office to see if I have recourse at all. Thanks.</p>								

Do you think the discrimination includes or affects others?	<p>Do you believe other employees or applicants were treated the same way as you described above?</p> <p>Yes _____ ✓</p> <p>No _____</p>
Do you have an attorney or other representative?	<p>If you are represented by an attorney, or another person, or an organization, please provide their contact information below.</p> <p>Name (First, Middle, Last): _____</p> <p>Street Address: _____</p> <p>City: _____</p> <p>State: _____</p> <p>Zip Code: _____</p> <p>Telephone Number: _____</p> <p>E-mail: _____</p> <p>Who should we contact if we need more information about your description of what occurred?</p> <p>_____ ✓</p> <p>You Your Representative</p>
Signature and Verification	<p>I declare under penalty of perjury that the information given above is true and correct to the best of my knowledge or belief. A willful false statement is punishable by law.</p> <p>I hereby authorize the release of any medical information needed for this investigation.</p> <p>Signature of Complainant: _____</p> <p>Date: <u>10/22/2020</u></p>

Form CC-4 (Revised 5/2020)

From: (b) (6), (b) (7)(C)
Sent: Tuesday, November 03, 2020 1:18 PM
To: OFCCPComplaintHotline
Subject: Fw: {all} Fwd: Determined Americans Vote Today No Matter What the Obstacle
Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Could someone please review the email that I am forwarding for violation of Executive Order 13950 (race and sex stereotyping) or because this was emailed to everyone at my college on election day if it is in violation of voting regulations?

This person is in charge of diversity training at the college and regularly has offensive divisive emails. Not to mention using her position at the college to influence an election is unethical.

I would like to stay anonymous if possible as to not jeopardize my job.

Thanks so much for reviewing this email,

(b) (6), (b) (7)(C)
[Redacted]

Danville Area Community College

(b) (6), (b) (7)(C)
[Redacted]

----- Forwarded message -----
From: (b) (6), (b) (7)(C)
Date: Tue, Nov 3, 2020 at 10:14 AM
Subject: {all} Fwd: Determined Americans Vote Today No Matter What the Obstacle
To: all <all@dacc.edu>

----- Forwarded message -----
From: GlobalMindED <contact@globalminded.org>
Date: Tue, Nov 3, 2020 at 6:32 AM
Subject: Determined Americans Vote Today No Matter What the Obstacle
To: (b) (6), (b) (7)(C)



2020 GlobalMindED

The Future of Work is Diverse, Inclusive, Just and Equitable

e equity gap by creating a capable, diverse talent pipeline through connections to role models, mentors, internships, returning adults, First Gen to college and inclusive leaders who teach them, work with them and hire them.

ite bad weather, power outages and in some places, long lines and potential chaos. Many of us have ancestors that our voting voice today. For much needed perspective in 2020, please read the story below from OZY Media founder, Johnson and the often overlooked tragic history on the path to African American voting rights. You will likely remember holding the sacred history of his family in your head and heart.





As the most important election of my lifetime, there's little I could say to change your minds about who to vote for. But I am hoping to have already.

personal to my family. Growing up in Miami in the '70s, my parents told my siblings and me the stories of [Dr. King](#) and John Lewis, and also told the stories of our ancestors — David and Rosa Thomas, and Calvin and Millie Johnson.

My father, was a runaway slave who fled from North Carolina through swamps and woods to find safety in the hills of Virginia. He endured

My great-grandfather, never did. His wife, Millie, had begged him not to go to the courthouse to try to vote in Mississippi at the end of Reconstruction. But he went — and never came back. Instead, Millie Johnson remembered seeing a stranger walk up the dusty road to her home, news she suspected was coming.



Susan Johnson Anderson, the daughter of Calvin and Millie Johnson, next to her husband, Randall T. Anderson.

is not unique. I was especially reminded of this when one of my colleagues at OZY dug up [a deeply powerful story](#) that came to my attention. It is a little-known story about voter suppression and a Black massacre exactly 100 years ago in the little town of

paragraphs below. I hope you will [read it](#) and share it with others. As a Floridian and as a proud voter, I think it could be the most compelling argument, but our duty, to help shape our country's politics. Had our ancestors not done that in their time, we wouldn't enjoy the rights we do

ould like to encourage you to join us to commit to our “Plus Two” campaign this election season, by not only voting yourself, but also
y to do so. Pick up the phone, send a text — or forward this newsletter if you think it could help convince someone who is on the fence
hat more than 90 million people have already voted early. In a year that has brought unparalleled tragedies to millions of families, this
e power of democracy.

Carols Watson, OZY E

on day massacre
lynching, the medium itself was the message. And if that wasn’t enough, there was also a sign. The note that the white mob attached
his is what we do to ***** who try to vote".

a prosperous Black landowner, a labor leader, a church deacon and a respected member of his community living out the American D
f Central Florida. Then, a century ago on Nov. 2, 1920, Election Day, Perry’s prosperity and the thriving existence of the Black neigh

art: The white men responsible for it shot, injured and killed dozens of other Black residents, including children. They burned their ho
k population, up to 500 people, fled the town, abandoning their homes and possessions, never to return. The Ocoee massacre remai
y, and the forgotten — and intentionally buried — story of how one small-town community’s exercise of its constitutional rights transfo
at still has the power to shock a century later.



COURAGEOUS CONVERSATIONS

Catalyzing Change in Health

MONDAY, NOVEMBER 9, 2020 • 1:00 PST, 2:00 MST, 3:00 CST, 4:00 EST

Equity for Native, Rural, and Veterans During and Beyond COVID-19

**Dr. Monique Butler***Chief Medical Officer, Swedish Medical Center*

Dr. Butler is Chief Medical Officer for a 408-bed level-1 trauma center. She has extensive experience creating hospital operational and quality improvements; and is committed to providing excellent care for every patient (and family) on every encounter. Dr. Butler was identified in Becker's Hospital Review as one of 50 great African American leaders in healthcare in the nation.

**Dr. Pierre Theodore***VP Global External Innovation, Johnson & Johnson*

Dr. Theodore is responsible to help accelerate innovation, advance the standard of care within early stage science, and to elevate existing and adjacent technologies. He is a Health Sciences Associate Professor of Surgery and at the University of California, San Francisco School of Medicine. Dr. Theodore has over two decades of experience in cardiothoracic surgery, surgical education, entrepreneurship and innovation.

**Dr. Jandel Allen-Davis***President & CEO, Craig Hospital*

Dr. Davis is the President of Craig Hospital in Denver, a world-renowned rehabilitation hospital that specializes in the neuro-rehabilitation and research of patients with spinal cord and traumatic brain injuries. Prior to this, she was vice-president of Government, External Relations, and Research for Kaiser Permanente Colorado from 2009-2018. She serves on the boards of the Denver Chamber of Commerce, National Jewish Health and Mile High United Way.

**Dr. Sriram Shamasunder***Assoc. Professor, UCSF Medical Center*

Dr. Shamasunder completed his residency in Internal Medicine at Harbor UCLA Medical Center. As a physician who trained at a public hospital and has provided medical care abroad, Sri is co-founder of the HEAL Initiative, a health workforce strengthening fellowship working in Navajo Nation and 7 countries around the world. In 2016, he gave a Berkeley Ted X talk entitled "Whose Suffering Matters Less, and Why?"

**Dr. Mary Owen** (Tlingit)*Dir., Center of American Indian & Minority Health, UMN President, Assoc. of American Indian Physicians*

After residency, Dr. Owen returned to Juneau, Alaska, where she worked for her tribal health center, Southeast Alaska Regional Health Consortium. After eleven years of full-scope family medicine, she returned to the UMN Duluth campus in 2014 to become director of the Center of American Indian and Minority Health, developing programs to increase the numbers of American Indian and Alaska Native students entering medical careers. She continues to provide clinical care at the Center of American Indian Resources in Duluth.

**Jessica Rothenberg-Aalami, PhD***CEO, Founder, CELL-MED*

Dr. Rothenberg-Aalami leads Cell-Med, a division of Cell-Ed founded in 2014 to bridge global literacy, digital, and opportunity divides. Cell-Med equips vulnerable populations with universal access to health education and coaching, therapies, and rehabilitation via any mobile phone—even without internet—while care teams can monitor patient-reported outcomes to improve programming.



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Monday, November 9, 2:00 MT/4:00 ET

Register Here

Click to view the most recent webinars:

[Uncomfortable: African American College Presidents Share Realities Part II](#): Dr. Ryan Ross; Assoc. V. Community College System moderates. Panelists include Dr. Javaune Adams-Gaston President, Norfolk State University, Dr. E. LaBrate Parker President, South Central College, Minnesota State, and Dr. Michael Torrence President, Motlow State College

tions: Catalyzing Change in Tech: COVID-Caused Tech Equity Hurdles Impacting Women and U
n Can Close the Widened Divide in 2020 and Beyond: Suraya Yahaya Founder & CEO Khazana, Inc., Mike Hess
Moorthy Founder and CEO Hatha Systems, Rachel Manning Senior Sales Leader Google Cloud, Lisa Neal-Graves Candidate Doug
EO WRiskGroup and Maria Lynne Dayton Global Technology Influencer, CXO Transterra Media

tions: Catalyzing Change in Health: Dr. Monique Butler; Chief Medical Officer, Swedish Medical Center, Samuel Yamo
orges Benjamin; Executive Director, American Public Health Association, Dr. J. Nadine Gracia; Exec. Vice President & COO, Trust fo
Health Foundation, Dr. Pierre Theodore; VP Global External Innovation, Johnson & Johnson, and Dr. Elena Rios; President & CEO, I

Uncomfortable: Diverse College Presidents Talk About First 6 Weeks of School: Dr. Ryan Ross; Ass
Colorado Community College System moderates. Panelists include Dr. Javaune Adams-Gaston President, Norfolk State University, Dr.
Dr. Annette Parker President, South Central College, Minnesota State, Dr. Miles Davis President, Linfield University, and Dr. Michael

Heritage Language Assets for Career Preparedness: Department of Education, Office of English Language Acquisition
McElwain; OELA, Panelists include: Carol Carter; GlobalMindED, Felícita Solá-Carter; Excellence in Government Program, Oscar Fra
ntel Corporation, and Adrian Rosado; Cultural Clarity Experience.

Heritage: Retention of Heritage Culture and Language(s) US Department of Education, Office of English Language
celebrate National Hispanic Heritage Month. Lorena Orozco and Supreet Anand of OELA, Cristina Alfaro; San Diego State University
omen, Joe Garcia; Ohkay OwinghTribe, and Dr. Joel Comez; Center for Applied Logistics

Uncomfortable: A Conversation on Race, Isms, Justice, Moving Forward and the Role White Pe
ancellor: Student Affairs, Equity, and Inclusion, Colorado Community College System leads the conversation with Clifton Taulbert; Pr
offee, Javon Brame; Dean of Students, Arapahoe Community College, Chelsea Williams; Founder & CEO, College Code LLC, and R
assembly

Programs: Priming the STEM Pipeline During and After COVID-19: Dr. Dora Renaud, Sr. Director of Acaden
Hispanics in STEM, Melanie Suarez, Student, University of Texas Rio Grande Valley, Mechanical Engineering, Nicolas Valencia Diaz
Medical Engineering, Sophia Plata, PhD Student, University of Southern California, Environmental Engineering

ning Experiences Using Free and Low-Cost Online Resources: Presented by the NROC Project: Terri Rowen
ria, Regional Membership Manager and Dr. Ahrash Bissell, President

ss During Covid: Insights From the Front Lines: Nadene Klein; Teacher and Educational Consultant, Douglas Cour
s County School District

r Leadership: How to Begin Your Journey from Teacher to Leader in Times of Covid-19: Rebecca M
chool District, Katherine Bassett; CEO, Tall Poppy, LLC

To view the recent Rural sessions, please see our YouTube channel:

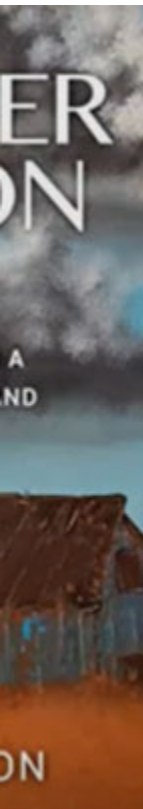
ness Opportunities, Tribal Economic Development and Post-secondary Education/Workforce Pa
or and Adjunct Faculty, University of Colorado Boulder, Don Kelin; President, Fox Professional Services, Rocky Mountain Indian Cha
ogy, Southern California Tribal Chairmen's Association, Tribal Digital Village Network Initiative, and Melvin Monette; CEO, Indigenous

ents, Faculty and Communities During and After COVID-19: Ron Lessard (Mohawk); Acting Exec. Director, WH
native Education leads panel including Diana Cournoyer; Oglala Sioux Tribe, Executive Director, National Indian Education Association
reach, US Department of Education, Carrie L. Billy; President & CEO, American Indian Higher Education Consortium, and features a
n, Native American Music Awards Winner

association's Reimagining the Rural West/Available Resources for Rural Communities: J.C. Whorton,
iversity of Colorado Boulder talks with Lauren DeNinno; Senior Policy Advisor Western Governors' Association, and Chantal Unfug; I

ducation During COVID-19: Anne Trujillo; Anchor 7News, Denver moderates the panel which includes Tina Goar; Executive
sst. Professor of Leadership, Research, and Foundations, UCCS, Luis Murillo; Principal, Skoglund Middle School, and Samantha Yo

nt and related Socioeconomic Considerations in Rural America: J.C. Whorton, Jr.; Consultant, Lecturer, Auth
leads panel including Arvin Trujillo; CEO, Four Corners Economic Development, Inc., Marvin Leeth; Owner, Kanon Enterprises, and



THE FLYOVER NATION

Energy's Role in a Troubled Heartland

By J.C. Whorton

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Level energy and financial professional with over forty years of essential experience in the oil and gas industry and Native American heritage, Mr. Whorton is a strong advocate for economic development initiatives.

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ZY PRESENT RESET AMERICA

**sis
e Plan**

**s underway, understanding the role you can play in a system of change can be difficult, but we encourage y
f, say, a juice cleanse, feed your brain and move yourself with this practical plan over the next month. [Here's](#)
do in order to be part of the solution.**

y questions: Who am I writing for? (Audience) Why should they care? (Benefit) What do I want them to do here? (Call-to-Action)

**words like "free" "personalized" "complimentary" or "customized." A sense of urgency often helps readers take an action, so think ab
aining!"**



act Fund are delighted to announce [GlobalMindED's Donor Advised Fund](#). 2020 is the 75th Anniversary of the United Nations and the 25th Platform. Many from around the world are thinking of 2020 as the gateway to our most vital decade for delivering equity, the Sustainable Development Goals. The time for these outcomes is 2020-2030.

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are you looking for ways to re-engineer your classroom culture? Check out [Designing the Future: How Engineering Builds](#) associated website has lots of activities, projects, and resources you can implement immediately. Our fall workshops using the successful. Start designing the future today - try using the customized [Study Guide](#) for a book study in your PLC. Or contact us for more information on creating professional development based on Ann's book to your school, district, or conference.

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Sent by contact@globalminded.org

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Fw: Austin TX Leander ISD Critical Race Theory taught to our students
Date: Sunday, October 25, 2020 10:55:38 PM
Attachments: [wheel of power and privelge.jpg](#)

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

----- Forwarded Message -----

From: (b) (6), (b) (7)(C)
To: governance.team@leanderisd.org <governance.team@leanderisd.org>
Sent: Sunday, October 25, 2020, 09:54:08 PM CDT
Subject: Fw: Austin TX Leander ISD Critical Race Theory taught to our students

As a parent of several LISD students I am appalled at the Critical Race Theory being taught to our children. This week, at Four Points Middle School, they are teaching to all 8th grade language arts classes "The wheel of power and privilege." (See enclosed)

I am opposed to this for 3 reasons:

- 1) it equate poor choices (Not graduating from high school) with disadvantages (poverty) with birth defects (gender dysmorphia and physical disabilities)
- 2) Does not encourage a Growth Mindset
- 3) Re-enforces the false teaching that whites are more advantaged than dark skinned people (see Asian-Indian-Americans vs whites from the Appalachians, as an example why this is a false premise)

Please read the book, [Mindset: The New Psychology of Success](#)

and encourage your teachers to do so. The self limiting and defeatist "Privilege" nonsense does nothing to help disadvantaged kids succeed, while adopting a hard work ethic and growth mindset will literally change their life and their family tree forever.

I say this as a Hispanic with a master's degree in engineering that spent 3 years giving back to the Hispanic and Black Under served community teaching algebra at Decker Middle School, a Title 1 school.

Thanks,

(b) (6), (b) (7)(C)

Done

Photo



WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylviaaduckworth

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Fw: Is IRS Agency compliant with Executive Order on Combatting Race and Sex Stereotyping
Date: Wednesday, October 28, 2020 4:28:43 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

To whom it may concern,

I am writing to make a complaint. I work for the Internal Revenue Service and have NOT received any announcement or notification regarding the Executive Order on Combatting Race and Sex Stereotyping (EO), nor any orders that inform us to cease all EDI training, per the following section of the EO, issued as effective immediately on September 22, 2020 :

Section 6 Requirements for Agencies state: (b) The Director of OPM shall propose regulations providing that agency officials with supervisory authority over a supervisor or an employee with responsibility for promoting diversity and inclusion, if such supervisor or employee either authorizes or approves training that promotes the divisive concepts set forth in section 2(a) of this order, shall take appropriate steps to pursue a performance-based adverse action proceeding against such supervisor or employee under chapter 43 or 75 of title 5, United States Code.

I am a Frontline Manager in the Internal Revenue Service and am very concerned with having to continue in Equity, Diversity and Inclusion (EDI) exercises and training in my Agency. I have read the EO and although it does not support an agency from promoting racial, cultural or ethnic diversity or inclusiveness, I am disturbed we are still meeting to discuss Unconscious Bias which is an unproven concept that results in false accusations and condemnation.

I and my fellow managers have been scheduled to participate in an Employee Assistance Program (EAP) Unconscious Bias exercise by our Territory Manager (TM) today, October 28, 2020. She notes in the meeting invite: "Please bring pen, paper and a clear mind to the meeting. Remove any distractions to allow time for you to participate in the exercise."

Initially, the TM had requested the EDI division to facilitate and provide us training in unconscious bias. Although EDI responds that they were unable to, I found the tone and content offensive because it had an air of disrespect and did not acknowledge the EO nor its intent. Here is the response from the EDI division when service was requested by the TM:

Thank you for your inquiry as well as your interest in understanding unconscious bias.

I would very much like to lead this learning conversation with your staff.

Unfortunately, due to 2 executive orders issued by the administration, our inclusion training program has been shut down.

Best estimates project that the suspension could last well into next year.

Thank you again for your request and your leadership vision that recognizes the importance of building workplaces that work for everyone.

Lastly, I'd like to suggest you update your website, currently it focuses on Contractors so much that it can mislead the reader. The EO equally includes Agencies and the United States Uniformed Services per Sec. 10. General Provisions. (a) This order does not prevent agencies, the United States Uniformed Services, or contractors from promoting racial, cultural, or ethnic diversity or inclusiveness, provided such efforts are consistent with the requirements of this order.

Hoping you will be able to handle this correctly -there isn't anyone I can think of in my Agency who I know feels the way I do about this and that is sad! I also hope your actions are done with concern of protecting my rights and privacy, please. (I am sending this from my personal email account, you may contact me on my cell (b) (6), (b) (7)(C))

Thank you,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#); tina.williams@dol.gov; info@taxpayer.net; media@cagw.org; info@njtaxes.org; info@afphq.org
Subject: Fw: public comment
Date: Friday, October 23, 2020 3:46:01 PM

i understand that up until recently the federal govt was requiring all contractors of federal contracts to bring in an employee and lecture to the employees how the white race was all racists. i find such horrible discrimination to be offensive, obscene and completely out of order. i understand that that regulation has now been changed. the damage done to the white race from that federal regulation put into action under obama biden is offensive to all and has only recently come into public view. it has totally damaged relations between the races and payments should be made to employees who were hurt by this out of order bullying discriminatory action by the federal govt, particularly obama, biden. the public had no idea this was taking place as it was very secretive. damages need to be paid to employees who were hurt from this totally racist action by the federal govt and it certainly needs to be stopped and banned forever. i find such actions obscene to the maximum. this comment is for the public record. please receipt. (b) (6), (b) (7)(C)

[REDACTED]

[Federal Register Volume 85, Number 205 (Thursday, October 22, 2020)]
[Notices]
[Pages 67375-67378]
From the Federal Register Online via the Government Publishing Office
[www.gpo.gov]
[FR Doc No: 2020-23339]

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DEPARTMENT OF LABOR

Office of Federal Contract Compliance Programs

Request for Information; Race and Sex Stereotyping and
Scapegoating

AGENCY: Office of Federal Contract Compliance Programs

ACTION: Request for information

SUMMARY: The Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor seeks comments, information, and materials from the public relating to workplace trainings that involve race or sex stereotyping or

[[Page 67376]]

scapegoating. OFCCP protects workers by ensuring that those doing business with the Federal government (known as Federal contractors and subcontractors) do not treat workers differently on the basis of race, sex, or other protected characteristics. Information provided in response to this request will assist OFCCP in that mission. This request for information also provides hotline contact information (202-343-2008 and OFCCPComplaintHotline@dol.gov) that can be used to confidentially report to the Federal government the unlawful use of racist or sexist training materials.

DATES: Submit comments, information, and materials on or before December 1, 2020.

ADDRESSES: You may submit comments, information, and materials by any of the following methods:

Electronic comments: The Federal eRulemaking portal at www.regulations.gov. Follow the instructions found on that website.

Mail, Hand Delivery, Courier: Addressed to Tina Williams, Director, Division of Policy and Program Development, Office of Federal Contract Compliance Programs, 200 Constitution Avenue NW, Room C-3325, Washington, DC 20210.

Instructions: Please submit one copy of your submission by only one method. For faster submission, we encourage commenters to submit electronically via www.regulations.gov.

FOR FURTHER INFORMATION CONTACT: Tina Williams, Director, Division of Policy and Program Development, Office of Federal Contract Compliance Programs, Room C-3325, 200 Constitution Avenue NW, Washington, DC 20210. Telephone: (202) 693-0103 (voice) or (202) 693-1337 (TTY) (these are not toll-free numbers). Copies of this notice may be obtained in alternative formats (large print, braille, audio recording) upon request by calling the numbers listed above.

SUPPLEMENTARY INFORMATION:

I. Background

Millions of Americans are employed by Federal contractors and subcontractors.\1\ These employers have certain obligations to their employees under a presidential directive known as Executive Order 11246. That order requires Federal contractors not to discriminate in employment and to take affirmative action to ensure equal opportunity without regard to race, sex, and other protected characteristics. OFCCP ensures Federal contractors uphold their nondiscrimination and affirmative action obligations to their employees.

\1\ For purposes of this request for information, ``contractor'' and ``subcontractor'' are used interchangeably.

Relatedly, on September 22, 2020, President Donald J. Trump signed Executive Order 13950, titled Combating Race and Sex Stereotyping.\2\ Executive Order 13950 established that it is ``the policy of the United States not to promote race or sex stereotyping or scapegoating in the Federal workforce or in the Uniformed Services,' ' and further stated

that ``Federal contractors will not be permitted to inculcate such views in their employees'' through workplace training.\3\ The order notes that materials teaching that men and members of certain races are inherently sexist and racist have recently appeared in workplace diversity trainings across the country. Through this request for information, the Department invites the public to provide information or materials concerning any workplace trainings of Federal contractors that involve such stereotyping or scapegoating. Please note that training is not prohibited if it is designed to inform workers, or foster discussion, about pre-conceptions, opinions, or stereotypes that people--regardless of their race or sex--may have regarding people who are different, which could influence a worker's conduct or speech and be perceived by others as offensive.

\2\ 85 FR 60683.

\3\ Id. at 60685. Trainings that teach race or sex stereotyping or race or sex scapegoating may also violate Executive Order 11246, which forbids Federal contractors and subcontractors from discriminating on the basis of race or sex in employment.

As used in this request for information, ``race or sex stereotyping'' means ``ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex.''\4\ ``Race or sex scapegoating'' means ``assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex,' and includes claims ``that, consciously or unconsciously, and by virtue of his or her race or sex, members of any race are inherently racist or are inherently inclined to oppress others, or that members of a sex are inherently sexist or inclined to oppress others.''\5\

\4\ Id. at 60685.

\5\ Id. at 60685.

Executive Order 13950 clarifies that workplace trainings that promote the following concepts qualify as unlawful race or sex stereotyping or scapegoating:

- (a) One race or sex is inherently superior to another race or sex;
- (b) An individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
- (c) An individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex;
- (d) Members of one race or sex cannot and should not attempt to treat others without respect to race or sex;
- (e) An individual's moral character is necessarily determined by his or her race or sex;
- (f) An individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex;
- (g) Any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or
- (h) Meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race.

Examples of impermissible scapegoating or stereotyping include training materials stating ``that concepts like ``[o]bjective, rational linear thinking, ``[h]ard work' being ``the key to success,' the ``nuclear family,' and belief in a single god are not values that unite Americans of all races but are instead ``aspects and assumptions of whiteness.'''\6\

\6\ Id. at 60684.

To gain a better understanding regarding potentially unlawful training materials that are being used by Federal contractors and subcontractors, President Trump instructed the Director of OFCCP to request information from these contractors and subcontractors and their employees regarding the trainings that have been provided.\7\ The

President further directed that the ``request for information should request copies of any training, workshop, or similar programming having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities.'' \8\ This request for information is being published in response to the President's directives. A purpose of this request for information is to obtain information to formulate OFCCP programming and compliance assistance related to Executive Order 13950.

\7\ Id. at 60686.
\8\ Id.

II. Types of Comments, Information, and Materials Requested

OFCCP requests comments, information, and materials from Federal

[[Page 67377]]

contractors, Federal subcontractors, and employees of Federal contractors and subcontractors concerning workplace trainings involving prohibited race or sex stereotyping or scapegoating.\9\

\9\ Other stakeholders are invited to submit comments as well.

You may provide various other types of materials, such as PowerPoints, photographs, videos, handwritten notes, or printed handouts. OFCCP welcomes all forms of media and data that have in recent years been used, or that may soon be used, in both voluntary and mandatory trainings, workshops, or similar programming.

You do not need to provide a response for every category number. In submitting a response, you are encouraged (but not required) to note the specific sections of materials (such as page numbers or section headings) that you believe fit within a category number listed below.

You should provide responses reasonably related to this request for information. Materials may be submitted anonymously. However, any materials submitted in response to this request for information may be subject to public disclosure, including any personal information provided. You should not provide information or materials prohibited by law from disclosure under a valid confidentiality agreement, information or materials that are trade secrets, information or materials that are copyrighted, or information or materials that contain individual medical information or personally identifiable information.

OFCCP seeks information and materials concerning any or all of the following categories, if applicable:

1. Workplace trainings that promote, or could be reasonably interpreted to promote, race or sex stereotyping.
2. Workplace trainings that promote, or could be reasonably interpreted to promote, race or sex scapegoating.
3. The duration of any workplace training identified in categories 1 or 2.
4. The frequency of any workplace training identified in categories 1 or 2.
5. The expense or costs associated with any workplace training identified in categories 1 or 2.

OFCCP additionally requests input on any or all of the following questions, if applicable:

6. Have there been complaints concerning this workplace training? Have you or other employees been disciplined for complaining or otherwise questioning this workplace training?
7. Who develops your company's diversity training? Is it developed by individuals from your company, or an outside company?
8. Is diversity training mandatory at your company? If only certain trainings are mandatory, which ones are mandatory and which ones are optional?
9. Approximately what portion of your company's annual mandatory training relates to diversity?
10. Approximately what portion of your company's annual optional training relates to diversity?

III. How to Confidentially Report Information Through OFCCP's New

Hotline

OFCCP has created an email and telephone hotline to report potentially non-compliant workplace training materials. Executive Order 13950 directed the Department of Labor, through OFCCP, ``to establish a hotline and investigate complaints received under both [Executive Order 13950] as well as Executive Order 11246 alleging that a Federal contractor is utilizing . . . training programs in violation of the contractor's obligations under those orders.'' \10\ Executive Order 13950 further directed the Department of Labor to ``take appropriate enforcement action and provide remedial relief, as appropriate.'' \11\

\10\ Id. at 60686.

\11\ Id.

Employees and other concerned members of the public are encouraged to report potentially unlawful training materials by calling (202) 343-2008 or emailing OFCCPComplaintHotline@dol.gov. To the fullest extent permissible by law, OFCCP will protect the confidentiality of those who submit information through the hotline.

Unlike hotline communications, responses to this request for information may become a matter of public record and may be subject to public disclosure as described above. Employees and other concerned members of the public who wish to confidentially report potentially non-compliant information or materials should do so through the hotline information provided above.

IV. Voluntary Compliance for Employers

Federal contractors and subcontractors questioning whether their workplace trainings, workshops, or similar programs are compliant with Executive Order 13950 or Executive Order 11246 are encouraged to voluntarily submit information and materials in response to this request for information. OFCCP will provide compliance assistance as requested to Federal contractors and subcontractors that voluntarily submit such information or materials.

OFCCP will, consistent with law, exercise its enforcement discretion and not take enforcement action against Federal contractors and subcontractors that voluntarily submit information or materials in response to this request for information, as it relates to submitted information or materials and potential non-compliance with Executive Orders 13950 or 11246, provided that such contractor or subcontractor promptly comes into compliance with the Executive Orders as directed by OFCCP. If a Federal contractor or subcontractor who voluntarily submits information or materials in response to this request for information is determined by OFCCP to have non-compliant materials, and the contractor or subcontractor refuses to correct the issue after compliance assistance is provided, OFCCP may take enforcement action against the contractor or subcontractor if OFCCP later receives the contractor or subcontractor's materials through a separate source, such as a neutrally scheduled audit, in connection with a complaint, or if submitted by an employee in response to this RFI. OFCCP will keep information and materials submitted under this process confidential under Exemption 4 of the Freedom of Information Act to the maximum extent permitted by law, unless disclosure is necessary and appropriate in Federal Government-initiated proceedings.

A Federal contractor or subcontractor may opt for the above-described enforcement discretion only if the relevant information or materials are submitted to OFCCP by one of the contractor's or subcontractor's executives, owners, or legal representatives with actual authority to legally bind the contractor or subcontractor in agreements with the United States Government. Should a qualifying executive, owner, or legal representative of the contractor or subcontractor submit information or materials on behalf of the contractor or subcontractor as requested in this request for information, the fact that a worker employed by the contractor or subcontractor may have also submitted the same (or substantially the same) information or materials to OFCCP, or submitted a complaint based on such information or materials, will not disqualify the contractor or subcontractor from choosing the types of compliance assistance and enforcement discretion described herein. But as noted above, OFCCP reserves the right to take enforcement

[[Page 67378]]

action as to information or materials submitted by employees in response to this RFI if the contractor or subcontractor refuses to correct non-compliant materials after receiving compliance assistance.

Regarding all other Federal contractors and subcontractors, there are no adverse legal consequences for choosing not to participate in this request for information. This request for information is strictly voluntary; it simply offers Federal contractors and subcontractors an opportunity in the exercise of OFCCP's enforcement discretion to come into compliance with their legal obligations to the extent they have concerns.

V. Conclusion

Pursuant to Executive Order 13950, OFCCP invites Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors to submit comments, information, and materials as described above. This request for information will enable OFCCP to better combat race and sex stereotyping and scapegoating within the contractor community.

Craig E. Leen,
Director, OFCCP.

[FR Doc. 2020-23339 Filed 10-21-20; 8:45 am]
BILLING CODE 4510-45-P

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Google LLC Criticle race theory
Date: Monday, September 28, 2020 8:00:29 PM

Google being a government contractor extensively teaches critical race theory on many of its owned platforms. This needs to be investigated.

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [REDACTED]
Cc: [REDACTED]
Subject: Help #3 Desk Call from Ms. (b) (6), (b) (7)(C)
Date: Wednesday, October 21, 2020 1:49:15 PM
Importance: High

(b) (6), (b) (7)(C) Good Afternoon,

We have received a help desk call from (b) (6), (b) (7)(C) she was a part the audience with Director Craig Leen. This a question to be passed on per Mr. Craig who has directed all question from his meeting this morning are to be given to Ms Tina Williams.

Her Question: if a contractor submit training materials through the RFI should they expect that OFCCP will respond to them that their training is okay under the EO or if they need to make changes. She is trying to understand, that if the information that is submitted will there be a confirmation whether or not that they are in compliance. Or if OFCCP will confirm that their training materials are not okay will OFCCP. What to expect....

(b) (6), (b) (7)(C)

Thank you.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [REDACTED]
Cc: [REDACTED]
Subject: Help #4 Desk Call from (b) (6), (b) (7)(C)
Date: Wednesday, October 21, 2020 2:17:42 PM
Importance: High

(b) (6), (b) (7)(C) Good Afternoon,

We have received a help desk call from (b) (6), (b) (7)(C), she called from **Salt Lake Utah**, she was a part the audience with Director Craig Leen speaking this morning. She would like to know if the meeting was recording, and when will it be available.

(b) (6), (b) (7)(C), has requested, if someone will call her about that recording being available and how many complaints came to use as a result of the session with Mr. Craig?

(b) (6), (b) (7)(C) telephone is (b) (6), (b) (7)(C)

Thank you.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [REDACTED]
Cc:
Subject: Help Desk Call from (b) (6), (b) (7)(C)
Date: Thursday, October 22, 2020 11:34:56 AM
Importance: High

(b) (6), (b) (7)(C) Good Morning,

We have received a help desk call from (b) (6), (b) (7)(C) regarding the meeting with Director Craig Leen, speaking yesterday about the new EO 13950. He would like to know when will the recording/transcript available to list.

(b) (6), (b) (7)(C) has requested information on a contact person who will receive training materials and follow up to confirm that his company is in compliance.

This request may need to go to Ms. Tina Williams.

(b) (6), (b) (7)(C)

Thank you.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Hotline
Date: Tuesday, September 29, 2020 2:56:48 PM
Attachments: [img003.png](#)

I want to be the first person to complain that the OFCCP has set up this hotline.

1. It violates the OFCCP's mission to support Diversity
2. It violates Freedom of Speech
3. It puts the OFCCP in the position of policing Diversity training materials, thereby taking staff away from their actual mission to conduct compliance reviews
4. If an employee wants to make a complaint right now – clearly the EO did not cover the contract since it just went into effect on 9/22/20 – so any prior training does not fall under the EO.
5. It violates state and local laws

I am advising all of my clients to issue a statement denouncing the Executive Order and supporting their Diversity Programs.

Best regards,

(b) (6), (b) (7)(C)



CONFIDENTIALITY NOTICE: This communication contains information intended for the use of the individuals to whom it is addressed and may contain information that is privileged, confidential or exempt from other disclosure under applicable law. If you are not the intended recipient, you are notified that any disclosure, printing, copying, distribution or use of the contents is prohibited. If you have received this in error, please notify the sender immediately by telephone or by returning it by return mail and then permanently delete the communication from your system. Thank you.

From: (b) (6), (b) (7)(C)
To: (b) (6), (b) (7)(C); [OFCCPComplaintHotline](#)
Subject: Hotline
Date: Tuesday, September 29, 2020 2:57:57 PM
Attachments: [img003.png](#)

It's not up yet is it?

From: (b) (6), (b) (7)(C)
Date: September 29, 2020 at 1:56:50 PM CDT
To: OFCCPComplaintHotline@dol.gov <OFCCPComplaintHotline@dol.gov>
Subject: [EXTERNAL] Hotline

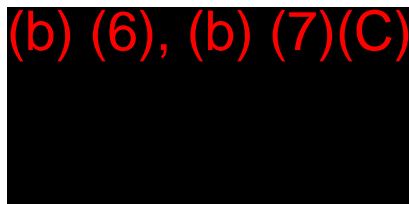
I want to be the first person to complain that the OFCCP has set up this hotline.

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5. It violates state and local laws

I am advising all of my clients to issue a statement denouncing the Executive Order and supporting their Diversity Programs.

Best regards,

(b) (6), (b) (7)(C)



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From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Hotline information
Date: Monday, September 28, 2020 1:05:11 PM

Hello,

I am wondering if the training my company is requiring all employees to take violates the new order President Trump signed to prohibit divisive training. Is there someone I can talk to?

(b) (6), (b) (7)(C)

Sent from my iPhone

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: I am concerned
Date: Friday, November 13, 2020 9:18:19 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

This executive order is ridiculous and fascist in nature. Civil Rights act already covers non discrimination in workplace. Why our federal agencies agreed allowing racist and sexist Trump to impose his extender views on what is supposed to be a democratic country is beyond me.

I can understand a narcissitic egomaniac like Trump wanting to turn our country into a divided nation like during the civil war. Cannot for the life of me understand why our leaders and agencies designed to protect democracy aren't standing up to him.

This reeks of Nazi Germany. Stop this madness while you can.

Thank You,
(b) (6), (b) (7)(C)

Sent on my Boost Mobile Samsung Galaxy S® 6

From: (b) (6), (b) (7)(C)
To: BoardofDirectors; (b) (6), (b) (7)(C)
Cc: OFCCPCComplaintHotline
Subject: In Re: BART Race Trainings
Date: Tuesday, October 06, 2020 11:29:18 AM

Good Morning,

I am writing to you today to express concern and rage over BART spending \$400,000 for consultants to lecture employees of concepts that are found in "critical race theory." The article by the SF Chronicle, entitled "*Oscar Grant's mother... help BART prevent shootings like the one that killed her son,*" details how the agency is spending money on aspects like "implicit bias." [1] It is one thing to sit in a circle and sing kumbaya but it's a different one when I have to spend 9-12 dollars a day as a rider to fund such inflammatory bile. These diversity training sessions in public agencies have pushed a deeply ideological agenda that includes reducing people to a racial essence, segregating them, and judging them by their group identity rather than their individual merit. Since the presidential debates that took place a week ago, people have been researching about the pernicious nature of such topics that has come out of the fringes of academia and now is infecting institutions of the country.

The article was written in June of this year as nationwide riots that transpired over the previous month. 30+ people died during these riots and over 15,000 people were arrested. These "mostly peaceful protests" (as the media loves to call them) caused the most destruction since the 1960s. Since then there have been major events that transpired over the 100 plus days of rioting in major cities and small towns. On September 22nd, 2020, the President of the United States, Donald Trump, through the Office of Management and Budget, has signed a full Executive Order abolishing critical race theory from the federal government, the military, and all federal contractors. [2]

The point of federal contractors is simple: if a company wants to work with the US government, they can no longer teach critical race theory anywhere in their offices. BART may not be a federal contractor, however it does receive money from the US Department of Transportation and sub agencies such as the Federal Transportation Administration for operations.

Section 8 of the executive order opens the legal floodgates: the President instructs the Attorney General to assess whether critical race theory training creates a "hostile work environment" and constitutes a violation of Title VII of the Civil Rights Act.

Under this current set of elected BART officials, Critical Race Theory, through various euphemisms like "equity", is becoming orthodoxy in the transit system. Local officials declared that First Amendment rights "may be outweighed" if they conflict with "the goal to root out systemic racism." This is the language of dogma, not of running a transportation system. Critical race theory doesn't belong in public transportation for the same reason creationism doesn't belong in the engineering department. The ideas that members of the BART Board are presenting are doing tremendous damage to race relations and the fabric of our society more broadly. [3]

Considering that BART has stayed open and continued operation due to the goodwill of the American taxpayer because of the black swan known as "Sino Sniffles," the BART board needs to be aware who is in charge. **BART must stop these upcoming future training dead cold in its tracks.** To any fair-minded observer, these are not "racial sensitivity trainings," as

emphasized in the newspaper article. They are political indoctrination sessions by a woman who has a massive chip on her shoulder. While this misrepresentation is a disappointment, it isn't a surprise. Progressive activists on the BART board and their media enablers have lately been manipulating words to massage the truth: violent riots have become "mostly peaceful protests" and "defund the police" has become "reimagine public safety."

To make sure that this is stopped dead in its tracks, I will forward this email to the US Department of Labor to see if the upcoming materials and training have a hostile work environment by having Oscar Grant's mom teach such subjects. The BART Board is pushing an ideology that only less than 8% of the country believes. If the governing Board believes wholeheartedly that BART itself is marred in perpetual "systemic" racism then you would have no problem having the federal government investigate it, just like Princeton University. [4]

Kind Regards,

(b) (6), (b) (7)(C)

1. <https://www.sfchronicle.com/bayarea/article/Oscar-Grant-s-mother-lost-her-son-to-a-shooting-15364603.php>
2. <https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>
3. <https://www.nbcbayarea.com/investigations/series/derailed/derailed-season-2-he-deserved-to-live/2358141/>
- \$. <https://thehill.com/homenews/administration/516991-dept-of-education-launches-investigation-into-princeton-after>

From: (b) (6), (b) (7)(C)
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C); @house.texas.gov; (b) (6), (b) (7)(C); @senate.texas.gov; ComplaintsManagement@tea.texas.gov; OFCCPComplaintHotline
Subject: Information to Clarify Sensitive Topics in Leander ISD Curriculum
Date: Wednesday, October 28, 2020 12:12:25 PM

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(b) (6), (b) (7)(C),

Thank you for meeting with me earlier, although I was also under the impression that I would be meeting with people from the curriculum dept as well. As per our conversation earlier I thought I would send you some information to clarify what I was talking about earlier and why I am opposed to it being taught in school.

Critical Race Theory is inherently racist and there is an executive order stating that any agency that directly or indirectly receives federal funding is barred from teaching this.

<https://www.britannica.com/topic/critical-race-theory>

As I stated that the BLM website donations go to the Democratic party. I have linked the donate page. If you scroll down to the bottom you will notice that donations are handled by Actblue which is a 501c3 charity that gives exclusively to the Democratic party and liberal organizations.

https://secure.actblue.com/donate/ms_blm_homepage_2019

Lastly and only because you said you were unfamiliar with Marxism, to clarify what Marxism is, here is a link to Stanford University. Any further digging will prove to show how Marxism and Communism is responsible for more human death and suffering than any other idea in history. I have linked an article from USA Today that gives a good synopsis.

<https://plato.stanford.edu/entries/marx/>

<https://www.usatoday.com/story/opinion/2018/05/05/karl-marx-communism-death-column/578000002/>

Hopefully this helps to clarify why I have issues with these topics being taught in Leander ISD. Thank you and I look forward to hearing from you soon.

v/r

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Inquiry
Date: Monday, November 16, 2020 9:50:42 PM

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I work for a defense contractor believe I have information of critical race theory that is being imposed counter to Donald Trump's recent executive order banning this.

What steps might I take now.

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Investigation on MSFT
Date: Friday, October 09, 2020 12:08:00 AM

I have been in Management at MSFT for 8+ years and know that we absolutely slot minorities (Black, Female, Hispanic) for roles . One example I can provide is that while I am part <minority>, I had to change my HR status to indicate this in order to be eligible to get into Management 8+ years ago.

I am active in hiring and believe that creating a diverse pool of candidates and then hiring the best person from that pool is the right course of action, however there are jobs that are slotted for minorities. Of course, these are things that are discussed, but not documented.

I would need Whistleblower protection & I'd need to retain an employment lawyer of my own to continue with more detail & examples as I believe stepping forward may impact my employment.

Let me know if this is of interest so that I can retain an employment lawyer.

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Is the required posting available for EO 13950? I don't see it on the OFCCP website?
Date: Thursday, October 22, 2020 10:43:22 AM
Attachments: [image001.png](#)

Thanks.

(b) (6), (b) (7)(C)
[Redacted]
Tantus Technologies, Inc.
1735 N. Lynn Street, Suite 650
Arlington, VA 22209

(b) (6), (b) (7)(C)
[Redacted]
[Redacted]
[Redacted]



www.tantustech.com

Tantus is a CMMi Level 3 appraised small business.

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Liberty Mutual Insurance - Critical Race Theory Programs
Date: Tuesday, September 29, 2020 12:52:50 PM

I'm nervous about giving my name and potentially facing retaliation, but I work for Liberty Mutual Insurance (which has federal contracts) and have been subjected to a very hostile work environment. It grew slowly at first, but in 2020 has become supercharged.

My manager has assigned me the task of leading a training and discussion for my work unit on White Privilege and how we're all really racist, even if we aren't racist at all. There is no graceful way to back out of this without killing my career and training like this has been happening throughout the company.

This week, the company announced a goal to "increase leader accountability" and will be basing performance ratings and bonuses on hitting numerical targets for women and people of color in certain roles. It has become a very hostile workplace for white males.

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Lockheed Martin
Date: Tuesday, September 29, 2020 6:21:10 PM

Forced diversity raining on white privilege to all employees.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Lowell High School in San Francisco--mandated "Anti-Racism" training
Date: Friday, October 30, 2020 5:22:01 PM

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San Francisco Unified School District is forcing public school teachers like myself to teach "Anti-Racism" classes during the school day.

I personally find the content offensive and a kind of brain washing!

Is this in violation of the president's order to stop all kinds of "diversity training"? If so, how can I complain and see to it that it stops?

Please let me know when you have a chance.

Thank you.

Sincerely,
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Mandatory D&I training in violation of EO by employer complaint
Date: Wednesday, November 18, 2020 12:29:15 PM

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My employer, The City of Frederick Maryland, a municipal government that receives federal grants is currently conducting mandatory D&I training in violation of Presidential Executive Order from September 2020. I have filed a complaint directly with supervisor (29/10/2020) and our HR Department (13/11/2020) and have not received any further correspondence from either party.

Sent from my iPhone

From: (b) (6), (b) (7)(C)
To: OFCCPCComplaintHotline
Subject: Mandatory Implicit Bias Training at public university - University of California, Irvine
Date: Wednesday, November 18, 2020 7:25:19 PM

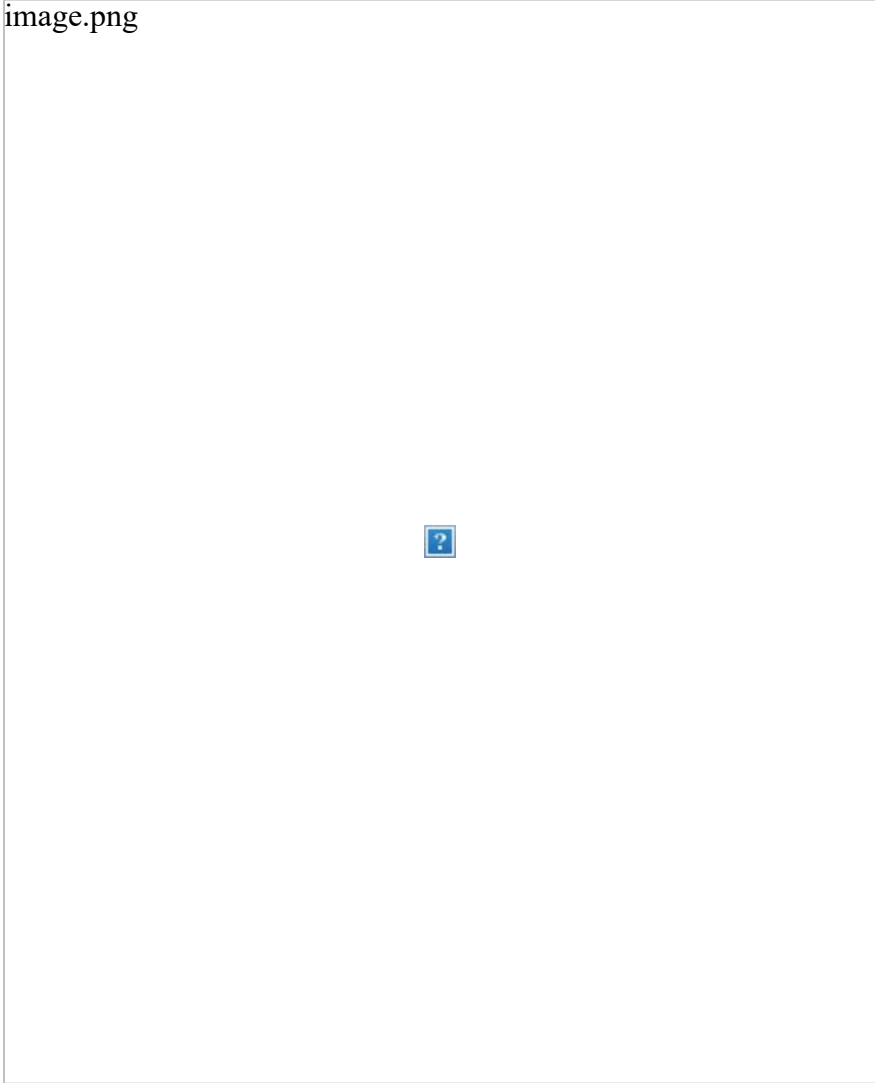
CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

To whom it may concern:

I would like to report that the University of California, Irvine School of Physical Sciences has implemented mandatory implicit bias training for all faculty, researchers, students, and staff. I have appended here a screenshot of the announcement. A description of the training can be found here: http://training.uci.edu/staff/diversity/implicit_bias.html

I believe the institution of this mandatory training at a public university that accepted federal research grants is unlawful and reprehensible.

image.png



Please let me know if you would like more information.

-(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Mandatory Unconscious bias training
Date: Wednesday, October 14, 2020 11:32:59 AM

Hello, I work for C.H. Robinson Worldwide Inc. They're a Fortune 500 logistics company. I'm worried they're violating the new Executive order about Diversity training by instituting a new company wide mandatory unconscious bias training program to all employees.

With how large the company is (over 15,000 employees) I'm certain we have federal contracts that would prohibit this training. I wanted to ask at work but fear reprisals and losing my job for not going along with the narrative.

Thank you

From: (b) (6), (b) (7)(C)
Sent: Friday, October 09, 2020 11:54 AM
To: OFCCPComplaintHotline
Subject: Michigan State University - Race and Sex Stereotyping - Federal Grants recipient

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail, Entered in Salesforce, Viewed

OFCCPComplaintHotline@dol.gov
(b) (6), (b) (7)(C)

Dear fellow patriot,

Michigan State University continues to hold many training presentations, weekly "listening sessions" (yes every week), and a week long annual conference (9/28-10/2/20) focused on working DEI into everything from financial counseling, to 4H, to invasive species, they also are pushing affinity groups which are segregated by race.

I love my school, MSU, and I am a high performer, but I still fear retaliation from MSU's current leadership; so please do keep my information confidential; thank you for providing a hotline option.

One specific example of MSU flouting the order was a zoom presentation that occurred after the executive order was issued. (Our office is heavily funded with USDA Federal Smith-Lever dollars).

Recorded, Oct 2. at 1pm. This session railed against capitalism, calling it racist, demonized the United States as racist, and touched on a plethora of other leftist themes with taxpayer dollars. The only thing it didn't do was offer helpful suggestions on how we can help hard working black farmers. I can provide much more information if required.

Farming While Black in the U.S.: A Historical Overview and Tips for the Field

<https://www.canr.msu.edu/fec/Conference-Overview/breakout-session-5>

Speakers: [shakara tyler](#)

Description: This workshop will explore the historical and contemporary **intersections** of agricultural **oppressions** on Black farmers in the U.S., discuss specific challenges and successes of Black farmers in Michigan and tips for **supporting socioeconomic and sociopolitical transformation** for Black farming communities.


Intended Audience: AABI staff

Learning Outcomes: Initiate a discussion on this topic and raise awareness and learn the best practices.

Core Competencies: Diversity, Equity, and Inclusion

I've also included a **letter from MSU president Samuel Stanley** below, who is all in on these "trainings". He speaks in code, but it's clear he has no intention of reforming these DEI training sessions.

MSU remains committed to living our values



Samuel L. Stanley Jr., M.D., President

To

Important

Follow up. Start by Friday, October 2, 2020. Due by Friday, October 2, 2020.

Reply

Reply All

Forward

Fri 10/2/2020 15:55

Spartans,

While our campus and nation work to create a more equitable and inclusive society through awareness, dialogue and action, we want to reemphasize our commitment at Michigan State University to diversity, equity and inclusion (DEI) education. As many of you know, MSU has been preparing required online DEI curricula designed to reach every student and employee. We hope to present this training later this month.

On Sept. 22, the [White House issued an executive order](#) on workplace training. The executive order, and its potential applicability to MSU, is being reviewed. But its spirit and intent are deeply concerning. If the executive order is an attempt to stifle or suppress fact-based conversations about race, sex and inclusion, we stand firmly against that premise.

To provide a campus that is safe, respectful, welcoming and supportive — for all — we believe education and development programs are essential for those who work as well as study here. Similar to our education efforts around relationship violence and sexual misconduct (RVSM), it is important to build a common platform for how we treat one another. These efforts allow us to discuss very difficult issues confronting our society and make an unambiguous statement of MSU’s institutional values and workplace expectations. We think it can help bring us together, achieving more common understanding around issues that can often divide us.

Michigan State University represents a community unafraid of self-reflection. We remain committed to the important work of moving together toward a campus where all can pursue success unhindered by fear, hate or ignorance of others.

Samuel L. Stanley Jr., M.D.
President

As an American, I support diversity, but I do not support Critical Race Theory; these marxist themes are directly opposed to my faith and my country. MSU truly is a hostile place to work for those that do not share leftist political beliefs; step out of line and you're blacklisted or fired.

God bless America,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Microsoft's efforts for doubling Black employees by 2025
Date: Sunday, November 22, 2020 4:59:15 AM

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I am a current Microsoft employee, willing to provide more details if needed, based on first hand knowledge of policies and practices at Microsoft

1) In multiple all-hands/AMAs, leadership at Microsoft acknowledges that their people managers tend to hire more people that "look like them". While this is problematic, Microsoft's answer is to hire more people managers that are of the racial characteristics they desire, as opposed to addressing any possible bias in their existing people managers. These calls are often recorded and should be available on request

2) Microsoft, to meet its diversity goals has deliberately decided to stop back-filling any senior leadership positions at the top, and instead use those funds to start filling positions at lower tier ICs and people managers and grow them up the ladder. The hope is when they reach out into the market at lower tiers, they will find a more diverse set of people to choose from. Senior leadership tends to be white, male and older, entry level people tend to be less white, more female and younger. Deliberately changing the rules of back-filling positions to replace senior talent is, not only not in the shareholders best interest, but also has an age/gender/race discrimination at the senior leadership levels, since this has artificially reduced their mobility. Business leaders have to make a special business case to re-hire at the top leadership positions. And of course, those business units then have to work extra hard to increase hiring at lower levels, so they are not dinged for not meeting their annual diversity quota

3) Microsoft, deliberately has moved/expanded offices in places like Atlanta/Reston/Charlotte. The sole purpose is to increase hiring from African American communities. Various departments are mandated to locate new teams and hire people in those locations. The hope is that, this will force people managers to hire from the high African American applicant pool there. Note, there is no special effort to open an office in say New Mexico, or an Indian reservation in Oklahoma, a rural community in Kansas, or an industrial town in PA, to increase diversity of applicants from there. There is a big shortage of people from these communities at Microsoft too, but there is no similar funded effort to increase hiring from those communities. These communities are a much bigger part of the make up of America, but despite Microsoft's commitment to make their employee makeup look more like America, there is no similar focus on these other communities. African American hiring is given an oversized and unfair share of the focus. Equal treatment is not being applied here

4) In addition to requiring a diverse slate of candidates (any slate without African Americans is not considered diverse) for each position, managers are also forced to re-consider interviewing African-American candidates after they did not succeed at the interviews. This they are told may have been due their un-conscious racial bias against them, another aspect of critical race theory now banned in federal agencies and contractors. This is part of manager

and interviewee training. This has led to a much larger chance of an African American being considered for a job position and being interviewed and more critically re-considered for a similar or the same job position. This is discriminatory towards similarly qualified non-African American candidates. This also results in a lower bar on African American candidates being selected for a job

5) As part of the push to grow exponentially the pool of African Americans, an African American is more likely to be promoted as a hiring manager at Microsoft than a non-African American. This is usually something skip level senior managers are incentivized to promote. Multiple senior leadership promotions are announced regularly within our organization, with at least one "achievement" being building a diverse team, that is diverse only in gender and racial diversity, and hardly reflective of America's gender or racial make up.

6) In the end, Microsoft does not want to address it's Managers' biases, and in fact abuses these biases by relying on new African American hires to hire more people of their own race, as they know they will from point 1 above, and more so given that they will be encouraged to

Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: NASA in Violation
Date: Monday, September 28, 2020 10:06:15 PM

I don't believe NASA, a government entity, should be promoting the anti-white dogma found on this website, especially the recommended books:

https://www.nasa.gov/centers/hq/codm/documents_resources/resources_for_learning_and_talking_about_racism_and_inequality/

From: (b) (6), (b) (7)(C)
Sent: Tuesday, November 03, 2020 6:08 PM
To: OFCCPComplaintHotline
Subject: Not a violation, but misrepresentation of the contents of the executive order in a press release by the ALA

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail

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Hi!

Could the ALA be sued for libel or slander?

I present the case for their press release being a gross misrepresentation below.

I know it's not in your purview, but maybe it is worth forwarding to someone who is interested.

Thanks regardless,

(b) (6), (b) (7)(C)

----- Original message -----

From: (b) (6), (b) (7)(C)
To: (b) (6), (b) (7)(C)
Cc: ala@ala.org
Subject: <https://gcc02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.ala.org%2Fnews%2Fpress-releases%2F2020%2F10%2Fala-statement-executive-order-combating-race-and-sex-stereotyping&data=04%7C01%7COFCCPComplaintHotline%40dol.gov%7Cb4c02c8bd46d455af1b308d8804d7019%7C75a6305472044e0c9126adab971d4aca%7C0%7C1%7C637400417376115669%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6Ikl1haWwiLCJXVCi6Mn0%3D%7C3000&sdata=29aNQDg%2BcOzD8ji7PalHLa1MMvrM%2F1GjoOW2PIOJGvw%3D&reserved=0>
Date: Sunday, November 01, 2020 16:38

Hi!

You seem to be the author of this press release.

Could you tell me where you got the phrase "Marxist doctrine"? It's certainly not anywhere in the text of the executive order. As far as I know, it doesn't even make sense, since good Marxists are typically not fans of critical race theory since they prefer to believe that it's all about class and not about race. Could you give me the source of this quotation?

Also, I read the executive order and this statement in the press release that describes the press release as "prohibiting federal employees, contractors, and grant recipients from discussing or considering concepts such as critical race theory and white privilege and discouraging diversity education and training" is actually entirely and expressly false. I'll quote the executive order, Sec 10, below:

=====

Sec. 10. General Provisions. (a) This order does not prevent agencies, the United States Uniformed Services, or contractors from promoting racial, cultural, or ethnic diversity or inclusiveness, provided such efforts are consistent with the requirements of this order.

(b) Nothing in this order shall be construed to prohibit discussing, as part of a larger course of academic instruction, the divisive concepts listed in section 2(a) of this order in an objective manner and without endorsement.

=====

I have been a library user for all of my life, and a library trustee for several years. That the ALA should misrepresent the facts, either through carelessness or deliberately, is entirely inappropriate. I would like, as a library trustee, to be able to believe the factual assertions that are being made by the ALA in order to guide my thoughts or actions.

I hope this was an unusual example and not typical of the ALA's communications.

All in favor of diversity but still a stickler for correctness and honesty,

- [REDACTED]

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: OHSU Fully Adopts CRT
Date: Tuesday, September 29, 2020 4:59:56 PM

Hello,

I work at Oregon Health & Science University. My university has fully adopted Critical Race Theory. We have a Diversity and Inclusion department that has embedded itself in all practices at the University, from hiring, training, what's appropriate to research, all student's are being indoctrinated and it goes on. Please help me and my fellow coworkers.

Here are links and documents on the page linked below 'teaching' white people how to be a good anti-racist.

<https://libguides.ohsu.edu/race-racism-health/cdi-antiracist-resources>

On top of this, Portland State University has classes specifically on Critical Race Theory - <https://www.pcc.edu/equity/tools/critical-race-theory-toolkit/>

There's much more.

Thank you for your help!

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Open Window School in Bellevue, WA
Date: Tuesday, September 29, 2020 4:50:51 PM

Open Window School (located in Bellevue, WA) has a large Critical Race Theory component in their humanities curriculum. I believe they are federal grant recipients and participate in several NASA projects. Their web address is:

<https://www.openwindowschool.org/>

CONTACT INFORMATION

6128 168th Place SE, Bellevue WA 98006

T: [425-747-2911](tel:425-747-2911) F: 425-562-4035 E: ows@ows.org

Office Hours: 8AM-6PM Pacific

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Oregon Department of Human Services
Date: Thursday, October 29, 2020 2:06:56 AM

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Hello,

I work for the Oregon Department of Human Services (ODHS) Oregon's state agency that oversees the administration for federal funds via the SNAP and Medicaid programs.

I am writing to obtain clarification if President Trump's executive order on Combating Race and Sex Stereotyping applies to State agencies that oversee the distribution of federal funds.

The State of Oregon is the largest employer in the state and probably spends millions if not tens of millions of dollars of tax payer money on Critical Race Theory, which creates a hostile work environment for those of us who do not agree with the State of Oregon's social engineering program.

Critical Race Theory has not only infiltrated government agencies at the state level in Oregon, it has also found its way into Oregon Public Schools, which makes many Oregonians, who work hard providing for their families angry, due to our objections being brushed aside in a dismissive manner.

For over five years, I have been doing my best to get ODHS's HR to stop this madness. It has caused me to miss work due to the stress it creates as HR will not act because HR is afraid of the powers to be in Salem. I am not afraid of Salem and I would like Salem to comply with President Trump's executive order on this subject, if applicable.

However, the only way Salem will comply is if OFCCP determines that the federal funds, the State of Oregon, administers on behalf of the federal government, do in fact, fall under President Trump's executive order on Combating Race and Sex Stereotyping.

Furthermore, I have nearly five years of email exchanges between myself, management and HR, where I am clearly combating race and sex stereotyping. So, when I first read President Trump's executive order on the subject, I finally felt like we had a chance to turn the tide.

In closing, I'd like to thank OFCCP upfront for their time and effort in helping me resolve this issue.

Good day,
(b) (6), (b) (7)(C)

[Sent from Yahoo Mail on Android](#)

From:

(b) (6), (b) (7)(C)

Sent:

Tuesday, October 20, 2020 10:02 AM

To:

OFCCPComplaintHotline; (b) (6), (b) (7)(C)

Subject:

Per EO 13950 - University of Wisconsin - Green Bay

Attachments:

GB - CCByDesign Flyer - Race Power and Responsibility.pdf; Training on Inclusivity and Equity .eml; Ratemyprofessors - (b) (6), (b) (7)(C) at University of Memphis.pdf; (b) (6), (b) (7)(C) at Florida State University - RateMyProfessors.com.pdf

Categories:

Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail, Entered in Salesforce, Viewed

Hello!

I am an adjunct professor at 3 universities including University of Wisconsin - Green Bay.

Please see attachments on an all hands" mandatory training that appears to deal with (per the Chancellor's email to all)...

- Systems of oppression
- Privilege points

Website for the "vendor" who built off a career as a mediocre professor with an axe to grind:

<https://cultural-connections.org>

Happy to discuss and facilitate as warranted.

Sincerely,

(b) (6), (b) (7)(C)

Sent with [ProtonMail](#) Secure Email.

RACE, POWER AND RESPONSIBILITY

DIVERSITY EDUCATION FOR ALL FACULTY & STAFF

RACE, POWER AND RESPONSIBILITY

VIRTUAL SESSION:
OCTOBER 2020

We are diversity education experts.

Cultural Connections by Design (CCBD) is a diversity education consulting company. CCBD employs creative, innovative, and "out of the box" processes to support organizations in creating an inclusive culture of belonging – a culture that accepts, values, and views strength in differences.

Our proprietary gamification process centers around the notion that knowledge is power. Power, when used responsibly, creates transformative change. Individuals forge personal and professional breakthroughs using our proprietary learning tools which empower them to create innovative change within their organization. CCBD works with a vast array of clients, including academic institutions, health care organizations, government agencies, non-profit and corporate organizations.

See you soon!



CCByDesign.org

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Please See - In Relation to M-20-37
Date: Wednesday, October 14, 2020 7:51:25 PM

Hello,

Part I: Recovery from White Conditioning: Building Anti-Racist Practice and Community

<https://practicetransformation.umn.edu/webinars/part-i-recovery-from-white-conditioning-building-anti-racist-practice-and-community/>

This should be addressed at the University of Minnesota.

Thanks,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Portland State University Textbook Propaganda
Date: Saturday, December 05, 2020 4:09:30 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Portland State University's required reading for Political Science (PS101) classes is this Openstax textbook, funded In part by the Bill and Melinda Gates Foundation, "American Government 2E". Chapters 5 and 7 have instances where it insinuates that Trump is either racist or supports racists. See page 171. It also says "We later learned of significant Russian meddling in the 2016 presidential election." See page 256. The entire coursework leaves a young, impressionable student with the idea that "Trumpism" (and this is an actual term/phenomena/political movement we were asked to discuss in class) is associated with anti-intellectual, racists, nativists, anti-immigrationists. It also says in chapter 7 that there is little evidence for election fraud. The contextual clues within the text showed significant anti-Trump subliminal messaging... and insinuates that being anti-racist is an equivocation of being anti-trump.

I'm not sure if this violates the executive order but it is extremely disconcerting. They are clearly attempting to frame Trump And his supporters as racists, especially on page 171 (ch.5) and make it appear as though Obama and Clinton were saints.

Sincerely, (b) (6), (b) (7)(C) (junior student at PSU)

From: (b) (6)
To: fedalerts@omb.eop.gov; [OFCCPComplaintHotline](#)
Subject: Possible violation of recent EO, Uni of MD, College Park
Date: Thursday, October 08, 2020 5:22:29 PM

To whom it may concern,

The attached email has been sent to students at the University of Maryland, College Park, to students of but not limited to the CMNS department. This newsletter mentions an opening for "qualified individuals and/or teams to create a public-facing dashboard to share our school's progress towards anti-racism and inclusiveness in our teaching, research, service, and operations." The content, and it's implication that "progress towards anti-racism and inclusiveness" is ongoing, poses a potential violation of the recent Executive Order on Combating Race and Sex Stereotyping. The term "anti-racism" has been almost exclusively used by people promoting the ideology that the EO wishes to address, commonly known as Critical Race Theory, to refer to themselves and their thoughts. As noted in the EO, this ideology is discriminatory and undermines racial relations.

UMD College Park is a public institution funded with taxpayer money. Please make sure that governmental funding is not potentially used in the promotion of racism.

----- Forwarded message -----

From: CMNS-UNDERGRAD-NEWS automatic digest system <LISTSERV@listserv.umd.edu>
Date: Thu, Oct 8, 2020 at 12:03 PM
Subject: CMNS-UNDERGRAD-NEWS Digest - 7 Oct 2020 to 8 Oct 2020 (#2020-79)
To: <CMNS-UNDERGRAD-NEWS@listserv.umd.edu>

There are 5 messages totaling 253 lines in this issue.

Topics of the day:

1. Voting at Xfinity Center: Volunteers Needed
2. UMD Data Challenge 2021
3. Design and build a public-facing dashboard
4. Foreign Affairs Information Technology Program info session
5. Language Career & Internship Fair

CMNS-Undergrad-News is generated through the College of Computer, Mathematical, and Natural Sciences. Announcements do not reflect the position of the University unless specifically noted.

Submission guidelines:

Go to <http://cmns.umd.edu/undergrad-news>

Follow the guidelines and submit the online form.

All messages will be reviewed by the editor - Gene Ferrick.

The digest will generally be emailed once a day, Mon-Fri, at noon.

ARCHIVES can be found at

<http://www.listserv.umd.edu/archives/cmns-undergrad-news.html>

To Unsubscribe send the message "SIGNOFF CMNS-UNDERGRAD-NEWS" to LISTSERV@LISTSERV.UMD.EDU.

You received this email because you are subscribed to the Daily eNews for CMNS Students (CMNS-

UNDERGRAD-NEWS) mailing list. If you would like to unsubscribe from this list, simply send an email to listserv@listserv.umd.edu with the message signoff CMNS-UNDERGRAD-NEWS in the body.

Date: Wed, 7 Oct 2020 13:27:05 -0400
From: Gene Ferrick <gene@UMD.EDU>
Subject: Voting at Xfinity Center: Volunteers Needed

Subject: Voting at Xfinity Center: Volunteers Needed

Description:

Dear campus community,

Maryland Athletics is excited to host both Early Voting and Election Day for the 2020 General Election. Thanks to our VoTERP initiative and the civic engagement of our athletic staff and student-athletes, the Pavilion at Xfinity Center will be transformed into a polling site from October 26–November 3 for all Prince George’s County voters.

This is an extraordinary opportunity for our campus, and we need your help! We are expecting large crowds of voters throughout the event. Your safety is important to us, and we understand that some are reluctant to volunteer during these times. Most opportunities are outdoors, and everyone must remain socially distanced. Every volunteer is required to wear a face mask. Campus police are also patrolling the area and managing all enforcement.

Volunteers are needed to assist Prince George’s County voters and ensure a positive experience as they visit our campus. There are two ways to become involved with this initiative.

Sign-up to volunteer with the polling site experience at XFINITY Center via this link.

https://docs.google.com/spreadsheets/d/187-Igri3ty_-5rumVpeUYLHiUfqdHhNrGcpUsfByAxY/edit#gid=0

These shifts will be 2.5-3.5 hours each, and do not require any advanced training. We will provide instructions upon your arrival. Most duties will include greeting voters, managing the line, and assisting with directions/parking.

Volunteer to be an Election Judge with PG County. You must be registered to vote in Prince George's County in order to take advantage of this opportunity, and training will be required prior to working. Use this link for more information.

<https://www.princegeorgescountymd.gov/962/Become-an-Election-Judge>

We look forward to the opportunity to serve our community in this way, and hope you will assist us in providing an exceptional campus experience for voters in Prince George's county.

Go Terps!

DE

DAMON EVANS
Director of Athletics
Intercollegiate Athletics | University of Maryland

Contact Person: Brian Ullmann
Contact Email: ullmann@umd.edu

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Date: Wed, 7 Oct 2020 13:38:37 -0400
From: Gene Ferrick <gene@UMD.EDU>
Subject: UMD Data Challenge 2021

Subject: UMD Data Challenge 2021

Description:

UMD students, are you fascinated by data? Do you love solving real-world problems? Are you looking for a chance to develop your analytical skills? Well look no further! You are invited to participate in the 4th annual UMD Data Challenge 2021! February 20 — 27

The UMD Data Challenge 2021 (DC21) <https://datachallenge.ischool.umd.edu/> is an annual week-long multi-university data exploration competition hosted by the UMD iSchool, where students solve real-world data challenges for organizations such as Amazon Web Services and the National Cancer Institute.

At the event you can:

- Gain real-world analytical experience
- Build your technical, networking, and leadership skills
- Enhance your resume with teamwork or volunteer experience
- Students from all UMD programs may volunteer

Even if you are not looking to be part of the competition, you can still be a part of the event. Volunteers are also needed to help during the Kick-Off Event and the Showcase and Judging Event.

Registration

Participant registration opens November 1, 2020 at 8am, however you can sign up to volunteer any time here.

<https://docs.google.com/forms/d/e/1FAIpQLSd99di7JDoE7VUkn1QF76vh6Z5KHrj-fe3lMDZQajHNBjMQBg/viewform>

Questions?

Email the DC21 team at datachallenge@umd.edu.

Contact Person: DC21 Team
Contact Email: datachallenge@umd.edu

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body.

Date: Wed, 7 Oct 2020 14:50:46 -0400
From: Gene Ferrick <gene@umd.edu>
Subject: Design and build a public-facing dashboard

Subject: Design and build a public-facing dashboard

Description:
Request for Qualifications

The School of Architecture, Planning, and Preservation Diversity and Inclusion Committee is seeking qualified individuals and/or teams to create a public-facing dashboard to share our school's progress towards anti-racism and inclusiveness in our teaching, research, service, and operations. We welcome applicants from individuals and/or teams.

Project activities

- Research other online dashboards and report cards for best practice/format
- Design information architecture for dashboard to translate our anti-racism action plan (link below) to user-friendly, publicly accessible interface.
https://docs.google.com/spreadsheets/d/1Tu4z9jrqturjCFIX80YhMeqFAG1IhzAuQn0CnkK6VAg/edit?usp=drive_web&ouid=109120000753275935613
- Identify platform for building/hosting dashboard that allows for easy “plug and play” maintenance by non-technical staff and students
- Build dashboard
- Create full documentation of dashboard construction and maintenance and an “instruction manual” for ongoing use
- Train MAPP+D faculty, staff, and students on how to use and maintain dashboard

Qualifications

- User research, user experience, and visual/graphic design
- Technical skills to build dashboard on selected platform
- Active listening to translate stakeholder needs into design
- Ability to work independently

Compensation: \$3,000

To apply, please submit the following to the MAPP Diversity + Inclusion Committee at

- < mapp-diversity@umd.edu > by 11:59 pm Monday October 12, 2020:
- A cover letter of interest that describes a brief vision and why you think you are good fit for this project
 - A resume
 - Up to 4 pages of portfolio materials with examples of course or professional projects or other relevant materials

** If you are applying as a team, you should submit one cover letter and

portfolio for your whole team, and individual resumes for each team member

Process

- Submissions are due by 11:59 pm Monday October 12, 2020
- Members of the D+I Committee will review submissions, conduct interviews and make a final selection by the week of November 2, 2020
- Final deliverable due January 30th for a beta launch in the early- or mid-spring semester

Contact Person: MAPP Diversity + Inclusion Committee

Contact Email: mapp-diversity@umd.edu

Website URL:

https://docs.google.com/document/d/1Gb8jy99U6_tWgWGqtLZW9FHHbX9Rz4tt7FTFAXGgBmw/edit

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Date: Thu, 8 Oct 2020 11:24:14 -0400
From: Jeffrey Cho <jdcho@UMD.EDU>
Subject: Foreign Affairs Information Technology Program info session

Subject: Foreign Affairs Information Technology Program info session

Description:

The Foreign Affairs IT (FAIT) Fellowship, called an “opportunity of a lifetime” by past and current FAIT Fellows, is a U.S. Department of State program that provides academic funding and internships, and culminates in a career in the Foreign Service, for IT-related majors.

Join us for a virtual info session to hear more about the program, benefits and eligibility, and ask your questions during a live Q&A session. The info session will be recorded, and you'll receive an email after the webinar is over with a link to replay the recording.

Event Date: October 14, 2020

Event Start Time: 5:00 pm

Event End Time: 6:00 pm

Contact Person: Michael Maiden

Contact Email: mmaiden@umd.edu

Website URL:

<https://app.livestorm.co/the-washington-center/fait-fellowship-virtual-info-session-university-of-maryland>

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Date: Thu, 8 Oct 2020 11:27:58 -0400
From: Jeffrey Cho <jdcho@UMD.EDU>
Subject: Language Career & Internship Fair

Subject: Language Career & Internship Fair

Description:

Do you speak another language? Do you want to teach English, work, or intern abroad? Interested in international issues? Don't miss the 12th Annual Language Career & Internship Fair!

Connect with organizations looking to hire for part-time, internship, and full-time positions in these fields and learn how to build your experience on our campus. Organizations that will be coming include:

AEON: English Teacher (in Japan)
Army ROTC: Military intelligence, special operations, cyber, logistics, administrative
Baltimore City Public Schools: Elementary & Secondary Teachers
International Rescue Committee: Virtual interns
JET Program: English Teacher (in Japan)
National Security Agency (NSA): TBD: <https://www.nsa.gov/careers/>
Peace Corps: Peace Corps Volunteer
U.S. Department of State: Consular Fellows Program, Foreign Service Officers, Foreign Service Specialists, Interns, Fellows
UMD Office of International Affairs: Global experiences including virtual opportunities

Event Date: October 14, 2020

Event Start Time: 11:00 am

Event End Time: 3:00 pm

Contact Person: Kate Juhl

Contact Email: kjuhl@umd.edu

Website URL: <https://careers.umd.edu/event/language-career-internship-fair>

You received this email because you are subscribed to the Daily eNews for CMNS Students (CMNS-UNDERGRAD-NEWS) mailing list. If you would like to unsubscribe from this list, simply send an email to listserv@listserv.umd.edu with the message signoff CMNS-UNDERGRAD-NEWS in the body.

End of CMNS-UNDERGRAD-NEWS Digest - 7 Oct 2020 to 8 Oct 2020 (#2020-79)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Potential Critical Race theory trainings at Kaiser Permanente
Date: Thursday, October 15, 2020 11:46:28 PM

I think Kaiser Permanente could qualify as a federal contractor, and they are advertising for a voluntary conference that involves potential CRT trainings. They have a website kpinclusion.org . I'm not sure if they qualify due to taking medicare. Also this training has already occurred for management within Kaiser

Sent from [Mail](#) for Windows 10

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Potential University Section 5 Violation of Executive Order on Combating Race and Sex Stereotyping
Date: Monday, October 26, 2020 5:15:25 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Greetings,

It is unclear to me whether section 5 applies to universities who receive federal grants in general or whether it applies to specific programs within an institution with a clear paper trail connected to grants. The forwarded program certainly scapegoats whites, and I hope that your office can investigate it.

I also encourage your office to investigate the specifics of this program for first year students:
<https://inclusioneducation.wisc.edu/our-wisconsin/> .

I apologize if my use of this email hotline was in error.

Best regards,

(b) (6), (b) (7)(C)

A concerned citizen

From: "Division of Diversity, Equity & Educational Achievement"
<chiefdiversityofficer@cdo.wisc.edu>
Subject: 2020 Diversity Forum to Showcase Authors on Racism & Dignity
Date: September 29, 2020 at 5:06:16 PM EDT
To: (b) (6), (b) (7)(C)
Reply-To: chiefdiversityofficer@cdo.wisc.edu

[View this email in your browser](#)



September 29, 2020

Dear Campus Community:

Please register today to join us at the 2020 UW-Madison Diversity Forum, ***The Pandemic Effect: Exposing Racism & Inequities***, a virtual conference. To see the schedule and register today, go to go.wisc.edu/df20.

The UW-Madison 2020 Diversity Forum will be held virtually this year on October 27-28. The university's premiere conference on diversity, equity and inclusion this year will explore a convergence of contemporary issues from racial equity and social justice to disparities in health care and white privilege during two full days of speakers and interactive sessions. Hosted by the Division of Diversity, Equity & Educational Achievement, the event is free and open to the public.

The 2020 Forum will feature a duo of keynote authors, who both focus on the sociology

and impact of race and race relations.

On opening day, Tuesday, Oct. 27, the speaker will be Robin DiAngelo, Ph.D., author of the widely acclaimed bestseller [*White Fragility: Why It's So Hard for White People to Talk About Racism*](#).

On Day 2, Wednesday, Oct. 28, the guest speaker will be Austin Channing Brown, author of New York Times bestseller, [*I'm Still Here: Black Dignity in a World Made for Whiteness*](#). Participants can submit questions for both authors while registering for the forum.

DiAngelo and Brown are authors who emphasize self-discovery, active participation and person-centered group work. Both also are exceptionally skilled in leading audiences through the uncomfortable discussion of universal human nature.

Bringing Day 1 to a close will be the traditional town hall discussion, this year focusing on the struggles of Black Americans, especially Black men. We'll launch the discussion on changes needed to begin correcting the quality of life and opportunity options for all of the individuals, families and communities of color caught in the nation's current social justice, equity and inclusion disparities.

The 2020 Diversity Forum also will include a broad selection of panelists including regional, campus and community experts, researchers, community activists and diversity specialists teaching about and discussing more than a dozen topics including:

- The disproportionate impact of COVID-19 on communities of color
- A look at UW-Madison's history of social justice activism
- Updating and developing cultural literacy skills
- Inclusive hiring practices
- Emerging identity issues in gender non-conforming youth
- Voices from Women Students of Color Pursuing Careers in STEM Fields
- Racism and culture in literature
- Providing linguistic support to heritage language speakers, and
- The active practice of ableism.

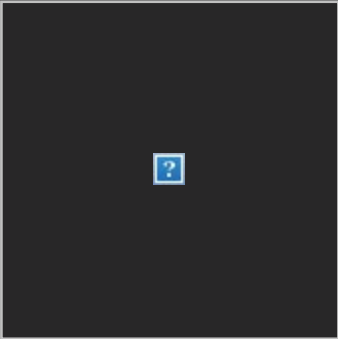
Thank you to sponsors American Family Insurance and US Bank for helping keep the UW-Madison Diversity Forum free and open to the entire community.

Register today at go.wisc.edu/df20.

I'm looking forward to seeing you there!






In community,

Cheryl B. Gittens, Ed.D.
Interim Deputy Vice Chancellor for Diversity & Inclusion and Chief Diversity Officer
Elzie Higginbottom Vice Provost
Division of Diversity, Equity & Educational Achievement
University of Wisconsin-Madison



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From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: potential violation of EO 13950
Date: Monday, November 02, 2020 4:32:39 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Hello,

I'd like to report a possible violator of Exec Order 13950 however I'm unsure what constitutes a "federal contractor". The company in question has a DUNS number and sells software to various state and federal agencies. Services related to that software could be provided by internal consulting organizations of the company or via contracting partners.

Employees are currently subject to mandatory "unconscious bias" training with a due date of Dec. 11, 2020. The HR personnel mandating this training have stated during internal company All Hands meetings in the last year that race and sex are a factor in both hiring and internal promotions and have said specifically that those other than "white males" will receive priority. To a lesser extent they have made similar comments about "asian males".

The company information:

- Name: HashiCorp, Inc.
- City + State: San Francisco, CA
- DUNS : 078854384
- CAGE: 816W7

Please let me know if the company qualifies as a government contractor and if so how we proceed.

Thx

From: (b) (6), (b) (7)(C)
Sent: Wednesday, September 30, 2020 8:09 AM
To: OFCCPComplaintHotline
Subject: Question regarding EO

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail, Entered in Salesforce, Viewed

Could you advise if examples of stereotypes and videos including examples of stereotypes are permitted in diversity and inclusion training when they are used for awareness purposes of how many people think of others who are different than themselves? I conduct a lot of unconscious bias training and do discuss stereotypes but then offer reasons why biases and stereotypes are hurtful to others and how they negatively impact decisions made in the workplace. I also then discuss things one can do to overcome stereotypical thinking.

Also, can you give me a sample purchase order statement that would be compliant with this EO?

(b) (6), (b) (7)(C)
She/Her/Hers Pronouns
Principal Business Consultant



(b) (6), (b) (7)(C)
affirmity.com

Head office: **400 East Las Colinas Boulevard, Suite 500, Irving, TX 75039. Main +1 972-401-2100**

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Learning Technologies Group, Inc. Registered in USA under Company Number: 3298573. Registered Office: 1209 Orange Street Wilmington DE 19801.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Questions
Date: Friday, October 30, 2020 9:27:26 PM

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Please keep confidential

Do you investigate federal offices that teach hate and racism?

Is there a form to fill out?

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Quick Press Question: Deadline Today
Date: Friday, October 09, 2020 3:51:30 PM

Hello,

My name is (b) (6), (b) (7)(C) and I'm a reporter at the Texas Tribune. I'm working on a story about this order and had one question.

How does this order apply to universities? Does this just apply to employee trainings or does it apply to student trainings as well?

My deadline is 5 pm cst today, so I would appreciate any help on this you're able to provide.

Thank you,
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Race and gender stereotyping
Date: Wednesday, September 30, 2020 7:42:55 PM

Dear OFCCP,

In recent years, I have watched with great concern as a senior government official has repeatedly engaged in vicious sexual and racial stereotyping. I am hoping that your agency will investigate this official and thereby restore our American Pride & Greatness.

Here are a few of the things this official has said publicly:

- *African nations are "shithole" countries.
- *Latino people who migrate to the US from Mexico are "rapists and murderers."
- *Women are happy to be grabbed by their "pussies."
- *"Laziness is a trait in blacks. It really is, I believe that."
- *"Really, who knows how much the Japs will pay for Manhattan property these days?"
- * Women: "You have to treat 'em like shit."

I am happy to provide more information for your investigation. The government official is named Donald J. Trump, and he works at the White House.

Thank you for investigating.

Sincerely,

(b) (6), (b) (7)(C)

Worcester Polytechnic Institute
Worcester, MA 01609

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Race and Sex Stereotyping and Scapegoating - Comment
Date: Tuesday, November 10, 2020 5:34:38 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

This is a VERY REAL PROBLEM and like voter ID should be a TOP PRIORITY. I've personally witnessed it from high schools to work environments. In California this training is seeping in trying to convince every Caucasian they are racist and should feel guilty and every person of color that they have been a victim and are of less value than a light skinned person. It benefits no one. At my child's high school they are teaching this as FACT not open for opinion or dialogue. Every child feels demoralized in this class – especially persons of color. I have stayed silent bc of violent groups doxing people and will not provide evidence because of this- like millions of Americans. Until ANTIFA and violent BLM is under control, no one (99/9%) feels safe to exercise their first amendment-not even people of color with a different opinion. ANTIFA/BLM have a very strong presence on social media and responding to government actions like this one. I imagine you already have thousands of comments from them. They do NOT represent the majority-not even close. THIS must be stopped immediately-it will take centuries to correct once people realize the damage done. PLEASE HELP US KEEP AMERICA FREE!

-Anonymous US Citizen

From: (b) (6), (b) (7)(C)
Sent: Wednesday, October 07, 2020 2:32 AM
To: OFCCPComplaintHotline
Subject: RACE AND SEX STEREOTYPING TRAINING COMPLAINT

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail, Entered in Salesforce, Viewed

Hello,

I'd like to stay anonymous to avoid any issues with my employer. However, the NASA Jet Propulsion Laboratory, in Pasadena CA, has race and sex stereotyping trainings given to employees. The NASA JPL director said these trainings will be mandatory for managers at JPL. They may also become mandatory for regular employees in the future or they may provide a list of many trainings where you have to pick at least one to take. All these trainings say that all white men are racist by nature, and they have unconscious biases towards other races, sexes, etc. These trainings also restrict freedom of speech for employees to discuss these issues openly without getting judged. They place the workplace dynamics into an "oppressors" vs "oppressed" tribal interaction which is definitely discriminatory and can only end badly.

Sent using Guerrillamail.com

Block or report abuse:

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.guerrillamail.com%2F%2Fabuse%2F%3Fa%3DbmdXJj0jTLkFhA%252B9%252Fmo3fQDLRMSV8tNfy%252BpFc8k%253D&data=02%7C01%7C0FCCPComplaintHotline%40dol.gov%7Ce64ba7db8b41460e20a808d86a8ad078%7C75a6305472044e0c9126adab971d4aca%7C0%7C1%7C637376491726897520&sdata=Othaf1k8lqDvgCDxMTYp9Jhjrqv9Ln2Ebo5%2FyFqe1OM%3D&reserved=0>

From: (b) (6), (b) (7)(C)
To: OFCCPComplaintHotline
Subject: Race discrimination at UW-Whitewater
Date: Tuesday, November 24, 2020 4:55:28 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Hello,

I would like to report some activities by the administration of the institution that employs me, the University of Wisconsin-Whitewater, that involve and appear to promote racial stereotyping. The following two links are to videos that were made and released about supposed "white privilege" earlier this semester:

<https://streaming.uww.edu/#/videos/3a8640c8-210a-496b-b4ee-34a4070e6a60>

<https://streaming.uww.edu/#/videos/907cb99f-60d3-44db-ad8a-a5dc0f764fe1>

Although attendance of this discussion was not mandatory, I still find even the dissemination of these videos to be offensive and worrisome. The content is a problem since it promotes divisiveness simply with the phrase "white privilege."

The racial stereotypes herein appear to me to be in violation of civil rights laws and American principles. Thank you for anything you can do to help put an end to such practices and policies.

Sincerely,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

University of Wisconsin-Whitewater

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Race Theory Violation
Date: Friday, October 30, 2020 2:05:42 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

To whom it may concern,

I am employed by Reading Partners which falls under Americorps, a part of the Corporation for National and Community Service, that receives federal funding. Over the last several months, Reading Partners has been pushing concepts of Race, Equity, Diversity, and Inclusion (REDI). Presentations and executive commentary has included the focus on white supremacy, systemic racism in America, and how these must become focal point of our day to day work. Today, in a company wide meeting, it was announced that the organization will be implementing formal trainings on these topics, and they specifically called out the need to identify ways around the Trump administration's executive orders banning such training.

As an American, I am extremely concerned with these actions and I do not like the thought that my tax payer dollars are going towards such efforts.

Respectfully,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Racial discrimination at work
Date: Wednesday, October 07, 2020 8:43:23 AM

Hello-

My employer, Target Corporation, has established specific goals for representation of different racial groups that are directly tied to those racial groups' percentage of the US population. Also, managers' financial incentives are directly tied to achieving rates of promotion, hiring, and retention for Black, Indigenous, Persons Of Color ("BIPOC") that exceed those of non-BIPOC employees.

This very much feels like a quota-based system, the means Target is using to achieve it amount to discrimination against non-BIPOC employees. It is my understanding that quota-based systems were ruled unconstitutional in the Supreme Court's Bakke vs. CA Regents decision in 1978.

I have evidence of Target's system, if that would be helpful to share.

Thank you for considering, and please let me know if this constitutes a violation of US law.

(b) (6), (b) (7)(C)
Minneapolis, MN

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Racial Inequality in the Workplace
Date: Friday, October 09, 2020 12:28:08 PM

Hello,

I hope this is correct DOL email address for expressing my concerns. I'm a current employee at Nike, Inc. and I want to formally notify the DOL about the current racial discrimination happening within the company. Nike has currently adopted a program which includes a Diversity and Inclusion task force with the sole purpose of hiring minority groups in the company (more specifically targeted at African Americans).

They have explicitly stated they will hire employees based solely on the color of their skin which seems to be a clear violation of current labor laws. They have been passing over the best candidate for the position in order to proceed with their agenda of specifically hiring minorities just because of their race. Please let me know if there is additional information needed to open an investigation into this matter. Thanks.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Racial sensitivity training
Date: Friday, October 30, 2020 4:30:41 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

I want a federal government that isn't afraid to be sensitive. I want a federal government that uses it's power to protect all Americans, not pander to a group of redneck snowflakes who get offended by the suggestion of equality among all "men".

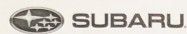
Thank you,

(b) (6), (b) (7)(C)

Sent from my Verizon, Samsung Galaxy smartphone

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Racist diversity training
Date: Sunday, November 01, 2020 1:26:49 PM
Attachments: [Image.jpeg](#)

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.



To: Subaru Retailer Principals and General Managers
From: National Retail Operations Training Department
Date: October 28, 2020
Subject: "Blind Spots: Managing Our Unconscious Bias", a special webcast opportunity

Please join us for our upcoming webcast, **Blind Spots: Managing Our Unconscious Bias** on 11/9/20 at 11:00 AM EST.



The Subaru Love Promise is the principle regarding our interactions with others, and this is the first of three such webcasts on different topics. In addition, this is a follow up to Tom Doll's letter of June 17th which states our company position and actions regarding social injustice and racism.

In this webcast, we'll examine how human behavior is guided by a variety of cognitive biases and what we can do to manage these biases. Explore how to work with your employees, communicate more effectively, and help create an inclusive work environment for both employees and customers alike. This webcast will share:

- How to recognize and manage our natural biases
- Communication strategies to gain understanding and buy-in across diverse teams
- The case for diversity as a driver to spark creativity and major innovation

Please register here to reserve your spot for this important and informative 45-minute webcast!

[Subaru Presents: Blind Spots: Managing Our Unconscious Bias](#)

Once you have registered using your email, you will receive a reminder one hour before the start of the webcast.

Finally, this webcast will be recorded and used to develop a course that will be part of the Q4 Foundations Certification curriculum which launches on December 14th and will be required for all sales managers, F&I managers, sales consultants and delivery specialists.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](mailto:OFCCPCComplaintHotline@dol.gov)
Subject: Re:
Date: Friday, October 16, 2020 11:43:18 AM

Forgot to provide the link to the GMU president's announcement: <https://www2.gmu.edu/news/587381>

-----Original Message-----

From: (b) (6), (b) (7)(C)
To: OFCCPCComplaintHotline@dol.gov <OFCCPCComplaintHotline@dol.gov>
Sent: Fri, Oct 16, 2020 11:23 am

Re these rules:

1. The contractor shall not use any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race.

The president of George Mason University in Fairfax, Virginia, has pledged to implement the following:

A. Implicit bias training – Mason will establish an Inclusive Excellence Certificate Program that certifies that the schools and colleges have completed Implicit Bias Training and have established Inclusive Excellence Plans.

implicit bias training is bunk scientifically, and violates 1.(b)

B. Implicit bias recognition in faculty promotion and tenure – We will develop specific recommendations for the renewal, promotion, and tenure processes that address implicit bias, discrimination, and other equity issues (e.g., invisible and uncredited labor) to support faculty of color and women in their professional work.

implicit bias training is bunk scientifically, and violates 1.(b). It also appears that the university plans to have training recommending and implementing different tenure standards for women and members of minority groups based on their alleged "invisible and uncredited labor", which violates 1.(c) by creating training suggesting that white men should have to meet higher standards.

C. Recognizing and rewarding adversity barriers in promotion and tenure – We will develop specific mechanisms in the promotion and tenure process that recognize the invisible and uncredited emotional labor that people of color expend to learn, teach, discover, and work

on campus.

The university plans to have training recommending different tenure standards for women and members of minority groups based on their alleged "invisible and uncredited labor", which violates 1.(c) by creating training suggesting that white men should have to meet higher standards.

In addition to the executive order, the university's plans to implement different standards for tenure for women and minorities, not even part of any bona fide diversity initiative but solely based on alleged additional burdens face by non-white men, violates various federal laws banning discrimination by government contractors based on race and sex.

From: (b) (6), (b) (7)(C)
Sent: Monday, September 28, 2020 8:37 PM
To: OFCCPComplaintHotline
Subject: Re: Unique Entity ID (DUNS) 603080136 CAGE Code 7V605

Categories: Category 2A - Duplicate-Already in Salesforce, Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail, Duplicate-Already in Salesforce, Entered in Salesforce, Viewed

Information for the City of Los Angeles.

- **Unique Entity ID (DUNS)**117571762
- **CAGE Code**8NNF4
- **Address**200 N SPRING ST RM 967, LOS ANGELES, CA 90012

----- Original Message -----

On Monday, September 28, 2020 5:35 PM, (b) (6), (b) (7)(C) wrote:

My employer the Los Angeles Department of Water and Power (LADWP) has Federal contracts but has rolled out racial equity program which will be spearheaded by the Office of Diversity and Inclusion--I suspect this is their involvement in expanding critical race theory to hiring and promotion practices within LADWP.

This is brought forth by Mayor Garcetti's Executive Directive No. 27--Racial Equity in City Government. I suspect the Executive Directive is the City's active role in promoting critical race theory across City Government.

I have attached two documents: One from the LADWP outlining their plans for their implementation of critical race theory in hiring and promotion practices (GM Bulletin - A Message from the General Manager), and the second is the Mayor's Executive Directive No. 27 (MayorGarcettiExecutiveDirective27) outlining the requirement for all City Departments to implement critical race theory practices.

From: (b) (6), (b) (7)(C)
To: OFCCPComplaintHotline
Subject: Re: Automatic reply: Direct violation of President Donald J Trump's Executive Order at PNSY Kittery, ME
Date: Tuesday, September 29, 2020 8:20:19 AM

The message was written July 15, 2020. It still remains on the Shipyard's homepage on the LAN.

On 9/29/20, OFCCPComplaintHotline <OFCCPComplaintHotline@dol.gov> wrote:

- > This email acknowledges receipt of your inquiry through the OFCCP Complaint
- > email box. A member of the help desk team will be in contact with you
- > shortly. You may visit the OFCCP website at
- > <https://www.dol.gov/agencies/ofccp>. You may also call the OFCCP Complaint
- > Hotline Number at 202-343-2008 if you need immediate assistance.
- >

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Re: Complaint
Date: Monday, September 28, 2020 11:08:59 AM
Attachments: [ComplaintForm_05-2020.pdf](#)

Sent from my iPhone

On Sep 28, 2020, at 9:22 AM, OFCCPComplaintHotline
<OFCCPComplaintHotline@dol.gov> wrote:

(b) (6), (b) (7)(C) The OFCCP received your written complaint and it will be forwarded to the regional office nearest your place of employment for review. I have attached a complaint you can fill out so it is easier to read. The instructions are also attached.

Thank you,
The Help Desk
Office of Federal Contract Compliance Programs

From: (b) (6), (b) (7)(C)
Sent: Sunday, September 27, 2020 8:48 PM
To: OFCCPComplaintHotline <OFCCPComplaintHotline@dol.gov>
Subject: Complaint

<image001.jpg>

<image002.jpg>

<image003.jpg>

<image004.jpg>

<image005.jpg>

<image006.jpg>

Sent from my iPhone
<[ComplaintForm_05-2020.pdf](#)>
<OFCCP Complaint Form Instructions 05-2020.pdf>

From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](mailto:OFCCPComplaintHotline@dol.gov)
Subject: Re: Complaint regarding Violations of Executive Order 13950 at Stanford University
Date: Monday, November 30, 2020 10:13:23 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Good morning,

Thank you for confirming.

Sincerely,

(b) (6), (b) (7)(C)

On Nov 30, 2020, at 10:11 AM, OFCCPComplaintHotline <OFCCPComplaintHotline@dol.gov> wrote:

This is confirmation that your email and attachments were received by OFCCP.

[The Help Desk](#)

From: (b) (6), (b) (7)(C)
Sent: Saturday, November 28, 2020 7:24 PM
To: OFCCPComplaintHotline <OFCCPComplaintHotline@dol.gov>
Cc: OFCCP Pacific Region <OFCCP-PA@dol.gov>
Subject: Complaint regarding Violations of Executive Order 13950 at Stanford University

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

November 28, 2020

Good evening,

Please accept the attached complaint (PDF) filed by the Louis D. Brandeis Center For Human Rights Under Law (the Brandeis Center) regarding violations of Executive Order 13950 at Stanford University, as well as the attached official OFCCP Complaint Form ("Complaint Involving Employment Discrimination By A Federal Contractor or Subcontractor"), which has also been filed online through the OFCCP website.

Kindly confirm receipt of this email and the attachments. Thank you for your attention to this matter.

Sincerely,

DOL000163

(b) (6), (b) (7)(C)



From: (b) (6), (b) (7)(C)
To: [OFCCPComplaintHotline](#)
Subject: Re: Confidential report regarding: Race and Sex Stereotyping and Scapegoating OFCCP-2020-0002
Date: Monday, November 30, 2020 3:19:50 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

It's my understanding from the website that this email address and the phone line should be used to submit confidential reports, is that correct? The website is for public comment and would be publicly viewable, are you suggesting that a confidential report be posted to the public comment docket?

On Nov 30, 2020, at 15:12, OFCCPComplaintHotline
<OFCCPComplaintHotline@dol.gov> wrote:

Dear (b) (6), (b) (7)(C) Thank you for your email. Please submit information related to OFCCP's Request for Information for Executive Order 13950 at www.regulations.gov, under docket ID OFCCP-2020-0002.

The Help Desk

From: (b) (6), (b) (7)(C)
Sent: Monday, November 30, 2020 11:16 AM
To: OFCCPComplaintHotline <OFCCPComplaintHotline@dol.gov>
Subject: Confidential report regarding: Race and Sex Stereotyping and Scapegoating OFCCP-2020-0002

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Dear OFCCP:

I'm writing to confidentially and anonymously report workplace trainings at HRSA/Bureau of Primary Health Care (BPHC) that involve race stereotyping and scapegoating. I'm attaching the meeting invite and the PDF attachment that was included for this training. The training took place on 9 July 2020 and involved discussions of white privilege and scapegoating of white racism as the cause of health inequity; political discussions (one participant commented that the American dream was a lie); and what I thought was intimidating language (one participant commented that it wasn't enough to be "not racist" one needed to be "anti-racist" and that "silence was not acceptable"). To me this training session was essentially a facilitated grievance session, with the grievance being

based on race and directed towards whites who are assumed to be privileged and inherently racist according to critical race theory and ideas of systemic racism. I do not believe that this kind of training session is appropriate in the federal workplace, and I do not believe that this kind of speech is appropriate in federal work meetings. Also, I'm increasingly distressed at work as there is more and more discussion of race, especially talk about white privilege and the assumption that to be white is to be inherently racist. Whites are being made scapegoats for many ills of society. Those engaged in this speech seem to believe they are engaged in "social justice" and do not understand how racist and unsettling their speech is.

I have hesitated to come forward but believe it is the right thing to do. I am seeing a drift towards what I believe are regressive and racist policies in public health at BPHC. In particular are discussions about implementing assessment policies which would consider two households with the same income (both below the Federal Poverty level) differently, based solely on race; white households would not be considered deprived whereas nonwhite households would be considered deprived. In my view these kind of policies have no place in government and no place in public health as they are ultimately concluding that some deprived households are not as deserving of public health resources based solely on their race. These measures have been put forward by a contractor and have not been part of trainings specifically, but are nonetheless of concern.

Two more equity trainings had been scheduled prior to the President's executive order and were subsequently canceled. I anticipate that they will take place at some point in the future, though they have yet to be scheduled. These cancellations were met with disgruntled comments in an office all-hands meeting; several people noted that they felt that the executive order was in some way contrary to the goals of health equity at BPHC. I find this perspective towards the executive order hard to understand as the EO seems to be against racism in the workplace and should help to further BPHC's goals, not hinder them.

The notice that I am submitting this in regards to is online here:
<https://www.federalregister.gov/documents/2020/10/22/2020-23339/request-for-information-race-and-sex-stereotyping-and-scapegoating>

I appreciate your time in consideration of my report and the attached materials, as well as your respect of my concerns about confidentiality and anonymity given the potential for retaliation at work.

Confidentially yours,

(b) (6), (b) (7)(C)

(b) (5)

From: (b) (6), (b) (7)(C)

Sent: Friday, September 25, 2020 3:12 PM

To: OFCCPComplaintHotline <OFCCPComplaintHotline@dol.gov>

Subject: CORA Unconscious Bias Training

Hello,

I would like to know if "Unconscious Bias" training, including race based IAT testing, offered through CORA (Center for Organizational Responsibility and Advancement <https://coralearning.org/>) when mandated for school/ college employees is in conflict with the Executive Order on Combating Race and Sex Stereotyping.

Thank you for your assistance.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Re: Executive Order Combating Race and Sex Stereotyping Sept 22, 2020
Date: Thursday, October 08, 2020 1:50:35 PM

On Wed, Oct 7, 2020 at 9:02 PM (b) (6), (b) (7)(C) wrote:

On September 30, 2020, Wells Fargo's head of Human Resources (b) (6), (b) (7)(C) sent a message to all managers, in direct defiance to the Executive Order (referenced above in my subject line). Wells Fargo required us to complete a Diversity and Inclusion 2 (class, called) "Understanding Unconscious Bias: Invisible Influencers." It was added to the transcript of required learning, that we all had to complete by Oct 16, 2020. The class essentially said, all people have bias. I disagree and feel this course is trying to brain wash me into a liberal ideology. Wells Fargo has 265,000 employees, it is my understanding that (b) (6), (b) (7)(C) /Wells Fargo sent to all managers, company wide.

My name is (b) (6), (b) (7)(C), a Managing Director in the investment banking group called High Grade Debt Capital Markets, Wells Fargo Securities, 550 South Tryon Street, Charlotte, NC 28202. Call me if you have any questions at (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: [OFCCPComplaintHotline](#)
To: (b) (6), (b) (7)(C) [OFCCPComplaintHotline](#)
Subject: RE: Raytheon Technologies Content Violates Executive Order on Combating Race and Sex Stereotyping
Date: Tuesday, November 10, 2020 2:54:09 PM

(b) (6), (b) (7)(C) on October 5, 2020, we sent you an interim response stating the following:

Dear (b) (6), (b) (7)(C)

Thank you for your email concerning Executive Order 13950 on Combating Race and Sex Stereotyping. We are currently processing the inquiries that we have received on the new hotline created under that order, and you can expect a more detailed response to your specific inquiry at a later date.

The Office of Federal Contract Compliance Programs (OFCCP) administers and enforces three equal employment opportunity mandates: Executive Order 11246, as amended (Executive Order 11246); Section 503 of the Rehabilitation Act of 1973, as amended (Section 503); and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (VEVRAA). These mandates prohibit federal contractors and subcontractors from discriminating based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. Additionally, the Executive Order prohibits federal contractors and subcontractors from taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers, subject to certain limitations.

Executive Order 13950, which applies to federal contracts entered into on or after November 21, 2020, prohibits a federal contractor from providing any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. Additionally, Executive Order 11246 prohibits contractors from taking adverse employment actions against employees—including in connection with any training provided—with regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin.

OFCCP is currently implementing Executive Order 13950.

If you have a complaint that you want investigated under Executive Order 11246, Section 503, or VEVRAA, you may file it via OFCCP's website at www.dol.gov/agencies/ofccp/contact/file-complaint or we can send them a copy of the complaint form by email or regular mail.

To request a complaint form by email or regular mail or if you need more information about OFCCP or any issue related to nondiscrimination and affirmative action obligations of federal contractors and subcontractors, you can:

- visit OFCCP's website at <http://www.dol.gov/ofccp/>, or
- call OFCCP's toll free Help Desk at 1-800-397-6251.

This response is for informational purposes only and does not constitute an official interpretation of the U.S. Department of Labor.

Sincerely,

Craig Leen
Director of OFCCP
ref:_00Di0flba._500t0Zgopr:ref

From: (b) (6), (b) (7)(C)
Sent: Tuesday, November 10, 2020 11:56 AM
To: OFCCPComplaintHotline <OFCCPComplaintHotline@dol.gov>
Subject: Raytheon Technologies Content Violates Executive Order on Combating Race and Sex Stereotyping

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

I submitted the email below on Oct. 5, 2020, but have not seen confirmation of receipt or response.

Did you receive the email? Do you have any questions regarding the information submitted?

Sincerely,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, October 5, 2020 11:43 AM
To: OFCCPComplaintHotline@dol.gov <OFCCPComplaintHotline@dol.gov>
Subject: Raytheon Technologies Content Violates Executive Order on Combating Race and Sex Stereotyping (Part 1)

I am reporting that federal contractor Raytheon Technologies is promoting workplace training to its employees that is in violation of the Executive Order on Combating Race and Sex Stereotyping.

The company's training fails to comply with the following order guidance:

1. The contractor shall not use any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. The term "race or sex stereotyping" means ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to a race or sex, or to an individual because of his or her race or sex, and the term "race or sex scapegoating" means assigning fault, blame, or bias to a race or sex, or to members of a race or sex because of their race or sex.

This email includes several attachments that represent content promoted by the company's highest officers to all company employees.

- **Stronger Together_Center Home_01.jpg**

The company produced the training under the "Stronger Together" banner. The content is hosted on the company intranet. This attachment is a screenshot of the home page.

- **Stronger Together_Education Hub_01.jpg**

The Stronger Together content is separated into different sections. This attachment is a screenshot of the top of the Education Hub.

- **Stronger Together_Education Hub_02.jpg**

Screenshot of a deeper scroll of the Education Hub page.

- **Stronger Together_Education Hub_03.jpg**
Screenshot of the remaining Education Hub page.
- **Stronger Together_Multimedia Library_01.jpg**
The Stronger Together library includes the "1619 Project."
- **Stronger Together_Multimedia Library_02.jpg**
The library includes Robin DiAngelo's *White Fragility* and Ibram Kendi's *How to Be an Antiracist*.
- **Stronger Together_Support Resources_01.jpg**
The resources page includes two Raytheon Technologies branded training documents *Unconscious contributions to Racism* and *Become an Anti-racist Today*. Those documents are included as attached pdf files.
- **07_28_2020_Ally_What does it mean to be one_RTX Webcast_01.jpg**
Raytheon Technologies produced an enterprise-wide webcast on racism and equality. This attachment is the cover slide.
- **07_28_2020_Ally_What does it mean to be one_RTX Webcast_02.jpg**
The webcast redefined racism.
- **07_28_2020_Ally_What does it mean to be one_RTX Webcast_03.jpg**
The webcast promoted Robin DiAngelo's *White Fragility* and Ibram Kendi's *How to Be an Antiracist* as positive and constructive resources.
- **A Call for Curriculum Reform.pdf**
I authored this document and shared with Raytheon Technologies CEO, CHRO, CLO, and CCO. The document details how the Stronger Together content is in direct conflict with company values and promotes racist and anti-American beliefs. Company leadership have enacted no changes in response to this report.

I hope that this complaint can be investigated without disclosing my identity to my employer, Raytheon Technologies.

Sincerely,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Report on Racial Stereotyping
Date: Monday, November 23, 2020 2:13:03 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

I write to complain about a racial stereotyping on the campus of Loyola Marymount University.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Report Violation to Executive Order 13950
Date: Sunday, October 11, 2020 3:51:02 PM

I am an employee within the Resources For Human Development organization (specifically the Family Practice and Counseling Network), a federally qualified health center (FQHC) based in Philadelphia, Pennsylvania. Thus, I need to report long-standing violations of this organization based on Executive order 13950.

For the past several years, we have had many trainings and meetings based on Critical Race Theory. We are shown videos of “white privilege” and “white supremacy”. As employees, we are asked to support the Black Lives Matter organization and attend BLM “protests” in the name of social justice. I receive emails from human resources and the executive director of The Family Practice and Counseling Network about “...collectively engineer...a different future.” And “Unconscious Bias”. I have other emails I could forward you to this effect. Further, there is a group at my specific office, called the “Ending Racism Committee” that meets biweekly and though not mandatory; employees are often invited to participate in these meetings. I personally have been asked to attend these meetings, which makes me uncomfortable, harassed, and the subject of active, reverse racism.

As a middle aged white male, these “trainings” are in direct violation and contrast to their own policy and that of the federal government’s that it is unlawful to discriminate based on, “... ethnicity, religion, gender, sexual orientation, national origin, age, ability, education, and veteran status...”

Since COVID-19 and the ensuing political and social unrest in the country, these emails and meetings have increased in both number and intensity. It is very disturbing how they are using race to divide us even at work and not only does it make me very uncomfortable to be forced to attend these meeting, but I feel as I am a target at these meetings because I am essentially the only white male.

I beg you to investigate and hold this organization accountable to the law and the executive order 13950 signed by President Trump.

Please contact me should you need any supporting evidence.

Concerned

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Reporting a violation of the executive order prohibiting Critical Race Theory-based trainings in Federal Contractors
Date: Thursday, December 03, 2020 4:34:47 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

To whom it may concern,

My employer, Indeed Inc. (<http://indeed.com>) is a federal government contractor. Recently, they announced a series of mandatory Critical Race Theory-based trainings. This is a direct violation of the executive order prohibiting such trainings.

Please advise on what next steps I should take to assist your office in investigating this matter

Thanks,

-A Concerned Employee

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Reporting an EO violation
Date: Saturday, October 31, 2020 10:28:52 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Hello,

I would like to report my employer for a violation of the EO regarding proper diversity training. How may I best contact someone about it?

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Reporting CRT
Date: Tuesday, September 29, 2020 8:43:47 PM

I'm not sure if this company qualifies but the hospital system I work for is now pushing critical race theory. The company is Intermountain Healthcare, it is a non-profit hospital. It is the largest hospital system in Utah and surrounding states. It not only received federal money, federal contracts, it is a registered not for profit hospital. They are not only teaching CRT, but changing how healthcare is to be delivered to comply with CRT. Our CEO is Marc Harrison, and he is also pushing CRT. I am worried about this, please investigate. Intermountain Healthcare is going to choose WHO gets medical care based on teachings of CRT, and it is terrifying. I'm happy to provide internal emails, bulletins, or policies of you need them

Thank you

(b) (6), (b) (7)(C)

Thank you.

[Sent from Yahoo Mail on Android](#)

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Sacramento State Anti Racism Convocation
Date: Wednesday, October 07, 2020 9:35:16 AM

Hello, I'm a nursing student who is 9 months away from earning my bachelors degree. Two weeks ago our professor assigned us to attend this "anti-racist" convocation and while completing it I have never felt more racist. I found myself using newly learned words like white-passing (even if you're not of European descent, if your skin is too light you're privileged). I wonder how they determine if one is white-passing, do they have color swatches to compare to? I'm complaining because this anti racist movement is not about equity, it's about demonizing white people. I believe Sacramento state is funded in part by federal grants, does President Trump's executive order about race training and scapegoating apply in this scenario? Ibram X Kendi was a keynote speaker, that should say enough.

Sincerely,
A defeated conservative

From: (b) (6), (b) (7)(C)
Sent: Friday, January 01, 2021 11:18 AM
To: OFCCPComplaintHotline
Subject: Sex stereotyping

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Madison College in Madison, WI recently hosted a race stereotyped event with Ibrihim Kendi, the nation's foremost purveyor of "antiracism." <https%3A%2F%2Fwww.eventbrite.com%2Fe%2Fmadison-college-talks-dr-ibram-x-kendi-tickets-119644665415&usg=AOvVaw0EfzbLnYQ7h5EpeTyRWsQ9>

I also checked out their affirmative action plan listed on the website. There plan doesn't seem to be consistent with other plans I have seen by schools that do business with the feds.

It looks as though several other Wisconsin area technical colleges have similar plans to that of Madison College.

https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjT7ND_kPvtAhUPK80KHUjUC6oQFjACegQIBRAC&url=https%3A%2F%2Fmadisoncollege.edu%2Faffirmative-action-plan&usg=AOvVaw0sX13R3dctRu-EF4uP0dLC

Additionally, the main office admits that they and their college systemically discrimination against racial minorities. <https://wtcsystem.edu/initiatives/commitment-to-progress>

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Starbucks Is Linking Executive Pay to Diversity Targets - WSJ
Date: Friday, October 16, 2020 9:20:41 AM

<https://www.wsj.com/articles/starbucks-is-linking-executive-pay-to-diversity-targets-11602710707>

Sent from my T-Mobile 4G LTE Device

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: SUNY Brockport
Date: Tuesday, October 13, 2020 11:28:22 AM

We are being forced to complete this training...

<http://kirwaninstitute.osu.edu/implicit-bias-training/>
<https://implicit.harvard.edu/implicit/takeatest.html>

On top of it, the administration knows that there is an executive order and is ignoring it until there is guidance from SUNY.

Obviously, I am emailing from an alias because I don't want to be implicated in sending this complaint.

Thank you for standing up to these people, it is out of control!

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Suspension of diversity training
Date: Friday, October 30, 2020 11:45:10 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

I am outraged at the administration's suspension of diversity training. This is as un-American as anything this administration has done and it has done far too much to undermine our democracy.

You should be ashamed of yourselves for not standing up to the cruelty and insanity of this administration.

For context, please see the NPR article in the link below.

(b) (6), (b) (7)(C)

https://www.npr.org/2020/10/30/929165869/agencies-contractors-suspend-diversity-training-to-avoid-violating-trump-order?utm_campaign=npr&utm_term=nprnews&utm_source=facebook.com&utm_medium=social

From: (b) (6), (b) (7)
To: [OFCCPCComplaintHotline](#)
Subject: Texas A&M U: Racial Stereotyping
Date: Tuesday, October 20, 2020 10:02:36 AM

To: The OFCCPC Complaint Hotline

Re: Texas A&M University Racial Stereotyping

1) White supremacists as "top domestic terrorism threat"

This month, on Oct. 27, 2020, Texas A&M presents a workshop about "the new face of white supremacism," and the "right wing agenda" as "America's top domestic terrorism threat." But no mention of other racial groups like BLM. The link to the ad is below.

https://calendar.tamu.edu/communication/view/event/event_id/191026

2) Seminar calls out white Christians for anti-Semitism and Islamophobia

***Discussion & handout** suggest whites and Christians need to be called out for Mosque attacks. Handout: "I am noticing that many Jewish organizations in their well-intentioned statements of mourning about the synagogue shooting in San Diego are not using the words **white supremacy or white Christian nationalism**, only the word anti-Semitism..."—Professor Lila Corwin, Temple U.

***Instructor uses fake Hitler quote**, changed to mean the opposite of the accurate quote.

Source: *Texas A&M seminar blames Christianity for...*, M. Dallmeyer, Campus Reform, 5/7/19

<https://www.campusreform.org/?ID=12203>

3) Curriculum: Diversity & Social Justice Certificate — Includes course in Marxist "Critical Race Discourse"

12 hours: "The certificate is grounded in a larger concern with social justice issues, ...emphasizing issues of power, privilege and **differences.**"

Source: <https://liberalarts.tamu.edu/wp-content/uploads/sites/12/2019/08/Certificate-in-Communication-Diversity-and-Social-Justice.pdf>

4) Political Speech Guide: the 11-page Diversity Glossary

A guide for politically correct speech, this is A&M's **identity politics primer and who's who of the oppressed and their oppressors**. Examples: Ableism, ageism, **cisgender**, **heterosexual privilege**, **white privilege**, **institutional racism**, etc. Jargon and euphemism give cover to radicalism.

Source: <https://diversity.tamu.edu/Home/Glossary>

5) Prof makes students attend "voluntary" diversity training, instead of class

*** History Prof's e-mail:** "Dear HIS xxx, this Friday, rather than come to class as usual in MILS xxx, I would like the class to attend part of the 2019 **RISE conference** on campus." **RISE-NCORE is year-round diversity programming on race and ethnicity.**

Source: Hard copy of e-mail to students available

6) Workshop: Difficult Dialogues on Campus Race Relations & the "White Patriarchy"

In the handout of anonymous anecdotes, one student's story accuses Trump of "racism" for trying to deport those that are different than him..." ***A workshop attendee objects to this premise**, asserting that Trump supported existing immigration law, enforced by past Presidents. There is a short debate among attendees, until the workshop leader and **Difficult Dialogues Director** asks rhetorically whether or not we can justify American rule of law founded by the **"white patriarchy."** This ends the discussion.

Sources: 1) Eyewitness account; 2) Hard copy of handout available

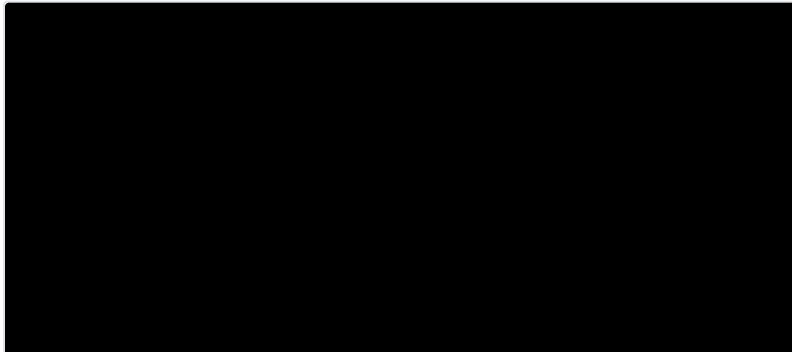
From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: U of Iowa Executive - order 13950
Date: Thursday, October 08, 2020 11:14:07 AM

Hello, Just wanted to share the U of Iowa info on the Executive order, see link below.

Thank you!

(b) (6), (b) (7)(C)

[A message regarding Executive Order 13950](#)



A message regarding Executive Order 13950

In this message to campus, University of Iowa leaders discuss the impact of and university's response to Executi...

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Unconscious bias talk
Date: Friday, October 30, 2020 11:17:18 PM

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<https://youtu.be/ObHNWh3F5fQ>

Lol losers

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: University "Diversity, Equity, and Inclusion" Training
Date: Wednesday, October 28, 2020 7:59:38 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

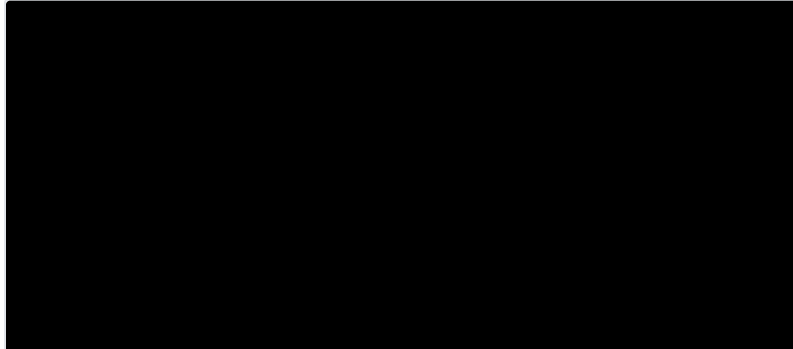
Hello.

I would like to anonymously report a university for requiring "Diversity, Equity, and Inclusion" training. The University of Saint Joseph in Connecticut obtains millions of dollars of federal funding, so should be held to the same standards as government contractors that violate the recent executive order banning this type of "training." The university requires all students to complete this "training" on a yearly basis. It must be completed in order to register for classes. I am a part time, online graduate student (not currently taking classes), but I refuse to take this training again because it violates my religious beliefs. I am a grown adult that thankfully has Christian principles and values that were taught to me at a young age and I refuse to be brainwashed by a university pushing a liberal agenda. Their training module promotes ideologies that go against Christian values by forcing you to answer questions "correctly," promoting their social justice warrior point of view. Please look into this university's "training" method, as well as other colleges and universities that have similar programs and modules. Young adults everywhere are being force fed this garbage and it needs to stop. If anything it should be optional and not mandatory.

Thank you

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: University of Florida racial bias training
Date: Wednesday, September 30, 2020 4:27:34 PM

[Training coming this fall to begin to address racism, inclusion and bias – Learn & Grow](#)



**Training coming this fall to begin to address
racism, inclusion and bias...**

UF faculty, staff and students with experience with and expertise in
racial justice came together for a half-day...

From: (b) (6), (b) (7)(C)
Sent: Tuesday, October 20, 2020 1:18 PM
To: OFCCPComplaintHotline
Subject: University of Texas at Austin Anti Racism

Categories: Category 2A - Duplicate-Already in Salesforce, Category 2 - Entered in Salesforce,
Category 1 - Viewed Email or Listened to Voicemail, Duplicate-Already in Salesforce,
Entered in Salesforce

<https://docs.google.com/document/d/1vlym6G0MfA1D4cTGkT35CrfG3BH36JabySGvbulGQDI/edit?usp=sharing>



Updated_Graduate Student Anti-Racis

File Edit View Tools Help



Graduate Student Anti-Racis...

Call for Academic Accountabi...

Action Agenda

Addressing and prioritizing th...

Fostering an anti-racist envir...

Timeline for Implementation

Endorsements

About this session: On June 25th, the History Department graduate student body released our Anti-Racism Statement and Plan of Action (see [here](#)). Since then, a smaller committee was formed to ensure that our demands were carried out throughout the academic year and implemented to benefit all current and future graduate students. We are having an information session to discuss the progress we've made so far and plans moving forward. Anyone interested and committed to anti-racism work is encouraged to join us for a question and answer session.

[Brandon James Render](#) is a PhD Candidate in the History Department with primary research interests in Twentieth Century U.S. Social and Intellectual Movements, Race and Public Policy, and the Black Intellectual Tradition. His interest in anti-racism organizing stems from activism prior to entering graduate school and his research interests in student organizing campaigns.

[Augusta Lynn Dell'Omo](#) is a doctoral candidate in the History Department studying U.S. foreign relations and global white supremacist movements. She joined the Action Committee because it is essential for white folks to confront racism in their professional and personal communities.

[Alan Mattay](#) is a doctoral student in the History Department who studies the African-American Emigration Movement of the nineteenth century and the history of childhood. He joined the Action Committee to help combat racial bias in higher education.

[Tiana U. Wilson](#) is a doctoral candidate, with a specialty in Black Women's Intellectual History and Women of Color Feminism. She joined the Action Committee because she was invested in addressing the subtle and indirect ways racism manifests itself in professional settings.

If you are interested in joining us, please RSVP with (b) (6), (b) (7)(C) before October 28th at 10am.

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Unlawful Practices at the University of Iowa College of Dentistry
Date: Tuesday, October 20, 2020 12:45:32 AM

To whom it may concern,

I am a third year dental student at the University of Iowa College of Dentistry, and the school administration has been actively condemning and practicing against the laws set by Executive Order 13950. Since the order was signed, the school has had weekly mandatory trainings for the student body and faculty. Student and faculty experiences shared regarding those trainings have revealed that the school is trying to indoctrinate in its faculty and student body that white men are inherently privileged and superior.

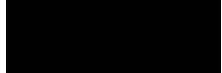
This past Friday, the school administration sent out a politically charged email, speaking on behalf of the entire college, publicly condemning Executive Order 13950. Students and faculty have reached out in opposition to the condemnation. One student asked: "By condemning Executive Order 13950, does the COD [college of dentistry] support using federal funds to promote trainings that include race/sex stereotyping and/or race/sex scapegoating?" In the response email, our dean stated he "stand[s] by [his] signature on the memo. The right of a university to engage its people to think and reflect on our history, culture, DEI programs, science, etc. faces restriction. The issues raised in the Executive Order follow or are related to violence against Black Americans, free speech, and basic respect for each other."

Several follow up emails from faculty and administrators have stated that the executive order was signed with ill intentions because they believe President Trump is not a good person. They believe that the executive order is somehow racist.

In addition, tonight at a student board meeting, a student was bullied off of the board for her refusal to sign a letter of condemnation toward Executive Order 13950. The University of Iowa is a public university funded by taxpayer dollars. They are blatantly breaking laws and using their power to try to push their political agenda less than a month before an election. This is wrong. I, and many of my classmates as well as faculty, hope that the school is held accountable for their actions and that conservative students and faculty are no longer viewed as racists/bigots at an institution for learning. Again, University of Iowa College of Dentistry needs to be held accountable.

Thank you,

(b) (6), (b) (7)(C)



From: (b) (6), (b) (7)(C)
To: OFCCPCComplaintHotline
Subject: Urgent Warning that Executive Order is going to be violated at noon today
Date: Friday, December 04, 2020 7:24:04 AM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

The University of Michigan is advertising that they will be advocating against whiteness today at noon in violation of EO 13950, Combating Race and Sex Stereotyping, September 22, 2020 and EO 11246, September 24, 1965

Here is a link to the event along with an abstract below

<https://events.umich.edu/event/79481>

Please take swift and appropriate action.

LEAD: Decentering Whiteness in the Academy

Friday, December 4th | 12PM - 1PM | Virtual

This LEAD conversation will address how administrators, faculty, and staff can decenter whiteness at an institutional level and create a sense of belonging for all. The racial inequities exposed by COVID-19 paired with a national uprising against systemic racism has led colleges and universities nationwide to prioritize anti-racist teaching. Registration is required at <https://myumi.ch/AxROe>. For more information about this event including the speakers, please see the Rackham event [here](#).

From: (b) (6), (b) (7)(C)
Sent: Tuesday, September 29, 2020 1:20 AM
To: OFCCPComplaintHotline
Subject: UT Austin in violation of Critical Race Theory
Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail, Entered in Salesforce, Viewed

Teaching assistants and faculty are required to do sensitivity trainings (which used to be in person), where critical race theory is at the center. White privilege is taught as the gospel. I don't have much proof at the moment because I delete emails, but I've pasted a recent screenshot below...

Dear **Signature** Course Faculty-

We've made it through the first month of classes! Throughout the extensive information about campus resources, essential elemen

- **Please plan to attend our next **Signature** C**
 - **Sept. 25 from 11:00 a.m. to 12:00 p.m**
 - **Join with Zoom: <https://utexas.>**
 - **Future Dates and Topics:**
 - Oct. 9 from 3:00 p.m. t
 - Nov. 6 from 11:00 a.m.
 - Nov. 20 from 10:00 a.r
 - Dec. 4 from 11:00 a.m

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Violation by government contractor of EO September 22, 2020
Date: Friday, October 09, 2020 3:07:24 AM

I work for a credit bureau, Transunion which has developed courses and training that go against the recent executive order issued on September 22, 2020. Transunion is considered a government contractor with the federal government so is subject to this executive order. Managers have already had the training. general employees have been told they are required to take the training starting this month.

Sent with [ProtonMail](#) Secure Email.

From: (b) (6), (b) (7)(C)
To: [OFCPPComplaintHotline](#)
Subject: Violation of Critical Race Theory Executive Order
Date: Wednesday, October 07, 2020 3:04:08 PM

I'd like to anonymously report the company I work for, AbbVie, for violating the President's executive order regarding federal contractors and critical race theory. There are currently mandatory trainings underway with more to come. A list of specific trainings and more plans to come have been sent out broadly by Rae Livingston, Chief Equity Officer as recently as today (10/7/20) along with various other trainings and emails sent from organizational leadership.

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Violation of critical race theory
Date: Monday, September 28, 2020 4:56:20 PM

Employer: Anne Arundel County Public Schools, Annapolis Maryland

Concern: Required book studies for all exec staff, leaders, and school principals on ‘White Fragility’ and other critical race theory topics.

From: (b) (6), (b) (7)(C)
To: [OFCPCComplaintHotline](#)
Subject: Violation of critical race throu
Date: Monday, October 05, 2020 11:19:23 AM

Employee: Anne Arundel County Public Schools, Annapolis Maryland

Event: Solution Tree training does Title 1 school leaders on Overcoming the achievement gap trap

10/5-6

Topics in first hour - White fragility, “offensensitivity”, belief that some lives are more important than others

Funded by Title 1

Sent from ProtonMail Mobile

From: (b) (6), (b) (7)(C)
To: OFCCPCComplaintHotline
Subject: Violation Of EO 13950 By The University of Maryland, Baltimore County
Date: Sunday, October 18, 2020 2:48:50 PM

Hello,

I am writing to submit to the Office of Federal Contract Compliance Programs a formal complaint that the University of Maryland, Baltimore County is in violation of Executive Order 13950. The University of Maryland, Baltimore County receives student loans pursuant to federal Program Participation Agreements and federal research grants.

The University of Maryland, Baltimore County has published multiple pieces of writing that engage in racial stereotyping and scapegoating. The Counseling Center has promoted racial stereotyping and scapegoating in their Statement and Resources Regarding Racism and Systemic Oppression in Black Communities. At this URL, <https://counseling.umbc.edu/about-us/statements/statement-and-resources-regarding-racism-and-systemic-oppression-in-black-communities/>, the official website promotes resources, and what the website describes as "ways to get involved," that openly advocate for individuals, by virtue of their race, to bear responsibility for the actions committed in the past by other members of the same race. In a question and answer page published by the Office for Equity & Inclusion at this URL, <https://oei.umbc.edu/741-2/>, the office makes a statement claiming that the University of Maryland, Baltimore County is structurally and institutionally racist. In a statement made by the division of Undergraduate Research at this URL, <https://ur.umbc.edu/systemic-racism/>, a claim is made about training faculty to understand the idea that individuals, by virtue of their race, bear responsibility for the actions committed in the past by other members of the same race. This evidence demonstrates that the University of Maryland, Baltimore County is in violation of Executive Order 13950.

Thank you,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: OFCCPCComplaintHotline
Subject: Violation of Executive Order 13950 at military installation.
Date: Thursday, December 10, 2020 4:05:19 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

On December 4th, 2020, a junior officer stationed at Fort Jackson relayed to me the news that Lt. Colonel (b) (6), (b) (7)(C) of unit 2- 39 at Fort Jackson, Columbia SC is *requiring* his BN CDRs to read "*White Fragility*" by Robin DiAngelo. The book "*White Fragility*" purports that all white Americans are implicitly racist and is the proverbial *Mein Kampf* of Critical Race Theory and its divisive ethos. This must be stopped.

Lt. Colonel (b) (6), (b) (7)(C) is in direct violation of President Trump's Executive Order 13950 explicitly prohibits service members from engaging in this. Lt. Colonel (b) (6), (b) (7)(C) actions are harmful to the good order and the discipline of the Army and will destroy camaraderie and morale amongst his junior officers.

I am writing this on the behalf of the junior officers at 2- 39 and as a military spouse. I fear reprisal for the men and women involved and for my own spouse in another unit.

I have included links to articles about the book in question and some excerpts to illustrate its ethos.

"DiAngelo is white and regards racism as "the foundation of the society we are in." She says white people become defensive and exhibit "fragility" when challenged on their underlying and, often unconscious, racism.

White people will never be rid of their biases, DiAngelo has told NPR, saying their necessary work "will be lifelong: really thinking deeply about what it means to be white, how your race shapes your life."

<https://www.npr.org/2020/07/20/892943728/professor-criticizes-book-white-fragility-as-dehumanizing-to-black-people>

"To put it bluntly," she writes, "I believe that the white collective fundamentally hates blackness for what it reminds us of: that we are capable and guilty of perpetrating immeasurable harm and that our gains come through the subjugation of others. We have a particular hatred for 'uppity' blacks, those who dare step out of their place and look us in the eye as equals."

<https://nypost.com/2020/08/06/peddling-the-idea-that-all-white-people-are-racist-for-profit/>

Regards,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Violation of M-20-34 executive order on combating race and sex stereotyping.
Date: Friday, October 30, 2020 3:15:46 PM

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[implicit/unconscious bias and equity](#) training, which teaches white privilege, intersectionality, unconscious bias, is being forced on employees of Kansas City, a subdivision of the State of Missouri, both of which receive federal funding and have been recipients of federal grants.

Thanks

Get [Outlook for Android](#)

From: (b) (6), (b) (7)(C)
To: [OFCCPCComplaintHotline](#)
Subject: Violation Reporting | Company: Lumen / CenturyLink
Date: Tuesday, December 01, 2020 2:55:15 PM

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Hello,

My company has advised the executive order (Executive Order on Combating Race and Sex Stereotyping) does not apply to our training but I feel it does still and the training which is being sent to employees does violate this order.

We hold many Federal Contracts and I want to ensure my company is compliant with government regulations.

I have video clips and screen captures to share for your review to ensure compliance with the order. Please contact me to review these.

- Quote from Lumen Leadership:

"While I'm while we're on this topic of the unconscious bias training, many of you may be aware of a recent executive order related to diversity training being provided to employees of federal contractors, and so just want to call out about that specifically.

While that order itself doesn't take effect until November 21st, we feel confident that our trainings don't run afoul of the order, but I do hope that from the video that you all just watch that you realize that anyone can find themselves at any point on thereceiving end of what might be unconscious bias or micro aggression, and so that's why it was important for all of us to go through unconscious bias training for us to roll that out as a company."

- 10.22.20 | Chief Diversity Officer - India S Sylvester

Best Regards,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, October 30, 2020 11:08 AM
To: OFCCPComplaintHotline
Subject: White Supremacist Propaganda

Categories: Category 2 - Entered in Salesforce, Category 1 - Viewed Email or Listened to Voicemail

CAUTION - The sender of this message is external to the DOL network. Please use care when clicking on links and responding with sensitive information. Send suspicious email to spam@dol.gov.

Hello,

President Trump is a white supremacist bigot and a criminal. Lock him up.

Thank you,

(b) (6), (b) (7)(C)



<https://www.blogs.va.gov/VAntage/79242/white-ribbon-va-highlights-domestic-violence-awareness/>

Voicemail on 2020-10-30 21:53

0:27

Hi, I'd like to report statements by a government employee alleging that members of a certain race are inferior to others. Specifically Donald J. Trump and Stephen Miller who, avowed fascists, have made numerous statements. Including calling other countries shithole countries variously demeaning other races that are not white. I fully expect these reports will be acted upon under the Presidential Order by avowed fascist, Donald J. Trump.

Voicemail on 2020-09-25 16:19

0:03

This is a test of the recording.

Voicemail on 2020-09-25 16:51

0:08

Hello, this is a nation call from [unintelligible]. Protecting the executive line, the hotline. Thank you.

Voicemail on 2020-09-25 17:03

0:07

Hey! This is (b) (6), (b) (7) calling. I am leaving the first message. Congratulations. Bye.

Voicemail on 2020-09-25 17:08

0:03

Hi [REDACTED], This is [REDACTED], thank you.

Voicemail on 2020-09-29 14:44

2:14

Hello, I'd like to file a complaint. Somebody is running around and claiming that the executive order, the law, that anything that having to do with the DEI training has to do with law.

No such law has been passed by Congress. No such law has been signed by the President. So there's no law in effect. Simply a bigoted and racist executive order. I hope that you have to listen to these messages in their entirety in order to fulfill the functions of the job.

But I'm sure that we'll have people leaving shorter messages, and longer messages, and different types of messages. Maybe reading a book, maybe having some tea. Nice conversations. The BFS of the federal government [unintelligible] as part of their obligation to the American people to ensure that our further slip into a totalitarian regime. I'm sure you, as a GS-4 or GS-5 likely don't want to be doing this for a living, and for that I commend you. You'll stick it out to the next administration when this will be quickly overturned. Maybe the election will come fast enough that you will never have to listen to these. [unintelligible]

It's not the civil servants fault, it's the administrations fault, and the politicians. We'll get them out, sooner or later, and go on with making the world a better place rather than the sideways dystopia this administration would like to see.

Voicemail on 2020-09-29 14:44

0:66

Hello, I would like to file a complaint under the law that says that contractors cannot provide training that says one sex is not inherently better than another sex. In my twenty years in the contracting industry, [I] have become convinced that all of the corporate leadership have been trained that men are better than women. You can tell by the people that are promoted, the people that are put on contracts, the demographics, the conference rooms, just anything about the industry. I recommend that you look into this immediately and put a stop to it as fast as possible.

My thanks to the glorious Trump Administration, our great Führer and all the wonderful people who make his rise to global domination possible. In the name of the poor and downtrodden thank you for teaching us that we will always be poor and downtrodden and that no justice will ever arise in America. God bless the Great Leader.

Voicemail on 2020-09-29 14:48

0:68

Hello, I've called twice now, before. I'm really upset because my first report hasn't been taken into account yet. Apparently, this person keeps on answering the phone and speaking before I leave a message continues to call this horrendous action of racism and sexism and bigotry a law. This really surprises me because I thought that we stopped doing that when we shuffled that South Carolina senator off to the great beyond.

Apparently, Strom Thurmond is still running around trying to tell people what to do and I guess Trump is listening. So maybe, hopefully, when I call back in a minute here we can get this message changed Really looking forward to that. Go in to the TTD system and get that message changed up. I'm sure you're on the cutting edge here, so it shouldn't be hard to record me a script. Go ahead and change it from "a law" to "the ramblings of an idiot."

Thank so much, bye bye.

Voicemail on 2020-09-29 14:57

2:46

Yes, I would like to call and report a training that took place. It said something about folks of color being allowed to work. I don't know, that seems awful, that seems weird. That seems like perhaps, the President doesn't want that. It's training for a company called Enquivet, they have contracts with the DOJ. I think they're probably letting people of color work, and that's got to be inherently better, because you know obviously people of color would not be allowed to have jobs if we were measuring people by their abilities. White people have obviously all the jobs. That's what we're saying. That's our goal. Our goal is to say that. So, yeah. That kind of training is bad. [unintelligible]

So, looking forward to the great white hope, the great white nation, the great white future and the great white male, male white, male cis, male male male white future – that's been going so good so far, so let's head back in that direction.

Ummm ... heil, I think that's what we're supposed to say. Quick question, should we start training [unintelligible] where we're supposed to raise our arm at an angle, and salute when the President goes by and sees all the nice white faces staring up at him, white male faces because the women are at home. Ya know? ... and the people of color are ... ya know ... who cares? So maybe, maybe, maybe, maybe, maybe, maybe, maybe ...

Maybe we shouldn't be doing this. Because that's exactly the signal we are sending to the rest of the world is exactly this. I used to be proud of my industry and what I do for a living. I am well paid, but as a trans person in an industry, this is awful to me. He directly impacted my day-to-day life. It's scary now, actually. Certain people who didn't feel like they could do things, now feel like they can say and do things to me. They didn't used to. Thanks to this. There's a hotline for it. There's a hotline that justifies not telling people not to discriminate against me. There's a hotline saying that teaching people about our history of killing people like me would be bad, and they can't do that – so let's just let them do it. Come on, I know I'm going to keep working for the American people. I do not know 'bout y'all, but I'm going to keep doing it. Have fun.

DOL000212

Voicemail on 2020-09-29 14:56

1:33

Voicemail on 2020-09-29 14:56

1:33

We'll keep doing this all day long ... actually no, [unintelligible] ... getting together groups to flood this line with calls. I hope that happens soon. This is the worst.

OFCCP was a real organization that did real good in the world. No, not ...

I love the idea of OFCCP being a thing ... not a lot of good, [unintelligible] ... it took all that work and all those years ... building out OFCCP, and just threw it in the trash, [unintelligible] ... I think the government should be ashamed of itself.

I don't know, I imagine that the person that read this message is, I hope, feeling terrible about themselves. Oh, it's a political appointee? Any career employee that has to sit there and read that, I feel either terrible for that person, or terrible that they have to work for that person. Because, that is the most heinous thing, ever. Not really. [unintelligible] ... This directly and actively reaching out to hurt specific people.

You guys are trash, have fun.

Voicemail on 2020-10-01 16:04

1:28

My name is (b) (6), (b) (7)(C) and phone number is 828-(b) (6), (b) (7)(C). I would like to know if one can count, the Department of Health and Human Services is in compliance with the recent executive order on [comparing race and sex as a factor], due to the upcoming and recent training on that matter. That training was supposed to happen in Ashville, North Carolina for Buncombe County staff and employees. I am concerned about this as in Buncombe County Department of Health and Human Services there is a certain training that I think is not in compliance with that. Would you please return my call, where I can express my concerns about this matter? Once again, my name is (b) (6), (b) (7)(C) and I am an employee of Buncombe County Department of Health and Human Services . My phone number, once again, is 828-(b) (6), (b) (7)(C). Thank you.

Voicemail on 2020-10-02 11:29

0:58

Hi, my name is [REDACTED]. My number is [REDACTED]. I'd like to file a complaint against SAP Concur. They have training, they're doing book clubs on the book, "White Fragility." They're doing management, cross-functional training in their Inspire program, on allyship, how whites can become allies, and G-Groups and they've done SMB Small Medium Business trainings – lots of stuff that's not legal anymore.

So, that's it, thank you.

Voicemail on 2020-10-07 10:29

0:09

You are violating private enterprise's first amendment rights to freedom of speech and you should be ashamed of yourself, it's unconstitutional.

Voicemail on 2020-10-12 15:27

0:48

Hi. Yes. Hopefully someone in charge at the OFCCP can ask President Trump to get his executive order 13950 made into a law so you can permanently abolish the Critical Race Theory and intersectionality training that's in our federal agencies, our military, our schools, and our corporations. If they're going to have another stimulus maybe it can be put into the stimulus law so that this EO can be turned into a law. Thank you.

Voicemail on 2020-10-12 15:35

1:13

Background noise

Song being played appears to be FDT by YG featuring Nipsey Hussle.

Fuck Donald Trump
Fuck Donald Trump
Yeah, nigga, fuck Donald Trump
Yeah, yeah, fuck Donald Trump
Yeah, fuck Donald Trump
Yeah, fuck Donald Trump
Yeah, nigga, fuck Donald Trump
Yeah, yeah, fuck Donald Trump, yeah

I like white folks, but I don't like you
All the niggas in the hood wanna fight you
Surprised El Chapo ain't tried to snipe you
Surprised the Nation of Islam ain't tried to find you
Have a rally out in L.A., we gon fuck it up
Home of the Rodney King riot, we don't give a fuck
Black students, ejected from your rally, what?

Voicemail on 2020-10-12 15:40

0:17

Eh, fuck Donald Trump! Eh, fuck Donald Trump! Eh, fuck Donald Trump!

Voicemail on 2020-10-13 12:00

1:42

Hi, good afternoon. I am an employee at Evive Health, LLC. That company is located in Chicago, based in Chicago, at 600 West Van Buren Street. I did want to file a complaint against them, as I do believe the sort of training being provided is not in compliance with the law as stated in the message. I don't recall, maybe I should have done more research, but I do we believe we might have some dealings with the federal government, at the federal government level. Which is why I do believe my complaint is valid, and should be verifiable. Nevertheless, I do want to report them, as I do believe the DEI trainings that are being provided are not in compliance with the law. Again, my workplace and employment is going to be Evive Health, LLC. They are locate at 600 West Van Buren in Chicago, Illinois. I do wish to remain anonymous just due to security and personal reasons. I can be reached at (b) (6), (b) (7)(C) or by email, I am available (b) (6), (b) (7)(C). Thank you and I hope you have wonderful rest of your day.

Voicemail on 2020-10-13 21:17

0:38

Hi, I'm calling because I'd like to officially leave a complaint about this executive order. I think it is insane and it doesn't recognize the complexity of racism and sexism and diversity and inclusion in the United States ... and it's ridiculous. So, I'm calling to voice a complaint, and apparently this is the hotline you guys set up so I'm calling to voice a complaint about this process. It is absolutely insane, it is 1930s and the 1940s where we have Nazi Germany.

Voicemail on 2020-10-14 01:43

4:56

Unintelligible mumbles

Voicemail on 2020-10-14 02:29

0:03

Background noise

Voicemail on 2020-10-14 16:25

0:59

Hi, this is an American citizen calling. I have found out about President Trump's executive order. Meant to punish companies for trying to educate employees about racism and about issues of discrimination ... and I just want to say that it is absolutely insane. We need to be looking at racism. We need to be looking at the importance of diversity. I cannot wait until November 4th when this craziness is over. I just wanted to say that him and whoever is enforcing this law is on the wrong side of history. We will use our vote to stop America from going backward, because we need to go forward. Thank you.

Voicemail on 2020-10-16 10:47

2:06

Hello, my name is (b) (6), (b) (7)(C). I am calling to report a violation of the executive order for a training company i4cp which is the Institute for Corporate Productivity. I have went through all of ...they are contracted with my current employer and ever since they have been my employer has been putting out very divisive messages - calling white people a problem in the country, saying white privilege ... saying our white skin can be weaponized. They have attacked men, repeatedly.

So in looking at icp4 business operations and comparing it to the executive order, I am an attorney so I knew a lot about the law and in comparing and looking at the footage of icp4, I'm sorry i4cp, they have a lot of material. They have just posted a video as of just yesterday talking about the executive order because they had some clients concerned about it, and all of their diversity officer literally said on that video, "we think our program is less problematic under the law than more problematic." They're even acknowledging that they're not complying with the executive order. This violates Title VI and Title VII of the Civil Rights Act of 1964.

My number is (b) (6), (b) (7)(C). I have reported this to my employer and they are doing absolutely nothing about it. They have been very dismissive. They've called me aggressive, condescending - abusive. I am watching these programs roll to out to our associates and am very, very, very concerned that our associates are going to be subjected to these bias trainings and audits that going to negatively affect their mental health. I want an investigation into i4cp.

If you can please give me a call back, (b) (6), (b) (7)(C). Thank you.

Voicemail on 2020-10-16 12:07

0:68

Hello, my name is (b) (6), (b) (7)(C) and my phone number is (b) (6), (b) (7)(C), again (b) (6), (b) (7)(C). And this does concern some training that was mandatory, that I had to, that the employees were forced to take to keep our FAA certification to keep on flying. I don't think that the material was apropos to giving us our certification, as well as my company does support Black Lives Matter, and is proudly putting banners around its major hubs, as well as having Black Lives Matter pins for the employees.

Thank you very much. This is a major corporation and not a small little family operation.

Thank you and bye bye.

Voicemail on 2020-10-16 1451

1:12

Hello, my name is (b) (6), (b) (7)(C), and my contact phone information is (b) (6), (b) (7)(C). I will tell you that I was forced to take a training from a federal contractor where I was told that I was a racist. I really objected to that. I'm glad you guys are putting a stop to it, and you might want to look into L-3 Harris Corporation. They were providing that training. I was forced to take it. I'd like to make sure that they stop that. It is very insulting – the corporation telling us we are all racist. So I'm glad you are putting a stop to it, and you have my contact, (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) I did send an email to the "OFCCP Complaint Hotline" at dol.gov. Thank you, bye.

Voicemail on 2020-10-18 17:54

0:27

Hi, the October 18, 2020, told me to give you a call in regards to race and stereotyping. The phone number registered in your mailbox would be (b) (6), (b) (7)(C). The date is October 18, 2020. Sacramento, California. The agency registration would be under bookshelf.

It's Sunday

Voicemail on 2020-10-21 10:23

4:58

I just left a message, but I was so upset I'm going to record it. I just got off the conference call. My name is (b) (6) [REDACTED]. My phone number is (b) (6), (b) (7)(C), and my email is (b) (6) [REDACTED]@gmail.com.

I have been injured through horrific human rights violations, through a scapegoating, [unintelligible] crime that has been recognized by Congressman Ro Khanna, months ago before I got the right to sue Nike and DBS [?] Architects. I managed to get into court where I have been perfectly yanked off by the entirety of Oregon Police and surveilled in connection with, now pending charges for the NSA. I have been scapegoated by the Oregon Public Justice who has willfully stolen my Snapex portfolio and [unintelligible] Navy SEALs and the Naval War College. Where I have been extorted for racial tragedy on the entirety of AI [?] Oregon, and DBS [?] Architects because of racist DEI work for them. [unintelligible]

I am sorry that I am upset and screaming again. I tried not to do that. I have been literally held in torture [unintelligible] for ... 105 days last year in [unintelligible] by Nike [unintelligible] because I have given testimony to Representative Klein. I just gave case information to Senator Ted Cruz because of the [unintelligible] are the results of my surveillance [unintelligible] in a no-fair investigation [unintelligible] for not being afraid.

I lived through a hell. [unintelligible]. Twenty-five years of excellency in architectural engineering. [unintelligible] disciplines globally. Teaching subjects all over the world. Student of all ages. I have consulted for every government agency in America, specifically the Navy. I have been told I am incompetent [unintelligible]. [unintelligible] according to the Ninth Circuit Court and two attorneys and [unintelligible] [unintelligible] and accountable.

I'm sorry, I am making this call from my car inside my [unintelligible]. Blocks away from the police station where I was locked up and tortured for three weeks before I was illegally sent away and held [unintelligible] for a month. It's a miracle I'm having this conversation with you right now.

[unintelligible] I want disability for being scapegoated by the by the Oregon Department of Justice. [unintelligible]

[unintelligible] I'm going to die. [unintelligible] Ron Wyden [unintelligible]

This message is worse than the first one. I'm so sorry, but I cannot keep getting gaslit, and [unintelligible] and mugged and belittled. [unintelligible]

I have lived all over the world and I have been a good person. I have taught and read [unintelligible]

I am studied in my own culture and know how it's been erased and [unintelligible]

I matter I matter.

[unintelligible] I sent over a complaint just yesterday and the Pacific Region wrote back a lot of stuff to share. It's a lot of information. It's all been sorted out as to who is responsible.

(b) (6) [REDACTED] has been cited consistently as a consultant for the Oregon Department of Justice, and the state of Oregon and their programs and every other business. [squawk] [unintelligible]

Many of them would all take their training from (b) (6) [REDACTED] He is the most racist person I have ever encountered. The most nasty, used car salesman of racial strategy that has no idea what he is talking about, because he is a white boy [unintelligible] and thinks he knows about everyone else. Well he doesn't speak for this Asian Indian who has a [unintelligible]. No black person can tell me of their slave days, and they're always riding around wearing Nike shoes. While I'm living in apartment [unintelligible] while I'm told I'm incompetent by a judge that's white [unintelligible]

DOL000230

Voicemail on 2020-10-29 09:30

1:24

Hello ... I have a complaint about ... the sensitivity training ... I feel like there's a... I'm hearing from ... actually it's coming from Pennsylvania Avenue, the White House, there's a lot of training that's telling me I have to accept the racists and white supremacists at my workplace. Some of these guys are coming in with gloves that have like swastikas on them and things like that ... and they're telling me, as their boss, that Donald Trump told them it was okay, and that I can't teach them sensitivity training, which would be removing the swastikas from their gloves.

So anyway, I'd just like to issue a formal complaint against the White House, and Donald Trump specifically, because I believe he is violating the order. So ... my number is (b) (6), (b) (7)(C). I know this is probably weird... hopefully you're getting a lot of calls about this because ...Anyway, there is a real situation here where there are a lot of people that are legitimately hateful, that are coming and trying to intimidate people that are minorities. Somehow, we are losing our way here. Anyway, please give me a call, (b) (6), (b) (7)(C). I would like to issue a formal complaint... and whatever else, maybe there needs to be a formal lawsuit to reverse whatever the heck is going on here.

Thank you, bye.

Voicemail on 2020-10-30 08:21

0:04

You guys are fucking fascists, Jesus Christ.

Voicemail on 2020-10-30 08:19

0:28

Hi, I was at a human resources training and I asked for a burrito bowl from Chipotle and my boss gave me brown rice rather than white rice. I think that's going to be a big problem for him as he is a federal contractor. I think that my rice, as a fragile white person, are being infringed.

I really hope the President can save me.

White rice matters.

Voicemail on 2020-10-30 08:35

0:25

Hello, I was calling because I have some suspicions that a local federal contractor is utilizing inappropriate training techniques that might violate this order. If you can please call me back (b) (6), (b) (7)(C) [REDACTED]. Alright, thank you.

Voicemail on 2020-10-30 11:18

1:00

Fuck Donald Trump and this bullshit. This speaks to prid quo .. prid quo ... that a man in a workplace can sit there and say, "you do this," to a woman employee and I will give you an advancement or whatever. Donald Trump is the most sexist son of a bitch on this planet that thinks he is entitled to grab a woman's pussy, is fucking absurd.

He is the biggest sexual harasser and wants just approval and a way to skirt the law so he can continue to grab and harass women without any ... way for women to retaliate against the son of a bitch. Donald Trump can take this executive order and shove it up his fucking ass.

Voicemail on 2020-10-30 11:25

1:19

Hi, my name is (b) (6), (b) (7)(C) and I'm on area code (b) (6), (b) (7)(C). That's area code (b) (6), (b) (7)(C), and I'm call on Friday, October 30, 2020. I know that this hotline appears to allow folks to express concerns about federal contractors. However, Executive Order 13950 also applies ... to federal grantees. Not only to federal contractors, but to federal grantees. I wonder if this hotline will entertain complaints regarding federal grantees in addition to federal contractors. If not, if you could point me in the direction of who I would contact regarding concerns about Executive Order 13950 compliance by federal grantees. I apologize for the [unintelligible]. My telephone number is (b) (6), (b) (7)(C) and I look forward to hearing from you. Thank you very much. Bye bye.

Voicemail on 2020-10-30 11:46

0:38

Hi, my name is (b) (6), (b) (7)(C) I am a concerned citizen. The federal contractor I'm speaking of is the President of the United States. This entire thing is bullshit. The idea of diversity training and teaching people not to be shithheads is disgusting; and the fact that you guys think that people teaching about having privilege and white supremacy is somehow racist towards white people is dumb as fuck. You wanna get in contact with me and tell me how I'm wrong, go for it buddy. This shit is stupid.

Voicemail on 2020-10-30 11:53

0:32

Hi, I'm a contractor, and I was attending a diversity training the other day. I found a baloney sandwich on one of the chairs, and I just wanted to know why it didn't have any mayonnaise on it. I'm just really upset. If you can help me out. I want to be completely anonymous. I really gotta know. There was no mayonnaise on that sandwich. Please help.

Voicemail on 2020-10-30 12:20

0:24

Yeah, I'm just calling to leave a message that I think Trump's policy is horrific. I cannot believe what our country has come to. On the eve of almost the election, I cannot believe that you would even entertain people complaining about this... and I'm not a minority.

Biden 2020

Voicemail on 2020-10-30 12:38

4:58

I honestly can't believe this is a real program. Like this executive order is in defiance of everything, we have ever known about race relations, racism in this country, sexual orientation, gender discrimination. These things are real, and you saying they're not real, really doesn't do anything. They're still fucking real; you're just not helping anyone that deals with these things on a day-to-day basis.

You have people out here struggling, on the verge of dying, or not being able to function because they're being harassed at work, they're being harassed by neighbors. I don't understand why diversity training such a thorn in the side of, I don't know how to say this, racists. It's amazing to me. I really don't get the point of denying the existence of something. It's like Trump just says, none of this exists, and the government has to fall in line. Do you guys not have any of the ... fortitude, or self-understanding, or self-respect to say, "Hey this is kind of fucked up." I don't know man.

I saw a post about this online and I couldn't believe it. It's really fucked up. You aren't allowing people, who are contracted by the government, to have training about racial and sexual discrimination, not to mention gender discrimination, which I know you guys don't fucking believe exists. Whatever. That's so fucked up. I know you guys don't even bother to make a rule about gender specifically ... you guys don't believe there's more than two fucking genders. I can't believe this shit ... goddamn ... you fucking people make it unbearable. Damn racists ...

How you address racism is just outright bigotry about any marginalized group. It's like you see them as not struggling, therefore they are not struggling. You people don't get it. That's the thing; you don't know what to look for even. So, you're saying something doesn't exist—you don't even know what to look for. It's like a doctor looking for a heart attack, but checking out the patient's muscles. Like, it makes no goddamn sense ... I can't believe it. I feel like I'm ranting at this point because ...ranting ... because you guys are so fucking ridiculous. I have a background in ... more or less ... health administration, psychology. I have degrees to back up my shit. So, the fact that you guys are just willing to take this gigantic broad stance that nobody can teach about diversity training is unconscionable to me, to say the least.

I genuinely cannot figure out what the point is. What do you get out of this by denying this? The only thing I can think of is that it makes life difficult for minorities—whether it be women, whether it be gays trans persons, whether it be black people, Hispanic people. You guys just want to make it as difficult as possible to live, to do their shit, and just exist unaccosted. You're willing to make it worse for them because you can't launch a full genocide like you can with migrants at the southern border.

You still haven't reunited those 545 fucking kids, so the gall you guys have bothering about a real issue and doing the exact opposite of what needs to be done—when there are other issues that are also real ... and you've done fucking nothing for it. It's unconscionable ... it make me so fucking sad ... it make me upset ... it make me just amazed that you guys are willing to be so plain in your hatred.

I remember when I was young, and I was a kid, there were racist-ass kids in the class. They would shut their mouth when anyone else was around because they would know that people would put them in their place. You guys have moved on beyond that and are willing to be a-holes' like wholesale, whole cloth ... everything is hate to you, and I don't get it. I genuinely can't understand that line of thinking - why don't you want other people to get what they need to live and have a happy life?

Like, that is literally your job, like a governmental agency is to provide your citizens and people who report to you ... or at least under your oversight, to do what you can to help them, and you're literally doing the opposite. I can't justify that in my mind ... and as someone who works in ...

DOL000240

Voicemail on 2020-10-30 23:41

0:43

Yeah, I'm concerned that the leader of the country is racist and he's been scapegoating a lot of racism. I am kinda just calling to complain about that because I'm a concerned citizen. So ... Ummm... yeah. I hope that you can look into that. One example is Executive Order 11246, so I think that is pretty clear, that there is racist bias coming from the leader. Thank you. Have a good day.

Voicemail on 2020-10-30 12:58

1:07

[unintelligible]

Just an update, executive orders are not laws. They're executive orders. Laws, start as bills which are then passed by the Senate and the House – the same congressional situation that we have. Executive orders are just some fat little orange dude telling us what to do until the Senate and the House catch up. That's why they have expirees and all that kind of stuff. The first part of your message isn't really correct. Second thing ... just wanna know ... you should probably publicly disclose whatever thought crimes you're talking about here with these ... oh ... races ...sexes ... I wanna know the actual training and whether or not this is actually being honest because it's kinda hard to believe that up until now we've been pushing apparently racist training. And, if we have ... you're going to probably be sued for that, right? Hmm? 'Cuz I don't think it was legal before under any other actual law, and not some executive order of some fat guy sitting in his little chair.

'Kay? Bye.

Voicemail on 2020-10-30 12:58

0:44

I would like to voice my concern that this new executive order is actually designed to suppress diversity training. I feel like this is a little bit like a Nazi informant hotline. You guys are really, really, really disappointing. The fact that you can support this administration is really sad. I don't really don't know where to go with this other than I hope that the little Nazis, the people who aren't actually racists, but who support these idiots wake up and figure out what's going on. Have a good day.

Voicemail on 2020-10-30

0:11

Hi, I just wanted you to know that it took me two minutes to get here and, "Fuck you." Yes, that's all my message is, "Fuck you, kiss my ass, suck my dick." Bye.

Voicemail on 2020-10-30 13:52

0:09

This is some fascist bullshit and you should be ashamed of yourselves.

I hope you all quit your jobs because your president is a fucking fascist.

Voicemail on 2020-10-30 13:57

0:11

I don't know who's listening to this, but how does it feel working under a literal fascist? That's just going to go so south in the history books.

Voicemail on 2020-10-30 14:15

1:22

[illegible]

Voicemail on 2020-10-30 14:40

0:12

You have to be kidding, right? That voice message is scary, actually scary.

Voicemail on 2020-10-30 14:43

0:20

I'm just here to waste your time. Because ... this is bullshit, and y'all should be ashamed of yourselves. Anything I can do to waste your time is thirty seconds well spent. [inaudible] Go fuck yourselves. Go fuck Trump. Have a nice day.

Voicemail on 2020-10-30 14:51

0:21

*McDonald's is my kind of place,
Hamburgers in your face,
French Fries up your nose,
Dill pickles between your toes,
Last time I went there, they fried my underwear
McDonald's is my kind of place,
... and Donald Trump can suck my dick.*

Voicemail on 2020-10-30 14:53

0:37

If you support this President you are a moron, or you are morally bankrupt, or you're completely ignorant. *"Oh, I'm white, I'm so persecuted. Don't make me ... don't make me not be racist. ohhhh"* Oh my goodness, man. Look, I'm just a dude calling to waste your time. I can't wait till this buffoon is out of office. How pathetic.

Voicemail on 2020-10-30 15:05

0:10

Are you guys kidding? This is the stupidest thing I've heard of in my life. Oh my god. That fat President sucks.

Voicemail on 2020-10-30 15:13

0:05

Donald Trump is a fascist. You are complicit.

Voicemail on 2020-10-30 15:20

0:41

Yeah, my name is (b) (6), (b) (7)(C) and I work for the Washington State Department of Transportation and they're making us go to this type of training where we have to learn about white privilege and unconscious bias. They're making it a requirement and forcing it down our throats. I'm just wondering if this is applicable to a state agency. 'cuz I do find offensive, I find it totally offensive. My phone number is (b) (6), (b) (7)(C), and this is my private line. I'm afraid of sending an email because I have already taken some flak for being a Trump supporter.

Thank you very much and have a nice day.

Voicemail on 2020-10-30 15:31

1:01

Fucking fascists are so stupid. Like do you think that is really going to fucking help? For real? I don't know, no I do know. I know who you're fucking boss is. Your boss is a little fucking bitch. He's got a small penis. Alright? You fucking asshole white bread motherfuckers thinkin', "Oh, it's not our fault you think we're racists." How the fuck did you think you were going to get that shit outta there? You're fucking going to train people to not be so fucking racist. Not everyone grew up learning the same shit. Alright? You need to make sure the resources are available to your fucking employees, so you don't end up harassing each other, or saying some shit that they don't know is racist. It's not cool. Alright?

Anyway, it should be fucking standard, but no, here we are having this fucking conversation with your little bitch ass. Okay? I want you to look down in between your legs. Whatever is there, is small. Alright? ...and if it's a fucking pussy, it's not real. Alright? Not even a doctor put that shit there.

You're a little bitch. *Eat shit.*

Voicemail on 2020-10-30 15:32

0:24

Hey, I just wanted to report that [unintelligible] is in violation of Title IX are contractors. I just wanted to let you know public universities in my area are providing this training and I think that it's like really terrible that they have this contractor clause and just for future reference, fuck yourself.

Voicemail on 2020-10-30 15:39

0:07

Go fuck yourself. This is disgusting and immoral. Go fuck yourself.

Voicemail on 2020-10-30 15:41

0:47

Hi, my name is Clarence, and I'd like to report a black man crossing the street. And get this, he was voting and holding hands with a white woman.

I support the President and his eugenification with the white man and hope that all his supporters support the eugenification of the white man. Please give me a call back, (b) (6), (b) (7)(C) !! Thanks. White power.

Voicemail on 2020-10-30 15:47

0:16

Hey, I wanted to report the systemic corruption, nepotism and evil occurring in the Trump Administration.

Too bad you guys don't have a hotline for that.

Voicemail on 2020-10-30 15:47

0:44

The executive order violates civil rights acts and Title IX, to not do trainings, to make people more self-aware of their internalized biases. This is coming from a therapist and somebody who is actively trained in mental health and the cognitive biases that can be incited through social conditioning, as well as positive reinforcement. This is not only against the law but this has a lot overlaps with street informants that existed during Nazi Germany. This is a disgusting infringement of rights and I hope that this executive order is redacted and completely, and history will not look down well on this time at all.

Voicemail on 2020-10-30 16:10

0:41

Studies have proven that white felons get more callbacks from employers than equally qualified black men with no criminal record in the labor market.

Studies have also proven that a black sounding name, or having an address in a certain zip code makes one less likely to receive a callback from an employer. Studies have also proven that blacks are less likely to be promoted, more likely to be fired, and face other discriminatory practices in the labor market. This is after hundreds of years of slavery, Jim Crow laws and other oppressive types of standards put down by the American government.

Voicemail on 2020-10-30 16:12

0:31

Yeah, this whole hotline is a joke and should be shut down. This is a huge waste of taxpayer time and money. Please stop doing this. You know that it is wrong. Systemic racism is real and should be taught in schools, job trainings. You know what you're doing is wrong. Please stop. Please, for the love of us all - please stop.

Voicemail on 2020-10-30 16:13

0:12

Hello? Hello? Yeah, is this Donald Trump? Hello? Mr. Trump?

Voicemail on 2020-10-30 16:14

0:09

Yeah. Fuck you. Fuck Trump and all you god damn white privilege racists.

Voicemail on 2020-10-30 16:15

0:21

I don't know what to do about the Civil Rights Act if this thing is true. Training my staff, that's what the Civil Rights Act told me to do ... and now it's illegal to do that. I'm doing illegal things doing it and not doing it. Sounds like a bunch of bullshit to me. Go fuck yourselves.

Voicemail on 2020-10-30 16:18

0:53

Hi, I would just like to say that it is discriminatory, in itself, and unconstitutional that we are no longer allowed to learn about differences in one another. I don't think that I am able to do my job, nor do I feel safe or recognized in any government facility knowing that people are not allowed learn, digest, dialog and understand one another, our differences, and the history of this country. I think it's a shame, and I think this administration should be ashamed of itself for propagating such a racist and unnecessary executive order and law.

Thank you.

Voicemail on 2020-10-30 1619

0:19

[background noise only]

Voicemail on 2020-10-30 16:21

0:64

Hi. I'd like to report the White House for teaching white supremacy and for enacting laws that don't teach the actual inherent racism within the United States. So, I just wanted to let you know the White House is responsible for being racist. Our current commander-in-chief started his campaign with racist blanket statements about Mexican people, who weren't at the time currently rushing over the border. Actually, it was Guatemalans and Salvadorans who were coming over due to policies the United States had in the 70s and 80s that devastated the countries, leaving them perpetually poor and impoverished fleeing a criminal gang situation. We are responsible for that.

Fuck you and the new law. Fuck this government. I will just laugh, and laugh, and laugh, if he loses this election by a landslide – this orange idiot that is your boss.

Have a good day. Fuck you.

Voicemail on 2020-10-30 1630

0:15

Yeah, I gotta report that there's somebody in the White House that's [unintelligible] clearly in violation of this Executive Order. But armed by fascists [unintelligible]

Voicemail on 2020-10-30 16:35

0:35

Hi, I'm calling to report a local union, IATSE, the International Alliance of Theatrical Stage Employees and Allied Crafts in the United States and Canada, Local 16 in San Francisco. 240 Second Street, for racial bias training and all that stuff. Please give me a call.

Voicemail on 2020-10-30 16:39

1:07

Background noise

Grunt

Voicemail on 2020-10-30 16:40

0:08

The new executive order is racist. It is an example of systemic racism in our nation.

Voicemail on 2020-10-30 16:50

0:03

Hello, I just ...

Voicemail on 2020-10-30 16:59

0:40

Hello. Is the COVID-19 hotline? I was told to call this number for information regarding the hoax, the hoax of the corona virus ...to get more information, how it's just fake news

I was told I could speak with Jared Kushner, some guy named Jared Kushner, regarding this hoax. If I could just get some more information, it would be great. Anyway, I thank you so much for your help. Let me know what's going on with this hoax. Bye.

Voicemail on 2020-10-30 17:11

0:33

Hey, so I heard you stupid pieces of shit are enforcing a law that basically says that ... diversity training is bad and we're not going to do anything about racism, and it's okay ... and you guys are perpetuating racism and just hierarchies. You guys are all pieces of shit and I hope you all kill yourselves because you fucking deserve it.

Eat a bullet and go fuck yourselves. Bye.

Voicemail on 2020-10-30 17:44

1:16

Background noise

Voicemail on 2020-10-30 18:13

0:05

Fuck you Trump. Piece of shit.

Voicemail on 2020-10-30 18:22

0:14

Instead of fixing the systemic racism in this country you cover it up under the stained guise of patriotism. When will you learn that throwing the systemic issues under the rug only ends up in more bad outcomes and more people realizing that these problems exist?

Voicemail on 2020-10-30 18:28

0:06

I thin Donald Trump is a violation of this order.

Voicemail on 2020-10-30 18:34

0:31

Hi, I just calling to let you know, this is the dumbest thing I've ever heard of. Like, oh my Lord, really?

You have any complaints about this stuff? Like trying to learn and educate each other and help each others [unintelligible] and stuff. Uh, man. I'm sorry you gotta work for that guy. Whew, that's tough.

Anyways, he'll be gone soon. 'Kay, doodlee doo. Just trying to waste your time. You can keep playing, if you want to replay it for your friends, please do.

Voicemail on 2020-10-30 18:36

0:17

I have some really important information you guys would definitely appreciate. Call me back, my number is (b) (6), (b) (7)(C).

My name is (b) (6), (b) (7)(C)

Voicemail on 2020-10-30 18:46

0:11

Yeah, I think what you're doing is real messed up. I think that diversity training is important and you guys should just fuck off. Thanks.

Voicemail on 2020-10-30 18:59

0:27

Hello, my name is (b) (6), (b) (7)(C). I just want to let you know that diversity training is an important tool in keeping a workplace non-hostile. The fact that you guys got rid of that and made it illegal shows that you're fascists and you should probably climb up your own ass. Have a wonderful day. Go fuck yourself and thank you for your time.

Voicemail on 2020-10-30 19:01

0:57

Hey what's up guys? I just wanted to let you all know that this hotline is really fucked up. It's not actually legal to do this from an executive order. Which means that only people, who work in the executive branch actually applies to. First of all.. It's unconstitutional phony baloney nonsense and quite frankly, it's really fucking fascist. You know how that looks really good right now, 'cuz your god emporer, you know, "A-golf Twitler," [unintelligible] how faschy this is. It looks really bad, and makes America regress, instead of progress. Which is bad, very bad. Toodles!

Voicemail on 2020-10-30 19:05

0:25

Yes, I would like to report that we have the most racist President in the history of our nation, Donald Genius Trump ... and Mitch McConnell, Lindsey Graham, Mike Lee, Perdue, etc. etc. Basically, any Republican is a massive racist, so you guys should be investigating that.

Thank you very much, have a good weekend.

Voicemail on 2020-10-30 19:06

0:07

This is a perversion of decency. You are all acting like fascists.

Voicemail on 2020-10-30 19:37

4:56

Hi, I would like to report that this government is a fascist, hate-based, organization; and the policy you are promoting on this phone number is disgusting, bigoted, racist, absolutely unethical in every sense of the word. How on earth could it be a problem to inform people that, you know, they can't make racist jokes in the office. Guess what? Can't do that anymore. There are simple, like, common sense, every day, reasons to have diversity training. Anyone who's seen, "The Office," knows that racism is a daily aspect of work for people of color. Whoever is listening to this, look in your heart. You know it's true. Remember all of the awkward, racist misunderstandings you saw in, "The Office," that you've seen in your everyday life that could be easily avoided by just explaining that you can't do certain things. You can't tell a racist joke. You can't discriminate based on skin-color. Taking that away from people is going to cause racism, to just grow, like every decision in this Presidency has – caused racism to grow in this country.

I hope somebody has to listen to this whole message, or something. I love the fact that I'm wasting your time. Everyone who works for this administration is a racist piece of garbage. I assume the person listening to this I, probably. Anyway, if you're not, than take action. The Republicans, they have no shame. The political maneuvers they use – they refuse to give gay people marriage licenses. When gay marriage was legalized, the local politicians, local government workers, just refused. So, you have that power. If you're listening to this, you have that power. You can work to soften the destruction that Trump causes. If you don't then you're basically, you know, a German during the rise of fascism in the 30s. If you ever ask yourself, what you would do during the rise of fascism, this is it. You're doing it.

Fascism is the politically organized expression of racial hatred, and what you're doing is taking away the basic precautions that were put in place after years and years of racist policies - in towns – Jim Crow, segregation. These were real things within memory of my parents, and I'm a young person. It is impossible to deny that effects are still with us, and acting like they aren't – that's racist. That's the epitome of racism. It's more than just ignorance. It's very intentional deliberate ... intentional deliberate ... destruction of the safeguards we have to prevent that type of racism from becoming part of our institutions. It already has and is a part of ...

Voicemail on 2020-10-30 19:52

0:22

Yeah, I just think that this new act is actually reinforcing stereotypes and racism because we're not actually educating the people in the workplace making systematic racism even worse. So, I ask that you guys have a brain, start thinking for yourselves and realize that this President is ruining this country.

Voicemail on 2020-10-30 20:06

0:28

Okay, someone is disrespecting me, this is so wrong. I am very annoyed. This young lady is holding up a Black Lives Matter sign to me outside ... and I'm trying to say, "Yes, Donald Trump, why are they doing this?" Like, is this real? People, all lives matter, right?

I'm so annoyed.

Voicemail on 2020-10-30 20:07

1:12

My name is (b) (6), (b) (7)(C), in Greenville, South Carolina, and my cell phone number is (b) (6), (b) (7)(C). I am calling to ask you to look into violations of the law concerning the Hatch Act. Where you have numerous officials in the administration who apparently are campaigning for the President even if they say they are doing it on their own time, and in their personal nature – as opposed to their business. And all of the other things that have taken place in the government this year, which has been coopted because of the campaign to reelect Donald Trump.

So again, it is (b) (6), (b) (7)(C) (b) (6), (b) (7)(C); using this hotline to report what appears to be a pretty blatant violation of the law regarding campaigning by public and taxpayer paid officials of the government.

Thank you very much.

Voicemail on 2020-10-30 20:14

0:56

Hello, my name is (b) (6), (b) (7)(C) and it's not fucking 1950. Donald Trump is a sexist, racist, fucking, scum sucking pig. This is fucking bullshit. It's not fucking American. It's not about equality, and you fucking cunts are there working for him, tracking this shit, thinking that you're doing something does anything more than fucking hurt people – fuck you. Fuck you, fuck you, and then fuck you again. How's that sound? Tell Donald Trump to kiss my fucking ass, and pack his shit. He is no longer the President in four more days. Thank you, and have a fucking shitty weekend, you scum sucking Nazi, racist cunts.

Voicemail on 2020-10-30 21:01

0:45

Yeah, I hope whoever made this message is proud of herself. First of all, you're all wrong. I hope that when Biden wins you all get fired. This is the most ridiculous stuff I've ever seen. My name is [REDACTED] [REDACTED]. I live at [REDACTED] (b) (6), (b) (7)(C) Okay? This is the most ridiculous thing I ever heard. You guys are ridiculous and I hope that whoever made this message is ashamed of herself. I hope she is ashamed. I hope that everyone who works for this thing is ashamed of themselves. You guys are disgusting individuals. You're anti-American, you're anti-democracy. You guys are just horrible people.

Thank you.

Voicemail on 2020-10-30 21:38

3:28

Music

Voicemail on 2020-10-30 21:53

0:25

I'm calling with a complaint alright, because I can't think of a better time in this nation time when we need more diversity training, not less ... and this administration, I really hope they get ushered out the door. I'm very sorry your department has to field calls like this, and I hope this national nightmare will be over soon. You're going to be getting a lot of calls like this, so be ready.

Voicemail on 2020-10-30 22:08

0:11

Background noise

Voicemail on 2020-10-30 23:00

0:09

I believe the President is in violation of the law. You might want to investigate that assbat.

Voicemail on 2020-10-30 23:09

0:19

Hello, I would like to register a complaint about this Executive Order, and really complain about the fact that fact that it was issued by a known racist that occupies the Presidency. Sorry to see this happen and disappointed that the staff would enact it.

Voicemail on 2020-10-30 23:41

0:10

Sound of a heavy sigh.

Voicemail on 2020-10-30 23:48

0:28

Inaudible mumurring

Voicemail on 2020-10-07 23:53

0:07

Background noise

Voicemail on 2020-10-30 11:08

0:24

Hi, I'd like to complain about the President's mischaracterization of diversity training ... and the implications of his executive order And I'd like to request that the President of our country actually receive some diversity training so he actually knows what he is talking about.

Thank you very much.

Voicemail on 2020-10-30 12:21

0:26

Hello. Is this Dominoes? I'm looking for Dominoes order line. I would like to buy a large sausage pizza with mushroom and pineapple on top. But it seems I have reached the fascist takeout line instead. Please redirect me to Dominoes. Thank you.

Bye bye.

Voicemail on 2020-10-30 14:31

0:26

Hi there. I wanted to call and file a quick report with you guys. I wasn't sure but after a little bit of investigation I came to find that Donald Trump is a treasonous vile scumbag who should not just have his day in court but should be prosecuted to the full extent of the law.

Thank you for your time.

Voicemail on 2020-10-31 02:43

0:12

What a long fucking stupid-ass message for a racist, fat-ass, malignant bastard that Trump is. Dumb Fuckers.

Voicemail on 2020-10-31 05:40

0:14

This is my message.

This is horrible what you guys are doing. You should be teaching diversity training.

I can't wait until this guy is out of office.

Good bye.

Voicemail on 2020-10-31 08:44

0:04

Donald Trump is the biggest piece of shit in the world.

Voicemail on 2020-10-31 09:00

0:16

I want to report Donald Trump as a mass murderer; using a biological weapon known as COVID 19 against the American citizens of the United States of America.

Voicemail on 2020-10-31 09:25

0:18

Yeah, I was calling to report a violation of the Executive Order put in place about the diversity training. Could you give a call back at (b) (6), (b) (7)(C)? Thank you.

Voicemail on 2020-10-31 12:47

0:03

Background noise

Voicemail on 2020-10-31 12:51

0:10

You are a fucking fascist. I hope you die of the virus. I hope the President dies of the virus.

Voicemail on 2020-10-31 15:20

0:07

All are free, or none are free, Dump Trump.

Voicemail on 2020-10-30 23:41

0:21

Yeah, I'm glad you have a cunt to do the fucking bidding for you. Because if you think for one fucking reason that people shouldn't be trained not to discriminate, then you people are as fucked up as that orange cocksucker. You have my telephone number, fuck you.

Voicemail on 2020-10-31 16:49

0:07

You should deep throat all six inches of my fucking dick.

Biden 2020

Voicemail on 2020-10-31 18:18

0:39

Hi, this message is from [REDACTED] I live in Clinton Township, Michigan. I need to complain about the fact that we don't really have enough diversity training. There is a lot of just blatant disregard for the melting pot that is America and the fact that in Metro Detroit alone we are filled with a plethora of different nationalities and diversity training is incredibly important to have a successful America. Thanks, bye.

Voicemail on 2020-11-02 08:12

0:42

Yeah, there's a bunch of dang black and women trying to vote down here, and we gotta stop 'em. They wanna go ahead and vote for that danggum Biden feller. You gotta stop these people. Hang on, let me adjust, my teeth are falling out. Hang on a second, we gotta stop them blacks, them chinks and all them Chinese people, the Kung Flu. They keep trying to vote, that ain't right, that ain't right at all. You gotta stop 'em. We gotta stop them people right now. Plus there's women, women wanting to vote and act like they're regular people.

God dammit.

Voicemail on 2020-11-02 17:32

0:21

I don't need your all bullshit website. [unintelligible] I'm Asian you bitches. Eggrolls. [unintelligible] I eat eggrolls. [unintelligible] Eggrolls all day. I teach you all to make eggrolls. Eggrolls is so good. [unintelligible] Bye bitches.

Voicemail on 2020-11-02 17:53

0:65

Hello, this is Lt Gen (Ret) (b) (6), (b) (7)(C). I can be reached at (b) (6), (b) (7)(C). I previously filed a complaint about an Air Force Academy football coach video. He called a Black Lives Matter video which was published on 7 July. We filed an IG complaint, amended it when the President's executive order came out, and still the video is up. The video can be viewed just by googling "USAFA BLM." That should tell us something.

We would appreciate, and when I say we its group of sixteen graduates that have been working on this for four months now, to try to get the academy to remove the video from the public square.

Again, my name is (b) (6), (b) (7)(C). I can be reached at (b) (6), (b) (7)(C).

Voicemail on 2020-11-06 07:37

0:30

(Call from Australia)

Donald Trump, you're a fucking liar. You're a deceiving little manipulative, self-interested asshole, and I wish you all the best in enjoying your humble pie and all of your family can go and shite; and I hope that the American constitution survives the ill-advised threat that you pose to the rest of the world.

Good night.

Voicemail on 2020-11-08 00:14

0:26

Hi, I'm calling to let you know. It's very important that you know, that Donald Trump is insinuating that it's okay to grab women by their pussies. And I think that maybe you would like to know, just so you know, that Donald Trump says it's okay to grab women by the pussies. So please, look into it – grabbing women by the pussies.

Voicemail on 2020-11-08 00:18

0:25

Hi, I'm calling to let you know, it's very important to let you know, that there is a federal contractor who is making misstatements. I believe it's Kamala Harris. She's talking about that fact that she is the first female, and the first African-American, and the first South Asian, who's going to be Vice-President. I think you need to look into it. Right away.

Voicemail on 2020-11-08 00:20

0:10

Hello. I'm just asking you to be best, be best, be best, be best.

Voicemail on 2020-11-08 00:23

0:18

Hello, I'm calling to let you know that there's someone who is racist and sexist in the White House. Please look after this. He is a racist and a sexist and needs to go.

Voicemail on 2020-11-08 00:25

0:18

I'm calling because the person who is leaving that message ... I'm so shocked and appalled ... that they would be saying the things they're saying that they would stand out there for Donald Trump so you would make a little racist comment on your racist comment line.

Voicemail on 2020-11-08 00:28

0:21

Hello, I'm calling to let you know that there are people who think that all people are equal. In fact they think that women and men are equal. It's really important that you look into this. Please, please, please look into the fact that we think that the proud people are equal.

Voicemail on 2020-11-08 00:30

0:07

Black Lives Matter! Black Lives Matter! Black Lives Matter!

Voicemail on 2020-11-08 00:33

0:11

There is a gentleman named Dave Chappelle on Saturday Night Live telling me to come get black people lessons. Please look into it.

Voicemail on 2020-11-08 00:35

0:15

Hello, I'm calling to let you know that there's a man who absconds with women. Yes, it's true. He grabs them by the pussy. He rapes them when they're young. His name is Donald J. Trump. Please look into it.

Voicemail on 2020-11-30 12:30

0:07

Black Lives Matter! Black Lives Matter! Black Lives Matter!

Voicemail on 2020-11-08 23:02

0:22

Hello? Hello? I would to report a case of racism towards white, I mean Caucasian people. Someone [unintelligible] is teaching people to develop something called empathy [laughter].

Voicemail on 2020-11-10 09:10

0:56

My name is (b) (6), (b) (7)(C) and my phone number is (b) (6), (b) (7)(C). I have a formal complaint to make regarding racial training going on at my work, during work hours and after work hours ... involving Black Lives Matter and racial training. It's been going on for a while now. I'd just like to report it because I do find it pretty offensive in regards to other races who are not black who are being forced to have guilt on them and for the color of their skin. Can you please get back to me at a later date so I can report this inappropriate training that is going on at my work.

You can reach me at (b) (6), (b) (7)(C). Thank you, bye bye.

Voicemail on 2020-11-11 12:34

0:35

Hi. Yes, ummm ... I'd like to say that I don't agree with this at all, this executive order. And, I'd also like to say that the President himself called countries, "shithole countries." So, I'd like to report that ... he's a worker in the federal government, and that sounds pretty racist to me. So, I'd like to know what you're going to do about that. You can reach me at (b) (6), (b) (7)(C). My name is [unintelligible], thank you.

Voicemail on 2020-11-11 15:18

0:17

Yes, my name is (b) (6), (b) (7)(C) and I'm calling on behalf of a federal contractor. You can call me (b) (6), (b) (7)(C).
[REDACTED]

Voicemail on 2020-11-11 16:15

0:51

Hi, my name is (b) (6), (b) (7)(C). I am about to make a complaint regarding Executive Order 13950. I want to know though, if you can call me back, if I make a complaint here on the DOJ website, does that prevent me in the future from taking legal action in case, if I lose my job. Which I think I will be in the next couple of months. If you could, give call me back at (b) (6), (b) (7)(C)

My question basically is: If I file a complaint now do still I have rights to sue my employer if they fire me for not complying?

Thank you, bye.

Voicemail on 2020-10-30 23:41

0:26

Yeah, I wanna report somebody who is violating the law. Yeah, there's this guy name Donald Trump, and he's talking about these people from shithole countries and I think that's racist, and he's not being fair and diverse and he's violating federal law. So I think you should lock him up and throw away the key. Okay? Thanks so much. Have a good day! Bye!

Voicemail on 2020-10-30 1659

0:44

Hello this is (b) (6), (b) (7)(C) being on the site. [unintelligible] I wanted to see if I get on the bus.

I'm trying to talk to someone to see if I can get on the bus. So if you can call me back (b) (6), (b) (7)(C).
(b) (6), (b) (7)(C) thank you.

Voicemail on 2020-11-23 13:42

0:58

Hi, my name is (b) (6), (b) (7)(C). I work for Dell Technologies. I'd just like to file a complaint about Dells' training program. I have already brought this up within Dell, I think it's clients, and within Dell's Legal, and they are ignoring my complaints. They say they have run their trainings through outside counsel. They haven't approved it recently and they have removed more sensational verbiage and BLM training. But they still include a lot of imagery, messaging about white privilege and unconscious bias, and I see all that all of that goes against the language and the spirit of the executive order.

If some could call me back, I am on Hawaii Standard Time. My number is (b) (6), (b) (7)(C). I will also attempt to file the complaint online. Thank you very much.

Voicemail on 2020-11-27 0859

1:02

Hello, my name is (b) (6), (b) (7)(C). I am calling with a question about filing a complaint alleging violations of Executive Order 13950. ... and I wanted to know if we have to fill out the online complaint form, which seems to refer to Executive Order 11246, whether that suffices for a complaint alleging a violation of Executive Order 13950, or whether I can write my own complaint and submit that to the hotline email that's on your website.

I can be reached at (b) (6), (b) (7)(C), again (b) (6), (b) (7)(C). Thank you.

Voicemail on 2020-12-01 15:48

0:46

I apologize if this is a redundant message. I'm trying all the OFCCP contact numbers. My name is (b) (6), (b) (7)(C) and I work for a government contractor. I have reason to believe I am being discriminated and retaliated against based on my medical status and gender. I would like to know how I would request assistance, mediation, or file a complaint about my concerns and can be reached at (b) (6), (b) (7)(C).

Thank you, good bye.

Voicemail on 2020-12-03 11:54

0:31

Hello, this is (b) (6), (b) (7)(C) I have a QMB number which is 1225-0088. My phone number is (b) (6), (b) (7)(C) [REDACTED]. If someone can contact me as soon as possible, that would be great. Bye

Voicemail on 2020-12-03 12:04

1:36

Um yes. I am calling the 202-343-2008. I did leave a message at 9:51 am Mountain Time. My name is (b) (6), (b) (7)(C). I need to have a call returned to me please. I have a QMB number which is 1225-0088, and I have just happened to come across some information and apparently I am associated with that QMB number ...and Department of Workforce Solutions and Conduet would be the two parties, including myself that are involved.

You can call me back, again its (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and it's in the state of New Mexico. I would appreciate it because this issue has come to a pretty big mess. I would appreciate if you could return my call. Thank you so much for your time. Thank you. Bye bye.

Voicemail on 2020-12-08 10:33

0:37

Yes, my name is (b) (6), (b) (7)(C). I am calling about the Executive Order, 13950. I wanted to request information and/or submit a complaint about a federal contractor. You can reach me at (b) (6), (b) (7)(C). Again, (b) (6), (b) (7)(C). Thank you.

Voicemail on 2020-12-09 18:26

1:13

Yes, this is (b) (6) and I'm calling because there was a complaint. I guess it is in progress. I had no idea it was actually happening. There's a QMB number, 1225-0088, and as far as I was reading it on the website, it was supposed to be ... maybe there was a hearing for October 21st I believe.

If you can give me a call back please, (b) (6). I guess there was a citation number, however I had to leave in a hurry so I didn't write it down. I do know there is an investigation.

Thank you very much, bye.

Voicemail on 2020-12-09 18:31

1:31

My name is (b) (6) and I am calling in reference to (I guess) an emergency arbitration. Perhaps that happened on October 6. The QMB number is 1225-0088, and expires on 10-31-20. I've just come across this on today [untelligible] on federal fot gov benefits or something [untelligible]

I've just come across this information. My name is (b) (6) and I'm looking for (b) (6), (b) (7)(C) perhaps the Acting Director of Workforce Solutions www.dws.state.nm.us I believe. I don't know if she's located here in Albuquerque New Mexico. Again, (b) (6), (b) (7)(C) the QMB number is 1225-0088. It's in regards to the long-term waiver program. Okay. Thank you very much. Bye.

Voicemail on 2020-12-09 18:26

1:13

Yes, I'm sorry. My name is (b) (6), (b) (7)(C) I'm calling for the division ... DWS, and its in regards to Conduent. It's a self-directed labor program here in New Mexico with HHS. My number is (b) (6), (b) (7)(C) I have so much paperwork, I'm sorry I don't ... I know I have a citation against me and apparently ... I wasn't notified of anything of this and my QMB number is 1225-0088. I guess I missed the deadline. It was set for 10/31. I've been here ... if someone could give me a call back, I'd like to discuss the situation, (b) (6), (b) (7)(C). Thank you so much. Bye.

Voicemail on 2020-12-09 18:42

1:50

Hi, I'm (b) (6), (b) (7)(C) Sorry, this is my third message. I did find the citation number, which is FR DOC 2020 4858. This had been placed on, yesterday; I believe either 12-09-20 at 8:45 or 11-09-2020 at 8:45. The billing code errors are 4510-cn-p or 4510.cnp. I'm sorry, I just don't know what's happening. I've never received a citation or notification of anything. I did call however, to the HHS income support division, and Medicaid.

(b) (6), (b) (7)(C) had answered the phone and I told her what I needed – to speak with the director, and according to what I had found, just to make sure this was accurate or not, and she told me to hold. I was on hold entirely for over two hours. If you can, and I tried calling again today, and the same thing happened. My phone number is (b) (6), (b) (7)(C). If you can help me out, give me a call back.

I would greatly appreciate it, thank you. Take care, thank you so much, bye.

Voicemail on 2020-12-10 12:37

2:12

My name is (b) (6) and I left a call back on, I'm sorry, I don't have the date ... 12-03 of this year. I asked for a call back and I'm not certain if I did or I didn't because I don't know what is happening. I'm thinking that this does have to deal with the DOL, and its agency on contracts, OFCCP. [unintelligible]

So, if someone could call me back. I know there's an investigation happening. I don't know what's going on. I know it has to deal with Workforce Solutions here in Albuquerque, New Mexico – the self-directed program. If someone could call me back again, I would really, really appreciate it.

I'm in a daze right now. I can't understand, I believe my QMB is 1225-0088. It expired on 10/31 but nobody ever contacted me, so I'm unclear what I need to do. I'm pretty sure it's the long and short-term care of medical disability. If you could please contact me, I would greatly appreciate it. Thank you very much. Bye bye.

I'm going to be trying to call 1-866-487-2365 if someone could try to call me. Thank you very much. Bye.

Voicemail on 2020-12-13 11:11

0:07

Background noise

Voicemail on 2020-12-14 13:51

1:49

Yeah, hi. I had, a coupla months ago, filed an anonymous report, and received an inquiry number (INQ-00024931). As you can imagine, I have been ... patiently waiting for something to come before this because it has already gone to the ... DOD Whistleblower Hotline, who asked for it first, which was a couple months earlier than that. And then it went to, I believe, the Office of Management and Budget, and they did nothing with it, and then it went to you.

Now I don't know if there's another person involved as well at the department that it went to, but I have a report that has someone's basically suicide note in it; because of how racist the training and propaganda is at my workplace. And I'm afraid that if you guys don't get back to me ... in my email about ... some sort of revolution is our next step, I'm going to have to go across [unintelligible] or something.

If you can give me a call back at (b) (6), (b) (7)(C) or you can write me an email, I already gave you the inquiry number. I'm hoping on this to get this through the proper channels, but I don't have seen a lot of good faith in this so far. So I, don't know if you'll call me back, I'm not expecting anything but I appreciate the work you're doing, if there's work going on in these other cases. Thank you.

Voicemail on 2020-12-16 11:39

0:27

Yes, this is (b) (6), (b) (7)(C), president of (b) (6), (b) (7)(C). I have some questions that pertain to this Executive Order. I you would please retune my call (b) (6), (b) (7)(C). Again, this is (b) (6), (b) (7)(C), president of (b) (6), (b) (7)(C). Thank you. God bless you and have a wonderful day.

Voicemail on 2020-12-28 09:16

0:33

Good morning, this is [unintelligible] from [unintelligible]. This is for [unintelligible] the voicemail. We received a ticket regarding this executive line cannot receive voicemail. If you receive this voicemail, please call me back at (b) (6), (b) (7)(C). Again, that's (b) (6), (b) (7)(C). Thank you very much.

Voicemail on 2021-01-15 13:25

0:07

Background noise