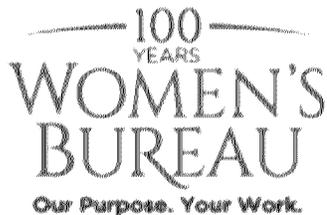

From: Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>
To: Kilmartin, Alison M - OASP
CC: Kilberg, Andrew G - OSEC; Swearingen, Brett A - OSEC; Taylor, Timothy J - SOL; Wolfson, Jonathan A - ASP; Squitieri, Chad C - OSEC
Sent: 11/13/2020 5:42:54 PM
Subject: FW: EO 13950 Weekly Report
Attachments: EO 13950 Comment Summary 11.13.2020.xlsx; EO 13950 Mass Mail Comments 11.13.2020.pdf; EO 13950 Unique Comments 11.13.20.pdf

Good evening. FYI, please see attached and below. This is close hold to OSEC/DSEC, SOL, ASP, and OFCCP. Thanks.

Craig E. Leen
OFCCP Director



From: Seely, Christopher - OFCCP <(b) 6@dol.gov>
Sent: Friday, November 13, 2020 4:00 PM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Cc: Williams, Tina T - OFCCP <(b) 6@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Gean, Lissette - OFCCP <(b) 6@dol.gov>
Subject: EO 13950 Weekly Report

Hi Craig,

Here is this week's update on the RFI comments.

- As of 2:00 PM on November 13, 2020, OFCCP has received 1,146 comments on the *Request for Information: Race and Sex Stereotyping and Scapegoating*.

The following (and the attachments) summarizes the 1,085 comments received as of 7:30 AM on November 13, 2020:

- 859 comments (79%) are part of a mass mail campaign that opposes the Executive Order
- 223 comments (21%) are unique comments
 - 3 commenters have requested an assessment of training materials
 - 53 commenters explicitly support the EO
 - 117 commenters oppose Critical Race Theory
 - 43 commenters explicitly oppose the EO
 - No comments submitted on behalf of employers that included training materials
 - § 1 comment has been submitted on behalf of an employer that opposes the EO

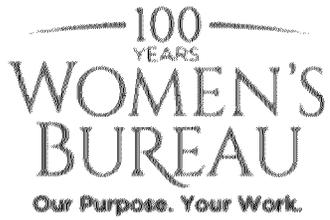
We separated the mass mail campaign comments received from this week from the unique comments we received to make the unique comments easier to scan.

Thanks,

Chris Seely
Acting Deputy Director
Division of Policy and Program Development
Office of Federal Contract Compliance Programs
U.S. Department of Labor

202- (b) 6 (mobile)

Pronouns: he/him/his



	A	B
1	Comment Number	Name
2	<u>OFCCP-2020-0002-0002</u>	(b) 6
3	<u>OFCCP-2020-0002-0003</u>	
4	<u>OFCCP-2020-0002-0004</u>	Anonymous
5	<u>OFCCP-2020-0002-0005</u>	(b) 6
6	<u>OFCCP-2020-0002-0006</u>	
7	<u>OFCCP-2020-0002-0007</u>	
8	<u>OFCCP-2020-0002-0008</u>	
9	<u>OFCCP-2020-0002-0009</u>	
10	<u>OFCCP-2020-0002-0010</u>	
11	<u>OFCCP-2020-0002-0011</u>	
12	<u>OFCCP-2020-0002-0012</u>	(b) 6
13	<u>OFCCP-2020-0002-0013</u>	
14	<u>OFCCP-2020-0002-0014</u>	
15	<u>OFCCP-2020-0002-0015</u>	
16	<u>OFCCP-2020-0002-0016</u>	Anonymous
17	<u>OFCCP-2020-0002-0017</u>	(b) 6

	C
1	Comment
2	Critical Race Theory (and other grievance studies) are a threat to a free society.
3	CRT is racist and should be banned
4	Critical Race Theory is anti-white propaganda. Its racist towards whites, and it needs to be stopped. We can only coexist with other races if everyone is treated the same and no one is demeaned.
5	Critical race theory should be banned from all government funded institutions
6	I am 100 percent AGAINST the idea of CRT. This is a hateful indoctrination and should be banned IMMEDIATELY from all public and private schools, Government and Corporations. CRT is anti white and racist and contrary to all the good which America stands for. BAN CRT NOW!!!!
7	CRT in all of its variations is highly divisive and counter to Americas ideals. It flies in the face of Civil Rights law and will reverse all of the good it has done. To allow CRT to be promoted will only breed more racism, divisiveness, discrimination, and hate in our country. It is in large part to blame for the current state our nation is in. It should not be allowed anywhere within our federal government or with those who do business with the federal government, or with those who receive federal funding. We must hold fast to the words of Martin Luther King Jr. and judge others not by the color of their skin, but by the content of their character.
8	Good EO. Critical Race Theory is dangerous. Needs to go further. California is about to legalize discrimination based on race, gender, etc. This must be stopped.
9	Critical Race Theory is modern day segregation and speaks to a perverse view of collectivism versus individualism. I am completely against CRT training in the workplace and schools. Thank you.
10	Critical race theory is a trojan horse that threatens our future. It is institutionalized racism and is the exact stuff that should be stamped out. We are not a racist country, but this perverted ideology could take us back there
11	The Critical Race Theories being taught in schools and conducted as trainings in the workplace is nothing but anti White racism. If you substituted the words Jewish, Asian, Black, Hispanic, or any other racial group with the word White the seminars and teachings would be categorically racist. Whites are not immune from being treated poorly or from being the target of racism. These racial sensitivity trainings are dressed up racism toward White people. In fact, the very metric of success is measured in negative outcomes for White people. If there are fewer Whites admitted to college or getting jobs then this is a success according to CRT advocates. If White life expectancies drop, fertility rates drop, incomes drop, then these are considered successful outcomes for CRT advocates. I am personally embarrassed so many people have fallen for this race hustler hoax, and it is a moral outrage that taxpayers are funding this fraud.
12	Critical Race Theory, misrepresented in the main stream media as "racial sensitivity training" is tearing our country apart. We are a country founded on principles of individual human rights and human equality. We have not always lived up to that, but the sentiments espoused in the Declaration of Independence and enshrined in the limited government structure of the Constitution were true when written and have been expanded since. The current racial narrative is that America is as deeply racist today as it was during slavery or Jim Crow, and centers everything on group identity and group responsibility. That is entirely antithetical to our founding. To attribute characteristics to a white person because they are white or a black person because they are black is the definition of racism. All white people are not racist, and all black people in America do not see themselves as victims of a racist country in 2020. That is not to say we do not have racism, discrimination, or inequality to work on rooting and solving. I can say that using the tools of Critical Theory which completely reject the principles of individual human equality, logic, reason, the Scientific Method, et cetera are the exact wrong tools to use in addressing real racial issues today. We are inflaming racial tensions by attributing the Scientific Method, the nuclear family, showing up on time, turning in your work, etc. as aspects of "Whiteness" as the Smithsonian did this summer is deeply offensive and racist. As an American who cares about racial justice and equality, I urge our taxpayer funded government to reject the divisive message of Critical Theory and embrace liberal values of equality, human dignity, and human flourishing.
13	I strongly endorse the President's Executive Order 13950. I concur completely with his analysis and rationale. Our nation cannot realize the dreams and goals of our founders and our current citizens if we are divided; if scapegoat and if don't live up to the Declaration of Independence, "that all men are created equal."
14	I am very grateful that you are taking action to protect our nation from the poisonous ideology of Critical Race Theory. It is a school of thought that can only lead to hatred and division. I have experienced first hand the destructive nature of CRT as it has created division within my own family. I never could have imagined that by working to raise my daughters well and sending them to college I was actually destroying our relationship. I hope and pray that we are able to prevent other families being destroyed by the lies perpetuated in CRT.
15	I want this. CRT breeds hatred, victimhood, division, and abusive behavior. I do not want it in our federally funded institutions. It is political and dangerous.
16	You are all insane!!!!!! What do you really want? What blacks want besides looting?
17	Thank you for creating this EO. Critical Race Theory is pseudo-scientific, anti-academic, racist drivel. It rejects objectivity, individualism, and liberalism. It has not place in the public square and should not receive a dollar of funding from my taxes.

	D	E	F	G	H	I
	Submitted on Behalf of Employer?	Employer (if Named in Comment)	Employer identified as a 'non-contractor?'	Request for OFCCP assessment of training	Attachment?	Location of Commenter
1						NC
2						PA
3						
4						
5						TN
6						NJ
7						WA
8						CA
9						WI
10						CA
11						CA
12						PA
13						MI
14						IA
15						AZ
16						
17						UT

	J	K	L	M	N	O	P
1	Oppose/Support EO 13950	Oppose Critical Race Theory	Nonsubstantive	Duration	Measurement	Frequency	Expense/ Costs
2		Y					
3		Y					
4		Y					
5		Y					
6		Y					
7		Y					
8	Support	Y					
9		Y					
10		Y					
11		Y					
12		Y					
13	Support						
14	Support	Y					
15	Support	Y					
16			Y				
17	Support	Y					

	Q	R	S	T	U
1	Complaints regarding training	Who developed the training	Mandatory/Voluntary	Portion of mandatory training related to diversity	Portion of voluntary training related to diversity
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					
16					
17					

	A	B
18	<u>OFCCP-2020-0002-0018</u>	(b) 6
19	<u>OFCCP-2020-0002-0019</u>	
20	<u>OFCCP-2020-0002-0020</u>	
21	<u>OFCCP-2020-0002-0021</u>	Anonymous
22	<u>OFCCP-2020-0002-0022</u>	(b) 6
23	<u>OFCCP-2020-0002-0023</u>	John Doe
24	<u>OFCCP-2020-0002-0024</u>	(b) 6
25	<u>OFCCP-2020-0002-0025</u>	Anonymous
26	<u>OFCCP-2020-0002-0026</u>	(b) 6
27	<u>OFCCP-2020-0002-0027</u>	
28	<u>OFCCP-2020-0002-0028</u>	
29	<u>OFCCP-2020-0002-0029</u>	Anonymous
30	<u>OFCCP-2020-0002-0030</u>	Anonymous

	C
18	I support preventing the teaching of CRT, or at least preventing presenting CRT as the only method for viewing racial disparities/issues. It has some aspects of truth, like all good lies, and so many well-meaning but ill-informed people agree with it. It pretends to be the heir to MLK and the civil rights movement, but it was founded because its founders interpreted the civil rights movement to be a failure. They openly question "the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism, and neutral principles of constitutional law" (Delgado and Stefancic (2001), "Critical Race Theory, An Introduction"), which many people think that despite failures have lead to a pretty good system of governance. CRT lacks nuance (everything is, or is caused by, racism), it defies dissent (CRT uses anecdotes as evidence - of course anecdotes cannot be disagreed with, but anecdotes are a weak form of evidence because they are so limited. Those who dissent are assumed to do so not due to objective reasoning (which is doubted), but because they want to maintain the racist status quo), and it rejects any methods which can be used to disagree with it. The tips section for this comment says "Base your justification on sound reasoning, scientific evidence, and/or how you will be impacted". CRT would be happy to use "how you will be impacted" (if "you" is a person of color, and "impacted" refers to negative effects of living in a white supremacist culture - any other answers are the results of internalized oppression), but "sound reasoning" and "scientific evidence", when used to disagree with it, are called "The Master's Tools" (Lorde (1984), The Masters Tools Will Never Dismantle the Masters House.). Sound reasoning and scientific evidence are assumed to be limited to use by white people, which is both racist and untrue. It is a political (power-based) strategy for analyzing racism which goes against the lofty goals of equality and justice foundational to the civil rights movement and foundational to the US Constitution. Disagreeing with CRT is a matter of choosing a different set of politics - usually, one which is less self-interested and more moderate. CRT is an aberration, not an elevated and evolved version of the civil rights movement.
19	https://amgreatness.com/2020/10/05/trumps-anti-critical-race-theory-order-is-necessary-but-insufficient/ I think critical race theory is horrible. It needs to be out of all government and schools.
20	https://amgreatness.com/2020/10/05/trumps-anti-critical-race-theory-order-is-necessary-but-insufficient/ As comment I submit my article published at American Greatness commenting on the merits and demerits of Trumps order as it stands. I offer what I think is a way forward to builds on the existing order to reach a more robust approach to the issue.
21	I am a federal employee and I see these trainings frequently. They are divisive, racist and anti-American. White people are not born racist and the large majority simply are not. America is a great country founded on equality. Ideas like equity are dangerous.
22	Scapegoating has no place in any system which intends good outcomes for its inhabitants. It is inevitably a Shirley Jackson Lottery which, in the end, ritualistically chooses victims to bear the burden of its own sins. The Critical Race Theory which has begun to pervade workplaces in the United States is nothing more than a restated version of the scapegoating that we have seen so many times before, both here and elsewhere. The process itself is inherently toxic; and while it takes great effort to avoid, the effort is worthwhile. Critical Theory is in direct opposition to American ideals and in particular, Critical Race Theory is in direct opposition to the Civil Rights Acts enacted federally and in states during the 1960s--laws which were hard-won and profoundly based upon the notion of human dignity. The President's executive order is wise in targeting the results of these phenomena rather than the specific phenomena by name; such phenomena are adept at masking through language and would easily sidestep direct naming of Critical Race Theory. This element must be purged from all Federal dealings, and indeed any dealings which claim to involve a democratic process or which claim to support the Bill of Rights. I am in strong support of the President's executive order on Race Stereotyping and Segregating.
23	Critical race theory is divisive and goes against the enlightenment values on which this country is founded. It is illiberal and totalitarian and must be resisted. Thank you for taking action against it. Sincerely, A concerned citizen too afraid to speak due to the illiberal mob
24	Critical Theory is a dangerous ideology that attacks the very foundational principles on which our nation was founded. It hacks away at the bedrock values of our society. There should be ZERO tax dollars paying for Critical Race Theory or Critical Gender Theory in either federal or state budgets. I urge the government to put an immediate halt to any and all funding supporting this poisonous ideology.
25	The Human Resources departments for all federal contractors need to make their employees aware of the hotline.
26	up to this time, the white race has been discriminated against by employees hired to come to work places and teach all the employees there that whites were racists. i find such teaching to be discriminatory and it shuod not exist anywhere n america. for taxpayers to be paying for this atrocity is outrageous. clearly we can all work under this dol proposal.
27	See attached pic..... segregation in their government training..... Plessy vs furgouson is moot?
28	The City of Palmer recently began utilizing this training from Traliant. Would you please review and let me know if it is in compliance with EO 13950? Thank you
29	White is not a race. Where are you getting your information? Directly from Stephen Miller? Systemic oppression is real. Is this a crime tip hotline for people with hurt feelings? A mild discomfort complaint box? Anguish, seriously?! If you dont believe in racism or sexism, how can you experience anguish because you have to go to a boring training you dont like? I have had to go to at least 3 trainings in my career to learn about the complexities of Excel spreadsheets. I shopped online - it was fine. WHAT IS THE PUNISHMENT for people/companies who violate this edict? Craig E. Leen, I see your name at the bottom of this document as director of the OFCCO. This will be part of your legacy, this sneaky, disingenuous, undemocratic drivel. You signed off on it, so either you believe in it or somebody has promised you something. Unbelievable cruelty & trickery.
30	This Executive Order prevents organizations like Centers for Independent Living from being able to move forward with the anti-racism and intersectionality of race and disability work. We are going backwards with this EO instead of moving forward in history. This EO will prevent federal funded organizations from being able to do any diversity or cultural awareness trainings. Please DON'T support this Executive Order!

	D	E	F	G	H	I
18						MD
19						CA
20						PA
21		Federal Government	N			
22						TX
23						NY
24						NC
25						
26						
27		King County WA Library System	N	Y	Y	AZ
28		City of Palmer	N	Y	Y	AK
29						
30		Centers for Independent Living	N			

	J	K	L	M	N	O	P
18		Y					
19		Y					
20	Support	Y					
21							
22	Support	Y					
23	Support	Y					
24		Y					
25							
26	Support						
27							
28							
29	Oppose						
30	Oppose						

	Q	R	S	T	U
18					
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30					

	A	B
31	<u>OFCCP-2020-0002-0031</u>	(b) 6
32	<u>OFCCP-2020-0002-0032</u>	
33	<u>OFCCP-2020-0002-0033</u>	
34	<u>OFCCP-2020-0002-0034</u>	Anonymous
35	<u>OFCCP-2020-0002-0035</u>	(b) 6
36	<u>OFCCP-2020-0002-0036</u>	
37	<u>OFCCP-2020-0002-0037</u>	Anonymous
38	<u>OFCCP-2020-0002-0038</u>	Anonymous
39	<u>OFCCP-2020-0002-0039</u>	(b) 6

C	
31	This EO is incredibly damaging to marginalized communities all over the US and completely undermines the experiences of black Americans specifically. It is a FACT that minorities experience racism, directly and indirectly, every day by others in this country daily. This racism has been indoctrinated into our daily lives through education and experiences. Pieces like Critical Race Theory force us to examine the FACTUAL history of this country and the way that we have treated minorities for centuries. We cannot work on creating everyone equal if we as a country continue to ignore the long violent, racist basis that settlers created this country on. When the constitution was founded, black people were only counted as 3/4ths a person and those who signed that document had the audacity to say that all people were created equal. Please reject this EO. We have suffered enough.
32	On behalf myself, an Associate Professor at the University of Minnesota Medical School, I appreciate the opportunity to provide comment on the President Donald J. Trump signed Executive Order 13950, titled "Combating Race and Sex Stereotyping". Within the Department of Psychiatry and Behavioral Sciences, I oversee clinical training of students, medical residents and fellows who train at clinical training sites, including the Minneapolis Veterans Affairs Healthcare Center. Diversity, Equity and Inclusion training is essential to our training mission, as we work to train a health workforce with the skills needed to serve our diverse community. As a participant in several initiatives at the University of Minnesota and the Minneapolis Veterans Affairs Healthcare Center prior to the Executive Order, I can attest that Diversity, Equity, and Inclusion training is not designed or intended to stereotype or scapegoat any person or identity. Rather, these initiatives train participants to notice explicit and implicit biases we may hold, explore and challenge these biases, in order to develop skills to appreciate and celebrate our many differences. When people experience discrimination or bias-related incidents related to a protected category or classification, in their professional capacity, or as recipients of healthcare, our whole community suffers. I implore the Office of Federal Contract Compliance Programs to not only allow, but promote Diversity, Equity and Inclusion training initiatives throughout the Federal system and Federal Contractors. Thank you for your consideration.
33	As a private citizen who has worked with the University of Minnesota Medical School on a contract basis for many years and with Fortune 100 and 500 corporations in the Twin Cities for more than 20 years, I understand the importance of providing Equity, Diversity and Inclusion training. In our country in particular, this training is critical to helping each of us better understand and manage our implicit and explicit biases when working with each other or when serving the public. That training is even more important in the teaching environment -- both for students and for educators. The President's belief that such training encourages racial and sexual stereotyping and scapegoating is ludicrous and comes from a position of white privilege. We absolutely must equip generations of Americans with the ability to understand themselves better when it comes to working/serving/living with those who are different from themselves. It's critical to our democracy, to the pursuit of happiness, and to a more satisfying way of living in our country. Please DO NOT APPROVE this Executive Order. It flies in the face of our Constitution and denies the reality of living in the United States today.
34	Please roll this back. It's regressive and counter to what folks in our country have been fighting for for decades.
35	The presidents Executive Order is incredibly disturbing and goes against our core values as government employees and healthcare workers to provide respectful, inclusive, and culturally competent care to our nations veterans. This order has had a chilling effect on our ability to learn and grow and acknowledge the ugly truths of racism and other forms of oppression. I am horrified to work somewhere that is trying to police my language in this way and it makes me question whether this organization aligns with my personal and professional values. This order interferes with my ability to do my job which is to provide veterans with high quality competent mental health care. I feel like we are moving backwards.
36	As a participant in a Diversity, Equity, and Inclusion (DEI) initiative at the University of Minnesota, I can attest that DEI training is not designed or intended to stereotype or scapegoat any person or identity. Rather, these initiatives train participants to notice explicit and implicit biases we may hold, explore and challenge these biases, in order to develop skills to appreciate and celebrate our many differences. In these training initiatives, the often-marginalized aspects of my identity have been supported and validated, while the majority aspects of my identity have *not* been shamed nor degraded. I implore the Office of Federal Contract Compliance Programs to not only allow, but promote Diversity, Equity and Inclusion training initiatives throughout the Federal system and Federal Contractors. These trainings keep our systems and our individuals healthy and well.
37	When I read this EO, my blood chilled. I have never seen such an infringement on intellectual and critical study and thought. It denies history, and prevents businesses from achieving goals and strategies. In addition, this is government censorship at its worst. For those who think it's GREAT, know that federal contractor/subcontractor can be ANY business that does business with the federal government.
38	This is a shocking and science-defying mandate that will have horrible repercussions for decades to come if not reversed IMMEDIATELY. This is censorship of decades of research. This will harm many.
39	How can we live up to our country's standard of all people being treated equally with an executive order that limits the ability for training and therefore discussion about the times where that is NOT the case? As a taxpayer I expect that government employees are being exposed to the theories and ideas that are banned in this EO.

	D	E	F	G	H	I
31						WA
32		University of Minnesota Medical School	N			MN
33		University of Minnesota Medical School	N			MA
34						
35						
36		University of Minnesota				MN
37						
38						
39						

	J	K	L	M	N	O	P
31	Oppose						
32	Oppose						
33	Oppose						
34	Oppose						
35	Oppose						
36	Oppose						
37	Oppose						
38	Oppose						
39	Oppose						

	Q	R	S	T	U
31					
32					
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35					
36					
37					
38					
39					

	A	B
40	<u>OFCCP-2020-0002-0040</u>	Anonymous
41	<u>OFCCP-2020-0002-0041</u>	Anonymous
42	<u>OFCCP-2020-0002-0042</u>	(b) 6
43	<u>OFCCP-2020-0002-0043</u>	
44	<u>OFCCP-2020-0002-0044</u>	

C	
40	<p>I believe this EO demonstrates a lack of understanding of the purpose of the types of diversity training highlighted and diversity training in general. I am a white, male and have been in the Federal Government for over 30 years I taken numerous kinds of diversity training, including in the topics noted. NONE of those training sessions have painted the United States as "irredeemably racist" or have been "divisive" or "un-American." The wording of the EO and OMB memos have already had a chilling effect that will not only end the "offensive" training, but most likely many other types of diversity training that have benefitted the Federal Government workforce. That can only serve to do more harm to the workforce than a few disgruntled diversity training attendees hae experienced. Yes, this type of training can make people uncomfortable as we are challenged to look more deeply at ourselves, our racist history, and where racism still holds on even today. But I believe Americans are up to feeling some discomfort if it means the possibility of making life better for ALL Americans. If there is a problem with diversity training that is ineffective or given by unqualified individuals, then address that problem. This EO, as written, will only serve to make the Federal workforce a less diverse and inclusive environment. That would do harm to all the Americans.</p>
41	<p>This order has concerning economic ramifications for government services -- in terms of government agencies ongoing ability to compete for employees, contractors, and users of government services with the private sector. For example, well-trained providers in the VA have already discussed leaving the agency due to this odd and confusing order, instead to seek a setting where intellectual censorship is not mandated. Additionally in the VA, the executive order is a message to veterans from marginalized groups (e.g., racial minorities, women) that consideration of their unique needs and struggles is no longer a topic of importance and will not be taught to staff and providers. The message is clear -- these topics of cultural study and training offend the sensibilities of those in majority and privileged racial and gender groups who would prefer not to be challenged to consider the perspectives of people other than themselves and how their actions (this order being one of those actions) may be contributing to these problems for people from marginalized groups. As a result, the private sector will thrive from this order, potentially one of the intended purposes of the order -- to continue to make irrelevant government agencies that provide useful services for the public. This is an archaic order, steeped in unconventional viewpoints not held by the majority of Americans, that makes government services appear increasingly irrelevant and out of touch with reality, but much more in touch with un-American beliefs of censorship of thought, exclusion of people, and special protection for those who insecurely attempt to hold onto their power. Government agencies and indeed the American people deserve better than this.</p>
42	<p>I'm writing to share my strong disagreement with this Executive Order. As the EO states, the United States has a long history of struggling for racial justice. Limiting organizations' and government agencies' ability to train their staff on how to continue to fight against racial injustice -- including by referring directly to important racial justice theories and the existence of systematic racism and white supremacy in the United States -- will limit our ability to ever achieve racial justice in this country, as well ignore the lived experience of millions of Americans. All individuals in the United States are not yet equal, and without embracing this fundamental understanding, we will be held back as a country.</p>
43	<p>I work as a (b) 6 Providence Health Services accept TRICARE as payment for medical services, therefore I believe they fall into the category of a Federal subcontractor. I received an email from my manager linking an internal web-page with Diversity and Inclusion training resources. I have attached three of the resources, which included phrases like, "minimizing the potential for harm your whiteness has.." (from Kim Crayton's Being an Antiracist at Work), as well as many resources on 'White Privilege' and the 'implicit racism of being White'. In addition, there were a long list of training articles available through the Providence's official internal training website (RISE). Literally dozens of articles popped up when I typed in 'Whiteness'. I believe these resources are unconstitutional.</p>
44	<p>This executive order is designed to stifle communication and discussion of systemic racism and sexism. The hotline asking employees to report on one another is reminiscent of The McCarthy era. How can we tackle making change in our systems to reduce racism and sexism if we cannot have open and honest communication. This order suppresses the free speech of federal workers and prevents us from hiring external experts who could help us make change. This executive order cannot stand!</p>

	D	E	F	G	H	I
40						
41						
42						CA
43		Providence Health Services		Y	Y	OR
44						MA

	J	K	L	M	N	O	P
40	Oppose						
41	Oppose						
42	Oppose						
43							
44	Oppose						

	Q	R	S	T	U
40					
41					
42					
43					
44					

	A	B
45	<u>OFCCP-2020-0002-0045</u>	(b) 6
46	<u>OFCCP-2020-0002-0046</u>	Anonymous
47	<u>OFCCP-2020-0002-0047</u>	Anonymous
48	<u>OFCCP-2020-0002-0048</u>	(b) 6
49	<u>OFCCP-2020-0002-0049</u>	
50	<u>OFCCP-2020-0002-0050</u>	

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45	<p>EO 13950 is based on a factually incorrect characterization of diversity and inclusion training programs, the vast majority of which do not cast any group as a scapegoat, and do not characterize any particular group as inherently racist, sexist, or oppressive. Most diversity and inclusion training programs - and every such program that is well-regarded by practitioners - are grounded in a belief that what we all want is a level playing field for everyone, regardless of their race, sex, and other identities. There is ample evidence that our US federal agencies have not yet fully achieved their promise to provide equal employment opportunities for all - yes, agencies set out to provide EEO - but the data shows that we have a long way to go. Take annual employee surveys, such as FEVS, for example. Most agencies have gaps across race and gender, demonstrating clear patterns of fundamentally different and unequal workplace experiences and outcomes by race, gender, and disability status. For example, Black federal employees consistently have lower FEVS favorability scores, compared to their peers in other race/ethnicity groups, in categories such as personal work experiences and relationship with supervisors. As another example, annual MD715 reports consistently show that women and people of color are underrepresented in mission-critical occupations (vs. relevant labor force benchmarks) and in leadership positions (vs. their availability in lower-level jobs). These gaps are evidence that we have not achieved fair, merit-based organizations. And worse, that the ways in which our organizations are unfair have patterns - the harm being done to people is not random, but is most likely to impact historically underrepresented groups. EO 13950 would have us do what, exactly? Pretend that these gaps do not exist? Believe that these gaps reflect true differences in pure merit, and it just so happens that White men are more qualified than every other group to hold positions of power in our government? Or what? I am legitimately baffled by this EO and what it is trying to say about the causes of these very real gaps in outcomes for our fellow citizens. The EO is impractical and unsustainable. It lacks guidance on what TO DO - what CAN WE DO - to help ensure equal opportunity for all. It merely prohibits a long list of educational activities, shuts down critical thinking, and asks us to pretend that very real problems do not exist. The EO claims to have taxpayer interests in mind, but creates such an overwhelming burden to enact, enforce, investigate, punish, etc. that taxpayer money would be grossly misused in its service. Finally, the EO is an outrageous overreach for the federal government. It exposes the business community and American workers across industries to even more discrimination, prevents American companies from shaping their own company cultures, and constitutes a truly frightening form of government censorship. This EO must be struck down. It is the very kind of thing that is tearing our great nation apart.</p>
46	<p>We need more, not less, training on race and sex/gender-based stereotyping and discrimination. We have a duty to better understand the experiences and feelings of all and to recognize that the minority in this country has always been unfairly discriminated against. It is unbelievable that the president and others might think that training like this is somehow discriminatory for white, heterosexuals. Surely white heterosexuals have more grit than that and can understand that being sensitive to the experiences of others does not, in any way, detract from one's own experiences. That argument is without any merit at all. We are so much better than this awful executive order.</p>
47	<p>The executive order and other memos issued by the White House are dangerous because they demonstrate a fundamental misunderstanding of critical race theory and anti-racism trainings. These perspectives do NOT propose that "one race or sex is inherently superior to another race or sex." Rather, they point out the way that EVERYONE in US society has internalized biases that favor Whites and males. They definitely do NOT say "an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex." However, they point out the way that people of color and women frequently are. They do NOT claim that "members of one race or sex cannot and should not attempt to treat others without respect to race or sex." But rather, they demonstrate that, due to the discrimination women and people of color still face, it is not truthful to pretend that everyone is equal. Nowhere do they assert that "an individual's moral character is necessarily determined by his or her race or sex." They also do not claim that "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." However, they do assert that our current society is shaped by the sociohistorical context of slavery and it is the responsibility of those with privilege to change these norms going forward. In no way does CRT or the anti-racism movement propose that "any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex." This discomfort is often a natural reaction for people as they learn about the inequities that still exist. In fact, the defensiveness of our current president and his followers is a textbook example of this discomfort/distress. This EO is also a frightening example of the avoidance and denial that is so common when humans are faced with realities that challenge them or threaten to take away their power. In this case, the president had the power to force his denial onto others.</p>
48	<p>I am against this order. Diversity related trainings are crucial for workplaces. Increased awareness of diversity and inclusion is essential in our current society. This order makes it increasingly difficult or nearly impossible for federal employees to include these essential trainings.</p>
49	<p>This EO is racist and controlling, gaslighting the experience of many Americans. Biden had better reverse it.</p>
50	<p>I believe that this EO is based on a misunderstanding of diversity training. Such training aims to raise awareness of the hidden and implicit ways in which race- and sex-based stereotypes operate. This EO would have the damaging effect of restricting access to necessary knowledge and information.</p>

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As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding about implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to my patients and colleagues, and this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. For additional information, please see the following resources: - Adam, E. K., Heissel, J. A., Zeiders, K. H., Richeson, J. A., Ross, E. C., Ehrlich, K. B., & Eccles, J. S. (2015). Developmental histories of perceived racial discrimination and diurnal cortisol profiles in adulthood: A 20-year prospective study. *Psychoneuroendocrinology*, 62, 279-291. - Carter, E. R., Onyeador, I. N., & Lewis Jr, N. A. (2020). Developing & delivering effective anti-bias training: Challenges & recommendations. *Behavioral Science & Policy*, 6(1), 57-70. - Zenger, J., & Folkman, J. (2019). Research: Women score higher than men in most leadership skills. *Harvard Business Review*. Sincerely,

51 Licensed Psychologist

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As a social psychologist and expert on the psychology of prejudice and discrimination, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding about implicit and explicit biases that already exist in the workplace. I regularly conduct bias and diversity trainings with legal professionals and court personnel, and I have personally seen the benefits of such training. Contrary to the text of the EO, bias and diversity training does NOT claim that some individuals are inherently biased because of their membership in certain majority groups. In my experience, judges, court administrators, clerks, attorneys, and other court personnel want more training on bias and diversity, and providers are in high demand. As a result of this type of training, these individuals better understand important concepts like implicit bias and systemic racism, are more comfortable talking about important equity-related topics with their colleagues, have more empathy and understanding for their colleagues who come from different backgrounds than they do, and feel more equipped to advocate for policies that would meaningfully promote equity in their workplaces. This RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. Sincerely,

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As a psychotherapist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO seemed to have adopted unsound assumptions while ignoring the proven benefits of evidence-based diversity training for employers and employees. Rather than seeking to create "divisiveness in the workplace," diversity training promotes a common understanding about implicit and explicit biases that already exist in the workplace. I work in the area of sports and am involved in two quite diverse sports - fencing and swimming. Close to 70% of the children I work with at the Illinois Fencers Club are first generation Americans or immigrants. Growing up in this diverse environment and my work with the athletes and their families, coaches and club administrators allows our students to understand and adopt the values of empathy, courage, inclusion, social and personal responsibility, growth, cooperation and leadership. Knowing our roots and history, becoming aware of our own biases, listening to others' experiences and understanding their background are processes that help form multidimensional identity, foster team spirit and make progress possible. As a result, I am proud to report that many of our graduates successfully navigate professional relationships in the workforce, respectfully find common ground with colleagues at work and form positive partnerships in our diverse society. Therefore, this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing flawed assumptions underlying the EO. Research on diversity trainings demonstrate the positive benefits of evidence-based diversity training programs. Social constructs - such as racism, sexism, heterosexism, ableism, classism and ageism - marginalize disadvantaged groups while unfairly benefiting others. As a result, the value of marginalized populations and their contributions to their communities are minimized. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. While diversity trainings have improved public and private organizations, including government agencies, the work needs to continue. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. For additional information, please see the following resources: - Adam, E. K., Heissel, J. A., Zeiders, K. H., Richeson, J. A., Ross, E. C., Ehrlich, K. B., & Eccles, J. S. (2015). Developmental histories of perceived racial discrimination and diurnal cortisol profiles in adulthood: A 20-year prospective study. *Psychoneuroendocrinology*, 62, 279-291. - Burke-Harris, D. (2018). *The deepest well: Healing the long-term effects of childhood adversity*. Houghton Mifflin Harcourt. - Carter, E. R., Onyeador, I. N., & Lewis Jr, N. A. (2020). Developing & delivering effective anti-bias training: Challenges & recommendations. *Behavioral Science & Policy*, 6(1), 57-70. - Diangelo, R. (2018). *White fragility: Why it's so hard for white people to talk about racism*. Beacon Press. - Pinderhughes, E. (1989). *Understanding race, ethnicity, and power*. Free Press. - Zenger, J., & Folkman, J. (2019). Research: Women score higher than men in most leadership skills. *Harvard Business Review*. Sincerely,

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As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding of implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to the service providers I train, and this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Research on diversity training points to the positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based training increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex-stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce.

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As a psychologist, I write to express my strong support to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are reducing the inappropriate forced work place propaganda that is part of political correctness and cancel culture. The APA does not speak for the majority of psychologists. Their suppositions are premised on flawed non evidence-based diversity training and on flawed, skewed research. My experience with diversity training is that the majority of my colleges and clients are not racially biased but that the current developers of the diversity training are. The attempt to force racially biased diversity training actually promotes and creates "divisiveness in the workplace," for alleged implicit and explicit biases that don't exist in the majority of the workplace. I have seen the detriment of such training to my patients and colleagues. Much of the research on diversity training is biased and treats opinion as fact such as with the unsupported conclusions concerning social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - and that these isms marginalize disadvantaged groups while unfairly benefiting others. This is nothing but unsupported emotionally based suppositions. It is particularly detrimental to marginalized populations to teach them that the current hierarchy is minimizing their contributions to their communities instead of reinforcing the progress made through their personal responsibility and action. The nation as a whole suffers when disadvantaged groups are unfairly lied to by psychologists that others are preventing them from reaching their full potential. Research on diversity training is not high-quality, or evidence-based. The current APA is clearly supporting their own biases, by submitting their opinion that inequities are being reinforced within institutions and systems. What is evident is that these promoters have a biased agenda against conservative individuals. These psychologist do not present diverse viewpoints or improve conditions for learning. In fact, they stifle learning and do not want to hear any diverse viewpoint that does not support their agenda and preconceived notions of racial bias. Federal regulations must not mandate to executive departments and federal agencies to continue the inappropriate diversity training efforts that are biased and actually create a hostile environment. Rather than silencing diverse perspectives particularly by any one with traditional Judeo Christian values, we should focus on unbiased, fact based research on application of proven training strategies to promote equity, diversity, and inclusion, versus the current biased emotion based pseudo research created to support the notion that we live in a racially biased society. Training should instead reinforce how our noble nation has done more to reduce discrimination than any other country in history. I respectfully support this administration's EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private sector, not the current biased efforts to undermine the current administration. Sincerely, (b) 6

I strongly support this Executive Order. Divisive coercion under the guise of "Diversity Training" is contrary to our most basic American values. In particular "Critical Race Theory", and its basis in the presumption that all people with Caucasian skin color are unconsciously racist is in itself extremely racist. It subjects non-racist Caucasian Americans to degrading and offense extreme coercion. It is also contrary to all scientific data which questions the construct of race, and requires any theory be capable of being shown to be false. This Executive Order is in the highest spirit of the 14th Amendment to the Constitution of the United States requiring equal treatment under the law. That is precisely what this Executive Order accomplishes.

President Trump, THANK YOU FOR YOUR EXCELLENT WORK in attempting to stop my colleagues from spreading their hateful racial and sexual biases like a cancer across the educational landscape. They are wolves in sheeps clothing.

As a psychologist, I am writing to express my concerns regarding the President's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). [NOTE THIS IS A UNIQUE PRESENTATION AND NOT A FORM LETTER] This RFI and the EO appears to be premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. When it is done well diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. I do not completely agree with my colleagues in my professional associations that diversity training is always been a wonderful thing. I am aware of situations where it's been used as a bully pulpit and has been used to browbeat people who have diverse points of view. However, quality diversity training does involve helping people to see, hear and understand other people's life experiences and does have the positive consequences of helping people be more tolerant of each other. And I think there are ways to help incorporate this in government-based employment that does not lead to fear of being "brainwashed" or "browbeat" and does have protections for employees who might feel that the providers of such training have misbehaved in any way. That may be the case already. I don't know how government agencies have implemented training for their employees. I would hope that it would be part of standard orientation and annual or biannual training on "maintaining a healthy work environment" which understandably would involve effective training on how to get along with those of diverse opinions and experiential backgrounds. If it's something that all employees are required to be part of and it doesn't require them to espouse their beliefs one way or another about anything that should pass constitutional muster. As one who frequently works with resolving conflict between those of diverse perspectives, I really do believe that the way such training is implemented could resolve the concerns of all parties. But I am an optimist by nature. Sincerely, (b) 6

As a psychologist, I write to express my strong support for President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", Thank you for showing common sense in this crazy PC environment.

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60	<p>As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. In fact, the purpose of such training is to get past stereotypes and misconceptions. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote harmony among people through increased understanding and awareness. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. Sincerely, (b) 6</p>
61	<p>As a psychologist, I write to express MY STRONG SUPPORT for President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping." The EO is premised on common sense, and I believe correct (based on my education, training, and experience), assumptions and highlights the damage that the present types of diversity training cause in the workplace and in society. My work with tens of thousands of persons over my career, in settings of great diversity such as courts and prisons, and my writings on the subject of diversity lead me to conclude that the research on diversity training that will be touted against the EO is flawed, skewed, misleading, and politicized. In fact, it has been my experience that the diversity of values and opinions within various "groups" (defined by age, race, ethnicity, sex, genera, religion, creed, etc.) are as diverse as values and opinions between the various groups (and many persons are members of several of these artificial groups simultaneously). At a very basic level, most everyone regardless of group membership wants a good life, and wants better for their progeny. This knowledge unites us, while emphasizing average differences between groups (the essence of diversity training) divides us. I believe that President Trump has good instincts in the matter, and am pleased that he has went with these instincts in crafting the EO. I could cite my own peer reviewed research and writings in the matter, but will spare you. Please do not be deceived by those who will undoubtedly deluge you with false and misleading research on the matter. In fact, I have had to re-write this letter repeatedly as my parent organization, the American Psychological Association, suggested a form letter to the contrary, against the EO and apparently used software to root out dissidents such as me. Respectfully, (b) 6</p>
62	<p>I am a clinical psychologist in private practice in Idaho. I am appalled that the president intends to ban evidence-based federal diversity trainings (EO-13950). I agreed with everything stated in the prepared comment by the APA. However, I fail to understand how this is even happening, when issues of racial discrimination, and gender stereotyping are rampant in this country and throughout the world. Diversity training programs are desperately needed in every school, place of work, and every office of government local and federal. Sincerely, (b) 6</p>
63	<p>As a student psychologist, I write to express my strong SUPORT for President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). The current training and overall assumptions made in critical race theory (underlining principals of the current diversity training) has little if any objectively scientific research validating it. The underlying theory relies on the assumptions made by the authors and trainers of this pseudoscience. Who I may add have made a highly lucrative career of continuing to defend and expand such programs. Any questioning of the theory its training principals or conducting scientifically accepted measures that show the negative effects this training has had on organizations and race relations is routinely shouted down by the "Authorities," of political correctness with in the social sciences. End this devises training and return the science to social sciences. Critical race theory and current diversity training will one day be viewed in the same light as conversion therapy and penology. Dobbin, Frank, and Alexandra Kalev. 2018. "Why Diversity Training Doesn't Work: The Challenge for Industry and Academia". Anthropology Now 10 (2):48-55. Prejudice Reduction: What Works? A Review and Assessment of Research and Practice Elizabeth Levy Paluck and Donald P. Green Annual Review of Psychology 2009 60:1, 339-367 Kalev, A., Dobbin, F., & Kelly, E. (2006). Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies. American Sociological Review, 71(4), 589-617. https://doi.org/10.1177/000312240607100404</p>
64	<p>Evidence-based education programs for learners across the lifespan are critical to promoting equitable treatment of individuals regardless of race, gender, sexual orientation, or disability. Countless studies have demonstrated that exposing individuals to their own biases, increasing awareness about the treatment of others and how it may be perceived, and the value of diversity in the workplace and society alters how marginalized populations are treated and disrupts cycles of discrimination, micro-aggressions, and mistreatment among children and adults. In childhood, compulsory education (e.g., pre-K to grade 12 public education) provides a forum to address social issues and educate about history, bias, the strength of diversity, and equity in treatment of all individuals. However, after grade 12, the only environment in which the majority of adults of all races, ethnicities, and social statuses engage is the workforce. Therefore, evidence-based programs to dismantle racism and bias against marginalized populations must be delivered through workplaces in order to successfully reach adults. The implications of failing to address bias in the workplace are profound, as failure to do so perpetuates discrimination, minimizes opportunities for marginalized communities to engage with, be promoted into, and successfully retain employment. Further, shifts in thinking and the treatment of others in the workplace carries over into our communities, ensuring that equitable treatment also occurs in the neighborhoods where employees reside. By preventing opportunities to distribute evidence-based programs in the workforce to dismantle racism and discrimination, the executive branch is simultaneously ensuring that our communities will continue to be divided and that the social issues we are confronting today will remain a problem.</p>

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66	<u>OFCCP-2020-0002-0535</u>	
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65	<p>Not discriminating during the hiring process is important, but promoting affirmative action to promote equity in a workplace based on traits that cannot be changed by an individual is itself discriminatory. This practice promotes resentment in the workplace, as employees (regardless of their ability) are suspected of being "token" or "diversity" hires. This foments the very racism and sexism this practice claims to be fighting against and can also lead to a less productive workforce with lower morale and disunity. My state of California roundly denied Prop 16 from passing, which would have allowed positive profiling of new hires based on race and gender. The people of one of the most "progressive" states have spoken out against identity politics like this. Please take heed. Hiring based on merit and individual performance is the most fair practice for employers. Please do not make judgements of a person based solely on their skin color or their sex, even if it is done in their favor. It will be the undoing on our American workforce and our society.</p>
66	<p>As an individual. As a parent. As a behavioral science researcher. As a former student of Dr Jordan Peterson, James Lindsay, and many others, No left turn in education will be publishing every single step this group takes to promote this "word salad". Call it what you want. K thru 12. Academia institutions will be defunded of this grift. Sell it in your private sector office. Otherwise, put it through Congress reps for the entire American population of us, all affiliations before you fund yourselves without congressional approval. Not one tax dollar was legitimately approved by the entire house of representatives. Nice grift but, it's over.</p> <p>Sincerely, Those of us who work for a living in our community every day.</p> <p>Systemic corruption due to your hubris. You are invited to my district to fix that with policy and unaccountable funding for decades of lazy people who don't know where their funding even comes from. Democratic and Republican.</p>
67	<p>I am a pediatric psychologist at (b) 6 specialize in working with children, adolescents and young adults with chronic pain. Additionally, I serve as a clinical supervisor for our psychology internship program, training the next generation of pediatric psychologists. As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows them to promote open listening, learning, and understanding the worldview of a variety of individuals. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others, which in turn leads to mental health problems such as anxiety and depression. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Thus, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce.</p> <p>For additional information, please see the following resources:</p> <ul style="list-style-type: none"> - Adam, E. K., Heissel, J. A., Zeiders, K. H., Richeson, J. A., Ross, E. C., Ehrlich, K. B., & Eccles, J. S. (2015). Developmental histories of perceived racial discrimination and diurnal cortisol profiles in adulthood: A 20-year prospective study. <i>Psychoneuroendocrinology</i>, 62, 279-291. - Carter, E. R., Onyeador, I. N., & Lewis Jr, N. A. (2020). Developing & delivering effective anti-bias training: Challenges & recommendations. <i>Behavioral Science & Policy</i>, 6(1), 57-70. - Zenger, J., & Folkman, J. (2019). Research: Women score higher than men in most leadership skills. <i>Harvard Business Review</i>. <p>Sincerely,</p> <div style="border: 1px dashed black; padding: 10px; display: inline-block; margin-top: 10px;"> <p style="font-size: 2em; font-weight: bold;">(b) 6</p> </div>

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68	<u>OFCCP-2020-0002-0617</u>	(b) 6
69	<u>OFCCP-2020-0002-0636</u>	Anonymous
70	<u>OFCCP-2020-0002-0716</u>	(b) 6

Dear Office of Federal Contract Compliance Programs, As a psychologist, I am writing to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. The statement that it creates "divisiveness in the workplace," is wrong and based on no evidence. I have participated in diversity training throughout my work as a psychologist in many institutions and have found it to be beneficial for all employees and to create a more harmonious work place. At this time of ethnic and racial tensions and rising awareness of the need for gender equality, federal employees would greatly benefit from diversity training. There is considerable scientific research on diversity training. The social science demonstrates positive benefits of evidence-based diversity training programs. Racism, sexism, heterosexism, ableism, and ageism marginalize disadvantaged groups while promoting power advantages of white males in particular. This creates inequality that reduces the contributions and advancement of worthy people. It damages society and governance for all people. High-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. Diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce.

Sincerely,
(b) 6

68 Licensed Psychologist

69 am a professor at a research-intensive university in California. These trainings are divisive, racist and anti-American. White people are not born racist and the large majority simply are not. America is a great country founded on equality. Ideas like equity are dangerous.

As a psychologist, I want to express my strong objection to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions about racism and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Diversity training does not create "divisiveness in the workplace"; rather it promotes a common understanding about implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to my patients, clients and colleagues. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their workplaces and communities. We as a nation suffer when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. There is strong evidence demonstrating the value of diversity training, which is associated with many positive outcomes, including increasing competitiveness in the global economy, increasing employee retention, and jump-starting innovation. Such trainings also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce.

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71	<u>OFCCP-2020-0002-0726</u>	(b) 6
72	<u>OFCCP-2020-0002-0799</u>	Anonymous
73	<u>OFCCP-2020-0002-0841</u>	(b) 6

As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Workplaces run best when all employees are valued and everyone feels free to make contributions. Contrary to discussions around this RFI, diversity training at my workplace (a large hospital system with sites around the gulf south) has ensured a more harmonious environment where each employee feels safe and able to work at their highest level. Diversity training has also allowed us, as healthcare providers, to truly serve our diverse patient population with greater insight into their life and healthcare barriers. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. For additional information, please see the following resources:

- Adam, E. K., Heissel, J. A., Zeiders, K. H., Richeson, J. A., Ross, E. C., Ehrlich, K. B., & Eccles, J. S. (2015). Developmental histories of perceived racial discrimination and diurnal cortisol profiles in adulthood: A 20-year prospective study. *Psychoneuroendocrinology*, 62, 279-291.
 - Carter, E. R., Onyeador, I. N., & Lewis Jr, N. A. (2020). Developing & delivering effective anti-bias training: Challenges & recommendations. *Behavioral Science & Policy*, 6(1), 57-70.

71 - Zenger, J., & Folkman, J. (2019). Research: Women score higher than men in most leadership skills. *Harvard Business Review*. Sincerely, (b) 6

72 President Trump's EO offers a flawed critique of federal workforce diversity training, and has resulted in misguided policymaking. There is a strong evidence base demonstrating the value of diversity training, which is associated with many positive outcomes, including increasing competitiveness in the global economy, increasing employee retention, and jump-starting innovation. The claims made in the EO and subsequent memoranda misrepresent the value of diversity training, and ending such training may lead to real harm against federal employees - particularly people of color. As the Department of Labor continues to implement the recent EO, it is imperative that the voices of psychologists and psychological science are at the forefront of their decision-making.

73 Training for a doctoral degree in psychology requires that one understand the importance of data. A careful eye to evidence is important when assigning treatment strategies, evaluating programs, and/or deciphering outcome. While I currently treat patients with evidence-based psychotherapies, I have created and administered multiple programs in my career. As is required by our professional ethics, I have always done so with awareness of multicultural, diverse populations. Specific to President Trump's ill-advised EO, research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve inter-group interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The importance of diversity training in America has been highlighted this year, in part by the public's clear interest in understanding the law enforcement issues faced by Black Americans. The country has been increasingly committed to understanding the experiences of all of our citizens. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. Sincerely, (b) 6

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75	<u>OFCCP-2020-0002-0937</u>	Anonymous
76	<u>OFCCP-2020-0002-0938</u>	(b) 6
77	<u>OFCCP-2020-0002-0939</u>	
78	<u>OFCCP-2020-0002-0940</u>	
79	<u>OFCCP-2020-0002-0941</u>	Anonymous
80	<u>OFCCP-2020-0002-0942</u>	(b) 6
81	<u>OFCCP-2020-0002-0943</u>	

As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding about implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to my patients and colleagues, and this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. For additional information, please see the following resources:

- Adam, E. K., Heissel, J. A., Zeiders, K. H., Richeson, J. A., Ross, E. C., Ehrlich, K. B., & Eccles, J. S. (2015). Developmental histories of perceived racial discrimination and diurnal cortisol profiles in adulthood: A 20-year prospective study. *Psychoneuroendocrinology*, 62, 279-291.
- Carter, E. R., Onyeador, I. N., & Lewis Jr, N. A. (2020). Developing & delivering effective anti-bias training: Challenges & recommendations. *Behavioral Science & Policy*, 6(1), 57-70.
- Zenger, J., & Folkman, J. (2019). Research: Women score higher than men in most leadership skills. *Harvard Business Review*.

74 Sincerely

As a mental health assistant to many psychologists, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Sincerely, C.M.

75
76 Do not allow critical theories such as critical race theory or any other derivative into our government. These ideas are unamerican and they believe that science, democracy, evidence and reason are tools of white males to keep people of color in their place. Please keep this stuff out of our government, our schools, and out of our lives. Thank you.

77 As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping". Sincerely, (b) 6

78 Stereotyping in the workforce is beyond unacceptable. People of different races are more than capable of working in the same space and being taught the same way in training. We learn in grade school that race does not change your ability to think or maneuver in the same space as people of other races and race does not change a persons ability to do a task. It is extremely unacceptable to discredit a person that is equally qualified for a job due to race. There is a phrase for this, systematic racism!

79 Title VII of the Civil Rights Act of 1964 holds that discrimination based on race and sex could not be permitted in the United States. Discrimination is defined as "n. Treatment or consideration based on class or category, such as race or gender, rather than individual merit; partiality or prejudice." That was the standard that Martin Luther King was looking for and allowed the nation to begin racial healing by putting all races on an equal footing. However, despite the prohibition, the federal government and federal contractors are offering training that serves not purpose but to divide people based on their immutable characteristics. The government should get back focusing our the US Motto: E pluribus unum, "Out of many, one"

80 CRT is a divisive and subversive pseudoscience created by self interested, partisan activists. A theory that singles out and targets one group of people for opprobrium and pins blame on them for things over which they have no control should not be sponsored by a government that is supposed to represent all citizens equally. This is a cottage industry that enriches people for pushing civilizational poison, and no tax documents should go towards enriching them. There is no way that something as incoherent and hateful as CRT and its related theories can bring about any kind of positive results in the workplace or anywhere else.

81 The issue here is that the traditional way these topics are presented is in fact racist/sexist/stereotyping against towards others. In truth, if any training should be provided it should just be about removing our own biases towards others. Focusing upon facts, not assumptions. Striving to hear and listen, in order to actually communicate.

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83	<u>OFCCP-2020-0002-0945</u>	Anonymous
84	<u>OFCCP-2020-0002-0946</u>	(b) 6
85	<u>OFCCP-2020-0002-0947</u>	
86	<u>OFCCP-2020-0002-0948</u>	Anonymous
87	<u>OFCCP-2020-0002-0950</u>	Anonymous
88	<u>OFCCP-2020-0002-0951</u>	Anonymous
89	<u>OFCCP-2020-0002-0952</u>	
90	<u>OFCCP-2020-0002-0953</u>	(b) 6
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82	<p>This executive order is absolutely critical to keep and a crucial tool to enforce the Civil Rights Act within Federal agencies and contractors that serve us the American people. While making sure people respecting diversity is important, the critical race theory based trainings teach that white people are racist and that black people cannot be racist. Both of these statements are themselves racist as they assign pejorative (or a lack thereof) to people on the basis of their race. This is entirely immoral, against our values, and because it puts the focus on race is utterly ignorant of the progress to improve since the Civil Rights Act was passed and subsequent legislation followed. We should not be teaching anyone, let alone Federal agency staff and contractors to hate themselves or others on the basis of race or sex, or treat anyone differently on the basis of race or sex. This executive order is critical to keep the hateful and divisive ideology of critical race theory out of the federal government and contractors. This order should be left in place, lest we continue to teach federal employees and contractors that America is systemically racist (which is fundamentally false) and teach employees and contractors to view people of different races as an "other" to themselves rather than as American citizens. This order also protects the conscience rights and freedom of speech by preventing these trainings from coercing employees and contractors into saying things they do not believe to be true. I, as an American citizen and taxpayer, demand that this order remains in place to protect federal employees, contractors, and citizens from the hateful and divisive ideology of critical race theory. https://lawliberty.org/the-duty-to-monitor-diversity-training/</p>
83	<p>In supporting this document, we contribute to the ongoing oppression that has been systematically disadvantaging people of color and marginalized groups since the foundation of this country. In order to change for the better, and indeed we have to change things, we need to understand the truth of our own history, what really happened, and a history that includes everyone and not just the few. Suppressing discourse and education about our own history will continue to keep this nation from healing, and only feed the mistrust, division and hatred that has been growing steadily.</p>
84	<p>As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus more research on and application of evidence-based training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. Sincerely, (b) 6</p>
85	<p>I am an ordinary citizen who is deeply in opposition to critical race theory informed discourse. It is a dishonest ideology that uses terms with redefined meanings to create more power for activists using the theory and silence dissent. Most centrally, racism is redefined arbitrarily as being an amorphous system that can be found in any interaction. Anyone who stands up to this redefinition is instantly branded a racist in the old sense, and silenced via shaming. If CRT is to be permitted it should be done with a requirement that disagreement not be punished via shaming tactics.</p>
86	<p>Training that focuses on race, sex, gender, groups or stereotypes is harmful to team building and to personal well-being. I am opposed to types of training that categorizes people into groups with one or another "group" being implicated as requiring training or education about the other "group". As DNA sequencing proceeds, we are learning more about similarities and less about differences, even outward characteristics can be affected by altered nutrition (height variations for example); skin color varies with UVB exposure and latitudinal placement with the Southern Hemisphere receiving abundant UVB rays, Northern Hemisphere has little to none, this is reflected in skin pigmentation. Any training or mandatory education serves only to sidestep biology and cannot serve any purpose other than to divide our workforce and nation, or to enrich the vendors who sell this specious "education". Utopia does not exist. You cannot force dissimilar people to act and treat each other with total equity. The better option is to allow each to use their own common sense and dignity.</p>
87	<p>End all training that segregates people and that claims any race inherently x. This makes everyone more of what it is trying to prevent. Although I think that there are people trying to flip the tables of oppression. End all of this now please.</p>
88	<p>CRT and it's surrogates are implicitly racist, and those who spread its evil should be condemned to death</p>
89	<p>Critical Race Theory is a disgusting, anti-American and revisionist history lesson that should be banned in all government funded institutions. It does not help nor foster positive race relations. Neither does critical gender theory accomplish anything beneficial for women.</p>
90	<p>I believe this executive order is well-worded, does not stop racial bias training (though I don't know in which situations that training has been found to be useful anyway), and that it is self-evidently a good thing. Scapegoating any race for the purpose of training would require extraordinary evidence that every member of that entire race is in some way actively attempting to hurt other races. Given the civil rights legislation in Federal and most state laws, discrimination based on race in this country is downright illegal, most instances of "institutional" racism are based on either anecdotal evidence or can be better explained by alternative means (usually income disparities or households which do or don't have two parents in them), and this racial scapegoating often hurts minority Asians more than any other racial category. We ought follow Martin Luther King, Jr's dream; the most effective way to get rid of racism is to not make it a factor in how we deal with one another. Trainings which specifically call out people by their race for things they as an individual may not have even done does exactly the opposite.</p>
91	<p>This EO is necessary to push back against a racist mindset which ignores all other factors of an individual. It is definitely not anything to be promoted by the state</p>

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95	<u>OFCCP-2020-0002-0958</u>	Anonymous
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97	<u>OFCCP-2020-0002-0960</u>	(b) 6
98	<u>OFCCP-2020-0002-0961</u>	Anonymous
99	<u>OFCCP-2020-0002-0962</u>	(b) 6
100	<u>OFCCP-2020-0002-0963</u>	Anonymous
101	<u>OFCCP-2020-0002-0964</u>	(b) 6
102	<u>OFCCP-2020-0002-0965</u>	
103	<u>OFCCP-2020-0002-0966</u>	
104	<u>OFCCP-2020-0002-0967</u>	
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92	Critical Race Theory and the Critical Theories do teach and promote race and sex stereotyping and scapegoating and should NOT be promoted in gov institutions. People should NOT be taught and encouraged to perceive and judge others based on their immutable characteristics such as race, gender, sexual orientation, etc. People should be seen as individuals and treated as such. These teachings have a divisive, toxic effect and should NOT be paid for and taught with tax payer dollars.
93	Critical Race Theory and other postmodernist Critical Theories have no place in our institutions. They advocate for the discrimination of people based on immutable characteristics. No race is evil or complicit in the pursuits of evil based solely on their race. I welcome diversity. I do not welcome discrimination in pursuit of diversity.
94	Critical Race theory is Marxist theory applied to race. It has no place in the US and directly leads to racism and racial tension, as its designed to do. Its not "sensitivity" training, its not about helping people understand each other and get along, its about oppression, power and revolution.
95	A nation who hates its own history, its own founding fathers, and indeed its own people cannot stand. Critical Race theory has the affect, and intention, of developing such hatred. Critical Race Theory and all related idealogies must be rejected by our nation's government. Otherwise they will cause self-hatred and division to grow like a cancer and our nation will fall.
96	Thank you for creating this EO. Critical Race Theory is racism. It rejects objectivity, individualism, and liberalism. It has no place in the public square and should not receive a dollar of funding from taxpayers. CRT should be rejected by all Americans, regardless of political ideology.
97	CRT/Anti-Racism is a terrible ideology. Our President did the right thing by issuing this executive order. We must judge people by there character and not by race or the color of there skin. We want equality not equity.
98	As an employer, I feel training based around the ideals of critical race theory, and queer theory are off base and do more harm than good. Critical Race Theory as it stands, is racist and is demeaning to all people. While I believe that racism is a problem that should be addressed, I do not believe that racism is systemic and present in all institutions as Critical Race Theory posits
99	This EO is against the teaching of only a certain brand of theory known as Critical Race Theory (CRT), and furthermore, teaching these theories as undisputed facts. To the contrary, the teaching of CRT is not evidence based and is highly disputed. This EO should no be overturned as CRT is in direct conflict with liberal values i.e. judging people by the content of their character and equality of opportunity. These teachings are ultimately divisive.
100	You wrote the executive order wisely. Work toward a society that treats others as individuals and not as parts of a group. There can be diversity training that helps us learn from one another without demonizing people for the color of their skin or our nations history. For the sake of "healing the nation" please do not rescind this order.
101	The cumulative effect of trainings based on Critical Race Theory is to force individuals to sort themselves into ideological categories based on immutable characteristics like skin color or gender, which is antithetical to the enlightenment principles that underpin the U.S. Constitution, i.e. that each person is sovereign and unique. To force these trainings on federal employees is to force an ideological test for office, or to demand public confessions of loyalty to ideas designed to demoralize, shame, divide, and control those of whom confession is demanded.
102	I support removal. Teaching that any race is inferior is immoral.
103	The Executive Order to abolish the ridiculous waste of time, money, and resources in perpetuating critical race theory initiatives should be upheld. Critical race theory is veiled racism and historical misinformation. Please do not integrate any part of it into the government workplace.
104	This executive order is incredibly important. Racism is being smuggled into organizations under the guise of "antiracism." The underlying principles used to do it are from a school of thought with no basis in fact or objective reality. To get around this problem they simply reject facts and objective reality. "Diversity training" and implicit bias training have been demonstrated to have no (positive) effects on workplace race relations. No relationship whatsoever to how people actually behave. Inconsistency in results. Often can't be replicated. The entire premise of the arguments eliminates the individual in favor of group characteristics. The net result being good groups and evil groups as people are persecuted for the sins of others. Often others who are unrelated and long dead. Victimhood is seen a virtue and success is seen as a vice. The mind virus of critical race theory (and more broadly, intersectional feminism) cannot be allowed to spread and absolutely should not receive a dime of public money. It is anti science, anti American, and ultimately: anti human. Additionally, the prejudice it sews will ultimately be a legal and financial liability for the institutions that embrace it.
105	Critical Race Theory is NOT diversity training. It is part of the LIE that systemic racism exists. While this EO will have an impact, if we don't address the Dept. Of Education and government employee unions we are doomed.
106	I attended a CRT workshop mandated for the student leadership of Hartnell College in 2001. In it, we were told that certain races were inherently and unchangeably evil. Members of the lesser races should sit quietly in their shame, only opening their mouths to apologize of transfer wealth and power to the superior races. It was a clear and obvious violation of Title 7, but members who appeared similar in appearance to the inferior races were insulted and shunned by school-appointed authority figures if that was pointed out. The E.O. is needed because racists have exploited culturally-driven ambiguities in Title 7 interpretations. These racists must lose their access to and influence over popular institutions for the 1964 Civil Rights Act is to be properly executed as written.
107	Research has shown that these 'diversity trainings' are actually harmful to people's biases, conservatives see no impact while white liberals see no impact in their attitudes towards minorities while increasing their hatred towards white people. It is clear that the executive order is needed as grifters like Robin DeAngelo, Michigan State University, and the King County Library System (Washington) continue to espouse racism and segregation to gain even further public funding.

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116	<u>OFCCP-2020-0002-0979</u>		Anonymous
117	<u>OFCCP-2020-0002-0980</u>		Anonymous
118	<u>OFCCP-2020-0002-0981</u>	(b) 6	
119	<u>OFCCP-2020-0002-0982</u>		
120	<u>OFCCP-2020-0002-0983</u>	Anonymous	
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108	Keep CRT out of schools. It ascribes character traits based on skin color (all white people are oppressors, everyone else below them) which essentially makes it white supremacy. I have seen how the spread of this ideology poisons minds. It prevents any discussion from taking place. You must agree with what they say or you're automatically a bad person. The very fact that they say it isn't good enough to be "not racist" should be a dead giveaway that this is a load of manure.
109	I support the ban on CRT by EO from the President.
110	The idea that CRT or anything similar would not only be allowed, but preferred due to a fake woke pandemic leaves me breathless. This is the exact inverse of equality or equity, your literally creating division for financial and economical gain. Almost all respected intellects feel this way how is this even a conversation. Your teaching young white men and women that there oppressors (they are not), and simultaneously teaching young black men and women that they are oppressed (they are not) its massive brainwashing and most of the social media companies seem to be complicit. Homeschooling levels have never been higher and although I fear the movement will come for homeschooling parents, at the moment I can only project that the amount of non school affiliated schooling will sky rocket. I urge all those following this movement out of fear of losing their lively hoods to reconsider. I will die on this hill, but I'm just a man we need unity now more than ever for the sakes of our communities, our selves, and most importantly our children.
111	Racism is an issue in this country but the methods of dealing with it proposed by Critical Race Theory are counterproductive. Encouraging people to constantly examine themselves for bias does not actually result in a reduction in bias. Teaching that white supremacy is something other than white nationalist ideology leads to an incorrect view of racism that fundamentally misunderstands humanity. Children of all races being taught Critical Race Theory are developing increased anxiety. Interactions between white children and children of color become fraught. This anxiety manifests in adults as well, but not to the same degree as children. Teaching children that racial slurs are completely unacceptable is one thing, but CRT advocates for seeing racism in every day, mundane interactions. This does not foster a healthy multiracial environment. Critical Race Theory leads to people being fired for things such as: - Using the "OK" symbol, which is NOT universally regarded as a white supremacy symbol - Tweeting studies that show the efficacy of nonviolent protest - Commenting that multiracial friendships are a fine example of integration - Expressing concern about violent riots affecting their business There has to be a better way than Critical Race Theory.
112	I have been discriminated against in lieu of less qualified individuals based on me not being a favored demographic under the CRT training guidelines. The trainings this order addresses are just as bad as any laws that targeted minorities etc. before the 60's. As such I strongly support this executive order.
113	The fear mongering and censorship or any speech that is perceived as racist towards blacks is not educational training on tolerance. Instead it's fear mongering and promoting more intolerance. Instead we should promote open discussion and solution oriented discussions. The idea that in order to bring up one group you need to bring down everyone else is absurd and undemocratic.
114	Critical Race Theory is a deranged racial conspiracy theory that blames all of persons of colour problems on white people. This sort of racial thinking has no place in American society.
115	On behalf of The Village for Families & Children, a nonprofit multiservice organization based in Hartford, CT, I am writing to express our opposition to Executive Order 13950, Combating Race and Sex Stereotyping. President Trump's EO offers a flawed critique of federal workforce diversity training, and has resulted in misguided policymaking. There is a strong evidence base demonstrating the value of diversity training, which is associated with many positive outcomes, including increasing competitiveness in the global economy, increasing employee retention, and jump-starting innovation. The claims made in the EO and subsequent memoranda misrepresent the value of diversity training, and ending such training may lead to real harm against federal employees, and the stakeholders with whom they interact. People of color, women, and other already disenfranchised populations will be disproportionately harmed by this order.
116	Critical race theory is taught as a justification for hostility towards men and certain races and contributes to a hostile environment for individuals based on their race and sex. Critical theories should not be taught in the workplace
117	No form of racial bias training should be present in job places, these trainings inadvertently create further racial tension though their intentions could be pure. It's a mistake that these trainings were ever allowed.
118	This executive order is excellent. Any use of critical race theory or similar theories to promote additional racism, including low expectations of minorities should not have a place anywhere much less in the federal government. There is no evidence to back up any (not that they even make them) claims that this type of training does anything to eliminate discrimination or bias, in fact there is a ton of evidence it does the opposite. The language in these trainings also normalizes racism and makes those who are truly evil racists believe that their thinking is normal and in line with everyone else. There could be nothing more destructive than making racists feel empowered to believe that everyone thinks like they do. It also turns minorities into victims who are not capable on their own and this is the worst way to try to eliminate racism, bias, and wrong stereotypes where they do exist. In fact it likely will encourage more. This executive order is narrowly tailored to the exact language that is dangerous and racist. There is no place for racism in the United States.
119	I am completely against race based "scapegoating" training based on Critical Race Theory in Federal institutions (as well as anywhere else). This not "diversity" training. It is designed to induce collective racial guilt to an entire race of persons, which is racist, divisive, dangerous and un-American.
120	The Executive Order is critical for maintaining America's liberties! Future administrations should not overturn it. Critical Race Theory, anti-racism, intersectionality, racial equity, and similar concepts are often foolishly embraced by corporate America. Even businesses doing business with the government. Raytheon Technologies is an example. It is easy to confuse the banned content terms with separate and positive initiatives. Labels can be deceptive. Newdiscourses.com is an invaluable resource for correctly defining terms and identifying the real implications of these ideas. Start with their encyclopedia https://newdiscourses.com/translations-from-the-wokish/
121	No. Stop these trainings now. They are detrimental to the culture of America.

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128	<u>OFCCP-2020-0002-0991</u>		
129	<u>OFCCP-2020-0002-0992</u>		Anonymous
130	<u>OFCCP-2020-0002-0993</u>		(b) 6
131	<u>OFCCP-2020-0002-0994</u>		
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122	Quit teaching this distracting brainwashing stuff and focus on things that will make people's lives better. There's no issues of racism in these places. And honest people of all races know this.
123	The authors of the Implicit Association Test, which is a foundational justification for diversity training, caution against using their results for policy-making. As N N Taleb points out, codifying ethical codes that should be voluntary (anti-racism, anti-sexism, etc.) only enables abuse by bad actors. That is, workplace training based on CRT has the perverse effect of making employees more racist, sexist, or anything-ist, not less. It is also the case that many of the proponents of such codification imagine the human brain as a fixed object--an increased pulse at, say, the picture of a Black man is assumed to signify a permanent mental state, rather than a momentary reaction that is quickly corrected for by rational thought. The evidence for this assumption is, at best, inconclusive. Thus taxpayer dollars should not be used to fund this pseudo-science. If gov't workers would like to get together to repent their original sins, they may do so on their free time (perhaps getting tax benefits if they officialize this new religion).
124	I'm gay, liberal, and married to an immigrant. With a BA and MA in English Lit, I've also had the mixed privilege of studying Critical Theory very deeply. And as a data scientist by trade, I've also learned the value of proper scientific analysis, hypothesis testing, and humility when it comes to the limits of human cognition. All this to say, I speak from having seen this particular philosophy from every side, and I absolutely object to its use in American institutions. Critical Theory functions only by playing on human frailty and ignorance. It forces people into a horrific double-bind where either they agree with a host of controversial policies, or they risk being marked as racist, sexist, or otherwise *-phobic. The techniques used to manipulate them draw directly from the literature of cult-formation and propaganda. One interesting example is implicit bias training which has been widely shown to bear no relationship to a person's behavior in the world. Yet the test seems to "prove" almost everyone biased, making it that much easier for them to sign on to the critical theory project. Another such manipulation tactic is relying on unequal outcomes to "prove" systemic racism, when unequal outcomes should be expected even in a perfect meritocracy (which I very much hope the US continues to aspire toward). It would be just as reasonable to ask why there are unequal outcomes between Irish Americans and French Americans, or any other two groups, for you will find profound differences just as readily. And yet such a difference doesn't point to system racism in 2020 any more than a difference between black and white Americans largely. If such data was presented honestly, we would be forced to conclude that the US was irredeemably racist against black and white people both, as Chinese, Indian, Nigerian, and Jewish immigrants all vastly outperform black and white Americans in life success by every metric. When it comes down to it, unequal outcomes is the result of countless causes, including culture, familial values, personality characteristics, and of course chance, in addition to the lingering effect of historical injustices. Finally, in addition to being a manipulative and irrational way to view the world, Critical Theory fails in another way—such training more often than not has a negative impact, benefiting no one except the charlatans that charge for it. There have been numerous studies on this, and it is very much reading them all in full.
125	It's completely unconstitutional and unethical to discriminate by race, positively or negatively. It's exactly what the Nazis did. This is original sin. The people now have much more in common with each other and should not be held accountable for the sins of their fathers. Furthermore it has no discernable benefit. It also divides people into races, which has no scientific backing. Biological science has ruled that races are a pseudoscience, unprovable genetically. Essentially the government asks people to classify themselves into a caste system to divide and conquer. Please eliminate this forever from America so that we all may prosper as a nation forever.
126	I am absolutely in favor of the executive order banning Critical Race Theory. I refuse to have my tax dollars wasted in perpetrating a divisive ideology without any scientific basis
127	Stereotyping people based on their gender and skin color is the very definition of sexism and racism. It creates division and hatred. I support the executive order banning this.
128	Anti-racism calls for discrimination based on race, which is against federal anti-discrimination laws. No person is racist based on their immutable characteristics. As seen in numerous cases, anti-racist training leads to race segregation. This happened recently in Seattle, and at the University of Michigan. Objectivity is not racist. Truth is not racist.
129	Critical Race Theory reduces all human interactions to power positions. There are no individuals, no unique skills, perspectives or personalities. There is no common ground, no common humanity. CRT is racist as it demands all people be judged on the color of their skin, but only if the color of their skin projects the CRT ideology which uses skin color to subordinate one group over the other. CRT breaks all humans down into 3 categories: white people, black people, brown people. Who is white? Anyone of European descent, Anglo, Irish, Greek, Italian, Turkish... etc, AND, any "black" person who is pro-life, conservative, Christian, or who does not agree with the communist roots of CRT. CRT cannot explain who "brown" people are. Possibly latinos, unless those latinos object to the appropriation of their gendered-based language, by CRT coercing latinX, onto latinos, then those latinos, are white, not "brown". Brown is an ideology, just like black is an ideology, according to CRT. CRT demands that individuals see the worst in each other, and at the same time, insists there are no "individuals" only oppressor groups, and the "oppressed." CRT is bad for business, and is unAmerican. CRT destroys the Alliance, a union for mutual benefit, and replaces it with Allyship, a cult-like disunion where allies are subordinates, not equal partners. Allies in allyship never belong to the group they subordinate themselves to. Allies in allyship by definition are unstable. In an Alliance, Allies always belong to the groups they align with, as alliances are built on common ground. Alliance allies are groups and Individuals standing together on solid ground. Alliance build strong, trusting teams. Allyship is divisive quicksand.
130	Critical Race Theory is, in essence, racist. The current Executive Order banning these trainings from engaging in stereotyping or scapegoating needs to STAND.
131	Critical theory only tears down and seeks problems, separating people into groups. It rejects individual agency and puts people into binary groups. Race issues will never be solved by critical theory, its explicit goal is to point out racism not IF it exists but WHERE it exists. It falsely assumes USA is inherently racist which is absurd. If this is not stopped, we are only going to have more trouble and more racism as identified by THE critical theorists. No votes, no arguments, do what we say or you are a racist is the angle of attack.
132	Anything that teaches people should be viewed negatively because of race is an abomination. Anything that teaches people should be propped up due to race or "intersections" is also an abomination. Do not teach or allow to be taught CRT critical race theory or anything similar.

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144	<u>OFCCP-2020-0002-1007</u>	(b) 6
145	<u>OFCCP-2020-0002-1009</u>	Anonymous

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133	Critical Race Theory explicitly and implicitly condemns what it terms "whiteness", a racially negative term which specifically targets people of only one perceived ethnicity or perceived race. It's premises are unprovable, in that there is no objective method of substantiating it's claims, while at the same time, disagreement or resistance to its targeting is considered an admission of guilt. Our society and our people would be harmed by setting one person against another because of their race, and Critical Race Theory will only make a contribution to race-based animosity.
134	Divisiveness will destroy our nation and weaken our strengths. Cultural sensitivity is valuable, yet CRT goes too far. Rather promote the strategies of logic for healthy debate, normalizing the ability to change one's mind and a culture of sharing current events for an inclusive community.
135	I dissent strongly on the proposal to overturn this EO. Classifying and judging people on the basis of race is explicitly antithetical to the civil rights act. Trying to do so in the noble intent of raising awareness of "structural racism" is not enhancing "diversity" or "inclusion" but rather the opposite of it. It is exclusionary based on innate characteristics (skin color, ethnicity) and is a pernicious ideology the government should not be financially supporting.
136	Racial sensitivity, training or any other type of "Diversity," of "Inclusivity," training opens the door for individuals of any race/creed to look down upon and/or chastize other co-workers for not agreeing with their "worldview." These types of training stem from an ideology that enables people to use its false premises and conclusions to coerce, insult, and intimidate dissenting co-workers. I have personally witnessed this in an educational environment. I AM 100% AGAINST THESE TYPES OF TRAINING!
137	As a former student of two graduate programs in the humanities, I can attest that critical race theory, or identity politics, is utter and complete ideologically-driven garbage. It poisons the mind, divides people, and requires very little *critical* thinking among its practitioners. It has essentially destroyed the humanities, and it will destroy anything else it touches. It has zero place in our government and, frankly, no place in our universities. If it is taught at all in universities, it should be taught objectively where professors allow their students to critique it. As things stand now, students are essentially required to believe this trash. If college professors cannot allow freedom of thought and expression by their students, and offer ways to critically analyze CRT, it should not be taught in taxpayer-funded universities. CRT leads people to breakdown human existence, or American society more specifically, into power relations where one group--typically cishetero able-bodied white males--oppress every other group. This leads to extremely shoddy "research" and even worse critical writing by its practitioners. It makes everyone who believes it more racist, more sexist, more hateful, and leads to a greater increase in societal division. It is absolutely in opposition to our liberal ideals of judging an individual based on the content of their character rather than the color of their skin or other identity markers. Again, it has NO place in any taxpayer-funded institution. If private schools or companies wish to peddle in this hateful nonsense, so be it. But that's as far as it should go.
138	CRT is one of the worst things I have ever face in college. It makes everyone uncomfortable and allows racists to attack white people with zero repercussions. I have seen white students openly call for the death of themselves and their own race. I have seen students call for genocide. It should be banned from schools and businesses. It is not healthy for society and causes nothing but racial division.
139	This ideology of critical race theory is detrimental to our country. It has worked it's way into many aspects of our society and is a cancer that must be cut out . Thank you for waking up to this and issuing this important EO. May this divisive ideology continue to be opposed at every level of society and eradicated.
140	To call this a commentary on "sensitivity training" is a brazen lie. Critical Race Theory is a divisive, bitter, cynical worldview designed to usher Marxism into the west. It brings no benefit to any party. It offers no unity. It's goal is not healing, but division. We must teach critical theory only as a theory if we teach it at all. Teaching it as fact undermines reality and decency.
141	This Europhobic anti Christian nonsense is a disease and you're really overplaying you're hand by trying to instill this propaganda into a population who has grown immune to it. It's disgusting to teach this anti White nonsense to anyone. Who the hell do you people think you are? That we would watch our cities burn and problematic demographics continue to get pandered too after they continuously act violently and after everything we do for them that we would apologize or have shame or any kind of guilt for building the greatest nation in the history of the planet is beyond baffaling. This shit is going to stop one way or another but no one will go along with it. You're gonna need a lot of re education camps. Y'all over played your hand trying to push this shit to fast. The President of the United States Donald Trump will stop this shit. America First!!!
142	Executive Order 13950 enumerates a list of obvious racist, sexist and bigoted concepts what are unlawful. Any workplace that wants to be free of harassment cannot refer to people as either racist, sexist, or bigoted unless their individual actions in the workplace are racist, sexist, or bigoted. Any other policy would be open to stereotyping that has no place in the workforce. Without protections from bigotry, people cannot feel safe at work. Workplaces should limit their enforcement and training to workplace activillies only. People's lives outside of work are their own.
143	I agree with and support Executive Order 13950.
144	Critical race theory is an intellectually disingenuous ideology that breaks down humanity by it's immutable traits in order to demonize and ostracize. It is an antithetical religious dogma developed by subversive secular movements to bend, distort and re-define history in order to again, demonize and ostracize. It uses intellectual jargon to regress the unity and health of a society and is being implemented not just on a national level, but on an international level. It is a completely destructive and absolutely embedded in non-realities and deception. This ideology is anemic to any that absorb it and create people that see no meaning in anything as they believe everything is ill-conceived and ill-gotten. We must purge this sort of subversive mis-think in every corner of every nook in every cranny.
145	I am a Latino American and I disagree with Critical Race theory. As someone who has friends and family of all colors I do not see more or less "privilege" or rights in any direction. CRT is meant to tech white people that they are responsible for the woes of people who look like me and that is blatant, unadulterated racism. I refuse to be told that my problems and hardships are due to powerful white men holding me down, and, by extention, that my success is the gift of a benevolent white man. This is the definition of white supremacy and it should not be taught.

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151	<u>OFCCP-2020-0002-1015</u>	
152	<u>OFCCP-2020-0002-1016</u>	
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146	I completely support President Trump's Executive Order to stop Federal workplace race or sex stereotyping (and would go further to stop age and religion stereotyping as well). Having been through race shaming trainings in the 1970s, I am convinced they are destructive to a human being, to interracial relations, and destructive to the harmony of any workplace. The new efforts to rewrite history and to target, blame, and segregate groups appears to be a political tactic to incite conflict. Such theories of blame are not founded in fact or reality, and they are counter-productive to the American philosophy of our nation being a "melting pot." We removed such emphasis on race, gender, age, religion, and sexual preference many years ago. I am a Clinical Social Worker of 45 years experience.
147	I SUPPORT President Trump's Executive Order 13950 on Combatting Race and Sex Stereotyping. I believe President Trump's EO is necessary to deny the racist policy from adversely affecting so many Americans. I am a forensic/clinical psychologist, and have practiced for 50 years. (b) 6
148	On 9/22/20, President Trump signed Executive Order (EO) 13950 on Combating Race and Sex Stereotyping, halting many evidence-based diversity training programs. I strongly oppose this order and all related directives. It is dangerous and thoughtless. As a licensed psychologist I want to stress the imperative of reversing the implementation of the above noted EO because it will likely serve to undermine efforts by the federal government to assure equal treatment for all persons regardless of the individual's sex, cultural background, ethnicity, disability or other personal characteristics. Sincerely, (b) 6
149	I support the President's Executive Order 13950 on Combatting Race and Sex Stereotyping. This policy is racist and should never be allowed in the United States. I am a forensic/clinical psychologist and have practiced for 50 years. (b) 6
150	Comment under Docket OFCCP-2020-0002-0001 attached.
151	This is an important regulation to prevent racism against any race and promote national healing and unity. CRT (Critical Race Theory) and Anti-racism are being used to stereotype all white people as racist and combined with the idea of White Fragility slanders all white people who disagree as being racist. White Fragility is a heads I lose, tails you win idea - a white person is racist and must admit it. If he refuses, then he refuses because he is racist. It does not allow for a white person to actually be not racist. Treating any group of people as inherently racists and inferior is not a way to promote healing of our racial divides. Please keep this regulation and strictly enforce it. Thank you.
152	As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memo, and the contents of this Request for Information. I have spent a significant portion of my consulting career designing and providing diversity training, and have found it to be effective and important at REDUCING workplace stereotyping, not causing it. Sincerely, (b) 6
153	As a psychologist and recently retired career VA employee, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memo, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. The required training offered VA employees changed frequently and included both clarification of the issues and strategies for appropriate behavior. My team often discussed the training after completion. The discussions tended to be self reflective, empathic, and aimed towards improvement of both our own behaviors and our behaviors as government employees. Behavioral strategies are important as they assist us in moving past the theoretical "be nice" to ways in which we can actually accomplish this. Sincerely, (b) 6
154	Critical Theory has no place in any governmental agency. Trainings that touch on such abusive terms as white privilege, white fragility and the inherent evils and moral jeopardy brought about by being descended from people of the European continent is antithetical to the enlightenment principles of equal protection under the law and individual liberty upon which our country was founded. The post-modern iterations of queer studies, Critical Race Theory and anti-colonialism emerged from the self named academic faculties of the same names in the 80s and 90s and are part of the now degraded liberal arts departments of many of our elite institutions. These theories are highly academic and NOT rooted in any scientifically derived knowledge. And I'm reality are extremely anti-science and anti-reason. I am increasingly alarmed by the adoption and propagation of what is, at core, religious dogma, throughout our most trusted institutions. I have become very very wary of our public schools, universities and agencies and their work product as I know that CRT is often operating just below the surface. Any Critical Theory based training or policy needs to be explicitly banned if we wish to maintain faith in our institutions. Thank you.
155	As a psychologist, I write to express my strong support for President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping". Trump was absolutely correct that 'diversity training' based on Critical Race Theory (CRT) undermines education, objectivity, inclusiveness, and fairness. My experience with diversity training shows that it actively supports racial and sexual stereotyping. It also promotes contempt for evidence, reason, science, and objectivity. And it marginalizes any Americans with political and religious views that are not aligned with the Democratic Party. You will be receiving many emails from psychologists objecting to Trump's XO. They are being organized top-down by the American Psychological Association, which strongly supports Democratic partisan politics. They are pretending that this is a 'grass roots' campaign. It is not. They are doubling down on promoting Critical Race Theory -- a divisive, exclusionary, stereotyping, and anti-scientific ideology -- before all the votes are even counted in this election. Sincerely, (b) 6

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159	<u>OFCCP-2020-0002-1023</u>	
160	<u>OFCCP-2020-0002-1024</u>	Anonymous
161	<u>OFCCP-2020-0002-1025</u>	(b) 6
162	<u>OFCCP-2020-0002-1026</u>	
163	<u>OFCCP-2020-0002-1027</u>	Anonymous
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165	<u>OFCCP-2020-0002-1029</u>	
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156	That men and members of certain races are inherently racist and sexist This is itself stereotyping, racism, and sexism, and is grounds for termination under discrimination clauses & titles, per US government global HR policies & procedures. The simple idea that specific people are inherently bad simply for being what they are, told to believe this, trained to believe this, will in time begin to believe this, creating a major issue where none currently exists. This will inevitably cause a major divide, and ultimately cause people to reject working for the US Government. I know it did me, as I am rejecteing a GS role Ive been offered due to this very same issue, and have no intention of working with the US government, as an employee, or contractor, after having done so for over 15 years in multiple capacities. I waited my entire career for this prestigious opportunity, its an opportunity less than 1% in my field ever get. I dont even care that Ive waited over a year through selection. As a Native American Man, I find this whole concept beyond reprehensible that I am automatically sexist or racist simply because of my natural born sex or race, or that others for simply being born the wrong color are implicated as racist. Noone finds it acceptable to automatically point at African Americans and say 14% commit 50%+ of crimes, and therefore create an anti crime training just for African Americans & Hispanics, so why would you do something as absurd as Critical Race Theory, doing the same with no valid data points or evidence of any kind?
157	Critical race theory is inherently racist. Training anyone that they their morality is based on their race or gender is itself, immoral. If someone engages in racist or sexist behavior then they should be fealty with accordingly. However, mind reading is not a skill that any human possesses. Taxes should not be funding this training.
158	Racism or sexism has no place in our government. Neither does anti-racist, or anti-anti-racist or wherever you want to call it. Labelling whole races or sexes as guilty of known or even unknown stereotypes is profoundly unsettling and divides Americans against each other.
159	Critical Race Theory is an extremely divisive ideology, and it will have unfathomable repercussions for American society. Critical Race Theory inherently divides racial groups into "oppressor" (white people) and "oppressed" (everyone else) categories. This, of course, is a massive oversimplification of the world. White people are not inherently oppressive, just by virtue of their existence. Nor are people of color inherently oppressed, just by existing. Asking people to look at the world through the lens of Critical Race Theory will lead to a decrease in racial harmony - in other words, more racism. I strongly urge any administration to reject the use of Critical Race Theory in the United States government. Please understand that Critical Race Theory *is not* simply diversity training. It is far more complex and in-depth than diversity training, which I find to be far more reasonable. I'll close by leaving you with a speech from the UK Parliament on Critical Race Theory. https://mobile.twitter.com/breannamorello/status/1318678259542929408
160	CRT is divisive, toxic, and incredibly patronizing towards the minorities it purports to help. Hard work, ambition, and punctuality are not "white supremacy" - they're just a few of the ideals we should aspire to as Americans. We must continue to fight the spread of a poisonous, out-of-touch ideology that teaches people to see themselves as inherent victims or inherent bigots based purely on the color of their skin - it is an ideology that otherizes and divides us, and sows tension and discord in the workplace.
161	I am thrilled with this executive order. It has (probably temporarily) saved my career as an academic and protected several other moderates in the professional classes. Please keep this executive order until woke supremacy has passed. Everyone is afraid and this is one of the very few protections we have from the cancel culture pervading every institution right now.
162	We have moved past the time where evaluating someone based on their skin color is acceptable. This is a fact in both professional and polite society. Racial scapegoating seeks to bring us back to a time where it is acceptable to be a bigot. Regardless of the skin color involved, this should be viewed as regression. It is not up to me how some people want to spend their time. If they feel that they are guilty for past wrongs, they are free to look down upon themselves. This behavior should not be institutionalized, preferences for any immutable characteristic are inherently wrong.
163	These "trainings" serve only to divide us by placing outrageously excessive focus on cosmetic differences between groups of people, and ignoring our shared humanity. Rooted in Critical Theory and Postmodernism, the ideas that underlie these trainings explicitly proclaim their rejection of the Enlightenment, and are thus, inherently anti-American. The future success of the most cosmopolitan nation in human history requires that we emphasize that we are all human beings, and that we all share most of the same hopes, fears, feelings, and passions. I quote the Gospel via Lincoln: "A house divided against itself cannot stand"; if the government funds and supports indoctrination that seeks to divide us by sewing resentment, America will crumble, and with it the Enlightenment ideas that engendered the greatest freedom and prosperity for the planet in history. This is not hyperbole; it is that serious. Please do not support this destruction from which no one will ultimately benefit.
164	CRT steals from us our ability to authentically connect and judge each other by our character and ability, by who we have made ourselves to be. This is not the way to heal wounds and bridge gaps. The way to heal wounds and bridge divides is to treat each other as equals: equal dignity, equal respect, equal opportunity. CRT shouldn't be in our govt or other institutions bc institutional racism was outlawed in the US in 1964. —James Lindsay The civil rights leaders fought peacefully so their children would not be judged based on the color of their skin. Now all we are doing is talking about race and skin color. No. I'm sorry. I will not go back there. I will not participate in dragging our nation backwards. I will not be duped into objectifying anyone based on their gender or skin color. We are all American created equally under God. CTR doesn't teach racial sensitivity, teaches a racial hypersensitivity CRT is a powerful weapon of identity politics that divides people into racial groups and judges guilt and innocence based on group membership.
165	Critical Race Theory and similar practices are incredibly harmful exercises that have been harmful to both America as a country and to individual Americans of all races. The executive order to stop its use in government organizations was both proper and long overdue.

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170	<u>OFCCP-2020-0002-1034</u>	Anonymous
171	<u>OFCCP-2020-0002-1035</u>	Anonymous
172	<u>OFCCP-2020-0002-1036</u>	Anonymous
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166	<p>This CRT compliance is not an appropriate use of tax-payer dollars in a federal/any tax payer institution. If a private business chooses to do this that is one thing, but tax payer dollars are owned by tax payers, not by bureaucrats. This issue is a partisan/agenda based issue that has been shown to divide rather than unite people. This program is using tax payer funds from American citizens that don't support this program in the first place. Who then gets to be the authority why do they believe they get to be the authority on it, is a important question to ask? This program tells a one sided narrative to a complex issue. The fact is inequity, hardship, poverty, racism, you name it exists in all colors and all backgrounds in life. Almost everyone would be able to say they have experienced at some point in their lives the things that are in this...It may look different to each, but the effect are still the same. Giving a narrative from only one side says one's experience is more important/valid than another which creates inequity the thing you are trying to work against. This is the central flaw in this teaching. All people's stories are important!</p>
167	<p>I am supportive of the EO that bans any race based stereotyping or scapegoating. I am vehemently against any "training" material that indicates that any individual's value, character, or treatment should have any relation to their race. CRT is not "diversity training." It is an ideology that states that certain races should be treated differently specifically because of their race. I absolutely oppose this ideology.</p>
168	<p>Critical Race Theory is not a theory. Theories must be falsifiable to be scientifically valid. CRT is unfalsifiable dogma. It stipulates that merely critiquing it is racist and problematic (the basis for the notion of white fragility). It requires non-racists to begin to view everything through the lens of race. There is no such thing as non-racist, therefore one can never overcome their inherent racism. There is no evidence that CRT-based diversity training reduces racism in the workforce. None. However, there is evidence that it introduces racism and division, and is harmful to workplace environments. According to CRT, colorblindness is evidence of racism. Kindness, equal opportunity, merit, fairness, seeing people as individuals instead of groups, are not enough and can even be indications of racism. Critical Race Theory can't lead to true diversity because it doesn't recognize diverse individuals - only group identities and stereotypes - just like nazis and the KKK. In fact CRT has more in common with Hitler than MLK. It divides instead of unites. It pits group against group. It ignores progress and only sees oppression. Critical Race Theory is poison.</p>
169	<p>My company has not made training built around racial stereotyping mandatory but has shared materials featuring similar ideals. We were encouraged to review some videos to "open ourselves to a new perspective". The new perspective argued that color blindness is always wrong, equal treatment is wrong, and argued for the horrifically bigoted concept that identity (race, gender, sexual orientation) is the foundation of all human understanding. Objectivity and empiricism are treated as "white way of knowing". People that use empiricism instead of racial stereotypes are branded racist, especially if they are white. The original email to these trainings was taken down, but they send out newsletters that feature similar ideas. I'd prefer to remain anonymous because I need my job and am unclear on what legal protection I am afforded under Title VII. The incoming administration wants to remove this executive order. How can it be it be legal for companies to force their employees to accept an ideology built entirely around racial stereotypes or for companies to smear any dissenters to their political ideology as racist? This seems like an explicit repudiation to the spirit of the law and the letter of the law of the civil rights acts. Please fight to keep this order on the books and provide a legal clarification for how title VII protects employees from racist indoctrination. These ideas aren't limited to outliers. Most fields in the social sciences now are build around the idea that empiricism should be replaced by identity; stereotyping and scapegoating is being codified as the only method of understanding the world, and anyone that dissents is being smeared as a racist.</p>
170	<p>I have received training pertaining to Critical Race Theory on numerous occasions, and am very familiar with the intent of such training. I am opposed to the concept of Critical Race Theory training because at its core, CRT is based on the idea that anyone not of color cannot understand the plight of people of color. This perspective is basically saying that non-POC have no room to comment on any thought that is in conflict with CRT. Of course, this is inherently racist. I believe we should all be treated equally, and while we understand that racist individuals DO exist (on all sides), we should not be</p>
171	<p>Firmly against racial and gender stereotyping and scapegoating.</p>
172	<p>Diversity and Inclusion has become a Trojan Horse for a dangerous ideology (postmodern critical theories) that traps people for having normal human emotions when accused of non-existent wrongdoing. It is costly, has not improved race or sex relations, is not evidence based and meddles with an individual's psychology. It is pseudo science and does not belong in any workplace, much less at the federal level.</p>
173	<p>The President's Executive order is, unfortunately, necessary. Our nation has made great strides in addressing racism. Undoubtedly, there is still work to be done, particularly in the area of law enforcement. The diversity training programs the Order addresses are antithetical to achieving racial harmony. The training programs involve teaching fundamental elements of critical race theory. This "theory" is divisive as it promotes anti-racism (which is actually racism) and socialist and communist ideals such as "equity". This "theory" undermines the foundational cores of our democracy. Of course, people need to learn to get along and respect each other, but this is not the way to do it.</p>
174	<p>As a psychologist practicing in Indiana, I write to express my strong support to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). Race and sex stereotyping has been unjustifiably elevated to a level of, in essence, weaponizing certain groups who seem to be more interested in quests for power and influence than truly addressing prejudices in the workplace. Consistent with understanding diverse perspectives on race, gender, and inclusion that should be a hallmark of our melting-pot society, we should focus on more research, transparency, and application of proven strategies to promote peaceful diversity, particularly in public-sector settings. Sincerely,</p>
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179	<u>OFCCP-2020-0002-1043</u>	Anonymous
180	<u>OFCCP-2020-0002-1044</u>	(b) 6
181	<u>OFCCP-2020-0002-1045</u>	(b) 6
182	<u>OFCCP-2020-0002-1046</u>	Anonymous

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175	Critical Race Theory and training based on it discriminate on the basis of race/skin color and should not be supported by federal funds or implemented by federal agencies or their contractors. The Constitution and Bill of Rights protect citizens regardless of race, religion, or ethnicity, so promoting Critical Race Theory violates the laws and values our country was founded on. I have already seen CRT used to divide people in my community and segregate training sessions and other events offered by my employer--sometimes--mandated by my employer. Having seen the damage CRT does by emphasizing differences and encouraging racial groups to compete against each other for the title of most oppressed, most to blame, and most victimized, I don't want to see that animosity spread through more emphasis on CRT. CRT, along with the antifa and BLM movements it created, have already destroyed the police force in my city and left residents as victims to skyrocketing violence and crime on the basis of a false narrative about police racism and abuse of power. The City Council was swayed by a few loud CRT voices, and now the city is having to bring in police from outside agencies because residents want crime control but the police force has been decimated by resignations, medical leave, and budget cuts. Criminals run from and fight the officers who remain and try to do their job because CRT and BLM have given them a free ticket to ignore police authority. I don't want to see the destruction CRT can and would wage at a federal level if it does all this at the city level in just a few months. Instead, we should work to emphasize our common humanity and American identity. I am wholeheartedly against any implementation of CRT or training based on it by any employer but especially employers who receive public funds.
176	I strongly disagree with forcing people to take critical race theory training. It's just that, a theory with no basis in reality. It should not be forced on people.
177	CRT is legal educational hate speech, it does nothing to teach about racism, and only creates more division in our society, please ban CRT from all public and governmental institutions, as it can only cause more division and hatred in American society.
178	This program is a cancer. Racism was on life support and CRT has brought it back. Get it out of the government and our schools. It is nonsense and ineffective. These people pushing this are the true racists and want to remove logic from our institutions and society so that they can control people. It's a philosophy founded in Marxism and designed to destroy our freedoms. Do some research on the origins of this garbage.
179	CRT is non-scientific. It creates and perpetuates division, and it's ideals should not be propagated.
180	Critical Race Theory is RACIST. It tells us that one race is better or worse than another race and that is illegal. There are many great ways to have diversity courses without using Critical Race Theory.
181	I will just say at the start that I completely support anything that countermands the agenda of critical theory. With the rest of my comment, I hope to explain why. Whatever it purports to be, at its core it's an amorphous set of claims that can change their appearance to whatever the speaker needs at any given moment-- explained one way, it sounds like a noble enterprise to foster social unity between people of different backgrounds, break through unexamined biases, and lead to a greater understanding of the world and the people in it. At others, it appears to be a reward offered to one disaffected group in order to "even things out" in exchange for political support-- and a chance to take what they think they're owed by force. The main question you should ask of any theory that purports to teach you something is this: when someone endeavors to explain it to you, does it make things more clear? If the answer is no, it may just be that you lack the educational background to understand it. But it might also be that someone's trying to trick you. There are a lot of people who sincerely believe in this ideology, and that its goal is fundamentally good for everyone- I've read their comments on this very entry. But whether they're unwittingly repeating an incomplete explanation, or one of the few at the center in charge of propagating the lie (and the boundaries between even them aren't always solid) the underlying agenda remains. That agenda is to instate a new moral order that, if examined without all the misleading jargon and obfuscating sophistry, should scare the pants off of any decent human being who doesn't wish ill on their neighbors. I'm talking Bolshevik Party levels of terrifying. It's really that dangerous. You need only look to the recent events in Portland, Kenosha et al to see the end result of this ideology. Even IF everyone supporting this ideology are sincere, their meddling with complex social forces is so irresponsible as to appear totally malevolent. Thank you for reading.
182	Critical Race Theory is a disgusting practice and is frankly racist drivel meant to divide and infuriate rather than unify and educate. The Britannica defines Critical Race Theory as "Critical race theory (CRT), the view that the law and legal institutions are inherently racist and that race itself, instead of being biologically grounded and natural, is a socially constructed concept that is used by white people to further their economic and political interests at the expense of people of colour. According to CRT, racial inequality emerges from the social, economic, and legal differences that white people create between "races" to maintain elite white interests in labour markets and politics, giving rise to poverty and criminality in many minority communities." Blaming white people just on their skin tone is dangerous and racist and goes against everything the USA stands for. CRT is completely false as well since it doesn't account for the minority communities that on average do very well, such as Indians, East Asians, Nigerians, Jews, etc. There are so many minority communities across all races that not only do well, but outperform whites in education and economics. How is it in "elite white interests" for black Nigerians to do so well in the USA? CRT is a sham that is designed to divide and shame people based on their race. All races are shamed for the color of their skin, albeit for different reasons. And CRT is so focused on white relations versus everyone else, that it completely ignores relations between other minorities and how they can be improved rather than just lumping all races against white people. It is clunky and without nuance. Instead, focusing on celebrating our differences and finding common ground should be the focus of any race theory. Not to divide, but to unify while still acknowledging and educating each other about our differences. CRT has no place in a modern society and is frankly an insult to all races.

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183	<u>OFCCP-2020-0002-1047</u>	Anonymous
184	<u>OFCCP-2020-0002-1048</u>	(b) 6
185	<u>OFCCP-2020-0002-1049</u>	Anonymous
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183	<p>Critical Race theory separates people into racial categories and believes that matters above all else. In doing this it allows for scapegoating of other races. It views this as a form of oppression, henceforth creating a oppressed vs oppressor dynamic that is very similar to Karl Marx's views on classism but with a racial tilt. This combined with its focus on equity, meaning equal outcomes, is hard to ignore it's hard communist leanings which run against an individuals right to pursue life, liberty, and happiness. Moreover, the practice of separating people into racial groups and having them admit to their "privilege" and/or "fragility" is eerily to the brainwashing tactics used on prisoners of war where they ask said prisoners to point out small imperfections of the country they serve. Isolate the targets, get the vulnerable, and have them admit faults they are not directly responsible for is not a form of justice and constructive learning. Finally, companies that have run these types of training do not see a return on investment. Policies should always consider the data or fear running into Lysenkoism.</p>
184	<p>It's a disastrous ideology that will inflame tribalism based on sex/race</p>
185	<p>Hello. I am a middle-income operator of a small business in California, and am someone who depends on a equal and fair system for my American dream. As a Californian, I have seen the implementation of these scapegoat trainings in nearly all of our large companies and government entities, and I can assure you that they are caustic, antagonistic, and hateful. They offer nothing but increased strife and combativeness between "identity groups" and act only to erode the ability of our groups and organizations to function as a united body, much less as a coherent culture. It is imperative that government treat all citizens as equals. The same rules, regulations, and benefits must be extended to all Americans without gender-based or racially motivated differences in their application. To do otherwise not only does a disservice to the people being discriminated against, but a disservice to the people being deprived of the opportunity to succeed under their own merits. Allowing ideological discrimination based on race and gender revives the specter of the most terrible atrocities of history. American Slavery, the creation of the German ghettos, the internment of Japanese-Americans by our own western states, the systematic genocides perpetrated by the worst empires in history, all of these are only possible with the application of a philosophy that a particular "identity group" deserves to be treated differently under the law. This practice has long been banned in American because we learned through great suffering and death that allowing differential treatment is a necessary predicate for atrocity. It is of the utmost importance to me, as it should be to all civic-minded Americans, that our government not train itself to discriminatory and unequal mindsets. Doing so cuts to the very core of the American ideal, endangers the freedom of all citizens, and pushes the needle towards tyrannical oppression in a way that cannot be supported. It creates divides in us where we were once whole. It re-draws the lines of acceptable behavior to make moral what once was abhorrent. While I wholly and entirely reject these scapegoating trainings on their basic premise, and consider that enough, it is also worth noting that there is no, capital NO, reliable data indicating they produce a positive outcome. The most reputable studies on the after-effects of scapegoat training show exactly what you would expect; that once people are told they must be divided into oppressed and oppressor classes they then divide themselves that way. Doing so is shown to undermine individual performance and team productivity. These scapegoating-based training programs advocate for just differential treatment under a presumption of moral imperative. They are undertaken by well-meaning if ill-informed groups of individuals but they create negative effects with the aggregate potential for true evil. It is my most fervent wish that the federal, state, county, and municipal governments as well as private organizations of all scales will reject this assault on equality and reaffirm that our society believes in the worth of the individual on their own value, not on the color of their skin or the type of their chromosomes. That this divisive and destructive path can be stopped now, before it is too late.</p>
186	<p>I've been watching as Critical Race Theory permeated our society over the last 20 some years. I believe that, at it's core, CRT is completely incompatible with basic American concepts such as "equality before the law" and "all men are created equal". If one reads CRT literature (and I've ready plenty), what you learn is that when they talk about things like "systemic racism" and "structural oppression", they mean precisely and nothing less than the majority of Western Liberalism. Which is to say, "systemic racism" and "structural oppression" are said to lurk in principles such as private property, free speech, the rule of law, self determination, freedom of conscience, etc. Those things are said to be expressions of "whiteness", and are uniquely suited to the success of white people, and as such, serve to structurally disadvantage BIPOC. Even something as mundane as arriving on time for an appointment is said to be a "white" value. My position is that all Americans who value the Enlightenment principles that animated the creation of this country must reject such thinking. Simply put, you can have CRT, or you can have a country that glorifies and celebrates the Declaration of Independence and the US Constitution, but you can't have both. The only reasonable reading of CRT is that it is, itself, a retrograde effort to re-introduce racism into the American culture. By my reading, thinking that an environment of (to use one example) free expression unfairly disadvantages non-white people is shockingly racist. It is a declaration that non-white people are inherently incompetent by virtue of their skin color. How twisted has the world become, that we are taking such thinking seriously? We should be rejecting it, root and branch. I believe that we should live our lives, and conduct our governance, according to a simple rule: Discrimination based on race is always immoral. Martin Luther King taught us that. Have we forgotten so soon? Today, we have in ascendance the Ibram X. Kendi model of openly advocating for racial discrimination. We toy with such foolishness at our own peril. Once we re-invigorate the idea that racial discrimination is acceptable, what makes us think that David Duke and others who share his racial views won't use that to their own advantage? More simply, what is the difference between the CRT position and David Duke's position? Functionally, I see next to none.</p>

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194	<u>OFCCP-2020-0002-1058</u>	
195	<u>OFCCP-2020-0002-1059</u>	Anonymous
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187	I am a mixed race person with a diverse family. It sickens me not only to hear people denigrate members of my family because of their race and/or sex, but to see employers force them to participate in "training" sessions and be subject to such abuse to keep their jobs. The language of the executive order could not be any more clear. Race based and sex based scapegoating is unacceptable. And public money should not be going to such abusive practices, nor to companies that abuse their employees because of their race and/or sex. These critical race theory based programs are destructive and inherently decisive. Critical race theory doesn't seek to create harmony between diverse people. It seeks to prioritize our differences. To cast certain groups of people as inherently bad based on their skin color and sex. And not just inherently bad (original sin), but also utterly incapable of atoning for this inherent evil. There is no concept of making amends. No concept of redemption. No room for forgiveness. Only perpetual "ally-ship" in which the scapegoat bows down to their "superiors" who are of an "oppressed" (morally superior) race/sex. Critical race theory is a vindictive, cruel philosophy. It does not belong in government, or frankly in any society which seeks make discrimination and racial/sex scapegoating less common. I fully support any effort to remove its discriminatory influence from government and organizations which choose to accept government funding.
188	The theories on which these trainings are ineffective and, quite frankly, inhumane. I am a cultural expert, having lived and worked in the MENA region for my entire career. Diversity is important. Equality is important. Trainings based on critical race theory destrot actual diversity and are racist at heart. The president's decision to halt these trainings is correct and should be upheld.
189	This should not ever be taught in any functioning organizational structure. Government is already inefficient. The last thing we need is a to institute this inane indoctrination of public servants who should be focused on efficiency and public service.
190	Critical Race Theory is not the same as diversity training and has no place in our government or education systems. It is the exact opposite of equality and I reject any ideology that results in more race based animosity.
191	I think Critical Race Theory as espoused by several New York Times Best Selling authors such as Ibram X. Kendi and Robin DiAngelo should NOT be supported by our tax dollars. It has no scientific basis, but amounts to a form of scapegoating and blaming all unequal outcomes on race/gender based biases. Worst, it does not claim that racism/sexist is open by most but is working subconsciously within the entire system. It blames problems of today on sins of the past. It is a sort of Trojan Horse type plea, where the person claiming to be an "anti-racist" is really just accusing others of always operating with these biases and racism (which becomes a form of incurable disease). It basically is a snake eating its tail - because on one hand it claims it wants to help non-Poc become less racist by pushing an agenda based ideology that non-people of color are inherently racist due to the color of their skin. It undermines the merit system, personal responsibility, and actually creates more race related tensions. It has created a generation of Americans that are either repenting for the sins of their forefathers or that believe that anything currently wrong in their life is not their fault (but the fault of the system). CRT has no place in our government.
192	PLEASE KEEP THIS EO!! Equality is important and we should treat everyone respectfully but the current style of diversity trainings are RACIST and stem from Critical Race Theory (resentment politics disguised as academic theory)
193	My family and close community reject race based ideologies like that of CRT. When used in the larger public space it has become a tool to spread more bigotry and intolerance. I see it used to divide people much more than to educate. It is based on the unfalsifiable assumption that racism exists in every human interaction and it is the job of the theorist to find it. How this plays out in the real world is shown by Ibram Kendi author of How to be an Antiracist. He wants a constitutional amendment to create a department of anti-racism comprised of unelected anti-racism experts who must approve every law in America. It would also have the power to punish anyone it deemed racist.
194	These trainings are unnecessary, counterproductive, expensive, and a waste of productivity.
195	Race and sex scapegoating and stereotyping, which are supported intellectually by Critical Race Theory (among other related theories in the humanities and social sciences such as Queer Theory and Postcolonial Theory), are a serious issue at my job with a public university. While my university certainly does offer diversity trainings that highlight "implicit bias", especially among people who are members of "oppressor" groups (like "men", "white" people, and "cisgendered" people), I would like to call your attention to another arena that has received less attention, but to which the President's order on race and sex scapegoating and stereotyping also clearly applies: Title IX offices on campus. On my campus, the Title IX office, which is supposed to uphold important legal precepts like "equality under the law" and "due process", actually promotes and disseminates information about critical race theory and "whiteness" alongside it's compliance function. I'm deeply concerned that the influence of critical race theory, including its support for race and sex stereotyping (e.g. "all white people are racist"), is undermining the capacity of the Title IX office to treat all people fairly and to treat them as "innocent until proven guilty". See, for example, websites from various Title IX Offices in the nation that illustrate how federal compliance offices bound by US law are also engaged with theoretical perspectives and activities that promote race and sex stereotyping and scapegoating (this is seemingly a problem in relation to the new Title IX guidelines too). It is also the case that, at some universities, diversity trainings are run and organized by staff housed in the Title IX Office or whose duties overlap with such offices. I think that it's important to recognize that critical race theory rightly points to structural racism in American society. I agree that this is an issue of the utmost importance to which we should address our collective energies. BUT, it is not intellectually, ethically or legally appropriate to transform this acknowledgement of structural inequality in the US into an indictment of specific individuals and their behavior. Stereotyping people as oppressors, and then permitting these stereotypes to undermine Constitutionally-protected individual rights in quasi-judicial contexts, is inappropriate and dangerous. To the extent that relationships with the federal government can be leveraged to protect individual rights and freedoms, I think such interventions are warranted.
196	Trump made the right call to take this divisive, racist training out of our Federal government.
197	We want this. We want to bar CRT and GT from being forced on us by an employer.

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199	<u>OFCCP-2020-0002-1063</u>	
200	<u>OFCCP-2020-0002-1064</u>	
201	<u>OFCCP-2020-0002-1065</u>	Anonymous
202	<u>OFCCP-2020-0002-1066</u>	(b) 6
203	<u>OFCCP-2020-0002-1067</u>	Anonymous
204	<u>OFCCP-2020-0002-1068</u>	(b) 6
205	<u>OFCCP-2020-0002-1069</u>	Anonymous
206	<u>OFCCP-2020-0002-1070</u>	(b) 6
207	<u>OFCCP-2020-0002-1071</u>	
208	<u>OFCCP-2020-0002-1072</u>	Anonymous
209	<u>OFCCP-2020-0002-1073</u>	Anonymous
210	<u>OFCCP-2020-0002-1074</u>	Anonymous
211	<u>OFCCP-2020-0002-1075</u>	Anonymous
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198	This is the only part of Trump's presidency that should stay around. Research done into these sorts of trainings has revealed that they only serve to increase prejudice towards white people--they do not help minorities, and by their intense focus on reifying race they are treading into dangerous waters. My own experience as a female in a male-dominated industry would also suggest that they serve to harm, not help, those they are supposed to. These sorts of trainings both increased tensions between myself and my male coworkers, presumably because they were worried about accidentally insulting/offending me (despite this never having been a problem before!), and caused me to doubt my own competency by infantilizing my gender and making it seem as if I couldn't possibly have achieved what I have on my own merits.
199	I agree with the need to ensure that contractors do not treat workers differently on the basis of race, sex, or other protected characteristics. However from the "training" that I've been subject to recently it seems that it breaks this law by treating workers differently on each of these categories almost by definition. I implore the Federal government to refrain from overreaching when it comes to monitoring behavior and training in every business that interacts with the Federal government. We are good people, let us get on with our lives and be good to our neighbors no matter who or what they may be. Thank you. Sincerely, a worried American Abroad.
200	Critical race theory is absolutely racist against White people. To claim such trivial things such as being on time are "rooted in racism" is freaking absurd. Critical race theory absolutely needs to be banned. Actively teaching people that their race is the source of all evil is insanely racist in and of itself.
201	CRT is marxism hiding behind the veneer of academic authority. It undermines individual freedom of expression and is counter to the ideals of freedom. Stop the madness before the lunatics get control of the asylum
202	This EO denies the fact that this country was founded and continues to be rooted in racism. The only way we can overcome white supremacy is by addressing racism head on. Diversity training bring awareness to implicate bias, microaggressions, and systemic racism. It is a dishonor to our country and our people to not be honest about the racism marginalized folks face on a daily bases. We can only move past this by providing education and resources to dismantle racism, homophobia, transphobia, Islamophobia, anti-semitism and abilism in our society.
203	This is pure illiberalism at its finest. Any true blue philosophical liberal should stand against the sophistry that the Universities have created. Burn it all.
204	Please, we can have diversity training. But we must not allow hate cloaked in virtue into our institutions. There are good alternatives to CRT that are completely compliant with the executive order. You can browse these at the New Discourses website.
205	I would rather die than be re-educated by Marxists.
206	Prominent critical race theorist, Ibram X Kendi, has suggested that the only remedy to race based discrimination in the past is present day race based discrimination. And that the only remedy to present day race based discrimination is future race based discrimination. It is quite clear that the critical race theorists, and Diversity Equity and Inclusion hacks are openly advocating for the creation of permanent systems of race based discrimination. This is clear because if Kendi's goal of future racist discrimination comes to pass, then the only "remedy" for that discrimination will be yet more racist discrimination. This is no different than George Wallace calling for segregation today, segregation tomorrow, and segregation forever. Critical race theory should be seen for what it is. Vile and despicable racism. It is not even thinly veiled racism. It is open racism. Any supporters of it ought to be ashamed of themselves.
207	This isn't training. This is indoctrination in a vile and pernicious doctrine that will rip the country apart. That this is even being considered is absolute madness. If you do decide to implement it then please first rewrite the constitution to make clear your citizens are no longer individuals with human dignity and agency but automatons lacking free will and controlled by forces unleashed solely by their membership of various identity categories. Please also be aware that the internal division which this ideology is causing can only serve to weaken and destabilise the nation while the rest of the (non anglophone) world looks on in sheer disbelief uncertain whether to laugh or cry.
208	The decision to ban CRT tactics in workplace training was absolutely correct. Critical Race Theory simultaneously infantilizes people of color and unfairly attacks anybody who does not fall in line with its teachings regardless of their race. It is a pseudo-intellectual house of cards that upon inspection is little more than a reworking of old anti-semitic conspiracy theories infused with postmodernism. It is a hateful and cancerous ideology and the only problem with this EO is that it is limited to government employees and does nothing to address the problem nationwide of a captive audience of private sector employees being subjected to hateful indoctrination.
209	I am completely against mandated CRT training of any kind. It is unAmerican to demean one group of citizens over another. White people are not low iq joggers and scholars and should not be treated like we come from a shithole country. America First!!
210	Employers requiring employees to sit through training that defines them by their race or gender should be illegal. Critical race theory is a theory based in racism itself. Employers should not be able to force employees to be lectured to on the basis of their heritage.
211	How can you be sure that this comment forum is not completely populated with bad faith actors? While I'm here... Discrimination based on race is wrong.
212	This type of "training" is not only morally wrong but un-american. Not only will it create a more divisive workforce but will drastically limit the applicant pool stripping away qualified people who -- correctly-- will not put up with it. This doesn't belong anywhere yet alone in a free society's government.
213	Everything I've seen from these trainings violates the Civil Rights Act. Segregated training sessions, accusations of racism by virtue of skin color, accusations of sexism by virtue of biological sex e.t.c.

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214	<u>OFCCP-2020-0002-1078</u>	Anonymous
215	<u>OFCCP-2020-0002-1079</u>	(b) 6
216	<u>OFCCP-2020-0002-1080</u>	Anonymous
217	<u>OFCCP-2020-0002-1081</u>	(b) 6
218	<u>OFCCP-2020-0002-1082</u>	
219	<u>OFCCP-2020-0002-1083</u>	
220	<u>OFCCP-2020-0002-1084</u>	
221	<u>OFCCP-2020-0002-1085</u>	Anonymous

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214	At the University of Wisconsin, a public university that receives enormous federal funding, I was subjected to race-based training on more than one occasion, as part of my employment as faculty/staff. One training was off-site and was segregated -- I was directed to attend the "for whites only" session. Another included everyone in my department and we were directed in an exercise to split up by racial/ethnic ancestry. Then certain racial/ethnic staff were allowed to be first in line for treats (cookies and ice cream) while other staff from different racial/ethnic backgrounds were directed to wait their turn and go last. This mandatory workplace training exercise was inappropriate, embarrassing and shameful. Several faculty and staff walked out in disgust.
215	By definition, workplace trainings that "involve race or sex stereotyping or scapegoating" are RACIST & SEXIST. For example, teaching people that all black people are victims and all white people are guilty of the "original sin" of slavery is incontrovertibly racist. Allowing federal contractors to impose anti-racist ideology (some say it is a religion) on its workers violates the constitution and bill of rights.
216	Our country has moved passed being divided by "race and sex", which is why we are free. Obsessing over these antiquated ideas is like looking to see what we can learn about detecting witches from the Salem witch trials... I'd much rather we focus on finding witches, in fact.
217	CRT is a nefarious political ideology, if not religion, that has no place in government. It is important to distinguish CRT with race sensitivity training. CRT rejects western ideals of personal responsibility, work ethic, delayed gratification, punctuality, and "whiteness." Yes, CRT believes white people are fundamentally evil, and must continuously and indefinitely suppress their whiteness so that BIPOC can live in relative peace. See the Smithsonian NMAAHC (now removed) guide on whiteness. CRT is an ugly outgrowth of the post-modern movement that, like the tree it came from, seeks to destroy society to be replaced with a pseudo-ethnocentric autocracy. CRT has infiltrated K-12 schools and is standard in all liberal arts universities and colleges. I graduate college in 2017, and I graduated law school in May of this year. I am deeply troubled by the effect CRT and post-modernism has had on my (apparently) vulnerable peers. Most importantly, the connection between CRT/Postmodernism and communism is not so attenuated. I am shocked to find so many of my outspoken colleagues who support CRT also endorse and prefer a communistic system over free-market democracy. Race based sensitivity training, however, merely points out certain race-dynamics that many white-people may not be aware of. It is horrible to be racist. It is horrible to make assumptions about a person based on the color of their skin. It is horrible to discriminate against anyone based on race. It is also horrible to denounce an entire race of people and their culture for the sins of (some) of their ancestors. The difference between CRT and race sensitivity can be likened to the difference between Malcom X and Dr. Martin Luther King. Indeed, many leading CRT scholars embrace the vindictive violence-based teachings of Malcom X, while explicitly rejecting the peaceful yet persistent approach pioneered by Dr. King. One of these men were an integral part in ending segregation in the South and passing the Civil Rights Act, the other sowed hatred and fear into a community and preferred retribution to reconciliation. This is an important moment in American history. We must decide whether we want to attack social disparities between races with well-reasoned, empirically-supported solutions, or with the elimination of the arbitrary evil called "whiteness." Violence and retribution versus peace and reconciliation. The choice is very simple. The following is a link to a paper by James Lindsey. Mr. Lindsey is a leading expert on critical race theory and articulates the perils thereof very well. The future of the country depends on a resounding rejection of CRT and its predecessors. Please make the right decision. Link: https://newdiscourses.com/2020/09/first-amendment-case-freedom-from-woke-religion/
218	So, let get this straight...in order to beat racism, we must be racist against white people? How do you people in the federal government put your bra and panties on in the morning? No wonder no one likes you guys and want to overthrow the whole entire system.
219	A person may be judged by their actions, not by their skin color. It's important that the federal government does not place virtue on anything regarding race. A person cannot be inherently racist simply because they are of a particular race. There is no evidence to suggest this and creates division.
220	Critical Race Theory requires discrimination on the basis of skin color to achieve equal outcomes that disregard individual skill, merit, or personal agency. It works directly against the efforts of the Civil Rights Movement and has no place in our institutions. The general public, as they've become more aware of the details and been subjected to the trainings of CRT, are increasingly rejecting this ideology. Perhaps the most alarming aspect is CRT's adoption of religious characteristics, such as original sin. If you are white, you are born a racist and must admit this and agree to spend the rest of your life as an "antiracist," actively participating in the achievement of equal outcomes (not equal opportunity, which doesn't require this discrimination). If you're non-white, you are born oppressed, regardless of socioeconomic status, regardless of celebrity, regardless of individuality. You are a part of a group set against another group, solely based on skin color, from the day you are born, and the only way to not be a part of the evil group is to actively participate in their ideology - strikingly similar to how many global religions operate. There should be separation of church and state, and our institutions should be protected from this growing ideology at all costs.
221	Critical Race Theory is a wretched, anti-individual, anti-American ideology that repackages toxic ideas of collective guilt and racial essentialism that should've been left behind in the last century. No one should be forced to pay subservience to such an ideology, especially on taxpayer dollars. Foundational CRT texts even call into question the legitimacy of the constitution and our great civil rights movement. It belongs in the dustbin of history, along with all of its cultish fanatics.

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222	<u>OFCCP-2020-0002-1086</u>	Anonymous
223	<u>OFCCP-2020-0002-1087</u>	(b) 6
224	<u>OFCCP-2020-0002-1088</u>	

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222	Office of Federal Contract Compliance Programs, I have participated, against my will, in training programs designed to advance the Critical Race Theory agenda. These sessions directly caused mistrust, anger, and counterproductive conflict in the work groups they were intended to help. Since that experience I have taken time to read up on the leading CRT scholars and their ideas. I view this ideology as dangerously toxic and dis-empowering for anyone who has the misfortune to be exposed. Our nation has been remarkably successful as a bastion of freedom, liberty, and equality in the eyes of the law. Above all else, we are who we are because we cherish and protect the rights of individuals as outlined in our Constitution. CRT represents the rejection of those ideals in favor of a vague and chaotic system of contradictory beliefs. Following Dr. King's great vision and leadership, America has grown into a thriving pluralistic society. This diversity is our strength, and worth celebration, but not to the extent that immutable outward traits such as skin color become a tool to suppress our incredible diversity of individual character. We must hold close to our Founders' ideas as well as the ideas of civil rights luminaries like Dr. King. Reject any racial training that uses group stereotypes to pigeonhole or indoctrinate individuals. We are not a people that seek to establish hollow gestures of group conformity. Such subversive efforts need to be strictly rejected and driven from our public lives and public institutions. Thank you very much.
223	Critical Race Theory is racist. It asserts that one race (caucasians) have some inherent blood liable that must be excoriated in order for that person to be accepted in public society. This would be unacceptable for any other race. All white people are not alike nor do we have some collective history or identity. No one alive owned slaves. No one has some magical benefit because they are white. The whole thing is dirty, racist, and divisive. No race can be collectivized and blamed for things the individuals did not do.
224	After studying CRT, I believed fully in its necessity. The ideas seemed fresh and liberating and I believed that they held the potential to lead us to a better country that was not plagued with the sins of racism. If we could only get more people on the same page, I thought, we would finally be free. I pursued this path for many years but couldn't help but notice that the neither the world nor my life had not gotten better as a result of these beliefs. I am a black woman who did not grow up seeing myself as racialized, but eventually learned to see myself as oppressed and marginalized, despite experiences to the contrary. These theories were sanctioned by people I respected and trusted and seemed legitimated by academic rigor. I believed I was simply learning a truth about reality, when, in actuality, I was creating this racialized reality for myself. Eventually, I found it very difficult to connect with people who were white and thought they generally could not be trusted. That's not a helpful perspective, especially if you are in a predominantly white area as most interactions are then tinged with anxiety, mistrust, and fear. This perception of the world left me angry, bitter, and depressed. There are many unhelpful ideas in CRT. One being that white people created racism and are responsible for fixing it. However, we're told that they have zero incentive to fix it, so people of color basically have to accept that things will never get better and that they will always carry this heavy burden. When one feels powerless about the oppression they perceive, life starts to feel hopeless. I followed these beliefs to their natural conclusions and found myself, as someone who's always valued life, not thinking it was worth Another issue I have with this school of thought is that there is no one accepted theory that can be applied to an entire population or group. Re-centralizing race in every interaction seems to only put people into more boxes with more stereotypes. I do not want people to look at me and make any assumptions about my life simply because of the color of my skin and I no longer find it helpful to do so to others. There is no black or white or Latin experience. We all simply have our individual experiences and some crossovers due to cultural connections. There is not one FACT proffered by CRT that can be generalized to an entire population. I care about this issue now because I've seen the effect it has on the psyches of people of all races. Getting black people/POC to see their lives through the lens of inescapable oppression and all white people as their oppressors, while white people are to self flagellate over irredeemable oppressiveness doesn't seem to leave anyone in a better place. If people want to immerse themselves in these ideas, they should do it on their own time or go study sociology. Not a single taxpayer dollar should go towards indoctrinating people into this system of belief.

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1	Comment Number	Mass Mail Code	Comment
2	OFCCP-2020-0002-0597	MM01	As a psychologist and public health researcher, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike.
3			Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping.
4			Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding about implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to my patients and colleagues, and this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO.
5			Without the diversity training I received as a Clinical Psychology Intern at (b) 6 I would not have been able to provide the highest-quality, compassionate, and evidence-based care to our nation's under-served Veterans. Those trainings provided me with specific advice on clinical techniques to use in therapy when discussing my client's expressed experiences of anti-black discrimination. As a White, highly education provider, it was imperative for me to recognize and acknowledge the power differential in the therapy room when working with my young African American veteran client. I believe the techniques I learned in diversity training and applied in therapy directly improved therapeutic rapport with my client, and subsequently improved his mental health. Indeed, evidence suggests therapeutic rapport is a strong predictor of mental health outcomes in psychotherapy seeking clients.
6			This EO has STOPPED diversity training within the VA, which is a detriment to the training of our future VA psychologists and the Veterans they serve. Our Veterans deserve better.
7			Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential.
8			Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies.

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9			The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce.
10			For additional information, please see the following resources:
11			- Adam, E. K., Heissel, J. A., Zeiders, K. H., Richeson, J. A., Ross, E. C., Ehrlich, K. B., & Eccles, J. S. (2015). Developmental histories of perceived racial discrimination and diurnal cortisol profiles in adulthood: A 20-year prospective study. <i>Psychoneuroendocrinology</i> , 62, 279-291.
12			- Carter, E. R., Onyeador, I. N., & Lewis Jr, N. A. (2020). Developing & delivering effective anti-bias training: Challenges & recommendations. <i>Behavioral Science & Policy</i> , 6(1), 57-70.
13			- Zenger, J., & Folkman, J. (2019). Research: Women score higher than men in most leadership skills. <i>Harvard Business Review</i> .

Comment Number	Mass Mail Code	Comment
<u>OFCCP-2020-0002-0597</u>	MM01	<p>As a psychologist and public health researcher, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping.</p> <p>Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding about implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to my patients and colleagues, and this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Without the diversity training I received as a Clinical Psychology Intern at Edward Hines Jr., VA, I would not have been able to provide the highest-quality, compassionate, and evidence-based care to our nation's under-served Veterans. Those trainings provided me with specific advice on clinical techniques to use in therapy when discussing my client's expressed experiences of anti-black discrimination. As a White, highly education provider, it was imperative for me to recognize and acknowledge the power differential in the therapy room when working with my young African American veteran client. I believe the techniques I learned in diversity training and applied in therapy directly improved therapeutic rapport with my client, and subsequently improved his mental health. Indeed, evidence suggests therapeutic rapport is a strong predictor of mental health outcomes in psychotherapy seeking clients.</p> <p>This EO has STOPPED diversity training within the VA, which is a detriment to the training of our future VA psychologists and the Veterans they serve. Our Veterans deserve better.</p> <p>Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential.</p>

Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies.

The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce.

For additional information, please see the following resources:

- Adam, E. K., Heissel, J. A., Zeiders, K. H., Richeson, J. A., Ross, E. C., Ehrlich, K. B., & Eccles, J. S. (2015). Developmental histories of perceived racial discrimination and diurnal cortisol profiles in adulthood: A 20-year prospective study. *Psychoneuroendocrinology*, 62, 279-291.
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- Zenger, J., & Folkman, J. (2019). Research: Women score higher than men in most leadership skills. *Harvard Business Review*.

Comment Number	Name	Comment
OFCCP-2020-0002-0002	(b) 6	Critical Race Theory (and other grievance studies) are a threat to a free society.
OFCCP-2020-0002-0003		CRT is racist and should be banned
OFCCP-2020-0002-0004	Anonymous	Critical Race Theory is anti-white propaganda. Its racist towards whites, and it needs to be stopped. We can only coexist with other races if everyone is treated the same and no one is demeaned.
OFCCP-2020-0002-0005	(b) 6	Critical race theory should be banned from all government funded institutions
OFCCP-2020-0002-0006		I am 100 percent AGAINST the idea of CRT. This is a hateful indoctrination and should be banned IMMEDIATELY from all public and private schools, Government and Corporations. CRT is anti white and racist and contrary to all the good which America stands for. BAN CRT NOW!!!!
OFCCP-2020-0002-0007		CRT in all of its variations is highly divisive and counter to Americas ideals. It flies in the face of Civil Rights law and will reverse all of the good it has done. To allow CRT to be promoted will only breed more racism, divisiveness, discrimination, and hate in our country. It is in large part to blame for the current state our nation is in. It should not be allowed anywhere within our federal government or with those who do business with the federal government, or with those who receive federal funding. We most hold fast to the words of Martin Luther King Jr. and judge others not by the color of their skin, but by the content of their character.
OFCCP-2020-0002-0008		Good EO. Critical Race Theory is dangerous. Needs to go further. California is about to legalize discrimination based on race, gender, etc. This must be stopped.
OFCCP-2020-0002-0009		Critical Race Theory is modern day segregation and speaks to a perverse view of collectivism versus individualism. I am completely against CRT training in the workplace and schools. Thank you.
OFCCP-2020-0002-0010		Critical race theory is a trojan horse that threatens our future. It is institutionalized racism and is the exact stuff that should be stamped out. We are not a racist country, but this perverted ideology could take us back there

OFCCP-2020-0002-0011	(b) 6	<p>The Critical Race Theories being taught in schools and conducted as trainings in the workplace is nothing but anti White racism. If you substituted the words Jewish, Asian, Black, Hispanic, or any other racial group with the word White the seminars and teachings would be categorically racist. Whites are not immune from being treated poorly or from being the target of racism. These racial sensitivity trainings are dressed up racism toward White people. In fact, the very metric of success is measured in negative outcomes for White people. If there are fewer Whites admitted to college or getting jobs then this is a success according to CRT advocates. If White life expectancies drop, fertility rates drop, incomes drop, then these are considered successful outcomes for CRT advocates. I am personally embarrassed so many people have fallen for this race hustler hoax, and it is a moral outrage that taxpayers are funding this fraud.</p>
OFCCP-2020-0002-0012	(b) 6	<p>Critical Race Theory, misrepresented in the main stream media as "racial sensitivity training" is tearing our country apart. We are a country founded on principles of individual human rights and human equality. We have not always lived up to that, but the sentiments espoused in the Declaration of Independence and enshrined in the limited government structure of the Constitution were true when written and have been expanded since. The current racial narrative is that America is as deeply racist today as it was during slavery or Jim Crow, and centers everything on group identity and group responsibility. That is entirely antithetical to our founding. To attribute characteristics to a white person because they are white or a black person because they are black is the definition of racism. All white people are not racist, and all black people in America do not see themselves as victims of a racist country in 2020. That is not to say we do not have racism, discrimination, or inequality to work on rooting and solving. I can say that using the tools of Critical Theory which completely reject the principles of individual human equality, logic, reason, the Scientific Method, et cetera are the exact wrong tools to use in addressing real racial issues today. We are inflaming racial tensions by attributing the Scientific Method, the nuclear family, showing up on time, turning in your work, etc. as aspects of "Whiteness" as the Smithsonian did this summer is deeply offensive and racist. As an American who cares about racial justice and equality, I urge our taxpayer funded government to reject the divisive message or Critical Theory and embrace liberal values of equality, human dignity, and human flourishing.</p>
OFCCP-2020-0002-0013	(b) 6	<p>I strongly endorse the President's Executive Order 13950. I concur completely with his analysis and rationale. Our nation cannot realize the dreams and goals of our founders and our current citizens if we are divided; if scapegoat and if don't live up to the Declaration of Independence, "that all men are created equal."</p>

OFCCP-2020-0002-0014	(b) 6	I am very grateful that you are taking action to protect our nation from the poisonous ideology of Critical Race Theory. It is a school of thought that can only lead to hatred and division. I have experienced first hand the destructive nature of CRT as it has created division within my own family. I never could have imagined that by working to raise my daughters well and sending them to college I was actually destroying our relationship. I hope and pray that we are able to prevent other families being destroyed by the lies perpetuated in CRT.
OFCCP-2020-0002-0015	(b) 6	I want this. CRT breeds hatred, victimhood, division, and abusive behavior. I do not want it in our federally funded institutions. It is political and dangerous.
OFCCP-2020-0002-0016	Anonymous	You are all insane!!!! What do you really want? What blacks want besides looting?
OFCCP-2020-0002-0017	(b) 6	Thank you for creating this EO. Critical Race Theory is pseudo-scientific, anti-academic, racist drivel. It rejects objectivity, individualism, and liberalism. It has not place in the public square and should not receive a dollar of funding from my taxes.

		<p>I support preventing the teaching of CRT, or at least preventing presenting CRT as the only method for viewing racial disparities/issues. It has some aspects of truth, like all good lies, and so many well-meaning but ill-informed people agree with it. It pretends to be the heir to MLK and the civil rights movement, but it was founded because its founders interpreted the civil rights movement to be a failure. They openly question "the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism, and neutral principles of constitutional law" (Delgado and Stefancic (2001), "Critical Race Theory, An Introduction"), which many people think that despite failures have lead to a pretty good system of governance. CRT lacks nuance (everything is, or is caused by, racism), it defies dissent (CRT uses anecdotes as evidence - of course anecdotes cannot be disagreed with, but anecdotes are a weak form of evidence because they are so limited. Those who dissent are assumed to do so not due to objective reasoning (which is doubted), but because they want to maintain the racist status quo), and it rejects any methods which can be used to disagree with it. The tips section for this comment says "Base your justification on sound reasoning, scientific evidence, and/or how you will be impacted". CRT would be happy to use "how you will be impacted" (if "you" is a person of color, and "impacted" refers to negative effects of living in a white supremacist culture - any other answers are the results of internalized oppression), but "sound reasoning" and "scientific evidence", when used to disagree with it, are called "The Master's Tools" (Lorde (1984), The Masters Tools Will Never Dismantle the Masters House.). Sound reasoning and scientific evidence are assumed to be limited to use by white people, which is both racist and untrue. It is a political (power-based) strategy for analyzing racism which goes against the lofty goals of equality and justice foundational to the civil rights movement and foundational to the US Constitution. Disagreeing with CRT is a matter of choosing a different set of politics - usually, one which is less self-interested and more moderate. CRT is an aberration, not an elevated and evolved version of the civil rights movement.</p>
OFCCP-2020-0002-0018		
OFCCP-2020-0002-0019	<p>(b) 6</p>	<p>https://amgreatness.com/2020/10/05/trumps-anti-critical-race-theory-order-is-necessary-but-insufficient/ I think critical race theory is horrible. It needs to be out of all government and schools.</p>
OFCCP-2020-0002-0020		<p>https://amgreatness.com/2020/10/05/trumps-anti-critical-race-theory-order-is-necessary-but-insufficient/ As comment I submit my article published at American Greatness commenting on the merits and demerits of Trumps order as it stands. I offer what I think is a way forward to builds on the existing order to reach a more robust approach to the issue.</p>

OFCCP-2020-0002-0021	Anonymous	I am a federal employee and I see these trainings frequently. They are divisive, racist and anti-American. White people are not born racist and the large majority simply are not. America is a great country founded on equality. Ideas like equity are dangerous.
OFCCP-2020-0002-0022	(b) 6	Scapegoating has no place in any system which intends good outcomes for its inhabitants. It is inevitably a Shirley Jackson Lottery which, in the end, ritualistically chooses victims to bear the burden of its own sins. The Critical Race Theory which has begun to pervade workplaces in the United States is nothing more than a restated version of the scapegoating that we have seen so many times before, both here and elsewhere. The process itself is inherently toxic; and while it takes great effort to avoid, the effort is worthwhile. Critical Theory is in direct opposition to American ideals and in particular, Critical Race Theory is in direct opposition to the Civil Rights Acts enacted federally and in states during the 1960s--laws which were hard-won and profoundly based upon the notion of human dignity. The President's executive order is wise in targeting the results of these phenomena rather than the specific phenomena by name; such phenomena are adept at masking through language and would easily sidestep direct naming of Critical Race Theory. This element must be purged from all Federal dealings, and indeed any dealings which claim to involve a democratic process or which claim to support the Bill of Rights. I am in strong support of the President's executive order on Race Stereotyping and Segregating.
OFCCP-2020-0002-0023	John Doe	Critical race theory is divisive and goes against the enlightenment values on which this country is founded. It is illiberal and totalitarian and must be resisted. Thank you for taking action against it. Sincerely, A concerned citizen too afraid to speak due to the illiberal mob
OFCCP-2020-0002-0024	(b) 6	Critical Theory is a dangerous ideology that attacks the very foundational principles on which our nation was founded. It hacks away at the bedrock values of our society. There should be ZERO tax dollars paying for Critical Race Theory or Critical Gender Theory in either federal or state budgets. I urge the government to put an immediate halt to any and all funding supporting this poisonous ideology.
OFCCP-2020-0002-0025	Anonymous	The Human Resources departments for all federal contractors need to make their employees aware of the hotline.
OFCCP-2020-0002-0026	(b) 6	up to this time, the white race has been discriminated against by employees hired to come to work places and teach all the employees there that whites were racists. i find such teaching to be discriminatory and it shuod not exist anywhere n america. for taxpayers to be paying for this atrocity is outrageous. clearly we can all work under this dol proposal.
OFCCP-2020-0002-0027	(b) 6	See attached pic..... segregation in their government training..... Plessy vs furgouson is moot?

OFCCP-2020-0002-0028	(b) 6	The City of Palmer recently began utilizing this training from Traliant. Would you please review and let me know if it is in compliance with EO 13950? Thank you
OFCCP-2020-0002-0029	Anonymous	White is not a race. Where are you getting your information? Directly from Stephen Miller? Systemic oppression is real. Is this a crime tip hotline for people with hurt feelings? A mild discomfort complaint box? Anguish, seriously?! If you dont believe in racism or sexism, how can you experience anguish because you have to go to a boring training you dont like? I have had to go to at least 3 trainings in my career to learn about the complexities of Excel spreadsheets. I shopped online - it was fine. WHAT IS THE PUNISHMENT for people/companies who violate this edict? Craig E. Leen, I see your name at the bottom of this document as director of the OFCCO. This will be part of your legacy, this sneaky, disingenuous, undemocratic drivel. You signed off on it, so either you believe in it or somebody has promised you something. Unbelievable cruelty & trickery.
OFCCP-2020-0002-0030	Anonymous	This Executive Order prevents organizations like Centers for Independent Living from being able to move forward with the anti-racism and intersectionality of race and disability work. We are going backwards with this EO instead of moving forward in history. This EO will prevent federal funded organizations from being able to do any diversity or cultural awareness trainings. Please DON'T support this Executive Order!
OFCCP-2020-0002-0031	(b) 6	This EO is incredibly damaging to marginalized communities all over the US and completely undermines the experiences of black Americans specifically. It is a FACT that minorities experience racism, directly and indirectly, every day by others in this country daily. This racism has been indoctrinated into our daily lives through education and experiences. Pieces like Critical Race Theory force us to examine the FACTUAL history of this country and the way that we have treated minorities for centuries. We cannot work on creating everyone equal if we as a country continue to ignore the long violent, racist basis that settlers created this country on. When the constitution was founded, black people were only counted as 3/4ths a person and those who signed that document had the audacity to say that all people were created equal. Please reject this EO. We have suffered enough.

OFCCP-2020-0002-0032		<p>On behalf myself, an Associate Professor at the University of Minnesota Medical School, I appreciate the opportunity to provide comment on the President Donald J. Trump signed Executive Order 13950, titled "Combating Race and Sex Stereotyping". Within the Department of Psychiatry and Behavioral Sciences, I oversee clinical training of students, medical residents and fellows who train at clinical training sites, including the Minneapolis Veterans Affairs Healthcare Center. Diversity, Equity and Inclusion training is essential to our training mission, as we work to train a health workforce with the skills needed to serve our diverse community. As a participant in several initiatives at the University of Minnesota and the Minneapolis Veterans Affairs Healthcare Center prior to the Executive Order, I can attest that Diversity, Equity, and Inclusion training is not designed or intended to stereotype or scapegoat any person or identity. Rather, these initiatives train participants to notice explicit and implicit biases we may hold, explore and challenge these biases, in order to develop skills to appreciate and celebrate our many differences. When people experience discrimination or bias-related incidents related to a protected category or classification, in their professional capacity, or as recipients of healthcare, our whole community suffers. I implore the Office of Federal Contract Compliance Programs to not only allow, but promote Diversity, Equity and Inclusion training initiatives throughout the Federal system and Federal Contractors. Thank you for your consideration.</p>
OFCCP-2020-0002-0033	<p>(b) 6</p>	<p>As a private citizen who has worked with the University of Minnesota Medical School on a contract basis for many years and with Fortune 100 and 500 corporations in the Twin Cities for more than 20 years, I understand the importance of providing Equity, Diversity and Inclusion training. In our country in particular, this training is critical to helping each of us better understand and manage our implicit and explicit biases when working with each other or when serving the public. That training is even more important in the teaching environment -- both for students and for educators. The President's belief that such training encourages racial and sexual stereotyping and scapegoating is ludicrous and comes from a position of white privilege. We absolutely must equip generations of Americans with the ability to understand themselves better when it comes to working/serving/living with those who are different from themselves. It's critical to our democracy, to the pursuit of happiness, and to a more satisfying way of living in our country. Please DO NOT APPROVE this Executive Order. It flies in the face of our Constitution and denies the reality of living in the United States today.</p>
OFCCP-2020-0002-0034	Anonymous	<p>Please roll this back. It's regressive and counter to what folks in our country have been fighting for for decades.</p>

OFCCP-2020-0002-0035		The presidents Executive Order is incredibly disturbing and goes against our core values as government employees and healthcare workers to provide respectful, inclusive, and culturally competent care to our nations veterans. This order has had a chilling effect on our ability to learn and grow and acknowledge the ugly truths of racism and other forms of oppression. I am horrified to work somewhere that is trying to police my language in this way and it makes me question whether this organization aligns with my personal and professional values. This order interferes with my ability to do my job which is to provide veterans with high quality competent mental health care. I feel like we are moving backwards.
OFCCP-2020-0002-0036	(b) 6	As a participant in a Diversity, Equity, and Inclusion (DEI) initiative at the University of Minnesota, I can attest that DEI training is not designed or intended to stereotype or scapegoat any person or identity. Rather, these initiatives train participants to notice explicit and implicit biases we may hold, explore and challenge these biases, in order to develop skills to appreciate and celebrate our many differences. In these training initiatives, the often-marginalized aspects of my identity have been supported and validated, while the majority aspects of my identity have *not* been shamed nor degraded. I implore the Office of Federal Contract Compliance Programs to not only allow, but promote Diversity, Equity and Inclusion training initiatives throughout the Federal system and Federal Contractors. These trainings keep our systems and our individuals healthy and well.
OFCCP-2020-0002-0037	Anonymous	When I read this EO, my blood chilled. I have never seen such an infringement on intellectual and critical study and thought. It denies history, and prevents businesses from achieving goals and strategies. In addition, this is government censorship at its worst. For those who think it's GREAT, know that federal contractor/subcontractor can be ANY business that does business with the federal government.
OFCCP-2020-0002-0038	Anonymous	This is a shocking and science-defying mandate that will have horrible repercussions for decades to come if not reversed IMMEDIATELY. This is censorship of decades of research. This will harm many.
OFCCP-2020-0002-0039	(b) 6	How can we live up to our country's standard of all people being treated equally with an executive order that limits the ability for training and therefore discussion about the times where that is NOT the case? As a taxpayer I expect that government employees are being exposed to the theories and ideas that are banned in this EO.

<p>OFCCP-2020-0002-0040</p>	<p>Anonymous</p>	<p>I believe this EO demonstrates a lack of understanding of the purpose of the types of diversity training highlighted and diversity training in general. I am a white, male and have been in the Federal Government for over 30 years I taken numerous kinds of diversity training, including in the topics noted. NONE of those training sessions have painted the United States as "irredeemably racist" or have been "divisive" or "un-American." The wording of the EO and OMB memos have already had a chilling effect that will not only end the "offensive" training, but most likely many other types of diversity training that have benefitted the Federal Government workforce. That can only serve to do more harm to the workforce than a few disgruntled diversity training attendees hae experienced. Yes, this type of training can make people uncomfortable as we are challenged to look more deeply at ourselves, our racist history, and where racism still holds on even today. But I believe Americans are up to feeling some discomfort if it means the possibility of making life better for ALL Americans. If there is a problem with diversity training that is ineffective or given by unqualified individuals, then address that problem. This EO, as written, will only serve to make the Federal workforce a less diverse and inclusive environment. That would do harm to all the Americans.</p>
<p>OFCCP-2020-0002-0041</p>	<p>Anonymous</p>	<p>This order has concerning economic ramifications for government services -- in terms of government agencies ongoing ability to compete for employees, contractors, and users of government services with the private sector. For example, well-trained providers in the VA have already discussed leaving the agency due to this odd and confusing order, instead to seek a setting where intellectual censorship is not mandated. Additionally in the VA, the executive order is a message to veterans from marginalized groups (e.g., racial minorities, women) that consideration of their unique needs and struggles is no longer a topic of importance and will not be taught to staff and providers. The message is clear -- these topics of cultural study and training offend the sensibilities of those in majority and privileged racial and gender groups who would prefer not to be challenged to consider the perspectives of people other than themselves and how their actions (this order being one of those actions) may be contributing to these problems for people from marginalized groups. As a result, the private sector will thrive from this order, potentially one of the intended purposes of the order -- to continue to make irrelevant government agencies that provide useful services for the public. This is an archaic order, steeped in unconventional viewpoints not held by the majority of Americans, that makes government services appear increasingly irrelevant and out of touch with reality, but much more in touch with un-American beliefs of censorship of thought, exclusion of people, and special protection for those who insecurely attempt to hold onto their power. Government agencies and indeed the American people deserve better than this.</p>

OFCCP-2020-0002-0042		<p>I'm writing to share my strong disagreement with this Executive Order. As the EO states, the United States has a long history of struggling for racial justice. Limiting organizations' and government agencies' ability to train their staff on how to continue to fight against racial injustice - including by referring directly to important racial justice theories and the existence of systematic racism and white supremacy in the United States -- will limit our ability to ever achieve racial justice in this country, as well ignore the lived experience of millions of Americans. All individuals in the United States are not yet equal, and without embracing this fundamental understanding, we will be held back as a country.</p>
OFCCP-2020-0002-0043	<p>(b) 6</p>	<p>I work as a (b) 6. Providence Health Services accept TRICARE as payment for medical services, therefore I believe they fall into the category of a Federal subcontractor. I received an email from my manager linking an internal web-page with Diversity and Inclusion training resources. I have attached three of the resources, which included phrases like, "minimizing the potential for harm your whiteness has.." (from Kim Crayton's Being an Antiracist at Work), as well as many resources on 'White Privilege' and the 'implicit racism of being White'. In addition, there were a long list of training articles available through the Providence's official internal training website (RISE). Literally dozens of articles popped up when I typed in 'Whiteness'. I believe these resources are unconstitutional.</p>
OFCCP-2020-0002-0044		<p>This executive order is designed to stifle communication and discussion of systemic racism and sexism. The hotline asking employees to report on one another is reminiscent of The McCarthy era. How can we tackle making change in our systems to reduce racism and sexism if we cannot have open and honest communication. This order suppresses the free speech of federal workers and prevents us from hiring external experts who could help us make change. This executive order cannot stand!</p>

OFCCP-2020-0002-0045

(b) 6

EO 13950 is based on a factually incorrect characterization of diversity and inclusion training programs, the vast majority of which do not cast any group as a scapegoat, and do not characterize any particular group as inherently racist, sexist, or oppressive. Most diversity and inclusion training programs - and every such program that is well-regarded by practitioners - are grounded in a belief that what we all want is a level playing field for everyone, regardless of their race, sex, and other identities. There is ample evidence that our US federal agencies have not yet fully achieved their promise to provide equal employment opportunities for all - yes, agencies set out to provide EEO - but the data shows that we have a long way to go. Take annual employee surveys, such as FEVS, for example. Most agencies have gaps across race and gender, demonstrating clear patterns of fundamentally different and unequal workplace experiences and outcomes by race, gender, and disability status. For example, Black federal employees consistently have lower FEVS favorability scores, compared to their peers in other race/ethnicity groups, in categories such as personal work experiences and relationship with supervisors. As another example, annual MD715 reports consistently show that women and people of color are underrepresented in mission-critical occupations (vs. relevant labor force benchmarks) and in leadership positions (vs. their availability in lower-level jobs). These gaps are evidence that we have not achieved fair, merit-based organizations. And worse, that the ways in which our organizations are unfair have patterns - the harm being done to people is not random, but is most likely to impact historically underrepresented groups. EO 13950 would have us do what, exactly? Pretend that these gaps do not exist? Believe that these gaps reflect true differences in pure merit, and it just so happens that White men are more qualified than every other group to hold positions of power in our government? Or what? I am legitimately baffled by this EO and what it is trying to say about the causes of these very real gaps in outcomes for our fellow citizens. The EO is impractical and unsustainable. It lacks guidance on what TO DO - what CAN WE DO - to help ensure equal opportunity for all. It merely prohibits a long list of educational activities, shuts down critical thinking, and asks us to pretend that very real problems do not exist. The EO claims to have taxpayer interests in mind, but creates such an overwhelming burden to enact, enforce, investigate, punish, etc. that taxpayer money would be grossly misused in its service. Finally, the EO is an outrageous overreach for the federal government. It exposes the business community

OFCCP-2020-0002-0046	Anonymous	<p>We need more, not less, training on race and sex/gender-based stereotyping and discrimination. We have a duty to better understand the experiences and feelings of all and to recognize that the minority in this country has always been unfairly discriminated against. It is unbelievable that the president and others might think that training like this is somehow discriminatory for white, heterosexuals. Surely white heterosexuals have more grit than that and can understand that being sensitive to the experiences of others does not, in any way, detract from one's own experiences. That argument is without any merit at all. We are so much better than this awful executive order.</p>
OFCCP-2020-0002-0047	Anonymous	<p>The executive order and other memos issued by the White House are dangerous because they demonstrate a fundamental misunderstanding of critical race theory and anti-racism trainings. These perspectives do NOT propose that "one race or sex is inherently superior to another race or sex." Rather, they point out the way that EVERYONE in US society has internalized biases that favor Whites and males. They definitely do NOT say "an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex." However, they point out the way that people of color and women frequently are. They do NOT claim that "members of one race or sex cannot and should not attempt to treat others without respect to race or sex." But rather, they demonstrate that, due to the discrimination women and people of color still face, it is not truthful to pretend that everyone is equal. Nowhere do they assert that "an individual's moral character is necessarily determined by his or her race or sex." They also do not claim that "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." However, they do assert that our current society is shaped by the sociohistorical context of slavery and it is the responsibility of those with privilege to change these norms going forward. In no way does CRT or the anti-racism movement propose that "any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex." This discomfort is often a natural reaction for people as they learn about the inequities that still exist. In fact, the defensiveness of our current president and his followers is a textbook example of this discomfort/distress. This EO is also a frightening example of the avoidance and denial that is so common when humans are faced with realities that challenge them or threaten to take away their power. In this case, the president had the power to force his denial onto others.</p>

OFCCP-2020-0002-0048	(b) 6	I am against this order. Diversity related trainings are crucial for workplaces. Increased awareness of diversity and inclusion is essential in our current society. This order makes it increasingly difficult or nearly impossible for federal employees to include these essential trainings.
OFCCP-2020-0002-0049	Anonymous	This EO is racist and controlling, gaslighting the experience of many Americans. Biden had better reverse it.
OFCCP-2020-0002-0050	(b) 6	I believe that this EO is based on a misunderstanding of diversity training. Such training aims to raise awareness of the hidden and implicit ways in which race- and sex-based stereotypes operate. This EO would have the damaging effect of restricting access to necessary knowledge and information.

OFCCP-2020-0002-0084

(b) 6

As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding about implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to my patients and colleagues, and this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and

OFCCP-2020-0002-0112

(b) 6

As a social psychologist and expert on the psychology of prejudice and discrimination, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding about implicit and explicit biases that already exist in the workplace. I regularly conduct bias and diversity trainings with legal professionals and court personnel, and I have personally seen the benefits of such training. Contrary to the text of the EO, bias and diversity training does NOT claim that some individuals are inherently biased because of their membership in certain majority groups. In my experience, judges, court administrators, clerks, attorneys, and other court personnel want more training on bias and diversity, and providers are in high demand. As a result of this type of training, these individuals better understand important concepts like implicit bias and systemic racism, are more comfortable talking about important equity-related topics with their colleagues, have more empathy and understanding for their colleagues who come from different backgrounds than they do, and feel more equipped to advocate for policies that would meaningfully promote equity in their workplaces. This RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities

OFCCP-2020-0002-0133

(b) 6

As a psychotherapist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO seemed to have adopted unsound assumptions while ignoring the proven benefits of evidence-based diversity training for employers and employees. Rather than seeking to create "divisiveness in the workplace," diversity training promotes a common understanding about implicit and explicit biases that already exist in the workplace. I work in the area of sports and am involved in two quite diverse sports - fencing and swimming. Close to 70% of the children I work with at the Illinois Fencers Club are first generation Americans or immigrants. Growing up in this diverse environment and my work with the athletes and their families, coaches and club administrators allows our students to understand and adopt the values of empathy, courage, inclusion, social and personal responsibility, growth, cooperation and leadership. Knowing our roots and history, becoming aware of our own biases, listening to others' experiences and understanding their background are processes that help form multidimensional identity, foster team spirit and make progress possible. As a result, I am proud to report that many of our graduates successfully navigate professional relationships in the workforce, respectfully find common ground with colleagues at work and form positive partnerships in our diverse society. Therefore, this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing flawed assumptions underlying the EO. Research on diversity trainings demonstrate the positive benefits of evidence-based diversity training programs. Social constructs - such as racism, sexism, heterosexism, ableism, classism and ageism - marginalize disadvantaged groups while unfairly benefiting others. As a result, the value of marginalized populations and their contributions to their communities are minimized. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in

OFCCP-2020-0002-0154

(b) 6

As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding of implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to the service providers I train, and this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Research on diversity training points to the positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based training increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex-stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and

OFCCP-2020-0002-0339

(b) 6

As a psychologist, I write to express my strong support to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are reducing the inappropriate forced work place propoganda that is part of political correctness and cancel culture. The APA does not speak for the majority of psychologists. Their suppositions are premised on flawed non evidence-based diversity training and on flawed, skewed research. My experience with diversity training is that the majority of my colleges and clients are not racially biased but that the current developers of the diversity training are. The attempt to force racially biased diversity training actually promotes and creates "divisiveness in the workplace," for alleged implicit and explicit biases that don't exist in the majority of the workplace. I have seen the detriment of such training to my patients and colleagues. Much of the research on diversity training is biased and treats opinion as fact such as with the unsupported conclusions concerning social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - and that these isms marginalize disadvantaged groups while unfairly benefiting others. This is nothing but unsupported emotionally based suppositions. It is particularly detrimental to marginalized populations to teach them that the current hierarchy is minimizing their contributions to their communities instead of reinforcing the progress made through their personal responsibility and action. The nation as a whole suffers when disadvantaged groups are unfairly lied to by psychologists that others are preventing them from reaching their full potential. Research on diversity training is not high-quality, or evidence-based. The current APA is clearly supporting their own biases, by submitting their opinion that inequities are being reinforced within institutions and systems. What is evident is that these promoters have a biased agenda against conservative individuals. These psychologist do not present diverse viewpoints or improve conditions for learning. In fact, they stifle learning and do not want to hear any diverse viewpoint that does not support their agenda and preconceived notions of racial bias. Federal regulations must not mandate to executive departments and federal agencies to continue the inappropriate diversity training efforts that are biased and actually create a hostile environment. Rather than silencing diverse perspectives particularly by any one with traditional Judeo Christian values, we should focus on unbiased, fact based research on application of proven training strategies to

OFCCP-2020-0002-0427		I strongly support this Executive Order. Divisive coercion under the guise of "Diversity Training" is contrary to our most basic American values. In particular "Critical Race Theory", and its basis in the presumption that all people with Caucasian skin color are unconsciously racist is in itself extremely racist. It subjects non-racist Caucasian Americans to degrading and offense extreme coercion. It is also contrary to all scientific data which questions the construct of race, and requires any theory be capable of being shown to be false. This Executive Order is in the highest spirit of the 14th Amendment to the Constitution of the United States requiring equal treatment under the law. That is precisely what this Executive Order accomplishes.
OFCCP-2020-0002-0428	(b) 6	President Trump, THANK YOU FOR YOUR EXCELLENT WORK in attempting to stop my colleagues from spreading their hateful racial and sexual biases like a cancer across the educational landscape. They are wolves in sheeps clothing.

		<p>As a psychologist, I am writing to express my concerns regarding the President's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). [NOTE THIS IS A UNIQUE PRESENTATION AND NOT A FORM LETTER] This RFI and the EO appears to be premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. When it is done well diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. I do not completely agree with my colleagues in my professional associations that diversity training is always been a wonderful thing. I am aware of situations where it's been used as a bully pulpit and has been used to browbeat people who have diverse points of view. However, quality diversity training does involve helping people to see, hear and understand other people's life experiences and does have the positive consequences of helping people be more tolerant of each other. And I think there are ways to help incorporate this in government-based employment that does not lead to fear of being "brainwashed" or "browbeat" and does have protections for employees who might feel that the providers of such training have misbehaved in any way. That may be the case already. I don't know how government agencies have implemented training for their employees. I would hope that it would be part of standard orientation and annual or biannual training on "maintaining a healthy work environment" which understandably would involve effective training on how to get</p>
OFCCP-2020-0002-0429	<p>(b) 6</p>	<p>As a psychologist, I write to express my strong support for President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", Thank you for showing common sense in this crazy PC environment. (b) 6</p>
OFCCP-2020-0002-0430		

OFCCP-2020-0002-0431

(b) 6

As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. In fact, the purpose of such training is to get past stereotypes and misconceptions. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote harmony among people through increased understanding and awareness. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. Sincerely,

(b) 6

		<p>As a psychologist, I write to express MY STRONG SUPPORT for President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping." The EO is premised on common sense, and I believe correct (based on my education, training, and experience), assumptions and highlights the damage that the present types of diversity training cause in the workplace and in society. My work with tens of thousands of persons over my career, in settings of great diversity such as courts and prisons, and my writings on the subject of diversity lead me to conclude that the research on diversity training that will be touted against the EO is flawed, skewed, misleading, and politicized. In fact, it has been my experience that the diversity of values and opinions within various "groups" (defined by age, race, ethnicity, sex, genera, religion, creed, etc.) are as diverse as values and opinions between the various groups (and many persons are members of several of these artificial groups simultaneously). At a very basic level, most everyone regardless of group membership wants a good life, and wants better for their progeny. This knowledge unites us, while emphasizing average differences between groups (the essence of diversity training) divides us. I believe that President Trump has good instincts in the matter, and am pleased that he has went with these instincts in crafting the EO. I could cite my own peer reviewed research and writings in the matter, but will spare you. Please do not be deceived by those who will undoubtedly deluge you with false and misleading research on the matter. In fact, I have had to re-write this letter repeatedly as my parent organization, the American Psychological Association, suggested a form letter to the contrary, against the EO and apparently used software to root out dissidents such as me. Respectfully,</p>
OFCCP-2020-0002-0432	(b) 6	<p>(b) 6</p> <p>I am a clinical psychologist in private practice in Idaho. I am appalled that the president intends to ban evidence-based federal diversity trainings (EO-13950). I agreed with everything stated in the prepared comment by the APA. However, I fail to understand how this is even happening, when issues of racial discrimination, and gender stereotyping are rampant in this country and throughout the world. Diversity training programs are desperately needed in every school, place of work, and every office of government local and federal. Sincerely;</p>
OFCCP-2020-0002-0434	Kathleen Michaud	(b) 6

OFCCP-2020-0002-0436

(b) 6

As a student psychologist, I write to express my strong SUPORT for President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). The current training and overall assumptions made in critical race theory (underlining principals of the current diversity training) has little if any objectively scientific research validating it. The underlying theory relies on the assumptions made by the authors and trainers of this pseudoscience. Who I may add have made a highly lucrative career of continuing to defend and expand such programs. Any questioning of the theory its training principals or conducting scientifically accepted measures that show the negative effects this training has had on organizations and race relations is routinely shouted down by the "Authorities," of political correctness with in the social sciences. End this devises training and return the science to social sciences. Critical race theory and current diversity training will one day be viewed in the same light as conversion therapy and penology. Dobbin, Frank, and Alexandra Kalev. 2018. "Why Diversity Training Doesn't Work: The Challenge for Industry and Academia". Anthropology Now 10 (2):48-55. Prejudice Reduction: What Works? A Review and Assessment of Research and Practice Elizabeth Levy Paluck and Donald P. Green Annual Review of Psychology 2009 60:1, 339-367 Kalev, A., Dobbin, F., & Kelly, E. (2006). Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies. American Sociological Review, 71(4), 589-617. <https://doi.org/10.1177/000312240607100404>

OFCCP-2020-0002-0437

(b) 6

Evidence-based education programs for learners across the lifespan are critical to promoting equitable treatment of individuals regardless of race, gender, sexual orientation, or disability. Countless studies have demonstrated that exposing individuals to their own biases, increasing awareness about the treatment of others and how it may be perceived, and the value of diversity in the workplace and society alters how marginalized populations are treated and disrupts cycles of discrimination, micro-aggressions, and mistreatment among children and adults. In childhood, compulsory education (e.g., pre-K to grade 12 public education) provides a forum to address social issues and educate about history, bias, the strength of diversity, and equity in treatment of all individuals. However, after grade 12, the only environment in which the majority of adults of all races, ethnicities, and social statuses engage is the workforce. Therefore, evidence-based programs to dismantle racism and bias against marginalized populations must be delivered through workplaces in order to successfully reach adults. The implications of failing to address bias in the workplace are profound, as failure to do so perpetuates discrimination, minimizes opportunities for marginalized communities to engage with, be promoted into, and successfully retain employment. Further, shifts in thinking and the treatment of others in the workplace carries over into our communities, ensuring that equitable treatment also occurs in the neighborhoods where employees reside. By preventing opportunities to distribute evidence-based programs in the workforce to dismantle racism and discrimination, the executive branch is simultaneously ensuring that our communities will continue to be divided and that the social issues we are confronting today will remain a problem.

OFCCP-2020-0002-0491

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Not discriminating during the hiring process is important, but promoting affirmative action to promote equity in a workplace based on traits that cannot be changed by an individual is itself discriminatory. This practice promotes resentment in the workplace, as employees (regardless of their ability) are suspected of being “token” or “diversity” hires. This foments the very racism and sexism this practice claims to be fighting against and can also lead to a less productive workforce with lower morale and disunity. My state of California roundly denied Prop 16 from passing, which would have allowed positive profiling of new hires based on race and gender. The people of one of the most “progressive” states have spoken out against identity politics like this. Please take heed. Hiring based on merit and individual performance is the most fair practice for employers. Please do not make judgements of a person based solely on their skin color or their sex, even if it is done in their favor. It will be the undoing on our American workforce and our society.

OFCCP-2020-0002-0535

(b) 6

As an individual. As a parent. As a behavioral science researcher. As a former student of Dr Jordan Peterson, James Lindsay, and many others, No left turn in education will be publishing every single step this group takes to promote this "word salad". Call it what you want. K thru 12. Academia institutions will be defunded of this grift. Sell it in your private sector office. Otherwise, put it through Congress reps for the entire American population of us, all affiliations before you fund yourselves without congressional approval. Not one tax dollar was legitimately approved by the entire house of representatives. Nice grift but, it's over.

Sincerely, Those of us who work for a living in our community every day.

Systemic corruption due to your hubris. You are invited to my district to fix that with policy and unaccountable funding for decades of lazy people who don't know where their funding even comes from. Democratic and Republican.

OFCCP-2020-0002-0548

(b) 6

I am a pediatric psychologist at Cincinnati Children's Hospital Medical Center. I specialize in working with children, adolescents and young adults with chronic pain. Additionally, I serve as a clinical supervisor for our psychology internship program, training the next generation of pediatric psychologists. As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows them to promote open listening, learning, and understanding the worldview of a variety of individuals. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others, which in turn leads to mental health problems such as anxiety and depression. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Thus, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue

		<p>Dear Office of Federal Contract Compliance Programs, As a psychologist, I am writing to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. The statement that it creates "divisiveness in the workplace," is wrong and based on no evidence. I have participated in diversity training throughout my work as a psychologist in many institutions and have found it to be beneficial for all employees and to create a more harmonious work place. At this time of ethnic and racial tensions and rising awareness of the need for gender equality, federal employees would greatly benefit from diversity training. There is considerable scientific research on diversity training. The social science demonstrates positive benefits of evidence-based diversity training programs. Racism, sexism, heterosexism, ableism, and ageism marginalize disadvantaged groups while promoting power advantages of white males in particular. This creates inequality that reduces the contributions and advancement of worthy people. It damages society and governance for all people. High-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. Diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity</p>
<p>OFCCP-2020-0002-0636</p>	<p>(b) 6</p>	<p>am a professor at a research-intensive university in California. These trainings are divisive, racist and anti-American. White people are not born racist and the large majority simply are not. America is a great country founded on equality. Ideas like equity are dangerous.</p>
<p>OFCCP-2020-0002-0636</p>	<p>Anonymous</p>	

OFCCP-2020-0002-0716

(b) 6

As a psychologist, I want to express my strong objection to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions about racism and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Diversity training does not create "divisiveness in the workplace"; rather it promotes a common understanding about implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to my patients, clients and colleagues. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their workplaces and communities. We as a nation suffer when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. There is strong evidence demonstrating the value of diversity training, which is associated with many positive outcomes, including increasing competitiveness in the global economy, increasing employee retention, and jump-starting innovation. Such trainings also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of

OFCCP-2020-0002-0726

(b) 6

As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Workplaces run best when all employees are valued and everyone feels free to make contributions. Contrary to discussions around this RFI, diversity training at my workplace (a large hospital system with sites around the gulf south) has ensured a more harmonious environment where each employee feels safe and able to work at their highest level. Diversity training has also allowed us, as healthcare providers, to truly serve our diverse patient population with greater insight into their life and healthcare barriers. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. For additional information, please see the following resources:

OFCCP-2020-0002-0799	Anonymous	<p>President Trump's EO offers a flawed critique of federal workforce diversity training, and has resulted in misguided policymaking. There is a strong evidence base demonstrating the value of diversity training, which is associated with many positive outcomes, including increasing competitiveness in the global economy, increasing employee retention, and jump-starting innovation. The claims made in the EO and subsequent memoranda misrepresent the value of diversity training, and ending such training may lead to real harm against federal employees - particularly people of color. As the Department of Labor continues to implement the recent EO, it is imperative that the voices of psychologists and psychological science are at the forefront of their decision-making.</p>
OFCCP-2020-0002-0841	(b) 6	<p>Training for a doctoral degree in psychology requires that one understand the importance of data. A careful eye to evidence is important when assigning treatment strategies, evaluating programs, and/or deciphering outcome. While I currently treat patients with evidence-based psychotherapies, I have created and administered multiple programs in my career. As is required by our professional ethics, I have always done so with awareness of multicultural, diverse populations. Specific to President Trump's ill-advised EO, research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve inter-group interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The importance of diversity training in America has been highlighted this year, in part by the public's clear interest in understanding the law enforcement issues faced by Black Americans. The country has been increasingly committed to understanding the experiences of all of our citizens. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus on more research on and application of proven training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. Sincerely, (b) 6</p>

<p>OFCCP-2020-0002-0846</p>	<p>(b) 6</p>	<p>As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Contrary to the assumptions made by this RFI and the underlying EO, my experience with diversity training shows that it in no way seeks to engage in racial or sex stereotyping. Rather than seeking to create "divisiveness in the workplace," diversity training seeks to promote a common understanding about implicit and explicit biases that already exist in the workplace. I have seen the benefits of such training to my patients and colleagues, and this RFI strikes me not as a true fact-finding effort, but as a means of confirming pre-existing assumptions underlying the EO. Research on diversity trainings points to positive benefits of evidence-based diversity training programs. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Research on diversity training is clear - high-quality, evidence-based trainings increase individuals' awareness of their own biases, and the ways in which inequities can be reinforced within institutions and systems. These trainings increase competitive advantages for businesses, improve intergroup interactions, increase opportunities for understanding diverse viewpoints, and improve conditions for learning. They also improve the quality of services delivered to diverse populations, such as in health care settings, and improve educational opportunities for all. In so doing, diversity trainings have improved the functioning of public and private organizations, including government agencies. The evidence of widespread promotion of race or sex stereotyping or scapegoating during diversity trainings, as described in the EO, is vague, lacks context and citation, and in my experience bears little resemblance to real-world evidence-based diversity training. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on</p>
<p>OFCCP-2020-0002-0937</p>	<p>Anonymous</p>	<p>As a mental health assistant to many psychologists, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Sincerely, C.M.</p>

OFCCP-2020-0002-0938		Do not allow critical theories such as critical race theory or any other derivative into our government. These ideas are unamerican and they believe that science, democracy, evidence and reason are tools of white males to keep people of color in their place. Please keep this stuff out of our government, our schools, and out of our lives. Thank you.
OFCCP-2020-0002-0939		As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping". Sincerely, (b) 6
OFCCP-2020-0002-0940	(b) 6	Stereotyping in the workforce is beyond unacceptable. People of different races are more than capable of working in the same space and being taught the same way in training. We learn in grade school that race does not change your ability to think or maneuver in the same space as people of other races and race does not change a persons ability to do a task. It is extremely unacceptable to discredit a person that is equally qualified for a job due to race. There is a phrase for this, systematic racism!
OFCCP-2020-0002-0941	Anonymous	Title VII of the Civil Rights Act of 1964 holds that discrimination based on race and sex could not be permitted in the United States. Discrimination is defined as "n. Treatment or consideration based on class or category, such as race or gender, rather than individual merit; partiality or prejudice." That was the standard that Martin Luther King was looking for and allowed the nation to begin racial healing by putting all races on an equal footing. However, despite the prohibition, the federal government and federal contractors are offering training that serves not purpose but to divide people based on their immutable characteristics. The government should get back focusing our the US Motto: E pluribus unum, "Out of many, one"
OFCCP-2020-0002-0942		CRT is a divisive and subversive pseudoscience created by self interested, partisan activists. A theory that singles out and targets one group of people for opprobrium and pins blame on them for things over which they have no control should not be sponsored by a government that is supposed to represent all citizens equally. This is a cottage industry that enriches people for pushing civilizational poison, and no tax documents should go towards enriching them. There is no way that something as incoherent and hateful as CRT and its related theories can bring about any kind of positive results in the workplace or anywhere else.
OFCCP-2020-0002-0943	(b) 6	The issue here is that the traditional way these topics are presented is in fact racist/sexist/stereotyping against towards others. In truth, if any training should be provided it should just be about removing our own biases towards others. Focusing upon facts, not assumptions. Striving to hear and listen, in order to actually communicate.

OFCCP-2020-0002-0944	(b) 6	<p>This executive order is absolutely critical to keep and a crucial tool to enforce the Civil Rights Act within Federal agencies and contractors that serve us the American people. While making sure people respecting diversity is important, the critical race theory based trainings teach that white people are racist and that black people cannot be racist. Both of these statements are themselves racist as they assign pejorative (or a lack thereof) to people on the basis of their race. This is entirely immoral, against our values, and because it puts the focus on race is utterly ignorant of the progress to improve since the Civil Rights Act was passed and subsequent legislation followed. We should not be teaching anyone, let alone Federal agency staff and contractors to hate themselves or others on the basis of race or sex, or treat anyone differently on the basis of race or sex. This executive order is critical to keep the hateful and divisive ideology of critical race theory out of the federal government and contractors. This order should be left in place, lest we continue to teach federal employees and contractors that America is systemically racist (which is fundamentally false) and teach employees and contractors to view people of different races as an "other" to themselves rather than as American citizens. This order also protects the conscience rights and freedom of speech by preventing these trainings from coercing employees and contractors into saying things they do not believe to be true. I, as an American citizen and taxpayer, demand that this order remains in place to protect federal employees, contractors, and citizens from the hateful and divisive ideology of critical race theory. https://lawliberty.org/the-duty-to-monitor-diversity-training/</p>
OFCCP-2020-0002-0945	Anonymous	<p>In supporting this document, we contribute to the ongoing oppression that has been systematically disadvantaging people of color and marginalized groups since the foundation of this country. In order to change for the better, and indeed we have to change things, we need to understand the truth of our own history, what really happened, and a history that includes everyone and not just the few. Suppressing discourse and education about our own history will continue to keep this nation from healing, and only feed the mistrust, division and hatred that has been growing steadily.</p>

		<p>As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. Social hierarchies - such as racism, sexism, heterosexism, ableism, and ageism - marginalize disadvantaged groups while unfairly benefiting others. These hierarchies minimize the value of marginalized populations and their contributions to their communities. The nation as a whole suffers when disadvantaged groups are unfairly prevented from reaching their full potential. Federal regulations must permit all executive departments and federal agencies to continue diversity training efforts to ensure the ongoing strength of our nation's federal workforce, contractors, grantees, and the military. Rather than silencing diverse perspectives on race, gender, and inclusion in society, we should focus more research on and application of evidence-based training strategies to promote equity, diversity, and inclusion, particularly in public-sector settings. I respectfully ask that this administration withdraw EO 13950 and encourage the use of evidence-based methods to continue improving the diversity and inclusiveness of the public and private workforce. Sincerely,</p>
OFCCP-2020-0002-0946	(b) 6	<p>(b) 6</p> <p>I am an ordinary citizen who is deeply in opposition to critical race theory informed discourse. It is a dishonest ideology that uses terms with redefined meanings to create more power for activists using the theory and silence dissent. Most centrally, racism is redefined arbitrarily as being an amorphous system that can be found in any interaction. Anyone who stands up to this redefinition is instantly branded a racist in the old sense, and silenced via shaming. If CRT is to be permitted it should be done with a requirement that disagreement not be punished via shaming tactics.</p>

OFCCP-2020-0002-0948	Anonymous	Training that focuses on race, sex, gender, groups or stereotypes is harmful to team building and to personal well-being. I am opposed to types of training that categorizes people into groups with one or another "group" being implicated as requiring training or education about the other "group". As DNA sequencing proceeds, we are learning more about similarities and less about differences, even outward characteristics can be affected by altered nutrition (height variations for example); skin color varies with UVB exposure and latitudinal placement with the Southern Hemisphere receiving abundant UVB rays, Northern Hemisphere has little to none, this is reflected in skin pigmentation. Any training or mandatory education serves only to sidestep biology and cannot serve any purpose other than to divide our workforce and nation, or to enrich the vendors who sell this specious "education". Utopia does not exist. You cannot force dissimilar people to act and treat each other with total equity. The better option is to allow each to use their own common sense and dignity.
OFCCP-2020-0002-0950	Anonymous	End all training that segregates people and that claims any race inherently x. This makes everyone more of what it is trying to prevent. Although I think that there are people trying to flip the tables of oppression. End all of this now please.
OFCCP-2020-0002-0951	Anonymous	CRT and it's surrogates are implicitly racist, and those who spread its evil should be condemned to death
OFCCP-2020-0002-0952		Critical Race Theory is a disgusting, anti-American and revisionist history lesson that should be banned in all government funded institutions. It does not help nor foster positive race relations. Neither does critical gender theory accomplish anything beneficial for women.
OFCCP-2020-0002-0953	(b) 6	I believe this executive order is well-worded, does not stop racial bias training (though I don't know in which situations that training has been found to be useful anyway), and that it is self-evidently a good thing. Scapegoating any race for the purpose of training would require extraordinary evidence that every member of that entire race is in some way actively attempting to hurt other races. Given the civil rights legislation in Federal and most state laws, discrimination based on race in this country is downright illegal, most instances of "institutional" racism are based on either anecdotal evidence or can be better explained by alternative means (usually income disparities or households which do or don't have two parents in them), and this racial scapegoating often hurts minority Asians more than any other racial category. We ought follow Martin Luther King, Jr's dream; the most effective way to get rid of racism is to not make it a factor in how we deal with one another. Trainings which specifically call out people by their race for things they as an individual may not have even done does exactly the opposite.

OFCCP-2020-0002-0954	(b) 6	This EO is necessary to push back against a racist mindset which ignores all other factors of an individual. It is definitely not anything to be promoted by the state
OFCCP-2020-0002-0955	Anonymous	Critical Race Theory and the Critical Theories do teach and promote race and sex stereotyping and scapegoating and should NOT be promoted in gov institutions. People should NOT be taught and encouraged to perceive and judge others based on their immutable characteristics such as race, gender, sexual orientation, etc. People should be seen as individuals and treated as such. These teachings have a divisive, toxic effect and should NOT be paid for and taught with tax payer dollars.
OFCCP-2020-0002-0956	(b) 6	Critical Race Theory and other postmodernist Critical Theories have no place in our institutions. They advocate for the discrimination of people based on immutable characteristics. No race is evil or complicit in the pursuits of evil based solely on their race. I welcome diversity. I do not welcome discrimination in pursuit of diversity.
OFCCP-2020-0002-0957	Anonymous	Critical Race theory is Marxist theory applied to race. It has no place in the US and directly leads to racism and racial tension, as its designed to do. Its not "sensitivity" training, its not about helping people understand each other and get along, its about oppression, power and revolution.
OFCCP-2020-0002-0958	Anonymous	A nation who hates its own history, its own founding fathers, and indeed its own people cannot stand. Critical Race theory has the affect, and intention, of developing such hatred. Critical Race Theory and all related ideologies must be rejected by our nation's government. Otherwise they will cause self-hatred and division to grow like a cancer and our nation will fall.
OFCCP-2020-0002-0959	Anonymous	Thank you for creating this EO. Critical Race Theory is racism. It rejects objectivity, individualism, and liberalism. It has no place in the public square and should not receive a dollar of funding from taxpayers. CRT should be rejected by all Americans, regardless of political ideology.
OFCCP-2020-0002-0960	(b) 6	CRT/Anti-Racism is a terrible ideology. Our President did the right thing by issuing this executive order. We must judge people by there character and not by race or the color of there skin. We want equality not equity.
OFCCP-2020-0002-0961	Anonymous	As an employer, I feel training based around the ideals of critical race theory, and queer theory are off base and do more harm than good. Critical Race Theory as it stands, is racist and is demeaning to all people. While I believe that racism is a problem that should be addressed, I do not believe that racism is systemic and present in all institutions as Critical Race Theory posits

OFCCP-2020-0002-0962	(b) 6	This EO is against the teaching of only a certain brand of theory known as Critical Race Theory (CRT), and furthermore, teaching these theories as undisputed facts. To the contrary, the teaching of CRT is not evidence based and is highly disputed. This EO should no be overturned as CRT is in direct conflict with liberal values i.e. judging people by the content of their character and equality of opportunity. These teachings are ultimately divisive.
OFCCP-2020-0002-0963	Anonymous	You wrote the executive order wisely. Work toward a society that treats others as individuals and not as parts of a group. There can be diversity training that helps us learn from one another without demonizing people for the color of their skin or our nations history. For the sake of "healing the nation" please do not rescind this order.
OFCCP-2020-0002-0964	(b) 6	The cumulative effect of trainings based on Critical Race Theory is to force individuals to sort themselves into ideological categories based on immutable characteristics like skin color or gender, which is antithetical to the enlightenment principles that underpin the U.S. Constitution, i.e. that each person is sovereign and unique. To force these trainings on federal employees is to force an ideological test for office, or to demand public confessions of loyalty to ideas designed to demoralize, shame, divide, and control those of whom confession is demanded.
OFCCP-2020-0002-0965		I support removal. Teaching that any race is inferior is immoral.
OFCCP-2020-0002-0966	(b) 6	The Executive Order to abolish the ridiculous waste of time, money, and resources in perpetuating critical race theory initiatives should be upheld. Critical race theory is veiled racism and historical misinformation. Please do not integrate any part of it into the government workplace.
OFCCP-2020-0002-0967		This executive order is incredibly important. Racism is being smuggled into organizations under the guise of "antiracism." The underlying principles used to do it are from a school of thought with no basis in fact or objective reality. To get around this problem they simply reject facts and objective reality. "Diversity training" and implicit bias training have been demonstrated to have no (positive) effects on workplace race relations. No relationship whatsoever to how people actually behave. Inconsistency in results. Often can't be replicated. The entire premise of the arguments eliminates the individual in favor of group characteristics. The net result being good groups and evil groups as people are persecuted for the sins of others. Often others who are unrelated and long dead. Victimhood is seen a virtue and success is seen as a vice. The mind virus of critical race theory (and more broadly, intersectional feminism) cannot be allowed to spread and absolutely should not receive a dime of public money. It is anti science, anti American, and ultimately: anti human. Additionally, the prejudice it sews will ultimately be a legal and financial liability for the institutions that embrace it.

OFCCP-2020-0002-0968	(b) 6	Critical Race Theory is NOT diversity training. It is part of the LIE that systemic racism exists. While this EO will have an impact, if we don't address the Dept. Of Education and government employee unions we are doomed.
OFCCP-2020-0002-0969		I attended a CRT workshop mandated for the student leadership of Hartnell College in 2001. In it, we were told that certain races were inherently and unchangeably evil. Members of the lesser races should sit quietly in their shame, only opening their mouths to apologize of transfer wealth and power to the superior races. It was a clear and obvious violation of Title 7, but members who appeared similar in appearance to the inferior races were insulted and shunned by school-appointed authority figures if that was pointed out. The E.O. is needed because racists have exploited culturally-driven ambiguities in Title 7 interpretations. These racists must lose their access to and influence over popular institutions for the 1964 Civil Rights Act is to be properly executed as written.
OFCCP-2020-0002-0970	(b) 6	Research has shown that these 'diversity trainings' are actually harmful to people's biases, conservatives see no impact while white liberals see no impact in their attitudes towards minorities while increasing their hatred towards white people. It is clear that the executive order is needed as grifters like Robin DeAngelo, Michigan State University, and the King County Library System (Washington) continue to espouse racism and segregation to gain even further public funding.
OFCCP-2020-0002-0971		Keep CRT out of schools. It ascribes character traits based on skin color (all white people are oppressors, everyone else below them) which essentially makes it white supremacy. I have seen how the spread of this ideology poisons minds. It prevents any discussion from taking place. You must agree with what they say or you're automatically a bad person. The very fact that they say it isnt good enough to be "not racist" should be a dead giveaway that this is a load of manure.
OFCCP-2020-0002-0972		I support the ban on CRT by EO from the President.

OFCCP-2020-0002-0973		<p>The idea that CRT or anything similar would not only be allowed, but preferred due to a fake woke pandemic leaves me breathless. This is the exact inverse of equality or equity, your literally creating division for financial and economical gain. Almost all respected intellects feel this way how is this even a conversation. Your teaching young white men and women that there oppressors (they are not), and simultaneously teaching young black men and women that they are oppressed(they are not) its massive brainwashing and most of the social media companies seem to be complicit. Homeschooling levels have never been higher and although I fear the movement will come for homeschooling parents, at the moment I can only project that the amount of non school affiliated schooling will sky rocket. I urge all those following this movement out of fear of losing there lively hoods to reconsider. I will die on this hill, but I'm just a man we need unity now more than ever for the sakes of our communities, our selves, and most importantly our children.</p>
OFCCP-2020-0002-0974	<p>(b) 6</p>	<p>Racism is an issue in this country but the methods of dealing with it proposed by Critical Race Theory are counterproductive. Encouraging people to constantly examine themselves for bias does not actually result in a reduction in bias. Teaching that white supremacy is something other than white nationalist ideology leads to an incorrect view of racism that fundamentally misunderstands humanity. Children of all races being taught Critical Race Theory are developing increased anxiety. Interactions between white children and children of color become fraught. This anxiety manifests in adults as well, but not to the same degree as children. Teaching children that racial slurs are completely unacceptable is one thing, but CRT advocates for seeing racism in every day, mundane interactions. This does not foster a healthy multiracial environment. Critical Race Theory leads to people being fired for things such as: - Using the "OK" symbol, which is NOT universally regarded as a white supremacy symbol - Tweeting studies that show the efficacy of nonviolent protest - Commenting that multiracial friendships are a fine example of integration - Expressing concern about violent riots affecting their business There has to be a better way than Critical Race Theory.</p>
OFCCP-2020-0002-0975		<p>I have been discriminated against in lieu of less qualified individuals based on me not being a favored demographic under the CRT training guidelines. The trainings this order addresses are just as bad as any laws that targeted minorities etc. before the 60's. As such I strongly support this executive order.</p>

OFCCP-2020-0002-0976		The fear mongering and censorship or any speech that is perceived as racist towards blacks is not educational training on tolerance. Instead it's fear mongering and promoting more intolerance. Instead we should promote open discussion and solution oriented discussions. The idea that in order to bring up one group you need to bring down everyone else is absurd and undemocratic.
OFCCP-2020-0002-0977		Critical Race Theory is a deranged racial conspiracy theory that blames all of persons of colour problems on white people. This sort of racial thinking has no place in American society.
OFCCP-2020-0002-0978	(b) 6	On behalf of The Village for Families & Children, a nonprofit multiservice organization based in Hartford, CT, I am writing to express our opposition to Executive Order 13950, Combating Race and Sex Stereotyping. President Trumps EO offers a flawed critique of federal workforce diversity training, and has resulted in misguided policymaking. There is a strong evidence base demonstrating the value of diversity training, which is associated with many positive outcomes, including increasing competitiveness in the global economy, increasing employee retention, and jump-starting innovation. The claims made in the EO and subsequent memoranda misrepresent the value of diversity training, and ending such training may lead to real harm against federal employees, and the stakeholders with home they interact. People of color, women, and other already disenfranchised populations will be disproportionately harmed by this order.
OFCCP-2020-0002-0979	Anonymous	Critical race theory is taught as a justification for hostility towards men and certain races and contributes to a hostile environment for individuals based on their race and sex. Critical theories should not be taught in the workplace
OFCCP-2020-0002-0980	Anonymous	No form of racial bias training should be present in job places, these trainings inadvertently create further racial tension though their intentions could be pure. It's a mistake that these trainings were ever allowed.

OFCCP-2020-0002-0981		<p>This executive order is excellent. Any use of critical race theory or similar theories to promote additional racism, including low expectations of minorities should not have a place anywhere much less in the federal government. There is no evidence to back up any (not that they even make them) claims that this type of training does anything to eliminate discrimination or bias, in fact there is a ton of evidence it does the opposite. The language in these trainings also normalizes racism and makes those who are truly evil racists believe that their thinking is normal and in line with everyone else. There could be nothing more destructive than making racists feel empowered to believe that everyone thinks like they do. It also turns minorities into victims who are not capable on their own and this is the worst way to try to eliminate racism, bias, and wrong stereotypes where they do exist. In fact it likely will encourage more. This executive order is narrowly tailored to the exact language that is dangerous and racist. There is no place for racism in the United States.</p>
OFCCP-2020-0002-0982	(b) 6	<p>I am completely against race based "scapegoating" training based on Critical Race Theory in Federal institutions (as well as anywhere else). This not "diversity" training. It is designed to induce collective racial guilt to an entire race of persons, which is racist, divisive, dangerous and un-American.</p>
OFCCP-2020-0002-0983	Anonymous	<p>The Executive Order is critical for maintaining America's liberties! Future administrations should not overturn it. Critical Race Theory, anti-racism, intersectionality, racial equity, and similar concepts are often foolishly embraced by corporate America. Even businesses doing business with the government. Raytheon Technologies is an example. It is easy to confuse the banned content terms with separate and positive initiatives. Labels can be deceptive. Newdiscourses.com is an invaluable resource for correctly defining terms and identifying the real implications of these ideas. Start with their encyclopedia https://newdiscourses.com/translations-from-the-wokish/</p>
OFCCP-2020-0002-0984		<p>No. Stop these trainings now. They are detrimental to the culture of America.</p>
OFCCP-2020-0002-0985	(b) 6	<p>Quit teaching this distracting brainwashing stuff and focus on things that will make people's lives better. There's no issues of racism in these places. And honest people of all races know this.</p>

OFCCP-2020-0002-0986

(b) 6

The authors of the Implicit Association Test, which is a foundational justification for diversity training, caution against using their results for policy-making. As N N Taleb points out, codifying ethical codes that should be voluntary (anti-racism, anti-sexism, etc.) only enables abuse by bad actors. That is, workplace training based on CRT has the perverse effect of making employees more racist, sexist, or anything-ist, not less. It is also the case that many of the proponents of such codification imagine the human brain as a fixed object--an increased pulse at, say, the picture of a Black man is assumed to signify a permanent mental state, rather than a momentary reaction that is quickly corrected for by rational thought. The evidence for this assumption is, at best, inconclusive. Thus taxpayer dollars should not be used to fund this pseudo-science. If gov't workers would like to get together to repent their original sins, they may do so on their free time (perhaps getting tax benefits if they officialize this new religion).

OFCCP-2020-0002-0987

(b) 6

I'm gay, liberal, and married to an immigrant. With a BA and MA in English Lit, I've also had the mixed privilege of studying Critical Theory very deeply. And as a data scientist by trade, I've also learned the value of proper scientific analysis, hypothesis testing, and humility when it comes to the limits of human cognition. All this to say, I speak from having seen this particular philosophy from every side, and I absolutely object to its use in American institutions. Critical Theory functions only by playing on human frailty and ignorance. It forces people into a horrific double-bind where either they agree with a host of controversial policies, or they risk being marked as racist, sexist, or otherwise *-phobic. The techniques used to manipulate them draw directly from the literature of cult-formation and propaganda. One interesting example is implicit bias training which has been widely shown to bear no relationship to a person's behavior in the world. Yet the test seems to "prove" almost everyone biased, making it that much easier for them to sign on to the critical theory project. Another such manipulation tactic is relying on unequal outcomes to "prove" systemic racism, when unequal outcomes should be expected even in a perfect meritocracy (which I very much hope the US continues to aspire toward). It would be just as reasonable to ask why there are unequal outcomes between Irish Americans and French Americans, or any other two groups, for you will find profound differences just as readily. And yet such a difference doesn't point to system racism in 2020 any more than a difference between black and white Americans largely. If such data was presented honestly, we would be forced to conclude that the US was irredeemably racist against black and white people both, as Chinese, Indian, Nigerian, and Jewish immigrants all vastly outperform black and white Americans in life success by every metric. When it comes down to it, unequal outcomes is the result of countless causes, including culture, familial values, personality characteristics, and of course chance, in addition to the lingering effect of historical injustices. Finally, in addition to being a manipulative and irrational way to view the world, Critical Theory fails in another way—such training more often than not has a negative impact, benefiting no one except the charlatans that charge for it. There have been numerous studies on this, and it is very much reading them all in full.

OFCCP-2020-0002-0988	(b) 6	It's completely unconstitutional and unethical to discriminate by race, positively or negatively. It's exactly what the Nazis did. This is original sin. The people now have much more in common with each other and should not be held accountable for the sins of their fathers. Furthermore it has no discernable benefit. It also divides people into races, which has no scientific backing. Biological science has ruled that races are a pseudoscience, unprovable genetically. Essentially the government asks people to classify themselves into a caste system to divide and conquer. Please eliminate this forever from America so that we all may prosper as a nation forever.
OFCCP-2020-0002-0989	(b) 6	I am absolutely in favor of the executive order banning Critical Race Theory. I refuse to have my tax dollars wasted in perpetrating a divisive ideology without any scientific basis
OFCCP-2020-0002-0990	(b) 6	Stereotyping people based on their gender and skin color is the very definition of sexism and racism. It creates division and hatred. I support the executive order banning this.
OFCCP-2020-0002-0991	(b) 6	Anti-racism calls for discrimination based on race, which is against federal anti-discrimination laws. No person is racist based on their immutable characteristics. As seen in numerous cases, anti-racist training leads to race segregation. This happened recently in Seattle, and at the University of Michigan. Objectivity is not racist. Truth is not racist.

OFCCP-2020-0002-0992	Anonymous	<p>Critical Race Theory reduces all human interactions to power positions. There are no individuals, no unique skills, perspectives or personalities. There is no common ground, no common humanity. CRT is racist as it demands all people be judged on the color of their skin, but only if the color of their skin projects the CRT ideology which uses skin color to subordinate one group over the other. CRT breaks all humans down into 3 categories: white people, black people, brown people. Who is white? Anyone of European descent, Anglo, Irish, Greek, Italian, Turkish... etc, AND, any "black" person who is pro-life, conservative, Christian, or who does not agree with the communist roots of CRT. CRT cannot explain who "brown" people are. Possibly latinos, unless those latinos object to the appropriation of their gendered-based language, by CRT coercing latinX, onto latinos, then those latinos, are white, not "brown". Brown is an ideology, just like black is an ideology, according to CRT. CRT demands that individuals see the worst in each other, and at the same time, insists there are no "individuals" only oppressor groups, and the "oppressed." CRT is bad for business, and is unAmerican. CRT destroys the Alliance, a union for mutual benefit, and replaces it with Allyship, a cult-like disunion where allies are subordinates, not equal partners. Allies in allyship never belong to the group they subordinate themselves to. Allies in allyship by definition are unstable. In an Alliance, Allies always belong to the groups they align with, as alliances are built on common ground. Alliance allies are groups and Individuals standing together on solid ground. Alliance build strong, trusting teams. Allyship is divisive quicksand.</p>
OFCCP-2020-0002-0993	(b) 6	<p>Critical Race Theory is, in essence, racist. The current Executive Order banning these trainings from engaging in stereotyping or scapegoating needs to STAND.</p>
OFCCP-2020-0002-0994	Anonymous	<p>Critical theory only tears down and seeks problems, separating people into groups. It rejects individual agency and puts people into binary groups. Race issues will never be solved by critical theory, its explicit goal is to point out racism not IF it exists but WHERE it exists. It falsely assumes USA is inherently racist which is absurd. If this is not stopped, we are only going to have more trouble and more racism as identified by THE critical theorists. No votes, no arguments, do what we say or you are a racist is the angle of attack.</p>
OFCCP-2020-0002-0995	(b) 6	<p>Anything that teaches people should be viewed negatively because of race is an abomination. Anything that teaches people should be propped up due to race or "intersections" is also an abomination. Do not teach or allow to be taught CRT critical race theory or anything similar.</p>

OFCCP-2020-0002-0996	Anonymous	Critical Race Theory explicitly and implicitly condemns what it terms "whiteness", a racially negative term which specifically targets people of only one perceived ethnicity or perceived race. It's premises are unprovable, in that there is no objective method of substantiating it's claims, while at the same time, disagreement or resistance to its targeting is considered an admission of guilt. Our society and our people would be harmed by setting one person against another because of their race, and Critical Race Theory will only make a contribution to race-based animosity.
OFCCP-2020-0002-0997	Anonymous	Divisiveness will destroy our nation and weaken our strengths. Cultural sensitivity is valuable, yet CRT goes too far. Rather promote the strategies of logic for healthy debate, normalizing the ability to change one's mind and a culture of sharing current events for an inclusive community.
OFCCP-2020-0002-0998	Anonymous	I dissent strongly on the proposal to overturn this EO. Classifying and judging people on the basis of race is explicitly antithetical to the civil rights act. Trying to do so in the noble intent of raising awareness of "structural racism" is not enhancing "diversity" or "inclusion" but rather the opposite of it. It is exclusionary based on innate characteristics (skin color, ethnicity) and is a pernicious ideology the government should not be financially supporting.
OFCCP-2020-0002-0999	Anonymous	Racial sensitivity, training or any other type of "Diversity," of "Inclusivity," training opens the door for individuals of any race/creed to look down upon and/or chastize other co-workers for not agreeing with their "worldview." These types of training stem from an ideology that enables people to use its false premises and conclusions to coerce, insult, and intimidate dissenting co-workers. I have personally witnessed this in an educational environment. I AM 100% AGAINST THESE TYPES OF TRAINING!

		<p>As a former student of two graduate programs in the humanities, I can attest that critical race theory, or identity politics, is utter and complete ideologically-driven garbage. It poisons the mind, divides people, and requires very little *critical* thinking among its practitioners. It has essentially destroyed the humanities, and it will destroy anything else it touches. It has zero place in our government and, frankly, no place in our universities. If it is taught at all in universities, it should be taught objectively where professors allow their students to critique it. As things stand now, students are essentially required to believe this trash. If college professors cannot allow freedom of thought and expression by their students, and offer ways to critically analyze CRT, it should not be taught in taxpayer-funded universities. CRT leads people to breakdown human existence, or American society more specifically, into power relations where one group--typically cisnormative hetero able-bodied white males--oppress every other group. This leads to extremely shoddy "research" and even worse critical writing writing by its practitioners. It makes everyone who believes it more racist, more sexist, more hateful, and leads to a greater increase in societal division. It is absolutely in opposition to our liberal ideals of judging an individual based on the content of their character rather than the color of their skin or other identity markers. Again, it has NO place in any taxpayer-funded institution. If private schools or companies wish to peddle in this hateful nonsense, so be it. But that's as far as it should go.</p>
OFCCP-2020-0002-1000		
OFCCP-2020-0002-1001	<p>(b) 6</p>	<p>CRT is one of the worst things I have ever face in college. It makes everyone uncomfortable and allows racists to attack white people with zero repercussions. I have seen white students openly call for the death of themselves and their own race. I have seen students call for genocide. It should be banned from schools and businesses. It is not healthy for society and causes nothing but racial division.</p>
OFCCP-2020-0002-1002		<p>This ideology of critical race theory is detrimental to our country. It has worked it's way into many aspects of our society and is a cancer that must be cut out . Thank you for waking up to this and issuing this important EO. May this divisive ideology continue to be opposed at every level of society and eradicated.</p>
OFCCP-2020-0002-1003		<p>To call this a commentary on "sensitivity training" is a brazen lie. Critical Race Theory is a divisive, bitter, cynical worldview designed to usher Marxism into the west. It brings no benefit to any party. It offers no unity. It's goal is not healing, but division. We must teach critical theory only as a theory if we teach it at all. Teaching it as fact undermines reality and decency.</p>

OFCCP-2020-0002-1004	Anonymous	<p>This Europhobic anti Christian nonsense is a disease and you're really overplaying you're hand by trying to instill this propaganda into a population who has grown immune to it. It's disgusting to teach this anti White nonsense to anyone. Who the hell do you people think you are? That we would watch our cities burn and problematic demographics continue to get pandered too after they continuously act violently and after everything we do for them that we would apologize or have shame or any kind of guilt for building the greatest nation in the history of the planet is beyond baffaling. This shit is going to stop one way or another but no one will go along with it. You're gonna need a lot of re education camps. Y'all over played your hand trying to push this shit to fast. The President of the United States Donald Trump will stop this shit. America First!!!</p>
OFCCP-2020-0002-1005	Anonymous	<p>Executive Order 13950 enumerates a list of obvious racist, sexist and bigoted concepts what are unlawful. Any workplace that wants to be free of harassment cannot refer to people as either racist, sexist, or bigoted unless their individual actions in the workplace are racist, sexist, or bigoted. Any other policy would be open to stereotyping that has no place in the workforce. Without protections from bigotry, people cannot feel safe at work. Workplaces should limit their enforcement and training to workplace activilies only. People's lives outside of work are their own.</p>
OFCCP-2020-0002-1006	Anonymous	<p>I agree with and support Executive Order 13950.</p>
OFCCP-2020-0002-1007	(b) 6	<p>Critical race theory is an intellectually disingenuous ideology that breaks down humanity by it's immutable traits in order to demonize and ostracize. It is an antithetical religious dogma developed by subversive secular movements to bend, distort and re-define history in order to again, demonize and ostracize. It uses intellectual jargon to regress the unity and health of a society and is being implemented not just on a national level, but on an international level. It is a completely destructive and absolutely embedded in non-realities and deception. This ideology is anemic to any that absorb it and create people that see no meaning in anything as they believe everything is ill-conceived and ill-gotten. We must purge this sort of subversive mis-think in every corner of every nook in every cranny.</p>
OFCCP-2020-0002-1009	Anonymous	<p>I am a Latino American and I disagree with Critical Race theory. As someone who has friends and family of all colors I do not see more or less "privilege" or rights in any direction. CRT is meant to tech white people that they are responsible for the woes of people who look like me and that is blatant, unadulterated racism. I refuse to be told that my problems and hardships are due to powerful white men holding me down, and, by extention, that my success is the gift of a benevolent white man. This is the definition of white supremacy and it should not be taught.</p>

OFCCP-2020-0002-1010	(b) 6	I completely support President Trump's Executive Order to stop Federal workplace race or sex stereotyping (and would go further to stop age and religion stereotyping as well). Having been through race shaming trainings in the 1970s, I am convinced they are destructive to a human being, to interracial relations, and destructive to the harmony of any workplace. The new efforts to rewrite history and to target, blame, and segregate groups appears to be a political tactic to incite conflict. Such theories of blame are not founded in fact or reality, and they are counter-productive to the American philosophy of our nation being a "melting pot." We removed such emphasis on race, gender, age, religion, and sexual preference many years ago. I am a Clinical Social Worker of 45 years experience.
OFCCP-2020-0002-1011	(b) 6	I SUPPORT President Trump's Executive Order 13950 on Combatting Race and Sex Stereotyping. I believe President Trump's EO is necessary to deny the racist policy from adversely affecting so many Americans. I am a forensic/clinical psychologist, and have practiced for 50 years. (b) 6
OFCCP-2020-0002-1012	(b) 6	On 9/22/20, President Trump signed Executive Order (EO) 13950 on Combating Race and Sex Stereotyping, halting many evidence-based diversity training programs. I strongly oppose this order and all related directives. It is dangerous and thoughtless. As a licensed psychologist I want to stress the imperative of reversing the implementation of the above noted EO because it will likely serve to undermine efforts by the federal government to assure equal treatment for all persons regardless of the individual's sex, cultural background, ethnicity, disability or other personal characteristics. Sincerely, (b) 6
OFCCP-2020-0002-1013	(b) 6	I support the President's Executive Order 13950 on Combatting Race and Sex Stereotyping. This policy is racist and should never be allowed in the United States. I am a forensic/clinical psychologist and have practiced for 50 years. (b) 6
OFCCP-2020-0002-1014	(b) 6	Comment under Docket OFCCP-2020-0002-0001 attached.
OFCCP-2020-0002-1015	(b) 6	This is an important regulation to prevent racism against any race and promote national healing and unity. CRT (Critical Race Theory) and Anti-racism are being used to stereotype all white people as racist and combined with the idea of White Fragility slanders all white people who disagree as being racist. White Fragility is a heads I lose, tails you win idea - a white person is racist and must admit it. If he refuses, then he refuses because he is racist. It does not allow for a white person to actually be not racist. Treating any group of people as inherently racists and inferior is not a way to promote healing of our racial divides. Please keep this regulation and strictly enforce it. Thank you.

OFCCP-2020-0002-1016	(b) 6	<p>As a psychologist, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information. I have spent a significant portion of my consulting career designing and providing diversity training, and have found it to be effective and important at REDUCING workplace stereotyping, not causing it. Sincerely, (b) 6</p>
OFCCP-2020-0002-1017	(b) 6	<p>As a psychologist and recently retired career VA employee, I write to express my strong objections to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). This RFI and the EO are premised on flawed assumptions and ignore the real benefits that evidence-based diversity training offers to employers and employees alike. The required training offered VA employees changed frequently and included both clarification of the issues and strategies for appropriate behavior. My team often discussed the training after completion. The discussions tended to be self reflective, empathic, and aimed towards improvement of both our own behaviors and our behaviors as government employees. Behavioral strategies are important as they assist us in moving past the theoretical "be nice" to ways in which we can actually accomplish this. Sincerely, (b) 6</p>
OFCCP-2020-0002-1018	(b) 6	<p>Critical Theory has no place in any governmental agency. Trainings that touch on such abusive terms as white privilege, white fragility and the inherent evils and moral jeopardy brought about by being descended from people of the European continent is antithetical to the enlightenment principles of equal protection under the law and individual Liberty upon which our country was founded. The post-modern iterations of queer studies, Critical Race Theory and anti-colonialism emerged from the self named academic faculties of the same names in the 89s and 90s and are part of the now degraded liberal arts departments of many of our elite institutions. These theories are highly academic and NOT rooted in any scientifically derived knowledge. And I'm reality are extremely anti-science and anti-reason. I am increasingly alarmed by the adoption and propogation of what is, at core, religious dogma, throughout our most trusted institutions. I have become very very wary of our public schools, universities and agencies and their work product as I know that CRT is often operating just below the surface. Any Critical Theory based training or policy needs to be explicitly banned if we wish to maintain faith in our institutions. Thank you.</p>

<p>OFCCP-2020-0002-1019</p>	<p>(b) 6</p>	<p>As a psychologist, I write to express my strong support for President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping". Trump was absolutely correct that 'diversity training' based on Critical Race Theory (CRT) undermines education, objectivity, inclusiveness, and fairness. My experience with diversity training shows that it actively supports racial and sexual stereotyping. It also promotes contempt for evidence, reason, science, and objectivity. And it marginalizes any Americans with political and religious views that are not aligned with the Democratic Party. You will be receiving many emails from psychologists objecting to Trump's XO. They are being organized top-down by the American Psychological Association, which strongly supports Democratic partisan politics. They are pretending that this is a 'grass roots' campaign. It is not. They are doubling down on promoting Critical Race Theory -- a divisive, exclusionary, stereotyping, and anti-scientific ideology -- before all the votes are even counted in this election. Sincerely, (b) 6</p>
<p>OFCCP-2020-0002-1020</p>	<p>(b) 6</p>	<p>That men and members of certain races are inherently racist and sexist This is itself stereotyping, racism, and sexism, and is grounds for termination under discrimination clauses & titles, per US government global HR policies & procedures. The simple idea that specific people are inherently bad simply for being what they are, told to believe this, trained to believe this, will in time begin to believe this, creating a major issue where none currently exists. This will inevitably cause a major divide, and ultimately cause people to reject working for the US Government. I know it did me, as I am rejecteing a GS role Ive been offered due to this very same issue, and have no intention of working with the US government, as an employee, or contractor, after having done so for over 15 years in multiple capacities. I waited my entire career for this prestigious opportunity, its an opportunity less than 1% in my field ever get. I dont even care that Ive waited over a year through selection. As a Native American Man, I find this whole concept beyond reprehensible that I am automatically sexist or racist simply because of my natural born sex or race, or that others for simply being born the wrong color are implicated as racist. Noone finds it acceptable to automatically point at African Americans and say 14% commit 50%+ of crimes, and therefore create an anti crime training just for African Americans & Hispanics, so why would you do something as absurd as Critical Race Theory, doing the same with no valid data points or evidence of any kind?</p>
<p>OFCCP-2020-0002-1021</p>	<p>(b) 6</p>	<p>Critical race theory is inherently racist. Training anyone that they their morality is based on their race or gender is itself, immoral. If someone engages in racist or sexist behavior then they should be fealty with accordingly. However, mind reading is not a skill that any human possesses. Taxes should not be funding this training.</p>

OFCCP-2020-0002-1022	Anonymous	Racism or sexism has no place in our government. Neither does anti-racist, or anti-anti-racist or wherever you want to call it. Labelling whole races or sexes as guilty of known or even unknown stereotypes is profoundly unsettling and divides Americans against each other.
OFCCP-2020-0002-1023		Critical Race Theory is an extremely divisive ideology, and it will have unfathomable repercussions for American society. Critical Race Theory inherently divides racial groups into "oppressor" (white people) and "oppressed" (everyone else) categories. This, of course, is a massive oversimplification of the world. White people are not inherently oppressive, just by virtue of their existence. Nor are people of color inherently oppressed, just by existing. Asking people to look at the world through the lens of Critical Race Theory will lead to a decrease in racial harmony - in other words, more racism. I strongly urge any administration to reject the use of Critical Race Theory in the United States government. Please understand that Critical Race Theory *is not* simply diversity training. It is far more complex and in-depth than diversity training, which I find to be far more reasonable. I'll close by leaving you with a speech from the UK Parliament on Critical Race Theory. https://mobile.twitter.com/breannamorello/status/1318678259542929408
OFCCP-2020-0002-1024	Anonymous	CRT is divisive, toxic, and incredibly patronizing towards the minorities it purports to help. Hard work, ambition, and punctuality are not "white supremacy" - they're just a few of the ideals we should aspire to as Americans. We must continue to fight the spread of a poisonous, out-of-touch ideology that teaches people to see themselves as inherent victims or inherent bigots based purely on the color of their skin - it is an ideology that otherizes and divides us, and sows tension and discord in the workplace.
OFCCP-2020-0002-1025	(b) 6	I am thrilled with this executive order. It has (probably temporarily) saved my career as an academic and protected several other moderates in the professional classes. Please keep this executive order until woke supremacy has passed. Everyone is afraid and this is one of the very few protections we have from the cancel culture pervading every institution right now.
OFCCP-2020-0002-1026		Anonymous

OFCCP-2020-0002-1027	Anonymous	<p>These "trainings" serve only to divide us by placing outrageously excessive focus on cosmetic differences between groups of people, and ignoring our shared humanity. Rooted in Critical Theory and Postmodernism, the ideas that underlie these trainings explicitly proclaim their rejection of the Enlightenment, and are thus, inherently anti-American. The future success of the most cosmopolitan nation in human history requires that we emphasize that we are all human beings, and that we all share most of the same hopes, fears, feelings, and passions. I quote the Gospel via Lincoln: "A house divided against itself cannot stand"; if the government funds and supports indoctrination that seeks to divide us by sewing resentment, America will crumble, and with it the Enlightenment ideas that engendered the greatest freedom and prosperity for the planet in history. This is not hyperbole; it is that serious. Please do not support this destruction from which no one will ultimately benefit.</p>
OFCCP-2020-0002-1028	(b) 6	<p>CRT steals from us our ability to authentically connect and judge each other by our character and ability, by who we have made ourselves to be. This is not the way to heal wounds and bridge gaps. The way to heal wounds and bridge divides is to treat each other as equals: equal dignity, equal respect, equal opportunity. CRT shouldn't be in our govt or other institutions bc institutional racism was outlawed in the US in 1964. —James Lindsay The civil rights leaders fought peacefully so their children would not be judged based on the color of their skin. Now all we are doing is talking about race and skin color. No. I'm sorry. I will not go back there. I will not participate in dragging our nation backwards. I will not be duped into objectifying anyone based on their gender or skin color. We are all American created equally under God. CTR doesn't teach racial sensitivity, teaches a racial hypersensitivity CRT is a powerful weapon of identity politics that divides people into racial groups and judges guilt and innocence based on group membership.</p>
OFCCP-2020-0002-1029	Anonymous	<p>Critical Race Theory and similar practices are incredibly harmful exercises that have been harmful to both America as a country and to individual Americans of all races. The executive order to stop its use in government organizations was both proper and long overdue.</p>

OFCCP-2020-0002-1030	Anonymous	<p>This CRT compliance is not an appropriate use of tax-payer dollars in a federal/any tax payer institution. If a private business chooses to do this that is one thing, but tax payer dollars are owned by tax payers, not by bureaucrats. This issue is a partisan/agenda based issue that has been shown to divide rather than unit people. This program is using tax payer funds from American citizens that don't support this program in the first place. Who then gets to be the authority why do they believe they get to be the authority on it, is a important question to ask? This program tells a one sided narrative to a complex issue. The fact is inequity, hardship, poverty, racism, you name it exists in all colors and all backgrounds in life. Almost everyone would be able to say they have experienced at some point in their lives the things that are in this...It may look different to each, but the effect are still the same. Giving a narrative from only one side says one's experience is more important/valid than another which creates inequity the thing you are trying to work against. This is the central flaw in this teaching. All people's stories are important!</p>
OFCCP-2020-0002-1031	Anonymous	<p>I am supportive of the EO that bans any race based stereotyping or scapegoating. I am vehemently against any "training" material that indicates that any individual's value, character, or treatment should have any relation to their race. CRT is not "diversity training." It is an ideology that states that certain races should be treated differently specifically because of their race. I absolutely oppose this ideology.</p>
OFCCP-2020-0002-1032	(b) 6	<p>Critical Race Theory is not a theory. Theories must be falsifiable to be scientifically valid. CRT is unfalsifiable dogma. It stipulates that merely critiquing it is racist and problematic (the basis for the notion of white fragility). It requires non-racists to begin to view everything through the lens of race. There is no such thing as non-racist, therefore one can never overcome their inherent racism. There is no evidence that CRT-based diversity training reduces racism in the workforce. None. However, there is evidence that it introduces racism and division, and is harmful to workplace environments. According to CRT, colorblindness is evidence of racism. Kindness, equal opportunity, merit, fairness, seeing people as individuals instead of groups, are not enough and can even be indications of racism. Critical Race Theory can't lead to true diversity because it doesn't recognize diverse individuals - only group identities and stereotypes - just like nazis and the KKK. In fact CRT has more in common with Hitler than MLK. It divides instead of unites. It pits group against group. It ignores progress and only sees oppression. Critical Race Theory is poison.</p>

OFCCP-2020-0002-1033	Anonymous	<p>My company has not made training built around racial stereotyping mandatory but has shared materials featuring similar ideals. We were encouraged to review some videos to “open ourselves to a new perspective”. The new perspective argued that color blindness is always wrong, equal treatment is wrong, and argued for the horrifically bigoted concept that identity (race, gender, sexual orientation) is the foundation of all human understanding. Objectivity and empiricism are treated as “white way of knowing”. People that use empiricism instead of racial stereotypes are branded racist, especially if they are white. The original email to these trainings was taken down, but they send out newsletters that feature similar ideas. I’d prefer to remain anonymous because I need my job and am unclear on what legal protection I am afforded under Title VII. The incoming administration wants to remove this executive order. How can it be it be legal for companies to force their employees to accept an ideology built entirely around racial stereotypes or for companies to smear any dissenters to their political ideology as racist? This seems like an explicit repudiation to the spirit of the law and the letter of the law of the civil rights acts. Please fight to keep this order on the books and provide a legal clarification for how title VII protects employees from racist indoctrination. These ideas aren’t limited to outliers. Most fields in the social sciences now are build around the idea that empiricism should be replaced by identity; stereotyping and scapegoating is being codified as the only method of understanding the world, and anyone that dissents is being smeared as a racist.</p>
OFCCP-2020-0002-1034	Anonymous	<p>I have received training pertaining to Critical Race Theory on numerous occasions, and am very familiar with the intent of such training. I am opposed to the concept of Critical Race Theory training because at its core, CRT is based on the idea that anyone not of color cannot understand the plight of people of color. This perspective is basically saying that non-POC have no room to comment on any thought that is in conflict with CRT. Of course, this is inherently racist. I believe we should all be treated equally, and while we understand that racist individuals DO exist (on all sides), we should not be teaching people that systemic racism exists - especially since numerous objective studies have determined that systemic racism does NOT exist.</p>
OFCCP-2020-0002-1035	Anonymous	<p>Firmly against racial and gender stereotyping and scapegoating.</p>
OFCCP-2020-0002-1036	Anonymous	<p>Diversity and Inclusion has become a Trojan Horse for a dangerous ideology (postmodern critical theories) that traps people for having normal human emotions when accused of non-existent wrong-doing. It is costly, has not improved race or sex relations, is not evidence based and meddles with an individual's psychology. It is pseudo science and does not belong in any workplace, much less at the federal level.</p>

OFCCP-2020-0002-1037	Anonymous	<p>The President's Executive order is, unfortunately, necessary. Our nation has made great strides in addressing racism. Undoubtedly, there is still work to be done, particularly in the area of law enforcement. The diversity training programs the Order addresses are antithetical to achieving racial harmony. The training programs involve teaching fundamental elements of critical race theory. This "theory" is divisive as it promotes anti-racism (which is actually racism) and socialist and communist ideals such as "equity". This "theory" undermines the foundational cores of our democracy. Of course, people need to learn to get along and respect each other, but this is not the way to do it.</p>
OFCCP-2020-0002-1038	<p>(b) 6</p>	<p>As a psychologist practicing in Indiana, I write to express my strong support to President Trump's Executive Order (EO) No. 13950 titled "Combating Race and Sex Stereotyping", the associated Office of Management and Budget (OMB) memos, and the contents of this Request for Information (RFI). Race and sex stereotyping has been unjustifiably elevated to a level of, in essence, weaponizing certain groups who seem to be more interested in quests for power and influence than truly addressing prejudices in the workplace. Consistent with understanding diverse perspectives on race, gender, and inclusion that should be a hallmark of our melting-pot society, we should focus on more research, transparency, and application of proven strategies to promote peaceful diversity, particularly in public-sector settings. Sincerely,</p> <p>(b) 6</p>

OFCCP-2020-0002-1039	Anonymous	<p>Critical Race Theory and training based on it discriminate on the basis of race/skin color and should not be supported by federal funds or implemented by federal agencies or their contractors. The Constitution and Bill of Rights protect citizens regardless of race, religion, or ethnicity, so promoting Critical Race Theory violates the laws and values our country was founded on. I have already seen CRT used to divide people in my community and segregate training sessions and other events offered by my employer--sometimes--mandated by my employer. Having seen the damage CRT does by emphasizing differences and encouraging racial groups to compete against each other for the title of most oppressed, most to blame, and most victimized, I don't want to see that animosity spread through more emphasis on CRT. CRT, along with the antifa and BLM movements it created, have already destroyed the police force in my city and left residents as victims to skyrocketing violence and crime on the basis of a false narrative about police racism and abuse of power. The City Council was swayed by a few loud CRT voices, and now the city is having to bring in police from outside agencies because residents want crime control but the police force has been decimated by resignations, medical leave, and budget cuts. Criminals run from and fight the officers who remain and try to do their job because CRT and BLM have given them a free ticket to ignore police authority. I don't want to see the destruction CRT can and would wage at a federal level if it does all this at the city level in just a few months. Instead, we should work to emphasize our common humanity and American identity. I am wholeheartedly against any implementation of CRT or training based on it by any employer but especially employers who receive public funds.</p>
OFCCP-2020-0002-1040	(b) 6	<p>I strongly disagree with forcing people to take critical race theory training. It's just that, a theory with no basis in reality. It should not be forced on people.</p>
OFCCP-2020-0002-1041	Anonymous	<p>CRT is legal educational hate speech, it does nothing to teach about racism, and only creates more division in our society, please ban CRT from all public and governmental institutions, as it can only cause more division and hatred in American society.</p>
OFCCP-2020-0002-1042	(b) 6	<p>This program is a cancer. Racism was on life support and CRT has brought it back. Get it out of the government and our schools. It is nonsense and ineffective. These people pushing this are the true racists and want to remove logic from our institutions and society so that they can control people. It's a philosophy founded in Marxism and designed to destroy our freedoms. Do some research on the origins of this garbage.</p>
OFCCP-2020-0002-1043	Anonymous	<p>CRT is non-scientific. It creates and perpetuates division, and it's ideals should not be propogated.</p>

OFCCP-2020-0002-1044	(b) 6	Critical Race Theory is RACIST. It tells us that one race is better or worse than another race and that is illegal. There are many great ways to have diversity courses without using Critical Race Theory.
OFCCP-2020-0002-1045	(b) 6	<p>I will just say at the start that I completely support anything that countermands the agenda of critical theory. With the rest of my comment, I hope to explain why. Whatever it purports to be, at its core it's an amorphous set of claims that can change their appearance to whatever the speaker needs at any given moment-- explained one way, it sounds like a noble enterprise to foster social unity between people of different backgrounds, break through unexamined biases, and lead to a greater understanding of the world and the people in it. At others, it appears to be a reward offered to one disaffected group in order to "even things out" in exchange for political support-- and a chance to take what they think they're owed by force. The main question you should ask of any theory that purports to teach you something is this: when someone endeavors to explain it to you, does it make things more clear? If the answer is no, it may just be that you lack the educational background to understand it. But it might also be that someone's trying to trick you. There are a lot of people who sincerely believe in this ideology, and that its goal is fundamentally good for everyone- I've read their comments on this very entry. But whether they're unwittingly repeating an incomplete explanation, or one of the few at the center in charge of propagating the lie (and the boundaries between even them aren't always solid) the underlying agenda remains. That agenda is to instate a new moral order that, if examined without all the misleading jargon and obfuscating sophistry, should scare the pants off of any decent human being who doesn't wish ill on their neighbors. I'm talking Bolshevik Party levels of terrifying. It's really that dangerous. You need only look to the recent events in Portland, Kenosha et al to see the end result of this ideology. Even IF everyone supporting this ideology are sincere, their meddling with complex social forces is so irresponsible as to appear totally malevolent. Thank you for reading.</p>

OFCCP-2020-0002-1046	Anonymous	<p>Critical Race Theory is a disgusting practice and is frankly racist drivel meant to divide and infuriate rather than unify and educate. The Britannica defines Critical Race Theory as "Critical race theory (CRT), the view that the law and legal institutions are inherently racist and that race itself, instead of being biologically grounded and natural, is a socially constructed concept that is used by white people to further their economic and political interests at the expense of people of colour. According to CRT, racial inequality emerges from the social, economic, and legal differences that white people create between "races" to maintain elite white interests in labour markets and politics, giving rise to poverty and criminality in many minority communities." Blaming white people just on their skin tone is dangerous and racist and goes against everything the USA stands for. CRT is completely false as well since it doesn't account for the minority communities that on average do very well, such as Indians, East Asians, Nigerians, Jews, etc. There are so many minority communities across all races that not only do well, but outperform whites in education and economics. How is it in "elite white interests" for black Nigerians to do so well in the USA? CRT is a sham that is designed to divide and shame people based on their race. All races are shamed for the color of their skin, albeit for different reasons. And CRT is so focused on white relations versus everyone else, that it completely ignores relations between other minorities and how they can be improved rather than just lumping all races against white people. It is clunky and without nuance. Instead, focusing on celebrating our differences and finding common ground should be the focus of any race theory. Not to divide, but to unify while still acknowledging and educating each other about our differences. CRT has no place in a modern society and is frankly an insult to all races.</p>
OFCCP-2020-0002-1047	Anonymous	<p>Critical Race theory separates people into racial categories and believes that matters above all else. In doing this it allows for scapegoating of other races. It views this as a form of oppression, henceforth creating a oppressed vs oppressor dynamic that is very similar to Karl Marx's views on classism but with a racial tilt. This combined with its focus on equity, meaning equal outcomes, is hard to ignore it's hard communist leanings which run against an individuals right to pursue life, liberty, and happiness. Moreover, the practice of separating people into racial groups and having them admit to their "privilege" and/or "fragility" is eerily to the brainwashing tactics used on prisoners of war where they ask said prisoners to point out small imperfections of the country they serve. Isolate the targets, get the vulnerable, and have them admit faults they are not directly responsible for is not a form of justice and constructive learning. Finally, companies that have run these types of training do not see a return on investment. Policies should always consider the data or fear running into Lysenkoism.</p>

OFCCP-2020-0002-1048

(b) 6

It's a disastrous ideology that will inflame tribalism based on sex/race

Hero. I am a middle income operator of a small business in California, and am someone who depends on a equal and fair system for my American dream. As a Californian, I have seen the implementation of these scapegoat trainings in nearly all of our large companies and government entities, and I can assure you that they are caustic, antagonistic, and hateful. They offer nothing but increased strife and combativeness between "identity groups" and act only to erode the ability of our groups and organizations to function as a united body, much less as a coherent culture. It is imperative that government treat all citizens as equals. The same rules, regulations, and benefits must be extended to all Americans without gender-based or racially motivated differences in their application. To do otherwise not only does a disservice to the people being discriminated against, but a disservice to the people being deprived of the opportunity to succeed under their own merits. Allowing ideological discrimination based on race and gender revives the specter of the most terrible atrocities of history. American Slavery, the creation of the German ghettos, the internment of Japanese-Americans by our own western states, the systematic genocides perpetrated by the worst empires in history, all of these are only possible with the application of a philosophy that a particular "identity group" deserves to be treated differently under the law. This practice has long been banned in American because we learned through great suffering and death that allowing differential treatment is a necessary predicate for atrocity. It is of the utmost importance to me, as it should be to all civic-minded Americans, that our government not train itself to discriminatory and unequal mindsets. Doing so cuts to the very core of the American ideal, endangers the freedom of all citizens, and pushes the needle towards tyrannical oppression in a way that cannot be supported. It creates divides in us where we were once whole. It re-draws the lines of acceptable behavior to make moral what once was abhorrent. While I wholly and entirely reject these scapegoating trainings on their basic premise, and consider that enough, it is also worth noting that there is no, capital NO, reliable data indicating they produce a positive outcome. The most reputable studies on the after-effects of scapegoat training show exactly what you would expect; that once people are told they must be divided into oppressed and oppressor classes they then divide themselves that way. Doing so is shown to undermine individual performance and team productivity. These scapegoating-based training programs advocate for just differential treatment under a presumption of moral imperative. They are undertaken by well-

OFCCP-2020-0002-1049

Anonymous

(b) 6

I've been watching as Critical Race Theory permeated our society over the last 20 some years. I believe that, at it's core, CRT is completely incompatible with basic American concepts such as "equality before the law" and "all men are created equal". If one reads CRT literature (and I've ready plenty), what you learn is that when they talk about things like "systemic racism" and "structural oppression", they mean precisely and nothing less than the majority of Western Liberalism. Which is to say, "systemic racism" and "structural oppression" are said to lurk in principles such as private property, free speech, the rule of law, self determination, freedom of conscience, etc. Those things are said to be expressions of "whiteness", and are uniquely suited to the success of white people, and as such, serve to structurally disadvantage BIPOC. Even something as mundane as arriving on time for an appointment is said to be a "white" value. My position is that all Americans who value the Enlightenment principles that animated the creation of this country must reject such thinking. Simply put, you can have CRT, or you can have a country that glorifies and celebrates the Declaration of Independence and the US Constitution, but you can't have both. The only reasonable reading of CRT is that it is, itself, a retrograde effort to re-introduce racism into the American culture. By my reading, thinking that an environment of (to use one example) free expression unfairly disadvantages non-white people is shockingly racist. It is a declaration that non-white people are inherently incompetent by virtue of their skin color. How twisted has the world become, that we are taking such thinking seriously? We should be rejecting it, root and branch. I believe that we should live our lives, and conduct our governance, according to a simple rule: Discrimination based on race is always immoral. Martin Luther King taught us that. Have we forgotten so soon? Today, we have in ascendance the Ibram X. Kendi model of openly advocating for racial discrimination. We toy with such foolishness at our own peril. Once we re-energize the idea that racial discrimination is acceptable, what makes us think that David Duke and others who share his racial views won't use that to their own advantage? More simply, what is the difference between the CRT position and David Duke's position? Functionally, I see next to none.

OFCCP-2020-0002-1051		<p>I am a mixed race person with a diverse family. It sickens me not only to hear people denigrate members of my family because of their race and/or sex, but to see employers force them to participate in "training" sessions and be subject to such abuse to keep their jobs. The language of the executive order could not be any more clear. Race based and sex based scapegoating is unacceptable. And public money should not be going to such abusive practices, nor to companies that abuse their employees because of their race and/or sex. These critical race theory based programs are destructive and inherently divisive. Critical race theory doesn't seek to create harmony between diverse people. It seeks to prioritize our differences. To cast certain groups of people as inherently bad based on their skin color and sex. And not just inherently bad (original sin), but also utterly incapable of atoning for this inherent evil. There is no concept of making amends. No concept of redemption. No room for forgiveness. Only perpetual "ally-ship" in which the scapegoat bows down to their "superiors" who are of an "oppressed" (morally superior) race/sex. Critical race theory is a vindictive, cruel philosophy. It does not belong in government, or frankly in any society which seeks to make discrimination and racial/sex scapegoating less common. I fully support any effort to remove its discriminatory influence from government and organizations which choose to accept government funding.</p>
OFCCP-2020-0002-1052	<p>(b) 6</p>	<p>The theories on which these trainings are ineffective and, quite frankly, inhumane. I am a cultural expert, having lived and worked in the MENA region for my entire career. Diversity is important. Equality is important. Trainings based on critical race theory destroy actual diversity and are racist at heart. The president's decision to halt these trainings is correct and should be upheld.</p>
OFCCP-2020-0002-1053		<p>This should not ever be taught in any functioning organizational structure. Government is already inefficient. The last thing we need is to institute this inane indoctrination of public servants who should be focused on efficiency and public service.</p>
OFCCP-2020-0002-1054		<p>Critical Race Theory is not the same as diversity training and has no place in our government or education systems. It is the exact opposite of equality and I reject any ideology that results in more race based animosity.</p>

		<p>I think Critical Race Theory as espoused by several New York Times Best Selling authors such as Ibram X. Kendi and Robin DiAngelo should NOT be supported by our tax dollars. It has no scientific basis, but amounts to a form of scapegoating and blaming all unequal outcomes on race/gender based biases. Worst, it does not claim that racismj/sexist is open by most but is working subconsciously within the entire system. It blames problems of today on sins of the past. It is a sort of Trojan Horse type plea, where the person claiming to be an "anti-racist" is really just accusing others of always operating with these biases and racism (which becomes a form of incurable disease). It basically is a snake eating its tail - because on one hand it claims it wants to help non-Poc become less racist by pushing an agenda based ideology that non-people of color are inherently racist due to the color of their skin. It undermines the merit system, personal responsibility, and actually creates more race related tensions. It has created a generation of Americans that are either repenting for the sins of their forefathers or that believe that anything currently wrong in their life is not their fault (but the fault of the system). CRT has no place in our government.</p>
OFCCP-2020-0002-1055		PLEASE KEEP THIS EO!! Equality is important and we should treat everyone respectfully but the current style of diversity trainings are RACIST and stem from Critical Race Theory (resentment politics disguised as academic theory)
OFCCP-2020-0002-1056		
OFCCP-2020-0002-1057	<p>(b) 6</p>	<p>My family and close community reject race based ideologies like that of CRT. When used in the larger public space it has become a tool to spread more bigotry and intolerance. I see it used to divide people much more than to educate. It is based on the unfalsifiable assumption that racism exists in every human interaction and it is the job of the theorist to find it. How this plays out in the real world is shown by Ibram Kendi author of How to be an Antiracist. He wants a constitutional amendment to create a department of anti-racism comprised of unelected anti-racism experts who must approve every law in America. It would also have the power to punish anyone it deemed racist.</p>
OFCCP-2020-0002-1058		These trainings are unnecessary, counterproductive, expensive, and a waste of productivity.

		<p>Race and sex scapegoating and stereotyping, which are supported intellectually by Critical Race Theory (among other related theories in the humanities and social sciences such as Queer Theory and Postcolonial Theory), are a serious issue at my job with a public university. While my university certainly does offer diversity trainings that highlight "implicit bias", especially among people who are members of "oppressor" groups (like "men", "white" people, and "cisgendered" people), I would like to call your attention to another arena that has received less attention, but to which the President's order on race and sex scapegoating and stereotyping also clearly applies: Title IX offices on campus. On my campus, the Title IX office, which is supposed to uphold important legal precepts like "equality under the law" and "due process", actually promotes and disseminates information about critical race theory and "whiteness" alongside its compliance function. I'm deeply concerned that the influence of critical race theory, including its support for race and sex stereotyping (e.g. "all white people are racist"), is undermining the capacity of the Title IX office to treat all people fairly and to treat them as "innocent until proven guilty". See, for example, websites from various Title IX Offices in the nation that illustrate how federal compliance offices bound by US law are also engaged with theoretical perspectives and activities that promote race and sex stereotyping and scapegoating (this is seemingly a problem in relation to the new Title IX guidelines too). It is also the case that, at some universities, diversity trainings are run and organized by staff housed in the Title IX Office or whose duties overlap with such offices. I think that it's important to recognize that critical race theory rightly points to structural racism in American society. I agree that this is an issue of the utmost importance to which we should address our collective energies. BUT, it is not intellectually, ethically or legally appropriate to transform this acknowledgement of structural inequality in the US into an indictment of specific individuals and their behavior. Stereotyping people as oppressors, and then permitting these stereotypes to undermine Constitutionally-protected individual rights in quasi-judicial contexts, is inappropriate and dangerous. To the extent that relationships with the federal government can be leveraged to protect individual rights and freedoms, I think such interventions are warranted.</p>
OFCCP-2020-0002-1059	Anonymous	
OFCCP-2020-0002-1060	(b) 6	Trump made the right call to take this divisive, racist training out of our Federal government.
OFCCP-2020-0002-1061		We want this. We want to bar CRT and GT from being forced on us by an employer.

OFCCP-2020-0002-1062		<p>This is the only part of Trump's presidency that should stay around. Research done into these sorts of trainings has revealed that they only serve to increase prejudice towards white people--they do not help minorities, and by their intense focus on reifying race they are treading into dangerous waters. My own experience as a female in a male-dominated industry would also suggest that they serve to harm, not help, those they are supposed to. These sorts of trainings both increased tensions between myself and my male coworkers, presumably because they were worried about accidentally insulting/offending me (despite this never having been a problem before!), and caused me to doubt my own competency by infantilizing my gender and making it seem as if I couldn't possibly have achieved what I have on my own merits.</p>
OFCCP-2020-0002-1063	<p>(b) 6</p>	<p>I agree with the need to ensure that contractors do not treat workers differently on the basis of race, sex, or other protected characteristics. However from the "training" that I've been subject to recently it seems that it breaks this law by treating workers differently on each of these categories almost be definition. I implore the Federal government to refrain from overreaching when it comes to monitoring behavior and training in every business that interacts with the Federal government. We are good people, let us get on with our lives and be good to our neighbors no matter who or what they may be. Thank you. Sincerely, a worried American Abroad.</p>
OFCCP-2020-0002-1064		<p>Critical race theory is absolutely racist against White people. To claim such trivial things such as being on time are "rooted in racism" is freaking absurd. Critical race theory absolutely needs to be banned. Actively teaching people that their race is the source of all evil is insanely racist in and of itself.</p>
OFCCP-2020-0002-1065		Anonymous
OFCCP-2020-0002-1066	<p>(b) 6</p>	<p>This EO denies the fact that this country was founded and continues to be rooted in racism. The only way we can overcome white supremacy is by addressing racism head on. Diversity training bring awareness to implicate bias, mircoaggresssions, and systemic racism. It is a dishonor to our country and our people to not be honest about the racism marginalized folks face on a daily bases. We can only move past this by providing education and resources to dismantle racism, homophobia, transphobia, Islamophobia, anti-semitism and abilism in our society.</p>
OFCCP-2020-0002-1067		Anonymous

OFCCP-2020-0002-1068	(b) 6	Please, we can have diversity training. But we must not allow hate cloaked in virtue into our institutions. There are good alternatives to CRT that are completely compliant with the executive order. You can browse these at the New Discourses website.
OFCCP-2020-0002-1069	Anonymous	I would rather die than be re-educated by Marxists.
OFCCP-2020-0002-1070		Prominent critical race theorist, Ibram X Kendi, has suggested that the only remedy to race based discrimination in the past is present day race based discrimination. And that the only remedy to present day race based discrimination is future race based discrimination. It is quite clear that the critical race theorists, and Diversity Equity and Inclusion hacks are openly advocating for the creation of permanent systems of race based discrimination. This is clear because if Kendi's goal of future racist discrimination comes to pass, then the only "remedy" for that discrimination will be yet more racist discrimination. This is no different than George Wallace calling for segregation today, segregation tomorrow, and segregation forever. Critical race theory should be seen for what it is. Vile and despicable racism. It is not even thinly veiled racism. It is open racism. Any supporters of it ought to be ashamed of themselves.
OFCCP-2020-0002-1071	(b) 6	This isn't training. This is indoctrination in a vile and pernicious doctrine that will rip the country apart. That this is even being considered is absolute madness. If you do decide to implement it then please first rewrite the constitution to make clear your citizens are no longer individuals with human dignity and agency but automatons lacking free will and controlled by forces unleashed solely by their membership of various identity categories. Please also be aware that the internal division which this ideology is causing can only serve to weaken and destabilise the nation while the rest of the (non anglophone) world looks on in sheer disbelief uncertain whether to laugh or cry.
OFCCP-2020-0002-1072	Anonymous	The decision to ban CRT tactics in workplace training was absolutely correct. Critical Race Theory simultaneously infantilizes people of color and unfairly attacks anybody who does not fall in line with its teachings regardless of their race. It is a pseudo-intellectual house of cards that upon inspection is little more than a reworking of old anti-semitic conspiracy theories infused with postmodernism. It is a hateful and cancerous ideology and the only problem with this EO is that it is limited to government employees and does nothing to address the problem nationwide of a captive audience of private sector employees being subjected to hateful indoctrination.
OFCCP-2020-0002-1073	Anonymous	I am completely against mandated CRT training of any kind. It is unAmerican to demean one group of citizens over another. White people are not low iq joggers and scholars and should not be treated like we come from a shithole country. America First!!

OFCCP-2020-0002-1074	Anonymous	Employers requiring employees to sit through training that defines them by their race or gender should be illegal. Critical race theory is a theory based in racism itself. Employers should not be able to force employees to be lectured to on the basis of their heritage.
OFCCP-2020-0002-1075	Anonymous	How can you be sure that this comment forum is not completely populated with bad faith actors? While I'm here... Discrimination based on race is wrong.
OFCCP-2020-0002-1076	(b) 6	This type of "training" is not only morally wrong but un-american. Not only will it create a more divisive workforce but will drastically limit the applicant pool stripping away qualified people who correctly-- will not put up with it. This doesn't belong anywhere yet alone in a free society's government.
OFCCP-2020-0002-1077	(b) 6	Everything I've seen from these trainings violates the Civil Rights Act. Segregated training sessions, accusations of racism by virtue of skin color, accusations of sexism by virtue of biological sex e.t.c.
OFCCP-2020-0002-1078	Anonymous	At the University of Wisconsin, a public university that receives enormous federal funding, I was subjected to race-based training on more than one occasion, as part of my employment as faculty/staff. One training was off-site and was segregated -- I was directed to attend the "for whites only" session. Another included everyone in my department and we were directed in an exercise to split up by racial/ethnic ancestry. Then certain racial/ethnic staff were allowed to be first in line for treats (cookies and ice cream) while other staff from different racial/ethnic backgrounds were directed to wait their turn and go last. This mandatory workplace training exercise was inappropriate, embarrassing and shameful. Several faculty and staff walked out in disgust.
OFCCP-2020-0002-1079	(b) 6	By definition, workplace trainings that "involve race or sex stereotyping or scapegoating" are RACIST & SEXIST. For example, teaching people that all black people are victims and all white people are guilty of the "original sin" of slavery is incontrovertibly racist. Allowing federal contractors to impose anti-racist ideology (some say it is a religion) on its workers violates the constitution and bill of rights.
OFCCP-2020-0002-1080	Anonymous	Our country has moved passed being divided by "race and sex", which is why we are free. Obsessing over these antiquated ideas is like looking to see what we can learn about detecting witches from the Salem witch trials... I'd much rather we focus on finding witches, in fact.

OFCCP-2020-0002-1081

OFCCP-2020-0002-1082

(b) 6

CRT is a heretofore political ideology, if not religion, that has no place in government. It is important to distinguish CRT with race sensitivity training. CRT rejects western ideals of personal responsibility, work ethic, delayed gratification, punctuality, and "whiteness." Yes, CRT believes white people are fundamentally evil, and must continuously and indefinitely suppress their whiteness so that BIPOC can live in relative peace. See the Smithsonian NMAAHC (now removed) guide on whiteness. CRT is an ugly outgrowth of the post-modern movement that, like the tree it came from, seeks to destroy society to be replaced with a pseudo-ethnocentric autocracy. CRT has infiltrated K-12 schools and is standard in all liberal arts universities and colleges. I graduate college in 2017, and I graduated law school in May of this year. I am deeply troubled by the effect CRT and post-modernism has had on my (apparently) vulnerable peers. Most importantly, the connection between CRT/Postmodernism and communism is not so attenuated. I am shocked to find so many of my outspoken colleagues who support CRT also endorse and prefer a communistic system over free-market democracy. Race based sensitivity training, however, merely points out certain race-dynamics that many white-people may not be aware of. It is horrible to be racist. It is horrible to make assumptions about a person based on the color of their skin. It is horrible to discriminate against anyone based on race. It is also horrible to denounce an entire race of people and their culture for the sins of (some) of their ancestors. The difference between CRT and race sensitivity can be likened to the difference between Malcom X and Dr. Martin Luther King. Indeed, many leading CRT scholars embrace the vindictive violence-based teachings of Malcom X, while explicitly rejecting the peaceful yet persistent approach pioneered by Dr. King. One of these men were an integral part in ending segregation in the South and passing the Civil Rights Act, the other sowed hatred and fear into a community and preferred retribution to reconciliation. This is an important moment in American history. We must decide whether we want to attack social disparities between races with well-reasoned, empirically-supported solutions, or with the elimination of the arbitrary evil called "whiteness." Violence and retribution versus peace and reconciliation. The choice is very simple. The following is a link to a paper by James Lindsey. Mr. Lindsey is a leading expert on critical race theory and articulates the perils thereof very well. The future of the country depends on a resounding rejection of CRT and its predecessors. Please make the right decision. Link: <https://newdiscourses.com/2020/09/first-amendment-case-freedom->

So, let get this straight...in order to beat racism, we must be racist against white people? How do you people in the federal government put your bra and panties on in the morning? No wonder no one likes you guys and want to overthrow the whole entire system.

OFCCP-2020-0002-1083		<p>A person may be judged by their actions, not by their skin color. It's important that the federal government does not place virtue on anything regarding race. A person cannot be inherently racist simply because they are of a particular race. There is no evidence to suggest this and creates division.</p>
OFCCP-2020-0002-1084	<p>(b) 6</p>	<p>Critical Race Theory requires discrimination on the basis of skin color to achieve equal outcomes that disregard individual skill, merit, or personal agency. It works directly against the efforts of the Civil Rights Movement and has no place in our institutions. The general public, as they've become more aware of the details and been subjected to the trainings of CRT, are increasingly rejecting this ideology. Perhaps the most alarming aspect is CRT's adoption of religious characteristics, such as original sin. If you are white, you are born a racist and must admit this and agree to spend the rest of your life as an "antiracist," actively participating in the achievement of equal outcomes (not equal opportunity, which doesn't require this discrimination). If you're non-white, you are born oppressed, regardless of socioeconomic status, regardless of celebrity, regardless of individuality. You are a part of a group set against another group, solely based on skin color, from the day you are born, and the only way to not be a part of the evil group is to actively participate in their ideology - strikingly similar to how many global religions operate. There should be separation of church and state, and our institutions should be protected from this growing ideology at all costs.</p>
OFCCP-2020-0002-1085	Anonymous	<p>Critical Race Theory is a wretched, anti-individual, anti-American ideology that repackages toxic ideas of collective guilt and racial essentialism that should've been left behind in the last century. No one should be forced to pay subservience to such an ideology, especially on taxpayer dollars. Foundational CRT texts even call into question the legitimacy of the constitution and our great civil rights movement. It belongs in the dustbin of history, along with all of its cultish fanatics.</p>

<p>OFCCP-2020-0002-1086</p>	<p>Anonymous</p>	<p>Office of Federal Contract Compliance Programs, I have participated, against my will, in training programs designed to advance the Critical Race Theory agenda. These sessions directly caused mistrust, anger, and counterproductive conflict in the work groups they were intended to help. Since that experience I have taken time to read up on the leading CRT scholars and their ideas. I view this ideology as dangerously toxic and dis-empowering for anyone who has the misfortune to be exposed. Our nation has been remarkably successful as a bastion of freedom, liberty, and equality in the eyes of the law. Above all else, we are who we are because we cherish and protect the rights of individuals as outlined in our Constitution. CRT represents the rejection of those ideals in favor of a vague and chaotic system of contradictory beliefs. Following Dr. King's great vision and leadership, America has grown into a thriving pluralistic society. This diversity is our strength, and worth celebration, but not to the extent that immutable outward traits such as skin color become a tool to suppress our incredible diversity of individual character. We must hold close to our Founders' ideas as well as the ideas of civil rights luminaries like Dr. King. Reject any racial training that uses group stereotypes to pigeonhole or indoctrinate individuals. We are not a people that seek to establish hollow gestures of group conformity. Such subversive efforts need to be strictly rejected and driven from our public lives and public institutions. Thank you very much.</p>
<p>OFCCP-2020-0002-1087</p>	<p>(b) 6</p>	<p>Critical Race Theory is racist. It asserts that one race (caucasians) have some inherent blood liable that must be excoriated in order for that person to be accepted in public society. This would be unacceptable for any other race. All white people are not alike nor do we have some collective history or identity. No one alive owned slaves. No one has some magical benefit because they are white. The whole thing is dirty, racist, and divisive. No race can be collectivized and blamed for things the individuals did not do.</p>

OFCCP-2020-0002-1088

(b) 6

After studying CRT, I believed fully in its necessity. The ideas seemed fresh and liberating and I believed that they held the potential to lead us to a better country that was not plagued with the sins of racism. If we could only get more people on the same page, I thought, we would finally be free. I pursued this path for many years but couldn't help but notice that the neither the world nor my life had not gotten better as a result of these beliefs. I am a black woman who did not grow up seeing myself as racialized, but eventually learned to see myself as oppressed and marginalized, despite experiences to the contrary. These theories were sanctioned by people I respected and trusted and seemed legitimated by academic rigor. I believed I was simply learning a truth about reality, when, in actuality, I was creating this racialized reality for myself. Eventually, I found it very difficult to connect with people who were white and thought they generally could not be trusted. That's not a helpful perspective, especially if you are in a predominantly white area as most interactions are then tinged with anxiety, mistrust, and fear. This perception of the world left me angry, bitter, and depressed. There are many unhelpful ideas in CRT. One being that white people created racism and are responsible for fixing it. However, we're told that they have zero incentive to fix it, so people of color basically have to accept that things will never get better and that they will always carry this heavy burden. When one feels powerless about the oppression they perceive, life starts to feel hopeless. I followed these beliefs to their natural conclusions and found myself, as someone who's always valued life, not thinking it was worth Another issue I have with this school of thought is that there is no one accepted theory that can be applied to an entire population or group. Re-centralizing race in every interaction seems to only put people into more boxes with more stereotypes. I do not want people to look at me and make any assumptions about my life simply because of the color of my skin and I no longer find it helpful to do so to others. There is no black or white or Latin experience. We all simply have our individual experiences and some crossovers due to cultural connections. There is not one FACT proffered by CRT that can be generalized to an entire population. I care about this issue now because I've seen the effect it has on the psyches of people of all races. Getting black people/POC to see their lives through the lens of inescapable oppression and all white people as their oppressors, while white people are to self flagellate over irredeemable oppressiveness doesn't seem to leave anyone in a better place. If people want to immerse themselves in these ideas, they should do it on their own

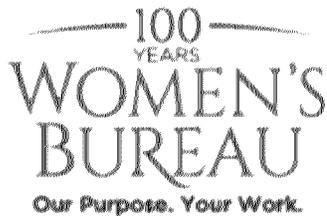
From: Swearingen, Brett A - OSEC </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=446467C1ACD144B4BDDD78130ECD530D-SWEARINGEN,>
To: Leen, Craig - OFCCP
Sent: 11/18/2020 10:24:52 AM
Subject: RE: Information on Getting to All Lives Matter 7 CCC Diversity Training

Thanks!

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Sent: Tuesday, November 17, 2020 6:35 PM
To: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Cc: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>
Subject: FW: Information on Getting to All Lives Matter 7 CCC Diversity Training

FYI.

Craig E. Leen
OFCCP Director



From: Leen, Craig - OFCCP
Sent: Tuesday, November 17, 2020 6:32 PM
To: whadden@sbpublicaffairs.com
Cc: Gean, Lissette - OFCCP <Gean.Lissette@dol.gov>; Campbell, Carl V - OASAM OSPE <Campbell.Carl.V@dol.gov>; Williams, Tina T - OFCCP <Williams.Tina.T@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Lacey, Kimberly G. - OASAM OHR <Lacey.Kimberly.G@DOL.gov>
Subject: RE: Information on Getting to All Lives Matter 7 CCC Diversity Training

William,

I apologize for not responding earlier. It does not look like Lissette and I received the email you sent on November 9th (see below). I checked my inbox from that day and did not see it there. I have the materials now though.

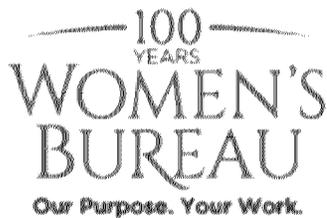
It was a pleasure for us to meet with Bishop Shines and Rev. McCoy, as well as you and your colleague. We will share copies of what you sent us with OASAM and OPM as discussed. Lissette will also put you in contact with OFCCP Policy as a stakeholder. Of course, as I'm sure you know, any potential decision to use your program would have to go through applicable procurement processes.

Please give Bishop Shines and Rev. McCoy my best, and thanks again to all of you for meeting with us and sharing your program.

Best regards,
Craig

DOL004538

Craig E. Leen
OFCCP Director



From: Gean, Lissette - OFCCP <Gean.Lissette@dol.gov>
Sent: Tuesday, November 17, 2020 5:15 PM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: FW: Information on Getting to All Lives Matter 7 CCC Diversity Training

Here's William's email. I didn't have it in my inbox either.
Thanks,
L

From: William Hadden <whadden@sbpublicaffairs.com>
Sent: Tuesday, November 17, 2020 9:15 AM
To: Gean, Lissette - OFCCP <Gean.Lissette@dol.gov>
Subject: FW: Information on Getting to All Lives Matter 7 CCC Diversity Training

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.

Lissette, here's the stuff I sent over, please confirm receipt, thanks! Apologies for the mix up

Sent from [Mail](#) for Windows 10

From: [William Hadden](#)
Sent: Monday, November 9, 2020 4:01 PM
To: leen.craig@dol.gov
Cc: [Gean, Lissette - OFCCP](#)
Subject: Information on Getting to All Lives Matter 7 CCC Diversity Training
Importance: High

Good afternoon Director Leen,

I want to say thank you again on behalf of Bishop Shines and Rev. McCoy for our meeting on Friday. They had a wonderful time sharing the information of Getting to All Lives Matter and meeting you and your team.

I've attached the information we discussed following our meeting. I've included another copy of the letter we sent to Secretary Scalia, the slides you had as part of the meeting, the trainer's manual, and the six detailed modules for your to share within the department. Please confirm receipt and let me know if you need anything more or have any questions.

Warmly,

William Hadden
Shirley & McVicker Public Affairs
O: 703.739.5920

DOL004539

C: 706.594.8199
whadden@sbpublicaffairs.com

From: Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>
To: William Hadden
CC: Gean, Lissette - OFCCP; Campbell, Carl V - OASAM OSPE; Williams, Tina T - OFCCP; Squitieri, Chad C - OSEC; Swearingen, Brett A - OSEC; Lacey, Kimberly G. - OASAM OHR
Sent: 11/18/2020 8:57:11 PM
Subject: Re: Information on Getting to All Lives Matter 7 CCC Diversity Training

Thanks so much. Have a wonderful Thanksgiving as well!

Get [Outlook for iOS](#)

From: William Hadden <whadden@sbpublicaffairs.com>
Sent: Wednesday, November 18, 2020 4:26:36 PM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Cc: Gean, Lissette - OFCCP <Gean.Lissette@dol.gov>; Campbell, Carl V - OASAM OSPE <Campbell.Carl.V@dol.gov>; Williams, Tina T - OFCCP <Williams.Tina.T@dol.gov>; Squitieri, Chad C - OSEC <squitieri.chad.c@dol.gov>; Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Lacey, Kimberly G. - OASAM OHR <Lacey.Kimberly.G@DOL.gov>
Subject: RE: Information on Getting to All Lives Matter 7 CCC Diversity Training

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 afternoon Director Leen,

No worries about the emails. Bishop Shines and Rev. McCoy had a wonderful time as well, and I want to thank you again for your giving us some of your time that afternoon. I'll be on the lookout for the information from Lissette, in the meantime I hope you and your staff have a safe, wonderful Thanksgiving!

All the best,

William Hadden
Account Executive
Shirley & McVicker Public Affairs
O: 703.739.5920
C: 706.594.8199
whadden@sbpublicaffairs.com

From: Leen, Craig - OFCCP
Sent: Tuesday, November 17, 2020 6:32 PM
To: William Hadden
Cc: Gean, Lissette - OFCCP; Campbell, Carl V - OASAM OSPE; Williams, Tina T - OFCCP; Squitieri, Chad C - OSEC; Swearingen, Brett A - OSEC; Lacey, Kimberly G. - OASAM OHR
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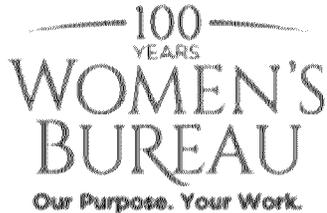
DOL004541

It was a pleasure for us to meet with Bishop Shines and Rev. McCoy, as well as you and your colleague. We will share copies of what you sent us with OASAM and OPM as discussed. Lissette will also put you in contact with OFCCP Policy as a stakeholder. Of course, as I'm sure you know, any potential decision to use your program would have to go through applicable procurement processes.

Please give Bishop Shines and Rev. McCoy my best, and thanks again to all of you for meeting with us and sharing your program.

Best regards,
Craig

Craig E. Leen
OFCCP Director



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To: Gean, Lissette - OFCCP <Gean.Lissette@dol.gov>
Subject: FW: Information on Getting to All Lives Matter 7 CCC Diversity Training

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Cc: [Gean, Lissette - OFCCP](#)
Subject: Information on Getting to All Lives Matter 7 CCC Diversity Training
Importance: High

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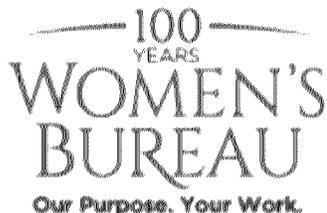
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Warmly,

William Hadden
Shirley & McVicker Public Affairs
O: 703.739.5920
C: 706.594.8199
whadden@sbpublicaffairs.com

From:
To: Taylor, Timothy J - SOL
CC: Kilberg, Andrew G - OSEC; Swearingen, Brett A - OSEC
Sent: 12/2/2020 3:26:02 PM
Subject: FW: Hotline Report
Attachments: Executive Order 13950 Summary Detail Report - 2020-30-11_Redacted.pdf

Craig E. Leen
OFCCP Director



From: Williams, Tina T - OFCCP <(b) 6@dol.gov>
Sent: Tuesday, December 01, 2020 10:40 AM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Cc: Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Gaglione, Robert J - OFCCP <Gaglione.Robert.J@dol.gov>
Subject: Hotline Report

Attached is the hotline report for this week. Next week, we will update the report to explain how many complaints have been referred to the regions. We will start assigning the hotline complaints to the appropriate regional offices beginning December 1, 2020.

Last week (11/23/2020 – 11/27/2020), OFCCP received a total of 6 inquiries;

- 4 named complaints
- 1 anonymous complaints
- 1 requesting compliance assistance
- 0 Opposed to Executive Order 13950

Examples of inquiries received last week:

- Complaint – employee's leadership acknowledges that their managers tend to hire more people that "look like them". While this is problematic, the company's answer is to hire more managers that are of the racial characteristics they desire, as opposed to addressing any possible bias in their existing managers.
- Complaint – employer is forcing mandatory unconscious bias training.
- Complaint – diversity training materials that are required for all students including modules on "Unconscious Bias" and "Privilege" academic institution.
- Compliance Assistance – Requested information about EO 13950; instructed to submit question to the hotline.

General Bullets of all unique inquiries received as of 10am ET on 11/30/2020:

- OFCCP has received 197 unique inquiries on the EO 13950 Hotline.
- Of these 197 inquiries, there are 159 complaints: 106 from named complainants and 53 from anonymous sources reporting information about organizations purported to be in violation of

EO 13950.

- 25 of the inquiries are from individuals seeking compliance assistance. (One request was removed)
- 13 of the inquiries are written to oppose EO 13950.

Tina Williams | Director

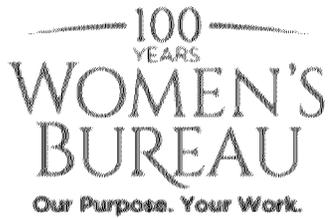
Division of Policy and Program Development

Office of Federal Contract Compliance Programs

200 Constitution Avenue, NW, Room C-3325 | Washington, DC 20210

Direct: Fax: 202-693- 1305

Email:



All Inquiries for Executive Order 13950
Weekly Report
November 30, 2020

#	Date/Time Opened	Inquiry Category	Industry	Description
1	11/23/2020 17:23	Anonymous Complaints	Software Development and Packaging	I am a current [REDACTED], willing to provide more details if needed, based on first hand knowledge of policies and practices at [REDACTED] 1) In multiple all-hands [REDACTED], leadership at [REDACTED] acknowledges that their people managers tend to hire more people that "look like them". While this is problematic, [REDACTED] 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) [REDACTED] 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 [REDACTED] 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) [REDACTED] deliberately has moved/expanded offices in places like [REDACTED]. 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 [REDACTED] 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 [REDACTED] 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
2	11/23/2020 17:24	Named Complaints	Academic Institution	I write to complain about a racial stereotyping on the campus of [REDACTED].
3	11/23/2020 17:27	Named Complaints	Computer Technology	Hi, [REDACTED] forcing this training or termination. See below. Could you please look into this? I'm objecting with valid reasons. Dell also has a separate [REDACTED] to address "unconscious biases" that is mandatory for all employees. Please help if you can. I don't want to be fired over this. Thank you, [REDACTED]
4	11/25/2020 13:02	Compliance Assistance	None	Customer needed specific information on EO 13950. I recommended customer to send it to the written inquiry mailbox
5	11/25/2020 15:16	Named Complaints	Academic Institution	Dear OFCCP, I am writing to file a complaint against the [REDACTED] [REDACTED] I have attached diversity training materials that are required for all students. Please note the training modules on "Unconscious Bias" and "Privilege" Here is a screenshot of the "Unconscious Bias" module: The [REDACTED] is required for this module. If you take the race [REDACTED] will notice that it specifically focuses on "unconscious bias" between white and black people. Here is a screenshot of the "Privilege" module: You will notice that it focuses specifically on "white privilege". The [REDACTED] is a public institution in the state of [REDACTED] It is a recipient of Federal grant funding. The students that are required to receive this training are PhD students who are all employed at the school as Graduate Research Assistants and receive an annual salary of \$32,000. I am neither white nor black. I have submitted this complaint because I find these training materials to be discriminatory based on race.
6	11/25/2020 15:17	Named Complaints	Academic Institution	Hello, I would like to report some activities by the administration of the institution that employs me, the [REDACTED] [REDACTED], 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: [REDACTED] [REDACTED] 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

From: Taylor, Timothy J - SOL </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=363C0A5D85CA453EB4D8A2A62A9C286F-TAYLOR, TIM>
To: Leen, Craig - OFCCP; Slater, Bryan - ASAM; Pallasch, John P - ETA
CC: Johnson, Grant L - SOL
Sent: 12/1/2020 2:18:51 PM
Subject: EO 13950 - OIG
Attachments: E.O. 13950 Statement of Facts; EO 13950 Statement of Facts

Hi everyone,

Please see the attached emails. Please ensure that your team's responses are coordinated / approved by yourselves, and that I also get a chance to review them before they are returned to the OIG. Thanks.

Timothy Taylor

Deputy Solicitor

U.S. Department of Labor

(b) 6

This message may contain information that is privileged or otherwise exempt from disclosure. Do not disclose this information without consulting the Office of the Solicitor. If you think you have received this email in error, please notify the sender immediately.

From: Katz, Tracy - OIG </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4088967497BA4D7FB1F62F355A8487C2-KATZ, TRACY>
To: Cloud, Braye G - ASAM
CC: Taylor, Timothy J - SOL; Paredes, Fernando - OIG; Howe, Gerard - OIG; Reff, Alisa - OIG; Watson, Laura P - ETA
Sent: 12/1/2020 2:06:57 PM
Subject: E.O. 13950 Statement of Facts
Attachments: EO 13950 OASAM_ETA SOF .docx

Braye,

We have prepared a Statement of Facts (Attached) with the OIG's understanding of the information learned from our review to date on the Department's efforts to implement Executive Order (E.O.) 13950 requirements. The Statement of Facts is organized by the requirements of E.O. 13950. We request that applicable Department officials review the information and make any additions, changes and/or corrections necessary. We are requesting your response by COB 12/4/2020. If you have any questions, please let me know. Thanks.

Tracy Michael Katz

Audit Director

U.S. Department of Labor

Office of Inspector General

Office: (b) 6 | Mobile: (b) 6 | Fax: 202.693.5169

Executive Order 13950

ETA & OASAM Statement of Facts (SOF)

Purpose:

To provide ETA and OASAM with the OIG's understanding of the information learned from OIG's review to date on the Department's efforts to implement Executive Order (E.O.) 13950 requirements. The facts below are organized by the requirements of E.O. 13950. We request that Department officials review the information below and make any changes and/or corrections necessary.

E.O. 13950 Requirements:

1. Ensure Government contracts and related subcontracts include provisions that state 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. In addition, contractors and subcontractors are required to post notices, provided by the agency contracting officer, advising the labor union or workers' representative of the contractor's and sub-contractor's commitments under the E.O.

FACTS:

- *The Department's Senior Director for Strategy and Administration, Office of the Senior Procurement Executive issued a draft memorandum to notify the Department of Labor's Acquisition Workforce of a new local provision: DOL 2021-02 Combatting Race and Sex Stereotyping, in the Acquisition Management System. This local provision is implemented to ensure that contractors do 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, as mandated by Executive Order 13950, Combatting Race and Sex Stereotyping. According to the draft memorandum, the DOL 2021-01 provisions are to be included in all solicitations, subsequent awards, and existing contract actions not specifically exempted by Section 204 of Executive Order 11246, dated September 24, 1965 (Equal Employment Opportunity), as amended.*
- *In an undated memorandum to the Deputy Secretary, titled, Department of Labor's Proposed Implementation Plan for E.O. 13950, Combating Race and Sex Stereotyping, the following plan to ensure contractors adhere to applicable E.O. 13950 requirements was outlined.*
- *The Office of the Assistant Secretary for Administration and Management, Office of the Senior Procurement Executive (OSPE) has drafted a list of provisions that will be issued via a policy notice on or before Monday, November 2, 2020, to the Department's acquisition workforce.*
- *Contracting Officers (COs) will ensure that the provisions are included in all new*

Executive Order 13950 ETA & OASAM Statement of Facts (SOF)

solicitations and subsequent awards, effective upon issuance of the policy notice. The Head of Contracting Activities for the Office of Acquisition Services and the Job Corps Acquisition Services will coordinate with the Director of procurement policy to query the Department's contract writing system, Acquisition Management System and the Federal Procurement Data System – Next Generation using the Product Service Codes and North American Industry Classification System Codes.

- *Once identified, beginning Monday, November 9, 2020, the COs will start modifying all existing active contract actions not specifically exempted by Section 204 of E.O. 11246, dated September 24, 1965 (Equal Employment Opportunity), as amended, to include the provisions. DOL contemplates all contract actions will be modified at or before the end of Q2, FY21. The OSPE procurement policy office will keep track of all solicitations and modifications wherein the provisions were included and provide a report to the Senior Procurement Executive at the end of each month.*
- *Inasmuch, as the addition of the provisions will add to the terms and conditions of the award(s), each contractor will be notified of the pending action and provided a copy of the bilateral modification for signature. It is important to note that the price of the award could increase if the contractor request payment for any additional work stemming from the inclusion of the provisions.*
- *The Department's Senior Procurement Executive issued a memo to all Heads of Contracting Activities and Contracting Officers on November 24, 2020, titled, Class Deviation from the Federal Acquisition Regulation for Executive Order 13950 Combating Race and Sex Stereotyping. The memo approves a class deviation from the Federal Acquisition Regulation (FAR) to implement Section 4 of Executive Order (E.O.) 13950, Combating Race and Sex Stereotyping (85 FR 60683, September 28, 2020). The memo required:*
 - *The inclusion of an attached clause to be part of any solicitation issued on or after November 20, 2020, and in any resultant contracts that will include the clause.*
 - *The amendment of solicitations issued prior to November 20, 2020, to include the clause provided in the attachment and in any resultant contract award expected to occur on or after November 20, 2020, if the contract is contemplated to include the clause at FAR 52.222-26, Equal Opportunity*
 - *Inclusion of the clause provided in the attachment in all contracts for diversity and inclusion training.*

Executive Order 13950 ETA & OASAM Statement of Facts (SOF)

2. Ensure grant programs are reviewed and identified for which the agency may, as a condition of receiving such a grant, require the recipient to certify that it will not use Federal funds to promote race or sex stereotyping or scapegoating. Within 60 days of the date of this order, the heads of agencies shall submit a report to the Director of the Office of Management and Budget (OMB) that lists all grant programs so identified.

FACTS:

- *The Department collected information Department wide on grants and identified grants as a condition of receiving such a grant, require the recipient to certify that it would not use Federal funds to promote race or sex stereotyping or scapegoating.*
 - *The Department submitted a report to the Director of the Office of Management and Budget (OMB) through the MAX website that listed all grant programs so identified. ***Please provide the date this occurred.****
3. Ensure an order incorporating the E.O. requirements is issued into agency operations, including making compliance with this order a provision in all agency contracts for diversity training.

FACTS:

- *On November 13, 2020, the Secretary of Labor issued, Secretary's Order 11-2020 – Implementation of E.O. 13950 to ensure that the Department of Labor, its employees while on duty status, and its contractors, do not in any training to Agency employees teach, advocate, act upon, or promote any of the divisive concepts listed in section 2(a) of E.O. 13950, Combating Race and Sex Stereotyping, and to ensure that the Department's diversity and inclusion efforts instruct Agency employees not to judge each other by any characteristic protected by federal law.*
- *Secretary's Order 11-2020 incorporates the requirements of E.O. 13950 into the Department's operations. These requirements include the following:*
 - *That any employee training relating to diversity and inclusion, before being used, be reviewed by the Office of Personnel Management (OPM) for compliance with section 6 of Executive Order 13950;*
 - *That Department diversity-and-inclusion efforts instruct employees not to judge each other by any characteristic protected by federal law;*

Executive Order 13950 ETA & OASAM Statement of Facts (SOF)

- *That Department contracts for diversity training include a provision requiring compliance with Executive Order 13950;*
- *That Department workplace training, workshops, forums, and similar programming emphasize the value of every individual and not contain the divisive concepts defined in section 2(a) of Executive Order 13950;*
- *That the Department review its grant programs and submit a report to OMB identifying which programs may include conditions requiring that federal funds not be used to promote those divisive concepts; and*
- *That the Department prepare a report to OMB regarding its Fiscal Year 2020 spending on employee training programs relating to diversity or inclusion.*
- *In addition, Secretary's Order 11-2020 assigned responsibilities to the following Department officials for ensuring the proper implementation of E.O. 13950*
 - *Deputy Secretary - The Deputy Secretary is delegated authority to oversee implementation of Executive Order 13950's requirements.*
 - *Senior Compliance Official. The Compliance Official is responsible for ensuring compliance with E.O. 13950 and OMB Memo M-20-37's training-review requirement. The Senior Compliance Official shall be the Deputy Solicitor of Labor, unless otherwise designated by the Deputy Secretary.*
 - *The Assistant Secretary for Administration and Management - The Assistant Secretary for Administration and Management, in consultation with the Compliance Official, shall ensure the Department's compliance with section 4(c) of Executive Order 13950 (Publish OFCCP RFI in the Federal Register 30 days after the date of E.O. 13950) and shall ensure the report mandated by section 7(c) of Executive Order 13950 is issued (Within 90 days of the E.O. 13950, report to OMB all spending in FY20 on Federal employee training programs related to diversity or inclusion).*
 - *The Director of the Office of Federal Contract Compliance Programs - The Director of the Office of Federal Contract Compliance Programs shall ensure the Department's compliance with sections 4(b) and (c) of Executive Order 13950 (Establish a hotline and investigate complaints and Publish OFCCP RFI in the Federal Register 30 days after the date of E.O. 13950), and shall ensure federal contractors' compliance with their obligations under section 4(a) of Executive Order 13950 (Unless excluded, include provisions in in every*

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contract and subcontract, provisions that the contractor will comply with E.O. 13950 requirements).

- *The Assistant Secretary for Policy - The Assistant Secretary for Policy, in consultation with the Compliance Official, shall ensure the Department's compliance with section 5 of Executive Order 13950.*
 - *Agency Heads - Agency Heads shall: (1) Promptly review their training materials to ensure that they do not teach divisive concepts and that training materials related to diversity and inclusion undergo the required review by OPM before they are used; (2) On an ongoing basis, take any action as may be necessary to ensure, to the greatest extent practicable and permitted by law, that the Department's training complies with Executive Order 13950; (3) Consult, as needed and under the direction of the Deputy Secretary, OPM in carrying out these objectives, pursuant to 5 U.S.C. § 4116; and (4) Take all appropriate actions to align their public-facing materials with the requirements for training federal employees outlined in Executive Order 13950, pursuant to OMB Memorandum M-20-37.*
 - *Department Employees – All Employees are encouraged to report noncompliance with this Order or Executive Order 13950 to the Inspector General.*
 - *Solicitor of Labor. The Solicitor of Labor is responsible for providing legal advice to the Department on all matters arising from the implementation and administration of this Order.*
4. Ensure at least one senior political appointee is assigned responsibility for ensuring compliance with the requirements of this order.

Fact:

- *On September 28, 2020, the Deputy Secretary, sent an email to all DOL Agency Heads, designating, the Deputy Solicitor, as having the responsibility for ensuring DOL's compliance with the requirements of the E.O. 13950.*

Executive Order 13950 ETA & OASAM Statement of Facts (SOF)

5. Ensure each agency head shall request the agency inspector general to thoroughly review and assess by the end of the calendar year, and not less than annually thereafter, agency compliance with the requirements of this order in the form of a report submitted to the Office of Management and Budget.
 - The Department's implementation plan was to have the agency head send the OIG request as required by section 6(c)(ii). The OIG opened its review before the request was sent, so the Department viewed the requirement as overcome by events.
6. Ensure agency employees while on duty status, and any contractors hired by the agency to provide training, workshops, forums, or similar programming to agency employees do not teach, advocate, act upon, or promote in any training to agency employees any of the divisive concepts listed in the E.O.

Facts:

- *DOL issued a memo they shared with all AOs and sub agency heads to distribute to ensure all diversity and inclusion training is on hold right now. They are developing new standardized diversity training. They want to consolidate all of this into one program, from the many diversity programs out there.*
 - *DOL is reviewing contracts that they have recently issued over the last several months, and will amend all of those to include the proper E.O. 13950 clause. In addition, DOL is reviewing all contracts to look to see if they need to also include in other contracts prior to this. They are taking that second look to see if they need to broaden their approach in where they have implemented this, to ensure all applicable contracts are captured. They are working on DLMS and turning to make sure that they include that in the DOLAM*
7. Ensure all training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OPM for compliance with the requirements of the E.O.

Facts:

- *The Deputy Solicitor (E.O. 13950 Compliance Official) sent a memorandum to all Agency Heads on November 13, 2020, titled, Implementation of Executive Order 13950 and Secretary's Order 11-2020. The memo temporarily suspended all DOL component diversity or inclusion training upon issuance of E.O. 13950. The memo stated:*

Executive Order 13950 ETA & OASAM Statement of Facts (SOF)

- *OASAM has temporarily relieved employees of any D&I-related mandatory training requirements as they may appear in DOL LearningLink and other DOL-provided training as part of the employees' learning work plans.*
 - *Agency Heads should ensure that D&I training materials on their intranets and in shared directories for access by employees are temporarily made inaccessible pending approval.*
 - *Agency Heads must review and approve in advance any expenditure on federal employee D&I training (via contract or SF-182), and shall do so only after certifying that the curriculum meets the standard of fair and equal treatment of individuals. In addition, the Deputy Solicitor in his capacity as E.O. 13950 Compliance Official must also approve and certify Agency D&I training.*
 - *Agency Heads must take all appropriate actions to align their public-facing information with the requirements for training federal employees outlined in E.O. 13950.*
 - *If an Agency provides external, publicly directed training or similar programs that include or refer to the topics identified in E.O. 13950 and OMB guidance, the Agency must contact the Deputy Solicitor before conducting any such programs.*
 - *OASAM collected a copy of each DOL component agencies individual diversity and/or inclusion training programs. OASAM has reviewed the individual training programs and is developing one Department-wide diversity and/or training program for all DOL employees and contractors. Once the new training program is developed, it will be provided to OPM for review and approval.*
8. Ensure all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, was reported to OMB within 90 days (December 21, 2020) of the E.O.

Facts:

- *The Department is currently on track and believes it will meet its 90 day (December 21, 2020) reporting requirement to OMB regarding all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, per the requirements of the E.O.*

From: Katz, Tracy - OIG </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4088967497BA4D7FB1F62F355A8487C2-KATZ, TRACY>
To: Gean, Lissette - OFCCP
CC: Taylor, Timothy J - SOL; Paredes, Fernando - OIG; Howe, Gerard - OIG; Reff, Alisa - OIG
Sent: 12/1/2020 1:59:54 PM
Subject: EO 13950 Statement of Facts
Attachments: EO 13950 OFCCP SOF .docx

Lissette,

We have prepared a Statement of Facts (Attached) with the OIG's understanding of the information learned from our review to date on OFCCP's efforts to implement Executive Order (E.O.) 13950 requirements. The Statement of Facts is organized by the requirements of E.O. 13950. We request that OFCCP officials review the information and make any changes and/or corrections necessary. We are requesting your response by COB 12/4/2020. If you have any questions, please let me know. Thanks.

Tracy Michael Katz

Audit Director

U.S. Department of Labor

Office of Inspector General

Office: (b) 6 | Mobile: (b) 6 | Fax: 202.693.5169

Executive Order 13950

OFCCP Statement of Facts (SOF)

Purpose:

To provide OFCCP with the OIG's understanding of the information learned from OIG's review to date on OFCCP's efforts to implement Executive Order (E.O.) 13950 requirements. The facts below are organized by the requirements of E.O. 13950. We request that OFCCP officials review the information below and make any changes and/or corrections necessary.

E.O. 13950 Requirements:

1. Ensure that the Office of Federal Contract Compliance Programs (OFCCP) establish a hotline and investigate complaints received under both E.O. 13950 as well as E.O. 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders.

FACTS:

- OFCCP published, on their website (<https://www.dol.gov/agencies/ofccp/executive-order-13950>), background information concerning E.O. 13950, as well as a web link to file a complaint reporting race and sex stereotyping and scapegoating. Furthermore, the hotline receives complaints by phone at 202-343-2008 and OFCCP provided a FAQs section which lists additional information concerning E.O. 13950.
- On September 28, 2020, OFCCP established a hotline and email address to receive and investigate complaints under existing E.O. 11246 as well as E.O. 13950. While OFCCP is receiving and tracking the hotline complaints, no investigations have been started.
- According to OFCCP officials, as of November 17, 2020, OFCCP has received 186 inquiries for Executive Order 13950 on Race and Sex Stereotyping and Scapegoating. Of the 186 inquiries, 149 were complaints. Furthermore, OFCCP officials stated that none of the E.O. 13950 complaints have been resolved yet, as Executive Order 13950 is only effective in contracts entered into beginning on November 21, 2020.
- OFCCP is tracking E.O. 13950 complaints, including monitoring the hotline number and email address throughout each business day, reviewing and entering E.O. 13950 complaints using its Salesforce customer relationship management (CRM) workflow, and emailing an interim response to each person who submitted a complaint. OFCCP sends an acknowledgement via email to each person who submitted a complaint to the hotline, letting them know that a

Executive Order 13950 OFCCP Statement of Facts (SOF)

more detailed response is forthcoming. The acknowledgement advises them that the agency is implementing the new Executive Order and that they can also file a complaint under E.O. 11246.

- For E.O. 13950 complaints, the OFCCP National Office receives them on the hotline and will assign them to the appropriate regional office to “perfect” the complaint – following the perfection procedures outlined in the Federal Contract Compliance Manual for checking contract and subject matter jurisdiction and for ensuring the complaints contain sufficient information to determine jurisdiction and the subject of the complaint. Once the complaints have been perfected, the regional office will determine which complaints to assign to a district office for investigation or close for lack of jurisdiction.
- OFCCP is using its current Federal Contract Compliance Manual for processing the E.O. 13950 complaints. According to OFCCP officials, because the nature of the complaints is different than the usual complaints OFCCP receives, it’s expediting the development of an internal directive for processing the E.O. 13950 complaints. OFCCP officials further stated that the complaint process is not new, but the evaluative standards to investigate and close E.O. 13950 complaints are new.
- In addition, On October 7, 2020, OFCCP published guidance on how it would enforce E.O. 13950. The frequently asked questions (FAQs) include a list of “examples of race or sex stereotyping or scapegoating” and specifically asserted that E.O. 13950 does not prohibit all types of “unconscious or implicit bias training.” The FAQ’s provide OFCCP’s position that it can bootstrap its authority and investigate claims of sex and race stereotyping or scapegoating now “pursuant to its existing authority under Executive Order 11246,” even though E.O. 13950 applies to contracts entered into and/or modified after November 21, 2020.
- Furthermore, on October 21, 2020, OFCCP announced a new website as a “one-stop source for federal contractors, federal subcontractors and their employees to learn about” E.O. 13950. The website contains links that direct stakeholders to E.O. 13950, the OFCCP’s E.O. 13950 FAQs, OFCCP’s Request for Information (RFI), and OFCCP’s Complaint Hotline to Combat Race and Sex Stereotyping.

Executive Order 13950 OFCCP Statement of Facts (SOF)

2. Within 30 days of the date of E.O. 13950, the Director of OFCCP shall publish in the Federal Register a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. 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.

FACTS:

- On 10/22/2020, the Director of OFCCP published in the Federal Register (<https://www.dol.gov/agencies/ofccp/executive-order-13950>) a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. Specifically, the Request for Information seeks copies of trainings, workshops, or similar programming having to do with diversity and inclusion, as well as information about the duration, frequency, and expense of such activities. The information request is voluntary and is due by December 1, 2020.
- According to OFCCP officials, as of November 17, 2020, OFCCP has received 1,275 comments on the *Request for Information: Race and Sex Stereotyping and Scapegoating*. OFCCP preliminary analysis indicates that none of the training materials submitted in response to the RFI have been submitted on behalf of an employer though some have been submitted by employees complaining about training. The agency plans to review the information provided upon conclusion of the comment period, on December 1, 2020, to inform its implementation of the new E.O., including its guidance to field offices for how to evaluate contractor training for compliance with E.O. 13950 and E.O. 11246.
- The majority of the comments have been submitted by individuals. The main concern of commenters who support Executive Order 13950 is the dangers of promoting Critical Race Theory. The main concern of commenters who oppose the Executive Order is losing the benefits diversity training provide to employers and employees.
- According to the RFI, OFCCP will not take enforcement action against a covered employer that submits program materials for the “informational” review in accordance with the RFI, but if OFCCP offers compliance assistance to an employer whose material has been submitted and later determines that

Executive Order 13950 OFCCP Statement of Facts (SOF)

corrective action was not taken and/or was not sufficient, OFCCP may consider an enforcement action to ensure compliance by the covered contractor.

From: Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>
To: Gean, Lissette - OFCCP
CC: Davidson, Patricia J - OFCCP; Williams, Tina T - OFCCP; LaJeunesse, Robert - OFCCP
Sent: 12/1/2020 2:22:14 PM
Subject: Fwd: EO 13950 - OIG
Attachments: E.O. 13950 Statement of Facts; EO 13950 Statement of Facts

Please review and prioritize. Let's set up a time to discuss as well.

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From: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Sent: Tuesday, December 1, 2020 2:18:51 PM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Pallasch, John P - ETA <Pallasch.John.P@dol.gov>
Cc: Johnson, Grant L - SOL <Johnson.Grant.L@dol.gov>
Subject: EO 13950 - OIG

Hi everyone,
Please see the attached emails. Please ensure that your team's responses are coordinated / approved by yourselves, and that I also get a chance to review them before they are returned to the OIG. Thanks.

Timothy Taylor
Deputy Solicitor
U.S. Department of Labor

(b) 6

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DOL004561

From: Davidson, Patricia J - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=881AFF8BF6FB4A85AE33921A0CB1596B-DAVIDSON, P>
To: Leen, Craig - OFCCP; Gean, Lissette - OFCCP
CC: Williams, Tina T - OFCCP; LaJeunesse, Robert - OFCCP
Sent: 12/1/2020 2:57:27 PM
Subject: RE: EO 13950 - OIG
Attachments: EO 13950 OFCCP SOF_PJD edits.docx

My 2 cents.

Patricia Davidson
Deputy Director
Office of Federal Contract
Compliance Programs

(b) 6

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Sent: Tuesday, December 1, 2020 2:22 PM
To: Gean, Lissette - OFCCP <(b) 6>
Cc: Davidson, Patricia J - OFCCP <(b) 6>; Williams, Tina T - OFCCP <(b) 6@dol.gov>; LaJeunesse, Robert - OFCCP <(b) 6@dol.gov>
Subject: Fwd: EO 13950 - OIG

Please review and prioritize. Let's set up a time to discuss as well.

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From: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Sent: Tuesday, December 1, 2020 2:18:51 PM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Pallasch, John P - ETA <Pallasch.John.P@dol.gov>
Cc: Johnson, Grant L - SOL <Johnson.Grant.L@dol.gov>
Subject: EO 13950 - OIG

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U.S. Department of Labor

(b) 6

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DOL004562

From: LaJeunesse, Robert - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=C9F3FFA568704A2DB7B79E20A25C080E-LAJEUNESSE,>
To: Davidson, Patricia J - OFCCP; Leen, Craig - OFCCP; Gean, Lissette - OFCCP
CC: Williams, Tina T - OFCCP
Sent: 12/1/2020 3:48:50 PM
Subject: RE: EO 13950 - OIG
Attachments: EO 13950 OFCCP SOF_PJD RML edits.docx

I think we can update if with the now completed INT.

From: Davidson, Patricia J - OFCCP <(b) 6@dol.gov>
Sent: Tuesday, December 01, 2020 2:57 PM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Gean, Lissette - OFCCP <(b) 6@dol.gov>
Cc: Williams, Tina T - OFCCP <(b) 6@dol.gov>; LaJeunesse, Robert - OFCCP <(b) 6@dol.gov>
Subject: RE: EO 13950 - OIG

My 2 cents.

Patricia Davidson
Deputy Director
Office of Federal Contract
Compliance Programs

(b) 6

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Sent: Tuesday, December 1, 2020 2:22 PM
To: Gean, Lissette - OFCCP <(b) 6@dol.gov>
Cc: Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>; LaJeunesse, Robert - OFCCP <(b) 6@dol.gov>
Subject: Fwd: EO 13950 - OIG

Please review and prioritize. Let's set up a time to discuss as well.

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From: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Sent: Tuesday, December 1, 2020 2:18:51 PM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Pallasch, John P - ETA <Pallasch.John.P@dol.gov>
Cc: Johnson, Grant L - SOL <Johnson.Grant.L@dol.gov>
Subject: EO 13950 - OIG

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Timothy Taylor
Deputy Solicitor
U.S. Department of Labor

(b) 6

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DOL004567

From: Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>
To: Leen, Craig - OFCCP
CC: Davidson, Patricia J - OFCCP
Sent: 12/1/2020 5:29:31 PM
Subject: FW: EO 13950 - OIG - Statement of Facts
Importance: High
Attachments: EO 13950 OFCCP SOF_OFCCPEdits(forCRLMReview).docx

Hi Craig,

I am attaching the comments we have thus far. Tina will look at it tomorrow morning. I will then send to CRLM. Let me know if you have additional edits.

Thanks,
L

From: Gean, Lissette - OFCCP
Sent: Tuesday, December 01, 2020 5:05 PM
To: Williams, Tina T - OFCCP <(b) 6@ol.gov>
Subject: RE: EO 13950 - OIG - Statement of Facts
Importance: High

Hi Tina,

Would you like to review and provide edits (if any) to the OIG Statement of Facts prior to me sending to CRLM for review? The attachment incorporates edits from Patty and Bob L – and mine.

Thank you,
Lissette

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Sent: Tuesday, December 01, 2020 2:22 PM
To: Gean, Lissette - OFCCP <(b) 6>
Cc: Davidson, Patricia J - OFCCP <(b) 6>; Williams, Tina T - OFCCP <(b) 6@dol.gov>; LaJeunesse, Robert - OFCCP <(b) 6>
Subject: Fwd: EO 13950 - OIG

Please review and prioritize. Let's set up a time to discuss as well.

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From: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Sent: Tuesday, December 1, 2020 2:18:51 PM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Pallasch, John P - ETA <Pallasch.John.P@dol.gov>
Cc: Johnson, Grant L - SOL <Johnson.Grant.L@dol.gov>
Subject: EO 13950 - OIG

Hi everyone,
Please see the attached emails. Please ensure that your team's responses are coordinated / approved by yourselves, and that I also get a chance to review them before they are returned to the OIG. Thanks.

DOL004573

Timothy Taylor

Deputy Solicitor

U.S. Department of Labor

(b) 6

This message may contain information that is privileged or otherwise exempt from disclosure. Do not disclose this information without consulting the Office of the Solicitor. If you think you have received this email in error, please notify the sender immediately.

Executive Order 13950

OFCCP Statement of Facts (SOF)

Purpose:

To provide OFCCP with the OIG's understanding of the information learned from OIG's review to date on OFCCP's efforts to implement Executive Order (E.O.) 13950 requirements. The facts below are organized by the requirements of E.O. 13950. We request that OFCCP officials review the information below and make any changes and/or corrections necessary.

E.O. 13950 Requirements:

1. Ensure that the Office of Federal Contract Compliance Programs (OFCCP) establish a hotline and investigate complaints received under both E.O. 13950 as well as E.O. 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders.

FACTS:

- OFCCP published, on their website (<https://www.dol.gov/agencies/ofccp/executive-order-13950>), background information concerning E.O. 13950, as well as a web link to file a complaint reporting race and sex stereotyping and scapegoating. Furthermore, the hotline receives complaints by phone at 202-343-2008 and OFCCP provided a FAQs section which lists additional information concerning E.O. 13950.
- On September 25th, 2020, as required by the E.O. 13950, OFCCP established a hotline and email address to receive ~~and investigate~~ complaints under existing E.O. 11246 as well as E.O. 13950. While OFCCP is receiving and tracking the hotline complaints, no investigations have been started.
- According to OFCCP officials, as of November 17, 2020, OFCCP has received 186 inquiries for Executive Order 13950 on Race and Sex Stereotyping and Scapegoating. Of the 186 inquiries, 149 were complaints. Furthermore, OFCCP officials stated that none of the E.O. 13950 complaints have been resolved yet, as Executive Order 13950 is only effective in contracts entered into beginning or modified on November 21, 2020.
- OFCCP is tracking E.O. 13950 complaints, including monitoring the hotline number and email address throughout each business day, reviewing and entering E.O. 13950 complaints using its Salesforce customer relationship management (CRM) workflow, and emailing an ~~interim~~ response acknowledgement to each person who submitted a complaint. OFCCP sends ~~an~~ the acknowledgement via email to each person who submitted a

Executive Order 13950 OFCCP Statement of Facts (SOF)

complaint to the hotline, letting them know that a more detailed response is forthcoming. The acknowledgement advises them that the agency is implementing the new Executive Order and that they can also file a complaint under E.O. 11246.

- For E.O. 13950 complaints, the OFCCP National Office receives them on the hotline and will assign them to the appropriate regional office to “perfect” the complaint – following the perfection procedures outlined in the Federal Contract Compliance Manual for checking contract and subject matter jurisdiction and for ensuring the complaints contain sufficient information to determine jurisdiction and the subject of the complaint. Once the complaints have been perfected, the regional office, in consultation with the Director of Enforcement, will determine which complaints to assign to a district office for investigation or close for lack of jurisdiction.
- OFCCP is using its current Federal Contract Compliance Manual for processing the E.O. 13950 complaints. ~~According to OFFCP officials, b~~Because the nature of the complaints is different than the usual complaints OFCCP receives, ~~it’s~~ OFCCP issued expediting the development of an internal guidance directive for processing the E.O. 13950 complaints. OFCCP officials further stated that the complaint process is not new, but the evaluationve standards to investigate and close E.O. 13950 complaints are new.
- In addition, ~~o~~On October 7, 2020, OFCCP published guidance information on how it would enforce E.O. 13950. The frequently asked questions (FAQs) include a list of “examples of race or sex stereotyping or scapegoating” and specifically asserted that E.O. 13950 does not prohibit all types of “unconscious or implicit bias training.” The FAQ’s provide OFCCP’s position that ~~it can bootstrap under~~ its current authority it may and investigate claims of sex and race stereotyping or scapegoating now “pursuant to its existing authority under Executive Order 11246,” even though E.O. 13950 applies to contracts entered into and/or modified after November 21, 2020.
- Furthermore, on October 21, 2020, OFCCP announced a new web landing page site as a “one-stop source for federal contractors, federal subcontractors and their employees to learn about” E.O. 13950. The web page site contains links that direct stakeholders to E.O. 13950, the OFCCP’s E.O. 13950 FAQs, OFCCP’s Request for Information (RFI), and OFCCP’s Complaint Hotline to Combat Race and Sex Stereotyping.

Executive Order 13950 OFCCP Statement of Facts (SOF)

2. Within 30 days of the date of E.O. 13950, the Director of OFCCP shall publish in the Federal Register a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. 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.

FACTS:

- On 10/22/2020, as required by E.O. 13950, the Director of OFCCP published in the Federal Register (<https://www.dol.gov/agencies/ofccp/executive-order-13950>) a request for information (RFI) seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. Specifically, the Request for Information RFI seeks copies of trainings, workshops, or similar programming having to do with diversity and inclusion, as well as information about the duration, frequency, and expense of such activities. The information request is voluntary and is due by December 1, 2020.
- According to OFCCP officials, as of November 17, 2020, OFCCP has received 1,275 comments on the *Request for Information: Race and Sex Stereotyping and Scapegoating*. OFCCP preliminary analysis indicates that none of the training materials submitted in response to the RFI have been submitted on behalf of an employer though some have been submitted by employees complaining about training. The agency plans to review the information provided upon conclusion of the comment period, on December 1, 2020, to inform its implementation of the new E.O., including its guidance to field offices for how to evaluate contractor training for compliance with E.O. 13950 and E.O. 11246.
- The majority of the comments have been submitted by individuals. The main concern of commenters who support ~~Executive Order~~ E.O. 13950 is the dangers of promoting Critical Race Theory. The main concern of commenters who oppose the Executive Order is losing the benefits diversity training provide to employers and employees.
- According to the RFI, OFCCP will not take enforcement action against a covered employer that submits program materials for the “informational” review in accordance with the RFI, but if OFCCP offers compliance assistance to an

Executive Order 13950 OFCCP Statement of Facts (SOF)

employer whose material has been submitted and later determines that corrective action was not taken and/or was not sufficient, OFCCP may consider an enforcement action to ensure compliance by the covered contractor.

From: Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>
To: Leen, Craig - OFCCP
CC: Davidson, Patricia J - OFCCP; Bickerstaffe, Keir - SOL; Williams, Tina T - OFCCP; Seely, Christopher - OFCCP; LaJeunesse, Robert - OFCCP; Smith, Kelley - OFCCP
Sent: 12/3/2020 6:50:01 PM
Subject: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts
Importance: High
Attachments: EO 13950 OFCCP SOF_OFCCPEdits(TrackChanges).docx

Hi Craig,

I'm attaching the documents in track changes. I accepted all edits (from Patty, Bob L, Tina, and CRLM). All the edits are under my initials. CRLM comments remain in this document for reference. I will delete them when I forward the approved document to the OIG.

Thank you,
Lissette

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Sent: Thursday, December 03, 2020 5:12 PM
To: Gean, Lissette - OFCCP <(b) 6@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>; Bickerstaffe, Keir - SOL <(b) 6@dol.gov>
Subject: Fwd: EO 13950 - OIG

Please send me the final edits for OFCCP. Thanks.

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From: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Sent: Thursday, December 3, 2020 4:39 PM
To: Leen, Craig - OFCCP; Slater, Bryan - ASAM; Pallasch, John P - ETA
Cc: Johnson, Grant L - SOL
Subject: RE: EO 13950 - OIG

Just checking on this. Responses are due back tomorrow. ETA has confirmed no edits.

Timothy Taylor
Deputy Solicitor
U.S. Department of Labor

(b) 6

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From: Taylor, Timothy J - SOL
Sent: Tuesday, December 1, 2020 2:19 PM
To: Leen, Craig - OFCCP <Leen.Craig@dol.gov>; Slater, Bryan - ASAM <Slater.Bryan@dol.gov>; Pallasch, John P - ETA <Pallasch.John.P@dol.gov>
Cc: Johnson, Grant L - SOL <Johnson.Grant.L@dol.gov>
Subject: EO 13950 - OIG

Hi everyone,
Please see the attached emails. Please ensure that your team's responses are coordinated / approved by

DOL004579

yourselves, and that I also get a chance to review them before they are returned to the OIG. Thanks.

Timothy Taylor

Deputy Solicitor

U.S. Department of Labor

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From: Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>
To: Taylor, Timothy J - SOL; Leen, Craig - OFCCP
Sent: 12/4/2020 12:08:56 PM
Subject: RE: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts
Attachments: EO 13950 OFCCP SOF_OFCCPEdits(Clean).docx; EO 13950 OFCCP SOF_OFCCPEdits(TrackChanges_wCRLMComments).docx

Thank you, Craig!

Good afternoon Mr. Taylor,

For your review and clearance, I am attaching the track changes version and the clean version of the OIG Statement of Facts. Please note that we will submit a redlined version to the OIG omitting CRLM's comments.

Thank you,
Lissette

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Sent: Friday, December 04, 2020 11:42 AM
To: Gean, Lissette - OFCCP <(b) 5@dol.gov>
Cc: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Subject: Re: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts

I just finished reviewing them. I agree with all of Keir's edits. Please accept them all and send a clean copy to Tim along with a redline showing our edits. I'm copying Tim. Thanks.

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From: Gean, Lissette - OFCCP <(b) 6@dol.gov>
Sent: Friday, December 4, 2020 11:29:56 AM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts

Hi Craig,

Did you have a chance to send the attached document to Tim Taylor for his review?

Thank you,
Lissette

From: Gean, Lissette - OFCCP
Sent: Thursday, December 03, 2020 6:50 PM
To: Leen, Craig - OFCCP <Leen.Craig@dol.gov>
Cc: Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Bickerstaffe, Keir - SOL <(b) 6@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>; Seely, Christopher - OFCCP <(b) 6@dol.gov>; LaJeunesse, Robert - OFCCP <(b) 6@dol.gov>; Smith, Kelley - OFCCP <(b) 6@dol.gov>
Subject: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts
Importance: High

Hi Craig,

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To: Gean, Lissette - OFCCP <(b) 6@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>; Bickerstaffe, Keir - SOL <(b) 6@dol.gov>
Subject: RE: EO 13950 - OIG

Please send me the final edits for OFCCP. Thanks.

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Sent: Thursday, December 3, 2020 4:39 PM
To: Leen, Craig - OFCCP; Slater, Bryan - ASAM; Pallasch, John P - ETA
Cc: Johnson, Grant L - SOL
Subject: RE: EO 13950 - OIG

Just checking on this. Responses are due back tomorrow. ETA has confirmed no edits.

Timothy Taylor
Deputy Solicitor
U.S. Department of Labor

(b) 6

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To: Leen, Craig - OFCCP <Leen.Craig@dol.gov>; Slater, Bryan - ASAM <Slater.Bryan@dol.gov>; Pallasch, John P - ETA <Pallasch.John.P@dol.gov>
Cc: Johnson, Grant L - SOL <Johnson.Grant.L@dol.gov>
Subject: EO 13950 - OIG

Hi everyone,
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Timothy Taylor
Deputy Solicitor
U.S. Department of Labor

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Executive Order 13950

OFCCP Statement of Facts (SOF)

Purpose:

To provide OFCCP with the OIG's understanding of the information learned from OIG's review to date on OFCCP's efforts to implement Executive Order (E.O.) 13950 requirements. The facts below are organized by the requirements of E.O. 13950. We request that OFCCP officials review the information below and make any changes and/or corrections necessary.

E.O. 13950 Requirements:

1. Ensure that the Office of Federal Contract Compliance Programs (OFCCP) establish a hotline and investigate complaints received under both E.O. 13950 as well as E.O. 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders.

FACTS:

- OFCCP published, on their website (<https://www.dol.gov/agencies/ofccp/executive-order-13950>), background information concerning E.O. 13950, as well as a web link to file a complaint reporting race and sex stereotyping and scapegoating. Furthermore, the hotline receives complaints by phone at 202-343-2008 and OFCCP provided a FAQs section which lists additional information concerning E.O. 13950.
- On September 25, 2020, as required by the E.O. 13950, OFCCP established a hotline and email address to receive complaints under existing E.O. 11246 as well as E.O. 13950. While OFCCP is receiving and tracking the hotline complaints, no investigations have been started but the agency has begun to assign the complaints to the field for processing.
- According to OFCCP officials, as of November 17, 2020, OFCCP has received 186 inquiries for Executive Order 13950 on Race and Sex Stereotyping and Scapegoating. Of the 186 inquiries, 149 were complaints. Furthermore, OFCCP officials stated that none of the E.O. 13950 complaints have been resolved yet, as the requirements of Section 4 of Executive Order 13950 apply only to contracts entered into on or after November 21, 2020.
- OFCCP is tracking E.O. 13950 complaints, including monitoring the hotline number and email address throughout each business day, reviewing and entering E.O. 13950 complaints using its Salesforce customer relationship management (CRM) workflow software, and emailing an acknowledgement response to each person who submitted a complaint. OFCCP sends the

Executive Order 13950 OFCCP Statement of Facts (SOF)

acknowledgement response via email to each person who submitted a complaint to the hotline, letting them know that a more detailed response is forthcoming. The acknowledgement response advises them that the agency is implementing the new Executive Order. As a practical matter, the agency is reviewing the complaints received through the hotline for violations of either E.O. 13950 or 11246.

- For E.O. 13950 complaints, the OFCCP National Office receives them on the hotline and will assign them to the appropriate regional office to “perfect” the complaint – following the perfection procedures outlined in the Federal Contract Compliance Manual for checking contract and subject matter jurisdiction and for ensuring the complaints contain sufficient information to determine jurisdiction and the subject of the complaint. Once the complaints have been perfected, the regional office, in consultation with the Director of Enforcement and the Office of the Solicitor, as necessary, will determine which complaints to assign to a district office for investigation or close for lack of jurisdiction.
- In general, OFCCP following the complaint processing procedures set forth in its current Federal Contract Compliance Manual for complaints received on the E.O. 13950 hotline. Because the nature of the complaints is different than the usual complaints OFCCP receives, on November 27, 2020, OFCCP issued internal guidance for processing the E.O. 13950 complaints. OFCCP officials further stated that the complaint review process in general is not new, but the evaluation standards to investigate and close E.O. 13950 complaints are new. During the All Staff Meeting of November 24, 2020, OFCCP’s Director and Director of Enforcement notified staff that the agency is in process of assigning the complaints to the field per the internal guidance.
- In addition, on October 7, 2020, OFCCP published information on how it would enforce E.O. 13950. The frequently asked questions (FAQs) include a list of “examples of race or sex stereotyping or scapegoating” and specifically assert that E.O. 13950 does not prohibit all types of “unconscious or implicit bias training.” The FAQs provide, consistent with Section 4(b) of E.O. 13950, that it may investigate claims of sex and race stereotyping or scapegoating now “pursuant to its existing authority under Executive Order 11246,” even though Section 4 of E.O. 13950 only applies to contracts entered into on or after November 21, 2020.
- Furthermore, on October 21, 2020, OFCCP announced a new web landing page as a “one-stop source for federal contractors, federal subcontractors and their employees to learn about” E.O. 13950. The webpage contains links that direct

Executive Order 13950 OFCCP Statement of Facts (SOF)

stakeholders to E.O. 13950, the OFCCP's E.O. 13950 FAQs, OFCCP's Request for Information (RFI), and OFCCP's Complaint Hotline to Combat Race and Sex Stereotyping.

Executive Order 13950 OFCCP Statement of Facts (SOF)

2. Within 30 days of the date of E.O. 13950, the Director of OFCCP shall publish in the Federal Register a request for information seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. 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.

FACTS:

- On 10/22/2020, as required by E.O. 13950, the Director of OFCCP published in the Federal Register (<https://www.dol.gov/agencies/ofccp/executive-order-13950>) a request for information (RFI) seeking information from Federal contractors, Federal subcontractors, and employees of Federal contractors and subcontractors regarding the training, workshops, or similar programming provided to employees. Specifically, the RFI sought copies of trainings, workshops, or similar programming having to do with diversity and inclusion, as well as information about the duration, frequency, and expense of such activities. The information request was voluntary. The RFI closed on December 1, 2020.
- According to OFCCP officials, OFCCP received 1,400 comments in response to the *Request for Information: Race and Sex Stereotyping and Scapegoating*. OFCCP posted 1,373 comments to www.regulations.gov for public viewing, with the exception of 27 comments that had to be redacted or were exact duplicates. None of the training materials submitted in response to the RFI were submitted on behalf of an employer, though some were submitted by employees complaining about training. The agency plans to review the information provided in response to the RFI, to inform its implementation of the new E.O., including its guidance to field offices for how to evaluate contractor training for compliance with E.O. 13950 and E.O. 11246.
- The majority of the comments have been submitted by individuals. The main concern of commenters who support E.O. 13950 is the dangers of promoting Critical Race Theory. The main concern of commenters who oppose the Executive Order is losing the benefits diversity training provide to employers and employees.
- According to the RFI, OFCCP will not take enforcement action against a covered employer that submits program materials for the “informational” review in accordance with the RFI, but if OFCCP offers compliance assistance to an

Executive Order 13950 OFCCP Statement of Facts (SOF)

employer whose material has been submitted and later determines that corrective action was not taken and/or was not sufficient, OFCCP may consider an enforcement action to ensure compliance by the covered contractor.

From: Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>
To: Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP
Sent: 12/4/2020 3:12:09 PM
Subject: FW: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts
Attachments: EO 13950 OFCCP SOF_OFCCPEdits_TrackChanges_12042020.docx

Hi,

Can you take one last look at the document before I submit it to the OIG?

Thank you,
Lissette

From: Gean, Lissette - OFCCP
Sent: Friday, December 04, 2020 2:41 PM
To: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Cc: Leen, Craig - OFCCP <Leen.Craig@dol.gov>
Subject: RE: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts

Thank you. I will submit it soon and include you in the cc line.

Enjoy the weekend!
Lissette

From: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Sent: Friday, December 04, 2020 2:35 PM
To: Gean, Lissette - OFCCP <(b) 6@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: RE: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts

Hi Lissette,
I have no further edits. This is fine to return to the OIG.

Timothy Taylor
Deputy Solicitor
U.S. Department of Labor

(b) 6

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From: Gean, Lissette - OFCCP <(b) 6@dol.gov>
Sent: Friday, December 4, 2020 12:09 PM
To: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: RE: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts

Thank you, Craig!

Good afternoon Mr. Taylor,

For your review and clearance, I am attaching the track changes version and the clean version of the OIG Statement of Facts. Please note that we will submit a redlined version to the OIG omitting CRLM's comments.

DOL004598

Thank you,
Lisette

From: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Sent: Friday, December 04, 2020 11:42 AM
To: Gean, Lisette - OFCCP <(b) 6@dol.gov>
Cc: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Subject: Re: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts

I just finished reviewing them. I agree with all of Keir's edits. Please accept them all and send a clean copy to Tim along with a redline showing our edits. I'm copying Tim. Thanks.

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Sent: Friday, December 4, 2020 11:29:56 AM
To: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts

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Subject: ACTION: Review, Run by TT & Clear - EO 13950 OIG Statement of Facts
Importance: High

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Lisette

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To: Gean, Lisette - OFCCP <(b) 6@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>; Bickerstaffe, Keir - SOL <(b) 6@dol.gov>
Subject: Fwd: EO 13950 - OIG

Please send me the final edits for OFCCP. Thanks.

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From: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Sent: Thursday, December 3, 2020 4:39 PM
To: Leen, Craig - OFCCP; Slater, Bryan - ASAM; Pallasch, John P - ETA
Cc: Johnson, Grant L - SOL
Subject: RE: EO 13950 - OIG

Just checking on this. Responses are due back tomorrow. ETA has confirmed no edits.

Timothy Taylor
Deputy Solicitor
U.S. Department of Labor

(b) 6

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Cc: Johnson, Grant L - SOL <Johnson.Grant.L@dol.gov>
Subject: EO 13950 - OIG

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U.S. Department of Labor

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