
From: Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>
To: Katz, Tracy - OIG
CC: Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Williams, Tina T - OFCCP; Smith, Kelley - OFCCP; Paredes, Fernando - OIG
Sent: 11/18/2020 8:01:39 PM
Subject: EO 13950 OFCCP Review - Response to OIG Questions and Summary of Inquiries
Attachments: EO 13950 Comment Summary 11-13-2020.pdf;
EO13950_SummaryDetailReport_09302020_11182020_Redacted.pdf

Hi Tracy,

As discussed yesterday, we are attaching the cumulative weekly report of inquiries OFCCP has received regarding Executive Order 13950 – with PII redacted. We are also attaching the list of comments received in response to the Request for Information. To date, we have not received any submissions from federal contractors.

Please note that the enclosed data is internal information that may be protected from outside disclosure under the Trade Secrets Act, 18 U.S.C. 1905, and/or the Privacy Act, 5 U.S.C. 552a. We are releasing the data to OIG with the understanding that OIG will take care to protect their confidentiality. We do not waive any privileges that may be applicable to these materials, including but not limited to the deliberative process, attorney-client, attorney-work product, and law enforcement privileges. Similarly, we note that some of these materials may be protected against disclosure under exemptions to the FOIA, 5 U.S.C. 552.

I will send the responses to the questions tomorrow.

Thank you,
Lissette

Lissette Geán
Chief of Staff
Office of Federal Contract Compliance Programs

(b) 6 @dol.gov
(Office)
(Mobile)



From: Katz, Tracy - OIG <(b) 6 @oig.dol.gov>
Sent: Wednesday, November 18, 2020 2:14 PM
To: Gean, Lissette - OFCCP <(b) 6 gov>
Cc: Paredes, Fernando - OIG <(b) 6 @oig.dol.gov>
Subject: RE: OCFPP EO13950 Information

Thanks.

DOL004744

Tracy Michael Katz

Audit Director

U.S. Department of Labor

Office of Inspector General

Office: 202 (b) 6 Mobile: 202 (b) 6 Fax: 202.693.5169

From: Gean, Lissette - OFCCP (b) 6 @dol.gov>

Sent: Wednesday, November 18, 2020 2:13 PM

To: Katz, Tracy - OIG <(b) 6 @oig.dol.gov>

Cc: Paredes, Fernando (b) 6 @oig.dol.gov>

Subject: RE: OCFPP EO13950 Information

Hi Tracy,

Thank you for following up.

Craig asked me to provide previous weekly reports to you – not limited to last week's. I am collecting them. I should be able to send you the responses and the reports by COB today.

Thank you, again.

Lissette

Lissette Geán

Chief of Staff

Office of Federal Contract Compliance Programs

(b) 6 @dol.gov

(b) 6 (Office)

(b) 6 (Mobile)



From: Katz, Tracy - OIG <(b) 6 @oig.dol.gov>

Sent: Wednesday, November 18, 2020 1:38 PM

To: Gean, Lissette - OFCCP <(b) 6 @dol.gov>

Cc: Paredes, Fernando - OIG (b) 6 @oig.dol.gov>

Subject: OCFPP EO13950 Information

Lissette,

I wanted to follow-up on the status of the EO 13950 information that OFCCP discussed in the meeting yesterday and was planning to send to the OIG. I appreciate your attention to this matter. Thanks.

Tracy Michael Katz

Audit Director

U.S. Department of Labor

Office of Inspector General

Office: 202 (b) 6 Mobile: (b) 6 Fax: 202.693.5169

EO 13950 RFI Comments

Comment Number	Comment
OFCCP-2020-0002-0002	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	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	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 files 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	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.

EO 13950 RFI Comments

	<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 of Critical Theory and embrace liberal values of equality, human dignity, and human flourishing.</p>
OFCCP-2020-0002-0012	<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-2020-0002-0013	<p>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.</p>
OFCCP-2020-0002-0014	<p>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.</p>
OFCCP-2020-0002-0015	<p>You are all insane!!!! What do you really want? What blacks want besides looting?</p>
OFCCP-2020-0002-0016	<p>Thank you for creating this EO. Critical Race Theory is pseudo-scientific, anti-academic, racist driven. 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>
OFCCP-2020-0002-0017	

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0018</p>	<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 led 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>
<p>OFCCP-2020-0002-0019</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>
<p>OFCCP-2020-0002-0020</p>	<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>
<p>OFCCP-2020-0002-0021</p>	<p>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.</p>
<p>OFCCP-2020-0002-0022</p>	<p>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.</p>

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OFCCP-2020-0002-0023	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	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	The Human Resources departments for all federal contractors need to make their employees aware of the hotline.
OFCCP-2020-0002-0026	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 should not exist anywhere in America. For taxpayers to be paying for this atrocity is outrageous. Clearly we can all work under this DOJ proposal.
OFCCP-2020-0002-0027	See attached pic..... segregation in their government training..... Plessy vs Ferguson is moot?
OFCCP-2020-0002-0028	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	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 don't believe in racism or sexism, how can you experience anguish because you have to go to a boring training you don't 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 drive. You signed off on it, so either you believe in it or somebody has promised you something. Unbelievable cruelty & trickery.
OFCCP-2020-0002-0030	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	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.

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0032</p>	<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>
<p>OFCCP-2020-0002-0033 OFCCP-2020-0002-0034</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. Please roll this back. It's regressive and counter to what folks in our country have been fighting for for decades.</p>
<p>OFCCP-2020-0002-0035</p>	<p>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.</p>
<p>OFCCP-2020-0002-0036</p>	<p>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.</p>

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0037</p>	<p>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. 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.</p>
<p>OFCCP-2020-0002-0038</p>	<p>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>
<p>OFCCP-2020-0002-0039</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 have 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-2020-0002-0040</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>
<p>OFCCP-2020-0002-0041</p>	<p>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. 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.</p>

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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>I work [REDACTED] (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>

EO 13950 RFI Comments

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.

OFCFP-2020-0002-0045

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.

OFCFP-2020-0002-0045

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	<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-2020-0002-0047	<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>
OFCCP-2020-0002-0048	<p>This EO is racist and controlling, gaslighting the experience of many Americans. Biden had better reverse it.</p>
OFCCP-2020-0002-0050	<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>

EO 13950 RFI Comments

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., Onyeodor, I. N., & Lewis Jr, N. A. (2020). Developing & delivering effective anti-bias training: Challenges & recommendations. *Behavioral Science & Policy*, 6(1), 57-70. <https://www.bepress.com/bepress/vol6/iss1/art5>. - <https://www.glassdoor.com/learn-more/leadership-skills-men-women-survey-2019/>. Men score higher than men in most leadership skills. Harvard Business Review. Sincerely,

OFCCP-2020-0002-0084

(b) 6

EO 13950 RFI Comments

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,

OFCCP-2020-0002-0112

(b) 6

(b) 6

EO 13950 RFI Comments

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., Onyeodor, 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).

OFCCP-2020-0002-0133

EO 13950 RFI Comments

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. Sincerely,

OFCCP-2020-0002-0154

(b) 6

EO 13950 RFI Comments

	<p>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</p>
<p>OFCCP-2020-0002-0339</p>	<p>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.</p>
<p>OFCCP-2020-0002-0428</p>	<p>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>

EO 13950 RFI Comments

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

(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.

(b) 6

OFCCP-2020-0002-0429

OFCCP-2020-0002-0430

EO 13950 RFI Comments

OFCCP-2020-0002-0431	<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,</p> <p style="text-align: center;">(b) 6</p>
OFCCP-2020-0002-0432	<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> <p style="text-align: center;">(b) 6</p>
OFCCP-2020-0002-0434	<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> <p style="text-align: center;">(b) 6</p>

EO 13950 RFI Comments

	<p>As a student psychologist, I write to express my strong SUPPORT 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>
OFCCP-2020-0002-0436	<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>
OFCCP-2020-0002-0437	

EO 13950 RFI Comments

	<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>
OFCCP-2020-0002-0491	<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. 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.</p>
OFCCP-2020-0002-0535	

EO 13950 RFI Comments

I am a pediatric psychologist at [redacted] 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 benefitting 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.

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,

[redacted signature]

OFCCP-2020-0002-0548

EO 13950 RFI Comments

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 is 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.

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OFCCP-2020-0002-0617

I 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.

OFCCP-2020-0002-0636

EO 13950 RFI Comments

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. Sincerely,

OFCCP-2020-0002-0716

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EO 13950 RFI Comments

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

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OFCCP-2020-0002-0726

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.

OFCCP-2020-0002-0799

EO 13950 RFI Comments

O\FCCP-2020-0002-0841	<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,</p> <p style="text-align: center;">(b) 6</p>
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EO 13950 RFI Comments

	<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 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:</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. Harvard Business Review. <p>Sincerely</p>
<p>OFCCP-2020-0002-0846</p>	
<p>OFCCP-2020-0002-0937</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>
<p>OFCCP-2020-0002-0938</p>	<p>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.</p>

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0939</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". Sincerely, (b) 6</p>
<p>OFCCP-2020-0002-0940</p>	<p>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 person's 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!</p>
<p>OFCCP-2020-0002-0941</p>	<p>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"</p>
<p>OFCCP-2020-0002-0942</p>	<p>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.</p>
<p>OFCCP-2020-0002-0943</p>	<p>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.</p>
<p>OFCCP-2020-0002-0944</p>	<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>

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0945</p>	<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>OFCCP-2020-0002-0946</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, (b) 6</p>
<p>OFCCP-2020-0002-0947</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>
<p>OFCCP-2020-0002-0948</p>	<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>
<p>OFCCP-2020-0002-0950</p>	<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>
<p>OFCCP-2020-0002-0951</p>	<p>CRT and it's surrogates are implicitly racist, and those who spread its evil should be condemned to death</p>
<p>OFCCP-2020-0002-0952</p>	<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>

EO 13950 RFI Comments

	<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>
<p><u>OFCCP-2020-0002-0953</u></p>	<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>
<p><u>OFCCP-2020-0002-0954</u></p>	<p>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 taxpayer dollars.</p>
<p><u>OFCCP-2020-0002-0955</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0956</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0957</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0958</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0959</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0960</u></p>	<p>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</p>
<p><u>OFCCP-2020-0002-0961</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0962</u></p>	

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OFCCP-2020-0002-0963	<p>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.</p>
OFCCP-2020-0002-0964	<p>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.</p>
OFCCP-2020-0002-0965	<p>I support removal. Teaching that any race is inferior is immoral. 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.</p>
OFCCP-2020-0002-0966	<p>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 as 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 sows will ultimately be a legal and financial liability for the institutions that embrace it.</p>
OFCCP-2020-0002-0967	<p>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.</p>
OFCCP-2020-0002-0968	<p>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.</p>
OFCCP-2020-0002-0970	<p>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.</p>

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<p>OFCCP-2020-0002-0971 OFCCP-2020-0002-0972</p>	<p>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. I support the ban on CRT by EO from the President.</p>
<p>OFCCP-2020-0002-0973</p>	<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 intellectuals 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>
<p>OFCCP-2020-0002-0974 OFCCP-2020-0002-0975</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. 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>
<p>OFCCP-2020-0002-0976 OFCCP-2020-0002-0977</p>	<p>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. 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.</p>

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	<p>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.</p>
<p>OFCCP-2020-0002-0978</p>	<p>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</p>
<p>OFCCP-2020-0002-0979</p>	<p>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.</p>
<p>OFCCP-2020-0002-0980</p>	<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>
<p>OFCCP-2020-0002-0981</p>	<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>
<p>OFCCP-2020-0002-0982</p>	<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>
<p>OFCCP-2020-0002-0983</p>	<p>No. Stop these trainings now. They are detrimental to the culture of America.</p>
<p>OFCCP-2020-0002-0984</p>	<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>
<p>OFCCP-2020-0002-0985</p>	

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	<p>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 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).</p>
<p>OFCCP-2020-0002-0986</p>	<p>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 different 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.</p>
<p>OFCCP-2020-0002-0987</p>	<p>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.</p>
<p>OFCCP-2020-0002-0988</p>	<p>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</p>
<p>OFCCP-2020-0002-0989</p>	<p>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.</p>
<p>OFCCP-2020-0002-0990</p>	

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<p>OFCCP-2020-0002-0991</p>	<p>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.</p>
<p>OFCCP-2020-0002-0992</p>	<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>
<p>OFCCP-2020-0002-0993</p>	<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>
<p>OFCCP-2020-0002-0994</p>	<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>
<p>OFCCP-2020-0002-0995</p>	<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>
<p>OFCCP-2020-0002-0996</p>	<p>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.</p>
<p>OFCCP-2020-0002-0997</p>	<p>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.</p>

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<p>OFCCP-2020-0002-0998</p>	<p>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.</p>
<p>OFCCP-2020-0002-0999</p>	<p>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>
<p>OFCCP-2020-0002-1000</p>	<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>
<p>OFCCP-2020-0002-1001</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>
<p>OFCCP-2020-0002-1002</p>	<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>
<p>OFCCP-2020-0002-1003</p>	<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'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>

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	<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 baffling. 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>
<p>OFCCP-2020-0002-1004</p>	<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 activities only. People's lives outside of work are their own.</p>
<p>OFCCP-2020-0002-1005</p>	<p>I agree with and support Executive Order 13950.</p>
<p>OFCCP-2020-0002-1006</p>	<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>
<p>OFCCP-2020-0002-1007</p>	<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 teach 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 extension, 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>
<p>OFCCP-2020-0002-1009</p>	<p>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.</p>
<p>OFCCP-2020-0002-1010</p>	<p>I SUPPORT President Trump's Executive Order 13950 on Combating 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.</p>
<p>OFCCP-2020-0002-1011</p>	<p>(b) 6</p>

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<p>OFCCP-2020-0002-1012</p>	<p>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</p>
<p>OFCCP-2020-0002-1013</p>	<p>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</p>
<p>OFCCP-2020-0002-1014</p>	<p>Comment under Docket OFCCP-2020-0002-0001 attached.</p>
<p>OFCCP-2020-0002-1015</p>	<p>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.</p>
<p>OFCCP-2020-0002-1016</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. 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>
<p>OFCCP-2020-0002-1017</p>	<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>

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	<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 propagation of what is, at core, religious dogma, throughout our most trusted institutions. I have become 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-2020-0002-1018</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-2020-0002-1019</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 rejecting a GS role I've 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 don't even care that I've 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-2020-0002-1020</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>
<p>OFCCP-2020-0002-1021</p>	<p>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.</p>
<p>OFCCP-2020-0002-1022</p>	

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<p>OFCCP-2020-0002-1023</p>	<p>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</p>
<p>OFCCP-2020-0002-1024</p>	<p>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.</p>
<p>OFCCP-2020-0002-1025</p>	<p>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.</p>
<p>OFCCP-2020-0002-1026</p>	<p>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.</p>
<p>OFCCP-2020-0002-1027</p>	<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 sowing 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>

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	<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>
<p>OFCCP-2020-0002-1028</p>	<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>
<p>OFCCP-2020-0002-1029</p>	<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>
<p>OFCCP-2020-0002-1030</p>	<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>
<p>OFCCP-2020-0002-1031</p>	<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>
<p>OFCCP-2020-0002-1032</p>	

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	<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 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 built 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>
<p>OFCCP-2020-0002-1033</p>	<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>
<p>OFCCP-2020-0002-1034 OFCCP-2020-0002-1035</p>	<p>Firmly against racial and gender stereotyping and scapegoating. 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>
<p>OFCCP-2020-0002-1036 OFCCP-2020-0002-1037</p>	<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>

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	<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 annihilation of proven strategies to promote peaceful diversity, particularly in public-sector settings.</p> <p>Sincerely, (b) 6</p>
<p>OFCCP-2020-0002-1038</p>	<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>
<p>OFCCP-2020-0002-1039</p>	<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>
<p>OFCCP-2020-0002-1040</p>	<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>
<p>OFCCP-2020-0002-1041</p>	<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>
<p>OFCCP-2020-0002-1042</p>	<p>CRT is non-scientific. It creates and perpetuates division, and it's ideals should not be propagated.</p>
<p>OFCCP-2020-0002-1043</p>	<p>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.</p>

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<p>OFCCP-2020-0002-1045</p>	<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>
<p>OFCCP-2020-0002-1046</p>	<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>

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<p>OFCCP-2020-0002-1047 OFCCP-2020-0002-1048</p>	<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. It's a disastrous ideology that will inflame tribalism based on sex/race</p>
<p>OFCCP-2020-0002-1049</p>	<p>Hello. I am a middle-income operator of a small business in California, and am someone who depends on an 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>

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<p>OFCCP-2020-0002-1050</p>	<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 read 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-ignite 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>
<p>OFCCP-2020-0002-1051</p>	<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>
<p>OFCCP-2020-0002-1052</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>
<p>OFCCP-2020-0002-1053</p>	<p>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.</p>

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<p>OFCCP-2020-0002-1054</p>	<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>OFCCP-2020-0002-1055</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 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.</p>
<p>OFCCP-2020-0002-1056</p>	<p>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)</p>
<p>OFCCP-2020-0002-1057 OFCCP-2020-0002-1058</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. These trainings are unnecessary, counterproductive, expensive, and a waste of productivity.</p>

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	<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	Trump made the right call to take this divisive, racist training out of our Federal government.
OFCCP-2020-0002-1060	We want this. We want to bar CRT and GT from being forced on us by an employer.
OFCCP-2020-0002-1061	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.
OFCCP-2020-0002-1062	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.
OFCCP-2020-0002-1063	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.
OFCCP-2020-0002-1064	

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OFCCP-2020-0002-1065	<p>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</p>
OFCCP-2020-0002-1066	<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, 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.</p>
OFCCP-2020-0002-1067	<p>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.</p>
OFCCP-2020-0002-1068	<p>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.</p>
OFCCP-2020-0002-1069	<p>I would rather die than be re-educated by Marxists.</p>
OFCCP-2020-0002-1070	<p>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.</p>
OFCCP-2020-0002-1071	<p>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 automotons 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.</p>
OFCCP-2020-0002-1072	<p>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.</p>
OFCCP-2020-0002-1073	<p>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!</p>
OFCCP-2020-0002-1074	<p>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.</p>

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<p>OFCCP-2020-0002-1075</p>	<p>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.</p>
<p>OFCCP-2020-0002-1076</p>	<p>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.</p>
<p>OFCCP-2020-0002-1077</p>	<p>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.</p>
<p>OFCCP-2020-0002-1078</p>	<p>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.</p>
<p>OFCCP-2020-0002-1079</p>	<p>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.</p>
<p>OFCCP-2020-0002-1080</p>	<p>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...</p>

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	<p>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 graduated 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/</p>
OFCCP-2020-0002-1081	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-2020-0002-1082	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.
OFCCP-2020-0002-1083	

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<p>OFCCP-2020-0002-1084</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>
<p>OFCCP-2020-0002-1085</p>	<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>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>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>

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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.

DFCCP-2020-0002-1088

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9/30/2020 12:20 PM	Anonymous Complaints	<p>Employer: [REDACTED]. Concern: Required book studies for all exec staff, leaders, and school principals on 'White Fragility' and other critical race theory topics.</p>
9/30/2020 12:15 PM	Anonymous Complaints	<p>see the attached pdf. proposed changes are in red. please do something about this ASAP. Sent with ProtonMail Secure Email.</p>
9/30/2020 12:25 PM	Anonymous Complaints	<p>I believe my employer, [REDACTED], is a federal contractor and is violating the President's executive order on critical race theory and race and sex stereotyping. Part of the training is at the link below under "Inclusion Toolkit" [REDACTED]. The training defines a variety of terms and its important to click on each term because there is a link to materials banned by the executive order. The other training consists of LinkedIn Learning videos. How do I send these to you? The issue is you have to have a LinkedIn Learning account in order to view the videos. Thank you.</p>
9/30/2020 12:43 PM	Anonymous Complaints	<p>Hello: Please note the attached materials showing critical race theory trainings in [REDACTED] government. The first attachment consists of training materials from a mandatory training in 2017 or 2018 in the [REDACTED]. This training was held during work time at a [REDACTED] Office HR facility. The second is a screenshot of a recent 2020 email from [REDACTED] Office HR requiring that only white employees would be required to review critical race materials and attend a mandatory discussion session about race-related issues. In addition, [REDACTED] employees have been repeatedly sent so-called [REDACTED] Newsletters, which contained critical race theory materials. These materials were developed through an Equity and Social Justice (ESJ) Team, which included top leaders within the office and were transmitted during work time on government IT resources. One copy of such a newsletter from 2018 is attached. I believe that the King County Pr [REDACTED] being a government contractor extensively teaches critical race theory on many of its owned platforms. This needs to be investigated. Sent with ProtonMail Secure Email.</p>
9/30/2020 2:19 PM	Anonymous Complaints	<p>My employer the [REDACTED] has Federal contracts but has rolled out racial equity program which will be spearheaded by the Office of Diversity and Inclusion--I suspect this is their involvement in expanding critical race theory to hiring and promotion practices within [REDACTED]. This is brought forth by [REDACTED] active role in promoting critical race theory across [REDACTED]. I suspect the [REDACTED] outlining their plans for their implementation of critical race theory in hiring and promotion practices [REDACTED]</p>

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		<p>and the second is the [REDACTED] to implement critical race theory practices. Received two emails from the same person.</p>
9/30/2020 2:28 PM	Anonymous Complaints	<p>[REDACTED] assistants and [REDACTED] are required to do sensitivity trainings (which used to be in person), where critical race theory is at the center. White privilege is taught as the gospel. I don't have much proof at the moment because I delete emails, but I've pasted a recent screenshot below...</p>
9/30/2020 2:49 PM	Anonymous Complaints	<p>This may not surprise you but I would like to let you know that [REDACTED] has internal training based upon critical race theory that is mandatory for all employees. The training includes: - Unconscious Bias -- Covering -- Allyship - Introduction to Privilege Sample text from training: "Privilege is linked to oppression" "For example, societies that prefer individuals who are thin with light skin will in turn oppress people who do not meet that description" "Power lies at the root of privilege" I know this training is wrong and people should not be forced to learn this divisive and subversive material. This critical race theory philosophy will only create more hostility among people in society and needs to be stopped.</p>
9/30/2020 5:59 PM	Anonymous Complaints	<p>[REDACTED] Critical Race Theory Violation: Hi -- I would like to report a possible violation of the new executive order regarding critical race training: [REDACTED] is a federal contractor and recently had a company-wide seminar on how capitalism is intrinsically racist. On September 24th, the [REDACTED] our History and "the American dream." The talk focused on how America's entire economy is racist and how all wealth is tied to racism. It was a textbook example of critical race theory given by a professor who has literally written textbooks on critical race theory.</p> <p>Several statements throughout the talk seem to be in violation:</p> <ol style="list-style-type: none"> [REDACTED] explicitly said that we have a "racist criminal justice system." He said that we can not "escape" historical racism.

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9/30/2020 6:02 PM	Anonymous Complaints	<p>3. "All of these people were raw material or used as labor through enslavement and colonization to create capital... We can't un</p> <p>To Whom it May Concern,</p> <p>Be advised, the [REDACTED] has scheduled [REDACTED] of Critical Race Theory) to speak at their 2020 National Conference on 5 October 2020.</p> <p>The [REDACTED] is listed in the federal database [REDACTED]. Therefore, it is possible this is in non-compliance of the President's executive order regarding promotion of CRT within organizations that receive federal dollars.</p> <p>Find promotional email attached and official link below:</p> <p>[REDACTED]</p> <p>Quote from [REDACTED] promoting discrimination: [REDACTED] the discrimination is creating equity or inequity. If discrimination is creating equity, then it is antiracist. If discrimination is creating inequity, then it is racist. . . . The only remedy to racist discrimination is antiracist discrimination. The only remedy to past discrimination is present discrimination. The only reme</p>

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9/30/2020 6:07 PM	Anonymous Complaints	<p>I'm nervous about giving my name and potentially facing retaliation, but I work for [REDACTED] (which has federal contracts) and have been subjected to a very hostile work environment. It grew slowly at first, but in 2020 has become supercharged.</p> <p>My manager has assigned me the task of leading a training and discussion for my work unit on White Privilege and how we're all really racist, even if we aren't racist at all. There is no graceful way to back out of this without killing my career and training like this has been happening throughout the company.</p> <p>This week, the company announced a goal to "increase leader accountability" and will be basing performance ratings and bonuses on hitting numerical targets for women and people of color in certain roles. It has become a very hostile workplace for white males.</p> <p>Sent with ProtonMail Secure Email.</p>

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Date/Time Opened	Inquiry Category	Description
9/30/2020 6:34 PM	Anonymous Complaints	<p>Hello,</p> <p>I work at [REDACTED]. My [REDACTED] has fully adopted Critical Race Theory. We have a Diversity and Inclusion department that has embedded itself in all practices at [REDACTED] from hiring, training, what's appropriate to research, all student's are being indoctrinated and it goes on. Please help me and my fellow coworkers.</p> <p>Here are links and documents on the page linked below 'teaching' white people how to be a good anti-racist.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>There's much more.</p> <p>Thank you for your help!</p> <p>Sent with ProtonMail Secure Email.</p>
9/30/2020 6:22 PM	Anonymous Complaints	<p>[REDACTED] as a government contractor should not be engaging in Critical Race Theory training. It is clear based on the attached image that they are still engaging in this "training" indoctrination.</p>

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Date/Time Opened	Inquiry Category	Description
9/30/2020 6:24 PM	Anonymous Complaints	<p>██████████ is forcing employees to attend training with below agenda:</p> <ul style="list-style-type: none"> What diversity, equity, inclusion, and belonging is and why it matters Bias and how it impacts the workplace Understanding your perspective and privilege Microaggressions and their impact on social connections How to be an ally at ██████████ <p>Interviewers at ██████████ were forced to attend a session last month which focused on how to interview and hire "peoples of color".</p> <p>Sent with ProtonMail Secure Email.</p>
9/30/2020 6:26 PM	Anonymous Complaints	<p>Trumps order on CRT - ██████████ - Federal Contracts</p> <p>██████████ federal research ██████████</p> <p>██████████ web search has shown that this ██████████ may be teaching, promoting and indoctrinating staff in CRT. I've included results of web searches below.</p> <p>██████████ held training courses on CRT (staff according to local news paper) ██████████</p> <p>"In December, we held for all of our supervisors, a training called racial intelligence, and that training was a one of many that we plan on doing into the future, that really got people to think differently and think about really focusing on workplace culture, campus culture and what our role is when we think through bias incidents."</p>

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9/30/2020 6:28 PM	Anonymous Complaints	<p>[REDACTED] (located in [REDACTED]) has a large Critical Race Theory component in their humanities curriculum. I believe they are federal grant recipients and participate in several [REDACTED] projects. Their web address is:</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>Sent with ProtonMail Secure Email.</p>
9/30/2020 6:32 PM	Anonymous Complaints	<p>[REDACTED] is still conducting training on Critical Race Theory. This company sells adult beverages to the [REDACTED]</p> <p>Sent with ProtonMail Secure Email.</p>

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Date/Time Opened	Inquiry Category	Description
9/30/2020 6:45 PM	Anonymous Complaints	<p>Hello Office of Federal Contract Compliance Programs,</p> <p>Per the recent Executive Order related to organized identity-politics/critical race theory behavior within Federal Contractors, I am writing to report the following:</p> <p>Ongoing discriminatory, divisive influence related to identity-politics/critical race theory at [REDACTED]</p> <p>[REDACTED] Additionally, company propriety propaganda that aims to explicitly influence voting and protesting with resentment against law enforcement, Caucasians, and President Trump.</p> <p>Please review the provided attachments:</p> <ul style="list-style-type: none"> • DOL Report – examples of identity-politics/critical race theory content from [REDACTED] following the Executive Order • DOD Whistleblower Hotline Report [REDACTED]-redacted copy of the report sent per request to the DOD Whistleblower Hotline regarding the above content. The report was rejected – additional details can be found within the [REDACTED] Report summary. <p>The subject concern is being shared anonymously, given the risk of my ide</p>

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Date/Time Opened	Inquiry Category	Description
10/1/2020 1:58 PM	Anonymous Complaints	<p>Hello, I am a masters [redacted] at the [redacted] a federally funded [redacted] etc.) [redacted] visited in 2018.</p> <p>At the [redacted] of [redacted], all employees were a. categorized by race b. segregated into trainings based on race and c. limited in their ability to attend other sessions due to their race. All three of these actions seem to violate EEOC laws. However, I am writing you because the trainings are exactly the "racial sensitivity/critical race theory" that this office was created to address.</p> <p>I have two audio recordings of zoom trainings, one with all white staff and one with all staff.</p> <p>The consultant is [redacted], her work on CRT is widely available.</p> <p>I am glad to share the recordings as this is a prime example of these CRT trainings in the workplace and it is really creating harm to many staff members. And this is agency is largely funded by government grants and Medicaid.</p> <p>I would like to stay anonymous if [redacted]-critical race theory training</p>
10/2/2020 2:56 PM	Anonymous Complaints	<p>The [redacted] What is Systemic Racism & How Can We Better Understand Our Patients' Stories?: Oct. 5, 4-5:30 p.m. Zoom. Email for link. [redacted] for a virtual training on systemic racism.</p> <p>Sent with ProtonMail Secure Email.</p>
10/5/2020 11:17 AM	Anonymous Complaints	<p>He wants to file a complaint claiming that the new executive order is not a law because it was not passed by Congress and therefore it has not effect of law. It is just a bigoted and racist executive order created for political purposes. This individual left 4 messages and they are attached to this inquiry.</p>
10/5/2020 11:22 AM	Anonymous Complaints	<p>[redacted] wants to file a complaint against [redacted] because managers are being asked to read the book "White Frailty" and there is cross training on Allyship.</p>

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10/5/2020 12:07 PM	Anonymous Complaints	Hi my employer is a federal contractor and this was one among a list of emails sent to all employees. Please take action
10/5/2020 12:45 PM	Anonymous Complaints	CRT Training at [REDACTED] Sent with ProtonMail Secure Email.
10/7/2020 11:59 AM	Anonymous Complaints	Hello, I'd like to stay anonymous to avoid any issues with my employer. However, the [REDACTED] has race and sex stereotyping trainings given to employees. The [REDACTED] director said these trainings will be mandatory for managers at [REDACTED]. They may also become mandatory for regular employees in the future or they may provide a list of many trainings where you have to pick at least one to take. All these trainings say that all white men are racist by nature, and they have unconscious biases towards other races, sexes, etc. These trainings also restrict freedom of speech for employees to discuss these issues openly without getting judged. They place the workplace dynamics into an "oppressors" vs "oppressed" tribal interaction which is definitely discriminatory and can only end badly.
10/7/2020 5:18 PM	Anonymous Complaints	Violation of Critical Race Theory Executive Order. I'd like to anonymously report the company I work for, AbbVie, for violating the President's executive order regarding federal contractors and critical race theory. There are currently mandatory trainings underway with more to come. A list of specific trainings and more plans to come have been sent out broadly by [REDACTED] recently as today (10/7/20) along with various other trainings and emails sent from organizational leadership.
10/7/2020 5:22 PM	Anonymous Complaints	Hello, I work for [REDACTED] we were recently advised of MANDATORY culture sensitivity training (2 part series). The very first session the woman led off with "meritocracy is a myth." I find it very trouble that this is mandatory and honestly illegal given the presidents recent EO. I wanted to reach out so this is on your radar. Thanks, take care, and stay safe. Sent with ProtonMail Secure Email.

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Date/Time Opened	Inquiry Category	Description
10/8/2020 2:11 PM	Anonymous Complaints	<p>██████████ is promoting among its employees the attached document that it created, which I believe engages in race and sex stereotyping; be sure to note the materials it links to.</p> <p>The attached document was downloaded from this ██████████ site:</p> <p>The site contains further documents and links that are relevant to your inquiry.</p> <p>Submitted anonymously, by an employee.</p>
10/9/2020 11:30 AM	Anonymous Complaints	<p>I work for a ██████████ which has developed courses and training that go against the recent executive order issued on September 22, 2020. ██████████ is considered a government contractor with the federal government so is subject to this executive order. Managers have already had the training. general employees have been told they are required to take the training starting this month.</p>
10/9/2020 11:36 AM	Anonymous Complaints	<p>Sent with ProtonMail Secure Email.</p> <p>I have been in ██████████ years and know that we absolutely slot minorities (Black, Female, Hispanic) for roles . One example I can provide is that while I am part <minority>, I had to change my HR status to indicate this in order to be eligible to get into Management 8+ years ago.</p> <p>I am active in hiring and believe that creating a diverse pool of candidates and then hiring the best person from that pool is the right course of action, however there are jobs that are slotted for minorities. Of course, these are things that are discussed, but not documented.</p> <p>I would need Whistleblower protection & I'd need to retain an employment lawyer of my own to continue with more detail & examples as I believe stepping forward may impact my employment.</p> <p>Let me know if this is of interest so that I can retain an employment lawyer.</p>

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Date/Time Opened	Inquiry Category	Description
10/9/2020 11:54 AM	Anonymous Complaints	<p>Subject: More [REDACTED] and Abuse of Power</p> <p>Please protect my identity. I write to you again with another email coming down from senior leadership team. Very crafty wording here but basically saying this individual will (and is) abusing his power through actions and mandatory requirements for employees. [REDACTED] is already mandatory and includes training on unconscious bias and white privilege. The book club mentioned in email is mandatory and only contains books on CRT. I reported this email too. I do not want money or any attention. I just want to do my job without being harassed. Please help.</p> <p>I apologize for the poor quality, as I am too frightened to forward the email directly.</p> <p>Sincerely, [REDACTED]</p>
10/13/2020 1:35 PM	Anonymous Complaints	<p>more [REDACTED] - clearly states anti-white bias</p> <p>attached is email response from [REDACTED]</p> <p>see the attached pdf. proposed changes are in red. please do something about this ASAP.</p>

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Date/Time Opened	Inquiry Category	Description
9/28/2020 6:24 PM	Named Complaints	<p>I would like to know if "Unconscious Bias" training, including race based IAT testing, offered through [REDACTED] when [REDACTED] mandated for school/ college employees is in conflict with the Executive Order on Combating Race and Sex Stereotyping.</p> <p>Thank you for your assistance.</p>
9/29/2020 5:11 PM	Named Complaints	<p>[REDACTED] is currently in the process of designing and implementing mandatory diversity and inclusion trainings that are based on critical race theory. The proposed subject matter of these trainings are inherently discriminatory against white employees at [REDACTED]. In a recent town-hall event for the agency, [REDACTED] of Equity & Race communicated to staff that they would "not treat all employees equally" in order to achieve equitable outcomes through the race-based, discriminatory practices.</p> <p>[REDACTED] is one of the Nation's largest [REDACTED] authorities and receives billions of dollars in federal funding each year. As an employee that may be directly impacted by these discriminatory practices and/or forced to comply with critical race theory-based trainings in order to keep my employment, I feel that I have a responsibility to report these discriminatory practices in accordance with the President's recent executive order.</p>
9/30/2020 12:12 PM	Named Complaints	<p>Good afternoon, It has recently come to my attention that [REDACTED] in the [REDACTED] is forcing their staff to partake in a "cultural proficiency" professional development program that is using elements of the critical race theory. Many [REDACTED] told me that recently they had watch a video presentation and answer questions from a speaker named [REDACTED]. [REDACTED] has outlandish ideas and has recently made some inflammatory remarks regarding white people adopting black babies. The teachers whom I speak with believe in cultural proficiency, however, they do not believe in Marxist indoctrination at the hands of tax payers money. As a tax payer in that district, I am appalled that my taxes are being used for such indoctrination when the teachers should be figuring out how to teach virtually. Please investigate this matter and put a stop to it if possible. [REDACTED] is a title [REDACTED] and relies on fe</p>

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Date/Time Opened	Inquiry Category	Description
9/30/2020 12:28 PM	Named Complaints	1st photo is the [REDACTED]
9/30/2020 12:34 PM	Named Complaints	To Whom it May Concern, I am a present employee at [REDACTED]. Find attached evidence of operations contrary to the recent Executive Order on divisive ideologies and racial scapegoating that should disqualify my employer from future federal contracts of which it presently has a huge number. It also includes evidence of events directly supporting the Black Lives Matter political movement / organization. Divisive ideological teachings include: * Intersectionality * White privilege theory * Microaggression. Invited speakers include: * [REDACTED], author of "White Fragility" * [REDACTED] inside the organization has been met with rebuttal and shutdown from HR despite the fact such events and training flagrantly breach our Code of Conduct policies for "individuals who conduct business with our company", see 4.1 Diversity and Inclusion, as well as political neutrality clauses for "Bus I don't believe [REDACTED], should be promoting the anti-white dogma found on this website, especially the recommended [REDACTED] for_learning_and_tal king_about_racism_and_inequality/"
9/30/2020 2:25 PM	Named Complaints	Dear Department of Labor hotline, I would like to report federal contract spending on critical race theory in the [REDACTED] recently gave \$20,000 for a 60 minute virtual speech from [REDACTED] on Critical Race Theory. To compare, \$20,000 is the maximum that [REDACTED] has given any small business for COVID relief due to dwindling outdoor shoppers, etc. So [REDACTED] ostensibly took \$20,000 from a struggling small business to give to an hour long speech that nobody asked for. [REDACTED] benefits greatly from federal contracts and grants, and received \$42 million from the federal CARES act alone, just this year. It appears [REDACTED] has a system for overpayment refunds in place so it should be easy for the county to refund every taxpayer for its illegal spending. Thank you so much

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9/30/2020 2:55 PM	Named Complaints	<p>In violation of reference: https://www.whitehouse.gov/briefings-statements/president-trump-fighting-harmful-ideologies-cause-division-federal-workplaces/. The message was written July 15, 2020. It still remains on the [REDACTED]. On 9/29/20, OFCCPComplaintHotline <OFCCPComplaintHotline@dol.gov> wrote: This email acknowledges receipt of your inquiry through the OFCCP > Complaint email box. A member of the help desk team will be in > contact with you shortly. You may visit the OFCCP website at > https://www.dol.gov/agencies/ofccp. You may also call the OFCCP > Complaint Hotline Number at 202-343-2008 if you need immediate assistance.></p>
9/30/2020 6:13 PM	Named Complaints	<p>https://www.[REDACTED] invites readers to consider what it means to be white, describes and critiques strategies used to avoid race issues, and identifies the detrimental effect of avoiding race on cross-race collaborations. The author illustrates how racial discomfort leads white people toward poor relationships with people of color. Questioning the implications our history has for personal lives and social institutions, the book considers political, economic, socio-cultural, and legal histories that shaped the meanings associated with whiteness."</p> <p>Screenshot of email attached</p> <p>Thank you for investigating this sir Sean</p>

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Date/Time Opened	Inquiry Category	Description
9/30/2020 6:10 PM	Named Complaints	<p>We were told flat out that [redacted] g doesn't have enough women or people of color and were told to actively seek out women and people of color to apply for jobs. I don't necessarily mind that overall, but the whole tone seems to be "them above all else".</p> <p>We don't have a white employee association, when asked we are told that "you have many other groups to choose from". There are different, special awards that I dont qualify and no "white engineer of the year" or any specific "white" awards.</p> <p>I will take a few screen shots to show what they are doing. It could be all within the letter of the law and ethical, but to me and many other white males it makes us feel like we aren't really given a fair shake.</p> <p>If this is not something of interest, I apologize for wasting your time. If you would like me to provide more, I will do my best.</p> <p>We just want to do our job and put out a quality product (I work in the defense side)</p> <p>Thank you for your consideration [redacted]</p>

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Date/Time Opened	Inquiry Category	Description
9/30/2020 6:17 PM	Named Complaints	<p>I want to be the first person to complain that the OFCCP has set up this hotline.</p> <ol style="list-style-type: none"> 1. It violates the OFCCP's mission to support Diversity 2. It violates Freedom of Speech 3. It puts the OFCCP in the position of policing Diversity training materials, thereby taking staff away from their actual mission to conduct compliance reviews 4. If an employee wants to make a complaint right now – clearly the EO did not cover the contract since it just went into effect on 9/22/20 – so any prior training does not fall under the EO. 5. It violates state and local laws <p>I am advising all of my clients to issue a statement denouncing the Executive Order and supporting their Diversity Programs.</p> <p>Best regards,</p> <p>[REDACTED]</p> <p>[REDACTED].net</p>
9/30/2020 6:36 PM	Named Complaints	<p>Forced diversity raining on white privilege to all employees.</p>
9/30/2020 6:38 PM	Named Complaints	<p>I'm not sure if this company qualifies but the [REDACTED] I work for is now pushing critical race theory. The company is [REDACTED], it is a non-[REDACTED] the [REDACTED] system in [REDACTED] surrounding states. It not only received federal money, federal contracts, it is a registered not for profit hospital. They are not only teaching CRT, but changing how healthcare is to be delivered to comply with CRT. Our CEO is [REDACTED], and he is also pushing CRT. I am worried about this, please investigate [REDACTED] is going to choose WHO gets medical care based on teachings of CRT, and it is terrifying. I'm happy to provide internal emails, bulletins, or policies of you need them</p> <p>Thank you</p> <p>[REDACTED]</p>

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Date/Time Opened	Inquiry Category	Description
		<p>Thank you. Sent from Yahoo Mail on Android</p>
9/30/2020 6:48 PM	Named Complaints	<p>Good morning,</p> <p>I'm writing about the [REDACTED], the central [REDACTED] of the United States. The [REDACTED] may be separate from the Federal Government but perhaps it can be classified as a contractor for the Federal Government?? In any case, it's quasi-government and I'm hoping one of these email addresses can take up this matter and/or pass it along to someone who can help.</p> <p>A close friend works for the [REDACTED] and I know first hand that they are forcing critical race theory on their employees, such as "unconscious bias" training and recommended reading lists containing books like White Fragility and How to be an Anti-Racist. Most recently, the [REDACTED] "Diversity and Inclusion" group has changed its name to "Diversity, Equity and Inclusion" which is a step in the WRONG direction.</p> <p>My friend [REDACTED] would not contact anyone directly as a whistleblower for fear of retribution, nor do they know that I am reaching out so I'm trusting that this is completely con [REDACTED] a racial bias training - Training coming this fall to begin to address racism, inclusion and bias – Learn & Grow</p> <p>Training coming this fall to begin to address racism, inclusion and bias... [REDACTED] staff and students with experience with and expertise in racial justice came together for a half-day...</p>
9/30/2020 6:55 PM	Named Complaints	

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Date/Time Opened	Inquiry Category	Description
10/1/2020 12:00 PM	Named Complaints	I believe my employer is in violation of executive order 11246 as a result of postings, trainings and suggested reading of its diversity and inclusion department.
10/2/2020 2:16 PM	Named Complaints	<p>My name is [REDACTED] and I work at the [REDACTED]. Employees are forced to take this training and it is extremely racist. The training tells white people they are racists. White people have no right to have values or beliefs. I consider this to be Antifa training. Please watch the training.</p> <p>Log in to [REDACTED] and click [REDACTED], launch the [REDACTED], Select learning on Demand. They have the closed fist in the background for Black Lives Matter. I would like to talk with someone as I have questions about [REDACTED] diagnosed with COVID 19 at the [REDACTED]. At least 20 residents died as a result of poor management of PPE. The [REDACTED] have placed many residents and staffs lives at risk. In e-mails management calls employees Cowards Lazy Stupid, Brainless selfish they have created a hostile work environment blaming employees for resident's deaths. There is no one to get answers to questions</p> <p>To whom it may concern,</p> <p>I write this with anonymity as I am in fear of my job as a white Christian conservative. We have recently received an email in [REDACTED] that is forcing us to read books about CRT and anti-American propaganda. This abuse is a violation of my rights and feels like an abuse of power. I am already forced to take MANDATORY training about "privilege" and "unconscious bias".</p> <p>Attached are screen shots. Please protect my anonymity.</p> <p>I do not want money. I just want to do my job without being forced to comply with someone else's beliefs.</p> <p>Thank you, [REDACTED]</p>
10/2/2020 2:48 PM	Named Complaints	

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Date/Time Opened	Inquiry Category	Description
10/2/2020 2:52 PM	Named Complaints	<p>Good morning,</p> <p>I read, with interest, the Executive Order Combating Race and Sex Stereotyping. Recently, I was required to attend a training on oppressive "white culture" (details attached) that may be in violation of this order.</p> <p>Please let me know if you need any additional information.</p>
10/2/2020 2:54 PM	Named Complaints	<p>Hello,</p> <p>Please provide me with additional information, including examples, of what types of training content might be considered problematic.</p> <p>thanks,</p> <p>[REDACTED]</p> <p>- [REDACTED]</p>

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Date/Time Opened	Inquiry Category	Description
10/5/2020 12:26 PM	Named Complaints	<p>To Whom It May Concern:</p> <p>I am employed as a special investigator by [REDACTED], which has contracts with the [REDACTED] and [REDACTED].</p> <p>I recently took mandatory annual training, to include Insider Threat and Hostile Work Environment. I've taken this training before and I have found parts of the training to be offensive. I am now making a complaint under the President's recent Executive Order banning federal contractors from using training material which promotes racial and gender stereotypes.</p> <p>[REDACTED] the person identified in the training as a possible insider threat is a white male. Co-workers discuss their concerns about the possible threat. Another white male, older than the possible threat, does not want to report his coworker because of his personal belief that in their field of work, everyone sticks together. Another co-worker, a younger black male, is emphatic that the possible threat is a major violation of trumps executive order banning critical race theory: [REDACTED] Requires Racial 'Equity' to End Lockdown.</p> <p>[REDACTED]</p>
10/5/2020 12:38 PM	Named Complaints	<p>[REDACTED]</p>

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Date/Time Opened	Inquiry Category	Description
10/5/2020 12:49 PM	Named Complaints	<p>Content Violates Executive Order on Combating Race and Sex Stereotyping (Part 1)</p> <p>I am reporting that federal contractor [REDACTED] is promoting workplace training to its employees that is in violation of the Executive Order on Combating Race and Sex Stereotyping.</p> <p>The company's training fails to comply with the following order guidance:</p> <p>1. The contractor shall not use any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to</p> <p>Good Morning,</p>
10/6/2020 11:45 AM	Named Complaints	<p>I am writing to you today to express concern and rage over [REDACTED] for consultants to lecture employees of concepts that are found in "critical race theory." The article by the [REDACTED], entitled "[REDACTED] ... help [REDACTED] prevent shootings like the one that killed her son," details how the agency is spending money on aspects like "implicit bias." [1] It is one thing to sit in a circle and sing kumbaya but it's a different one when I have to spend [REDACTED] such [REDACTED] inflammatory bile. These diversity training sessions in public agencies have pushed a deeply ideological agenda that includes reducing people to a racial essence, segregating them, and judging them by their group identity rather than their individual merit. Since the presidential debates that took place a week ago, people have been researching about the pernicious nature of such topics that has come out of the fringes of academia and now is infecting institu</p>

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Date/Time Opened	Inquiry Category	Description
10/7/2020 11:51 AM	Named Complaints	<p>EO 11246 Potential violation: Because [REDACTED] largely federally funded I'm not sure if this is specifically a violation of the Executive Order or not. However it might well be due to contracts between the State of [REDACTED].</p> <p>[REDACTED]</p> <p>Sent: Tuesday, October 6, 2020 3:25 PM</p> <p>Subject: Announcement: Registration Now Open [REDACTED]</p> <p>Greetings Employment Department colleagues,</p> <p>Registration is now OPEN for this year's Statewide Diversity, Equity, & Inclusion Conference. This annual conference offers state employees a selection of engaging educational sessions, and I am proud that the Employment Department is once again a key sponsor of this event. This year's theme is "Amplifying the Voices of Equity," and the entire conference will be held online with no limit on the number of attendees per agency. The 2020 conference offers shorter session blocks with varying start times each day</p>

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Date/Time Opened	Inquiry Category	Description
10/7/2020 12:10 PM	Named Complaints	<p>██████████ Convocation. Hello, I'm a ██████████ who is 9 months away from earning my ██████████ Two weeks ago our ██████████ assigned us to attend this "anti-racist" convocation and while completing it I have never felt more racist. I found myself using newly learned words like white-passing (even if you're not of European descent, if your skin is too light you're privileged). I wonder how they determine if one is white-passing, do they have color swatches to compare to? I'm complaining because this anti racist movement is not about equity, it's about demonizing white people. I believe Sacramento state is funded in part by federal grants, does President Trump's executive order about race training and scapegoating apply in this scenario? ██████████ was a keynote speaker, that should say enough.</p> <p>Sincerely, A defeated conservative</p>
10/7/2020 1:56 PM	Named Complaints	<p>The department that I work for at ██████████ ██████████ for providing code updates for all versions of Windows and is currently known as ██████████ and is a part of Experiences and Devices. We have several contracts with the ██████████ to support old versions of ██████████ Some of the incidents below occurred while we were called ██████████ happened while we were part of the ██████████ (who have the ██████████), or while we were part of COSINE.</p> <p>This department has had several incidents of pretty clear anti-white anti-male racism perpetrated by management and HR. The first major incident was when ██████████ was let go. HR came to an organization meeting and flatly told us that if a they could not find a diversity candidate then they would avoid appointing a white male to the position for months. Everyone knew that ██████████ white male) was the most likely candidate for the position but they made him wait over 6 months before allowing him to fill it, leaving us without proper</p>

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Date/Time Opened	Inquiry Category	Description
10/7/2020 2:13 PM	Named Complaints	<p>Good morning,</p> <p>[REDACTED] Diversity & Inclusion violates executive order: I'd like to report my company, [REDACTED]. The division I work for is [REDACTED].</p> <p>I've included two offending references.</p> <ol style="list-style-type: none"> 1. The first is an email which details racist exclusionary policies against whites: "Each of us is also excited to embark on a reverse mentoring journey, focused on learning from - and building meaningful relationships with - colleagues of color." The email also details policies to exclude whites from high level positions. 2. The second is a Diversity & Inclusion Resources worksheet I was sent after complaining about the exclusion of whites. All of the sources clearly have a liberal, anti-white bias including NY Times 1619 and "White Fragility" references. I don't think that's fair because I'm sure [REDACTED] would be offended if the book was titled "[REDACTED] Fragility." 1619 is already (quietly) retracting parts of their s

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Date/Time Opened	Inquiry Category	Description
10/7/2020 5:24 PM	Named Complaints	<p>[REDACTED] is a skills training company that started as one of the first data science boot camps. I got an email from them recently asking if data was racist, positioning that inherent bias causes data bias. The click-through in the email takes you to the presentation landing page with the video and slides.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
10/8/2020 1:35 PM	Named Complaints	<p>[REDACTED]</p> <p>Hello, just wanted to share the U of Iowa info on the Executive order, see link below.</p> <p>Thank you!</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>

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Date/Time Opened	Inquiry Category	Description
10/8/2020 4:11 PM	Named Complaints	<p>Hi, is this complaint hotline anonymous?</p> <p>I read about your looking into [REDACTED]</p> <p>However, this same thing is happening at other [REDACTED] around the country.</p> <p>I was told by a Vice President recently, our team needs to get younger, and the team needs to be less 'white'. I have been told I am too old by my manager.</p> <p>We have been told over and over that our company needs to be at 30% black and latino by 2030 and 50% female.</p> <p>This has financial benefits to the company - disguising getting rid of older employees for out of college 'diverse' employees.</p> <p>The HR dept keeps asking us what we identify as-- why does that matter!? I do not identify as male or female or white/black/green during work hours. I identify as an employee and I do my job darn well.</p> <p>They are trying to fill check boxes for good press all the while eliminating higher salaries.</p> <p>I don't understand why we can't hire and RETAIN the best people no matter the color or gender. Isn't being blind to</p>

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Date/Time Opened	Inquiry Category	Description
10/8/2020 4:20 PM	Named Complaints	<p>On September 30, 2020, [REDACTED] head of Human Resources [REDACTED] sent a message to all managers, in direct defiance to the Executive Order (referenced above in my subject line). [REDACTED] required us to complete a Diversity and Inclusion 2 (class, called) "Understanding Unconscious Bias: Invisible Influencers." It was added to the transcript of required learning, that we all had to complete by Oct 16, 2020. The class essentially said, all people have bias. I disagree and feel this course is trying to brain wash me into a liberal ideology. [REDACTED] has 2 [REDACTED] employees, it is my understanding that [REDACTED] sent to all managers, company wide.</p> <p>My name is [REDACTED], a [REDACTED] in the [REDACTED] called [REDACTED]</p>
10/9/2020 11:19 AM	Named Complaints	<p>[REDACTED] Diversity Training is Non-Compliant With POTUS Executive Order 13950</p> <p>Dear [REDACTED],</p> <p>The U.S. Federal Government officially defines the term 'Federal Government Contractor' as any individuals, employers, or organizers who enter into a contract with the United States (any department or agency) to perform a specific job, supply labor and materials, or for the sale of products and services (sic with or without federal funding).</p> <p>[REDACTED] receives various types of US Federal money such as CARES Act & Federal Stimulus money to perform services on behalf of the US Government such as addressing one-time COVID-19 costs, and post-COVID placeholder funding, and handheld thermometer</p>

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		<p>money. Additionally [REDACTED] -funded federal Governor's Fund to help them expand distance learning opportunities, fund services for students disproportionatel</p>
10/9/2020 11:46 AM	Named Complaints	<p>Can you tell me if this is in violation of Executive Order 13950? Thank you</p> <p>Our agency is pushing this 21-day racial equity training, here is the link, [REDACTED]</p> <p>To whom it may concern,</p>
10/9/2020 12:16 PM	Named Complaints	<p>The attached email has been sent to [REDACTED] to [REDACTED] but not limited to the [REDACTED] department. This newsletter mentions an opening for " qualified individuals and/or teams to create a public-facing dashboard to share our school's progress towards anti-racism and inclusiveness in our teaching, research, service, and operations." The content, and it's implication that "progress towards anti-racism and inclusiveness" is ongoing, poses a potential violation of the recent Executive Order on Combating Race and Sex Stereotyping. The term "anti-racism" has been almost exclusively used by people promoting the ideology that the EO wishes to address, commonly known as Critical Race Theory, to refer to themselves and their thoughts. As noted in the EO, this ideology is discriminatory and undermines racial relations.</p> <p>[REDACTED] funded with taxpayer money. Please make sure that [REDACTED] governmental fu</p>

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Date/Time Opened	Inquiry Category	Description
10/13/2020 11:27 AM	Named Complaints	<p>Dear Sir/Madam:</p> <p>I would like to know if [REDACTED] is in compliance with recent Executive Order on combating Race and Sex stereotyping due to the upcoming (and recent) training through Racial Equity Institute scheduled on October 16 specifically for [REDACTED]. I am concerned with the following agenda, i.e. Racial Equity Institute presenters "will use stories and data to present a perspective that racism is fundamentally structural in nature."</p> <p>Thank you for the consideration,</p> <p>[REDACTED]</p>
10/13/2020 11:41 AM	Named Complaints	<p>[REDACTED], a federally qualified [REDACTED] based in [REDACTED]. Thus, I need to report long-standing violations of this organization based on Executive order 13950.</p> <p>For the past several years, we have had many trainings and meetings based on Critical Race Theory. We are shown videos of "white privilege" and "white supremacy". As employees, we are asked to support the Black Lives Matter organization and attend BLM "protests" in the name of social justice. I receive emails from human resources and the executive director of [REDACTED] about "...collectively engineer...a different future." And "Unconscious Bias". I have other emails I could forward you to this effect. Further, there is a group at [REDACTED] that meets biweekly and though not mandatory, employees are of</p>

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Date/Time Opened	Inquiry Category	Description
10/13/2020 11:52 AM	Named Complaints	<p>Hello,</p> <p>Please investigate [redacted] and inclusion training programs. There are conference calls on white privilege and company matching funds for doing nations to BLM and other social justice organizations. Employees are give 40 hours per year to volunteer with social justice organizations.</p> <p>The orientation materials are also hostile to Christians.</p> <p>See LinkedIn for some published information by [redacted] their diversity initiatives.</p>
10/13/2020 1:50 PM	Named Complaints	<p>Dear fellow patriot,</p> <p>[redacted] continues to hold many training presentations, weekly "listening sessions" (yes every week), and a week long annual conference (9/28-10/2/20) focused on working DEI into everything from financial counseling, to 4H, to invasive species, they also are pushing affinity groups which are segregated by race.</p> <p>I love my school, [redacted] and I am a high performer, but I still fear retaliation from [redacted] leadership; so please do keep my information confidential; thank you for providing a hotline option. One specific example of [redacted] flouting the order was a zoom presentation that occurred after the executive order was issued. (Our office is heavily funded with [redacted] dollars).</p> <p>Recorded, Oct 2. at 1pm. This session railed against capitalism, calling it racist, demonized the United States as racist, and touched on a plethora of other leftist themes with taxpayer dollars. The only thing it didn't do was offer helpful suggestions</p>

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Date/Time Opened	Inquiry Category	Description
10/13/2020 2:05 PM	Named Complaints	<p>Hello,</p> <p>I hope this is correct DOL email address for expressing my concerns. I'm a current employee at [REDACTED] and I want to formally notify the DOL about the current racial discrimination happening within the company. [REDACTED] has currently adopted a program which includes a Diversity and Inclusion task force with the sole purpose of hiring minority groups in the company (more specifically targeted at African Americans). They have explicitly stated they will hire employees based solely on the color of their skin which seems to be a clear violation of current labor laws. They have been passing over the best candidate for the position in order to proceed with their agenda of specifically hiring minorities just because of their race. Please let me know if there is additional information needed to open an investigation into this matter. Thanks.</p> <p>Your Complaint:</p>
10/13/2020 2:20 PM	Named Complaints	<p>Please describe below what you think the employer did or didn't do that you believe caused discrimination or retaliation, including:</p> <ol style="list-style-type: none"> 1. What actions the employer took against you. 2. Why you believe those actions were based on your: race; color; religion; sex; sexual orientation; gender identity; national origin; disability; veteran status; and/or inquiries about, discussions, or disclosures of your pay or the pay of others; and/or in retaliation for filing a complaint, participating in discrimination proceedings, opposing unlawful discrimination, or exercising any other rights protected by OFCCP. 3. When the employer actions happened, where they happened, and who was involved. 4. What harm, if any, you or others suffered because of the alleged discrimination or retaliation. 5. What explanation, if any, your employer or people representing your employer offered for their actions. 6. Who was in the same or similar situation as you and how t

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Date/Time Opened	Inquiry Category	Description
10/14/2020 9:22 AM	Named Complaints	<p>[REDACTED] Forced Biased Diversity/Inclusion</p> <p>We just had a town hall where they pushed biased diversity and inclusion. How they are trying to hire less straight white people and more diverse candidates.</p> <p>Best Regards, [REDACTED]</p>
10/14/2020 9:46 AM	Named Complaints	<p>We are being forced to complete this training... [REDACTED]</p> <p>On top of it, the administration knows that there is an executive order and is ignoring it until there is guidance from [REDACTED]</p> <p>Obviously, I am emailing from an alias because I don't want to be implicated in sending this complaint.</p> <p>Thank you for standing up to these people, it is out of control!</p>
10/14/2020 9:51 AM	Named Complaints	<p>Antiracism training</p> <p>Is this training, which includes exploring "what it means to be anti-black, white privilege, and Black Lives Matter" in violation of the President's recent Executive Order? It appears to be at least partly funded by a federal grant.</p> <p>[REDACTED]</p>


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Date/Time Opened	Inquiry Category	Description
10/14/2020 3:07 PM	Named Complaints	<p>I am reaching out to report several forms of rampant racial and sexist discrimination in hiring at [REDACTED]</p> <p>There are also blatant violations of the Executive Order on Combating Race and Sex Stereotyping, requiring 'diversity and inclusion' training that promotes 'white guilt' and goes so far as to require activism toward specific 'diverse' causes in order to get promoted in the Xbox team.</p> <p>The work environment at [REDACTED] is increasingly becoming more negative toward white males (although Asian and Indian males are also discriminated against in hiring). I didn't know if I should call the hotline, and the reporting form didn't really seem to let me include all info necessary, so I'm starting here. I may try to fill out the complaint form and submit it too.</p> <p>Here are some of the issues:</p> <ol style="list-style-type: none"> 1. My managers at [REDACTED] clarified [REDACTED] definition of 'diverse candidates'. [REDACTED] defines 'diverse candidates' as: female, black, Hispanic, or native American. <p>Hello, I work for [REDACTED] They're a Fortune 500 [REDACTED] company. I'm worried they're violating the new Executive order about Diversity training by instituting a new company wide mandatory unconscious bias training program to all employees.</p> <p>With how large the company is ([REDACTED]) I'm certain we have federal contracts that would prohibit this training. I wanted to ask at work but fear reprisals and losing my job for not going along with the narrative.</p> <p>Thank you</p> <p>Hello, [REDACTED] is in violation of the executive order. Please see attached.</p> <p>Thank you</p>
10/15/2020 7:48 AM	Named Complaints	
10/15/2020 8:05 AM	Named Complaints	

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Date/Time Opened	Inquiry Category	Description
10/15/2020 8:21 AM	Named Complaints	<p>Hello, You may want to be aware of communications at the library of [redacted] that may violate recent OMB directives on diversity training. I do not know if the [redacted] is a federal contractor in any direct way, but the larger university is. I have attached screen shots of a draft definition of anti-racism to be used in library training and strategy, along with the introductory email.</p> <p>In this communication of a proposed definition, it says "In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society. Being racist or antiracist is not about what you are, it is about what you do." It is unclear at this point whether this will become official policy as written. Response to the call for feedback was voluntary.</p> <p>This email account will be deactivated and I will not respond to any inquiries.</p>
10/15/2020 10:43 AM	Named Complaints	<p>Hello, Part I: Recovery from White Conditioning: Building Anti-Racist Practice and Community [redacted]</p> <p>This should be addressed at the [redacted]</p>

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Date/Time Opened	Inquiry Category	Description
		<p>Thanks, </p>
9/25/2020 9:13 AM	Compliance Assistance Request	<p>Please send me a sample purchase order/contract statement that would be compliant with the OFCCP with the signing of the Executive Order on Combating Race and Sex Stereotyping.</p> <p>This is currently what we are using. 8. This contractor and subcontractor shall abide by the requirements of 29 CFR 471, Appendix A to Subpart A, 41 CFR 60-1.7, 73 FR 67704; 41 CFR 60-1.4(a), 60-1.7, 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.</p>
9/29/2020 6:46 AM	Compliance Assistance Request	<p>Customer needs information on President Trump new Executive Order on Stereotyping.</p>

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Date/Time Opened	Inquiry Category	Description
9/29/2020 10:37 AM	Compliance Assistance Request	<p>Good morning,</p> <p>I have a posting question. The Executive Order Combating Race and Sex Stereotyping requires covered contractors to post a notice relating to the contractor's commitments under the Executive Order. Do you know when this poster will be available?</p> <p>The Executive Order also mentions that this requirement applies to Government Contractors. What is the difference between a government contractor and a federal contractor? Thank you for the information!</p>
9/30/2020 9:13 AM	Compliance Assistance Request	<p>Can you give me a sample purchase order/ contract statement acceptable under the new EO in race and sex stereotyping?</p>
9/30/2020 12:01 PM	Compliance Assistance Request	<p>Hello, I am wondering if the training my company is requiring all employees to take violates the new order President Trump signed to prohibit divisive training. Is there someone I can talk to? [REDACTED] from my iPhone</p>
9/30/2020 6:53 PM	Compliance Assistance Request	<p>Could you advise if examples of stereotypes and videos including examples of stereotypes are permitted in diversity and inclusion training when they are used for awareness purposes of how many people think of others who are different then themselves? I conduct a lot of unconscious bias training and do discuss stereotypes but then offer reasons why biases and stereotypes are hurtful to others and how they negatively impact decisions made in the workplace. I also then discuss things one can do to overcome stereotypical thinking.</p>
10/1/2020 2:36 PM	Compliance Assistance Request	<p>Also, can you give me a sample purchase order statement that would be compliant with this EO?</p> <p>Customer had questions on the new Stereotyping Executive Order.</p>

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Date/Time Opened	Inquiry Category	Description
10/1/2020 5:00 PM	Compliance Assistance Request	<p>[REDACTED]</p> <p>Which Division within OFCCP is responsible for enforcing the new executive order on racial and sex stereotyping? And who heads that division these days?</p> <p>Thanks.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
10/2/2020 2:51 PM	Compliance Assistance Request	<p>D&I Complaint: Does this Executive Order affect tech companies? Or just agencies within the government?</p> <p>If it does affect tech companies, [REDACTED], who is doing a massive government contract with the [REDACTED] is forcing us all to take Diversity and Inclusion training. Lots of materials about ONLY White men and why we are the problem.</p> <p>Anyway, let me know what you think. Thanks for your time!</p>
10/5/2020 11:19 AM	Compliance Assistance Request	<p>[REDACTED] to know if the recent training being provided by [REDACTED] is in violation of the EO on Combating Race and Sex Stereotyping. Her voicemail is attached.</p>
10/6/2020 11:01 AM	Compliance Assistance Request	<p>Does executive 11246 apply to public schools in [REDACTED]?</p> <p>Sent from my iPhone</p>

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Date/Time Opened	Inquiry Category	Description
10/7/2020 3:42 PM	Compliance Assistance Request	<p>Regarding the new executive order regarding bias and sex stereotyping, will there be an official poster for us to share?</p> <p>Also, what exactly is the wording we need to include in our purchase orders and subcontracts?</p> <p>Thank you!</p>
10/14/2020 9:33 AM	Compliance Assistance Request	<p>Good Morning,</p> <p>I've tried to do some research in order to get some answers to a few questions. I not sure that this is a complaint, it's more in the area of information assurance.</p> <p>If OFCCP Hot Line can, for myself and others answers to a few questions:</p> <p>Is DOD excluded from Executive Order 13950?</p> <p>Can civilian DOD federal employees be mandated to attend "mandatory" racial equality training/listening sessions, under Executive Order 13950?</p> <p>I'm told "Project Inclusion" or using the title "Listening Session" does not run afoul of the President's executive order. (True or False?)</p> <p>I hope I'm asking the correct department these questions, or that you might be able to point me to a person/department that can.</p> <p>I've attached some documents that I've been sent, after I've asked the [REDACTED] Staff if this training is compliant with Executive Order 13950.</p> <p>Our employees have been told that this training/program/sessions are mandatory, and we are put in groups of ten and scheduled for sessions until</p>

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Date/Time Opened	Inquiry Category	Description
9/30/2020 6:40 PM	Opposes EO 13950	<p>Diversity Training: This training is crucial to our country and our culture. How does cancelling this training help us as a people?</p> <p>It doesn't, it takes our country back decades.</p> <p>Please take this back.</p> <p>█</p>
9/30/2020 6:50 PM	Opposes EO 13950	<p>Mr. President,</p> <p>Everyone knows that whatever you call fake is real. Whatever you call a lie is the truth. Whatever you accuse others of doing is what you've done. And whatever you make fun of others for saying by accident only serves to deflect from what you say on purpose.</p> <p>UNDISPUTABLE FACT: America IS an irredeemably racist and sexist country.</p>

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Date/Time Opened	Inquiry Category	Description
10/1/2020 2:02 PM	Opposes EO 13950	<p>Dear OFCCP,</p> <p>In recent years, I have watched with great concern as a senior government official has repeatedly engaged in vicious sexual and racial stereotyping. I am hoping that your agency will investigate this official and thereby restore our American Pride & Greatness.</p> <p>Here are a few of the things this official has said publicly:</p> <ul style="list-style-type: none"> *African nations are "shithole" countries. *Latino people who migrate to the US from Mexico are "rapists and murderers." *Women are happy to be grabbed by their "pussies." *"Laziness is a trait in blacks. It really is, I believe that." *"Really, who knows how much the Japs will pay for Manhattan property these days?" * Women: "You have to treat 'em like shit." <p>I am happy to provide more information for your investigation. The government official is named Donald J. Trump, and he works at the White House.</p> <p>Thank you for investigating.</p> <p>Sincerely,</p> <p>[REDACTED]</p>
10/7/2020 1:46 PM	Opposes EO 13950	<p>Caller left a voicemail message opposing the new executive order.</p>

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#	Date/Time Opened	Inquiry Category	Industry	Description
1	10/18/2020 8:51 PM	Named Complaints	Academic Institution	<p>I am a concerned [redacted] of [redacted], having read of the college's program called the Engaged Pluralism Initiative (EPI), which sounds very much like extended "diversity, inclusion and equity" rhetoric. It is a [redacted] funded by a grant from [redacted] and some [redacted] money.</p> <p>When on [redacted] myself last year, I asked a couple of [redacted]s what they could tell me about this program, but neither of them confessed to knowing much about or having participated. I do not know the details of this program, except what I see on the [redacted]s website and in occasional email bulletins about it: it seems very much in line with so much of the current indoctrination that we observe in institutions across the nation.</p> <p>https://engagedpluralism [redacted]</p> <p>My sense is that this program warrants investigation, although the verbiage may have recently cleaned up since EO 13950 was issued.</p> <p>[redacted]</p>
2	10/18/2020 8:54 PM	Named Complaints	Technology	<p>I was forced to take insulting training that called me a racist. That was earlier this year.</p> <p>So is [redacted] continuing with this insulting training after being told to stop? Well, it is indeed still available in the catalog of training classes.</p> <p>MS Word doc "Racist training.docx" attached and pasted into this email.</p> <p>Reference the other email I sent out earlier today.</p> <p>Below is a snapshot taken [redacted] on unconscious bias training after 9/22/20 executive order stopping this.</p> <p>It seems that [redacted] has not stopped the training as required by Presidential Executive Order and by a memo from the Director of the Office of Management and Budget (Sept. 28).</p> <p>[redacted] still offers the courses.</p> <p>[redacted]</p>
3	10/18/2020 8:56 PM	Named Complaints	Technology	<p>Labor Department,</p> <p>I am grateful that President Trump issued an executive order to halt defense contractors from forcing employees to be subjected to company training and indoctrination that tell us that we are racists.</p> <p>I have attached samples of what we were subjected to in an accompanying MS Word document, "[redacted] propaganda.docx."</p> <p>Here is a snippet that I object to strongly.</p> <p>I hope [redacted] has halted this objectionable political propaganda, as directed by President Trump's executive order.</p> <p>You might check to make sure they have halted use of the course, "Unconscious Bias in the Workplace."</p> <p>You might also investigate to see if this "training" material was prepared by people with connections to the [redacted] administration.</p> <p>Are former members of the [redacted] administration in executive positions in [redacted], promoting the Democratic Party agenda with corporate money?</p> <p>I will also mention that [redacted] has declared that it has donated signif</p>
4	10/18/2020 8:58 PM	Named Complaints	None	<p>To whom it concerns,</p> <p>I have been hearing reports of our government actually spending our tax dollars on an evil and pernicious ideology: critical race theory. This type of anti-patriot vitriol is NOT appropriate for any forum - including our public schools and our government. I reject any attempts to include this or similar doctrines into our society and certainly into our government.</p> <p>Sincerely,</p> <p>[redacted]</p>

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#	Date/Time Opened	Inquiry Category	Industry	Description
5	10/18/2020 8:59 PM	Anonymous Complaints	Academic Institution	<p>Forgot to provide the link to the [redacted] president's announcement: https://www.[redacted]/news/587381</p> <p>Re these rules:</p> <p>1. The contractor shall not use any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex;</p>
6	10/18/2020 9:00 PM	Named Complaints	School District	<p>Hello,</p> <p>I am writing to inform you that just today, October 13th, 2020 if [redacted] hired Dr. [redacted] to be the [redacted] key note" speaker for a [redacted] "training" that was touting the [redacted] and attempting to explain how white privilege is to blame for the problems in [redacted]. He also said inflammatory things such as "this is not an [redacted]"</p> <p>Furthermore it offends me deeply that my state and federal taxes were used as the funds to pay for this speaker to come and insult the character of all [redacted] present who believe in the ethical treatment of all [redacted] and human beings for that matter, based solely on our will as a good people and not the color of our skin. I am appalled that my (the public's) money was used to insult our integrity and frankly try to force us to feel guilty for who we are when by nature we have given our lives to educate children. We should be teaching ab</p>
7	10/18/2020 9:02 PM	Anonymous Complaints	Retail Beverage	<p>https://www.[redacted].m/articles.[redacted]-11602710707</p> <p>Sent from my T-Mobile 4G LTE Device</p>
8	10/18/2020 9:02 PM	Anonymous Complaints	Hospital	<p>I think [redacted] could qualify as a federal contractor, and they are advertising for a voluntary conference that involves potential CRT trainings. They have a website [redacted]. I'm not sure if they qualify due to taking medicare. Also this training has already occurred for management within Kaiser.</p> <p>Sent from Mail for [redacted]</p>
9	10/18/2020 9:03 PM	Named Complaints	School District	<p>Video of the REQUIRED [redacted] that took place 10/13/20...</p> <p>Please help us, this is inappropriate and an illegal use of our tax dollars...</p> <p>----- Forwarded Message -----</p> <p>[redacted]</p> <p>Sent: Tuesday, October 13, 2020, 05:35:11 PM CDT Subject:</p> <p>Sent via the [redacted] capable smartphone</p>
10	10/18/2020 9:05 PM	Anonymous Complaints	Financial Services	<p>This is my company's latest critical race theory communication. Its [redacted] It talks about [redacted] learning unconscious bias training. How can I send you the training? Its a series of videos whose content violates the executive order.</p> <p>Thank you</p> <p>From: From the Desk of [redacted] Sent: Tuesday, October 13, 2020 Subject: Committing to Inclusion and Diversity through Bold Goals</p> <p>Committing to Inclusion and Diversity through Bold Goals</p> <p>[redacted] strives to be the [redacted] that people – all people – most value and trust. As we have shared over the past few months, [redacted] is committed to supporting and promoting diversity, equality and equity, both within the [redacted] and in our communities. We want to be clear on the actions we are taking to work toward these aims.</p> <p>In addition to living our Core Values, operating our business ethically and treating employees with respect, we are focused on six bold goals to su</p>
11	10/18/2020 9:06 PM	Named Complaints	School District	<p>Earlier this week, the [redacted] in [redacted] had a day off for [redacted], these are some of the [redacted] were taught.</p> <p>In one of the classes, "The [redacted] was said to be a social institution that has artificially and historically constructed White Supremacy." This is ludicrous, and would be of great surprise to the [redacted] and the [redacted]. This also goes against the President's executive order banning critical race theory. Please investigate and put a stop to it.</p> <p>I am [redacted]. I am opposed to racism, and agree we can do better in [redacted]. But this is anti-religious freedom. And quite frankly nonsense.</p>

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#	Date/Time Opened	Inquiry Category	Industry	Description
12	10/18/2020 9:07 PM	Named Complaints	School District	<p>DOL,</p> <p>On October 15, 2020, the [redacted] unanimously voted to enter into a contract (http://[redacted]f/goto?open&id=BU5J544ACD0E) to inculcate [redacted] in bias and racism training in clear violation of Executive Order 13950, issued 9.22.2020. I have attached the scope of work for the contract they [redacted] Below is their contact information.(https://[redacted]sp?ID2=1000200)</p> <p>[redacted]</p> <p>[redacted]</p> <p>District Name: [redacted]</p> <p>[redacted]</p> <p>[redacted]</p>
13	10/21/2020 1:17 PM	Compliance Assistance Request	None	My workplace is recently requiring Diversity & Inclusion training. Do I have the right to decline?
14	10/23/2020 1:17 PM	Named Complaints	Academic Institution	<p>Violation Of EO 13950 By The [redacted] Hello,</p> <p>I am writing to submit to the Office of Federal Contract Compliance Programs a formal complaint that the [redacted] [redacted] is in violation of Executive Order 13950. The [redacted] receives student loans pursuant to federal [redacted] federal research grants.</p> <p>The [redacted] published multiple pieces of writing that engage in racial stereotyping and scapegoating. The [redacted] r has promoted racial stereotyping and scapegoating in their Statement and Resources Regarding Racism and Systemic Oppression in Black Communities. At this URL, https://[redacted] [redacted]-resources-regarding-racism-and-systemic-oppression-in-black-communities/ , the official website promotes resources, and what the website describes as "ways to get involved," that openly advocate for</p>
15	10/23/2020 1:23 PM	Anonymous Complaints	Commercial Printing	<p>Executive Order Violations</p> <p>Dear Compliance Officer:</p> <p>[redacted] across the U.S. is a federal contractor that performs work for the [redacted] other federal agencies in violation of the Executive Order that prohibits diversity and inclusion training that is rooted in the pernicious and false belief that America is an irredeemably racist and sexist country. Many employees have requested the CEO and executive leadership group to put an end to this training immediately. Our requests have been ignored, and the company has continued this training in knowing violation of the Executive Order.</p> <p>Please put a stop to this training and violation of our rights immediately.</p> <p>Sincerely, [redacted]</p>
16	10/23/2020 2:06 PM	Named Complaints	Academic Institution	<p>To Whom It May Concern,</p> <p>I would like to file a complaint with your office regarding a violation of Executive Order 13950. Please see the attached document "DIVERSITY, EQUITY, AND INCLUSION PLAN" by the [redacted] . I believe the goals in the document violate Executive Order 13950, because it contains language that constitutes race and sex stereotyping. In addition, the document also sets up race quotas for students, faculty, and staff. Please see the contact information of the institutional official below.</p> <p>[redacted]</p> <p>[redacted]</p> <p>[redacted]</p> <p>[redacted]</p> <p>[redacted]</p> <p>[redacted]</p> <p>Thank you.</p> <p>[redacted]</p> <p>(Attachment)</p>

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#	Date/Time Opened	Inquiry Category	Industry	Description
17	10/23/2020 2:09 PM	Named Complaints	Academic Institution	<p>Complaint Regarding Violation of Executive Order 13950</p> <p>Hello,</p> <p>My name is [REDACTED]. I was recently notified of a mandatory diversity, equity, and inclusion training module that is mandated to [REDACTED] (specifically, registration for [REDACTED] put on hold until such training is completed). I fear that part of this training includes violations of Executive Order 13950, specifically referring to the barring of "divisive concepts." There is presumptions associated with this training module that suggest that:</p> <p>"...the United States is fundamentally racist or sexist, (3) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously."</p> <p>I write here today in questioning of where [REDACTED] receive [REDACTED] stand in the wake of this new executive order. I have been in preliminary contact with individuals respons</p>
18	10/23/2020 2:12 PM	Named Complaints	Academic Institution	<p>Unlawful Practices at the [REDACTED]</p> <p>To whom it may concern,</p> <p>I am a [REDACTED], and the [REDACTED] administration has been actively condemning and practicing against the laws set by Executive Order 13950. Since the order was signed, the school has had weekly mandatory trainings for the [REDACTED]. [REDACTED] experiences shared regarding those trainings have revealed that the school is trying to indoctrinate in its faculty and student body that white men are inherently privileged and superior.</p> <p>This past Friday, the [REDACTED] administration sent out a politically charged email, speaking on behalf of the entire college, publicly condemning Executive Order 13950. [REDACTED] have reached out in opposition to the condemnation. One student asked: "By condemning Executive Order 13950, does the [REDACTED] support using federal funds to promote trainings [REDACTED]"</p>
19	10/23/2020 2:26 PM	Anonymous Complaints	Academic Institution	<p>[REDACTED] Racial Stereotyping:</p> <p>[REDACTED]</p> <p>[REDACTED] Discourse"</p> <p>12 hours: "The certificate is grounded in a larger concern with social justice issues, ...emphasizing issues of power, privilege and differences."</p> <p>Source: https://[REDACTED]-Communication-Diversity-and-Social-Justice.pdf</p> <p>4) Political Speech [REDACTED] Glossary</p> <p>A guide for politically correct speech, this is [REDACTED]'s identity politics primer and who's who of the oppressed and their oppressors. Examples: Ableism, ageism, cisgender, heterosexual privilege, white privilege, institutional racism, etc. Jargon and euphemism give cover to radicalism.</p> <p>Source: [REDACTED]</p>
20	10/23/2020 2:28 PM	Named Complaints	Academic Institution	<p>Employer: [REDACTED] promoting "diversity" topics like "White Privilege against Presidential Order</p> <p>Hello,</p> <p>I am an employee at [REDACTED] continues to promote "Diversity Initiatives" that speak on topics of "White Privilege", "White Fragility", "Black Excellence". Rather than focusing on more universal guidelines like: "Doing Unto Others as You'd Have Done" and "Loving Thy Neighbor as Thyself". Here is a recent news article.</p> <p>https://news-[REDACTED]-ins-others-asking-executive-order-be-rescinded?utm_source=newswire&utm_medium=email&utm_term=635982_HTML&utm_content=10-19-2020-21-22&utm_[REDACTED]</p>
21	10/23/2020 2:37 PM	Named Complaints	Packaged Software	<p>I am reaching out to report several forms of rampant racial and sexist discrimination in hiring at [REDACTED]</p> <p>There are also blatant violations of the Executive Order on Combating Race and Sex Stereotyping; requiring 'diversity and inclusion' training that promotes 'white guilt' and goes so far as to require activism toward specific 'diverse' causes in order to get promoted in the Xbox team.</p> <p>The work environment at [REDACTED] is increasingly becoming more negative toward white males - although Asian and Indian males are also discriminated against in hiring.</p> <p>Here are some of the issues:</p> <ol style="list-style-type: none"> 1. My managers at [REDACTED] within the [REDACTED] - clarified [REDACTED] definition of 'diverse candidates': [REDACTED] 'diverse candidates' as: female, black, Hispanic, or native American. It's very difficult to get this in writing, but it was recently defined by [REDACTED] - in a recorded team meeting. 2. All open positions that are Principal level or above at [REDACTED] V
22	10/23/2020 2:42 PM	Named Complaints	Packaged Software	<p>[REDACTED] has many policies trying to promote what they call diversity that explicitly denies opportunities to white males on the basis of their race and gender. I have been asked to enforce these policies in hiring and promoting and I have witnessed them in action.</p>

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#	Date/Time Opened	Inquiry Category	Industry	Description
23	10/23/2020 2:48 PM	Anonymous Complaints	Packaged Software	<p>I WISH TO REMAIN ANONYMOUS OUT OF FEAR OF LOSING MY JOB DURING THE LOCKDOWNS!</p> <p>██████████ is a federal contractor working on some large and very important things for both the gov and the military. ██████████ is still holding huge meetings in the ██████████ organization to talk about "unconscious bias" and "privilege". As outlined in the following executive orders: presidential-actions/executive-order-combating-race-sex-stereotyping briefings-statements/president-trump-fighting-harmful-ideologies-cause-division-federal-workplaces</p> <p>These trainings fall into the category of "Critical Race Theory" and thus constitute a breach of federal contract if allowed to continue.</p> <p>Please at least issue a warning to the company's leadership about this, as they're the ones driving a lot of this by hosting large events that are pro-BLM, and allow all our important whole-org meetings to be coopted by people pushing ideologies that are overtly discriminatory and divisive based on both race an</p>
24	10/23/2020 2:50 PM	Opposes EO 13950	None	<p>Comments on 13950</p> <p>I have great respect for the OFCCP for promoting affirmative action since the 1960s but I'm saddened that your agency has been put in the position of implementing EO13950 which, in many ways, is the antithesis of EO11246. Strong diversity training programs are one way that contractors can implement affirmative action and EO13950 weakens these programs.</p> <p>Although I can write an entire essay, I want to focus on one point: the assertion that some people or groups are "inherently racist or sexist." None of the programs and books that I know of make this claim. Instead, they talk about the differential power of various groups. In our society, whites are the dominant group relative to people of color. That doesn't mean that whites are inherently racist but it does mean that they, as a group, have more power. So whites, as a group, benefit from this racial hierarchy. The solution is to equalize systems of power.</p>
25	10/23/2020 3:21 PM	Compliance Assistance Request	Geospatial Data	<p>Good afternoon,</p> <p>Does Executive Order 13950 apply to just actual training of employees, or does it also apply to company sponsored discussions or discussion groups?</p> <p>My company is a federal contractor. I am part of a volunteer group set up by management to discuss Diversity, Inclusion, and Equity. We are paid by the company for the time we use in group discussions. Some of the materials sent to our group to review and serve as "discussion starters" seem very divisive. This is in preparation for our next meeting on Friday, 10/23/2020.</p> <p>This is the web address of the referenced material for discussion: https://www.██████████.ure-characteristics.html</p> <p>I referred the HR representative to Executive Order 13950, "Executive Order Combating Race and Sex Stereotyping". His response was this: "In regards to the EO, this is not a training, but an optional and volunteer-based engagement activity. In addition, the Department of Labor has given guidance t</p>
26	10/23/2020 3:25 PM	Compliance Assistance Request	Information Technology Services	<p>Is the required posting available for EO 13950? I don't see it on the OFCCP website?</p> <p>██████████ ██████████ ██████████ ██████████ ██████████ ██████████</p> <p>██████████ small business.</p>
27	10/23/2020 3:27 PM	Named Complaints	Performing Arts	<p>Discriminatory Training at ██████████ (Org)</p> <p>Hello,</p> <p>I work at ██████████ and was compelled by my manager and colleagues (who were also compelled to pressure others to join) in emails to sign up for a ██████████ by what was previously our marketing consultant agency ██████████</p> <p>This workshop is a thinly veiled one-way conversation on the necessity organizational institution of enforcing ideas promoted by Critical Race Theory and is, I believe, in violation of the recent Executive Order on Combating Race and Sex Stereotyping. I hope someone will review our grants from the National Endowment for the Arts as well as any continuing federal aid we may be receiving.</p> <p>The first obvious mention of this is here: ██████████ in the video, linked directly) and it continues here: https://\██████████</p> <p>and has persisted through the first of this two-day training session.</p> <p>This is racist, un-Americ</p>

All Inquiries for Executive Order 13950
Weekly Report
October 26, 2020

#	Date/Time Opened	Inquiry Category	Industry	Description
28	10/23/2020 3:29 PM	Named Complaints	Healthcare	<p>COMBAT RACE AND SEX STEREOTYPING BY FEDERAL CONTRACTORS</p> <p>I'm writing to inform you about something [REDACTED] is doing in relation to the topic. I hope you can bring light to this subject as this in un-america and indites all white american's They are setting up conference call to discuss race and our white privilege. Of course it optional, but if you don't attend we all know it will be held against you and they will terminate you for this reason of some other down the road.</p> <p>[REDACTED] supplies items the federal government and wonder if this could be a way to prevent this ridiculous topic being shoved onto every bodies. Please don't disclose my email or other information as I don't want to lose my job.</p> <p>Here are a few of the links sent out to us for looking over and then discussing.</p> <p>https://www.[REDACTED].are&app=desktop</p> <p>https://gr[REDACTED].SA/nm[REDACTED]</p>
29	10/23/2020 3:35 PM	Named Complaints	School District	<p>Critical Race Theory and Social Justice Curriculum in [REDACTED]</p> <p>Good Morning,</p> <p>My name is [REDACTED] I spoke last night during the citizens comments about my concerns with the new curriculum. It was disheartening to see that after I left the meeting, my concerns and the concerns of many other [REDACTED]s were largely dismissed by the board. The reason I came to the [REDACTED] because not only are you the ones responsible for the hiring of all administrative personnel from [REDACTED], but when I raised my concerns with the [REDACTED] at [REDACTED] School I was told that there wasn't anything she could do and then she proceeded to defend the curriculum in question. I have since requested a meeting with [REDACTED] who I believe are the curriculum writers for the [REDACTED] but was only sent an email 3 minutes prior to the time when [REDACTED] said she could call. This is unacceptable. The sheer fact that [REDACTED]</p>
30	10/23/2020 3:38 PM	Named Complaints	Defense Technology	<p>Good Afternoon,</p> <p>While in this instance, it is not mandatory, I believe that some of the courses are mandatory for upper leadership. While I can see where some members are coming from with wanting this to be a standard, it is fairly damaging to "getting the mission accomplished". Please, if you have any questions, feel free to reach out to me.</p> <p>r/s, [REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>Greetings Everyone,</p> <p>I have two opportunities coming up for in-person learning (practice social distancing & mask wear) over the next few weeks for the Human Resources Advisor [REDACTED]</p>
31	10/23/2020 4:12 PM	Named Complaints	Construction	<p>To whom it may concern,</p> <p>I am concerned that my company, [REDACTED] is promoting mandatory race training that is harmful and counterproductive to race relations in the United States. I believe this mandatory training, which occurs monthly, is in violation of Executive Order 13950.</p> <p>I've attached a sample of one of trainings as an example of the rhetoric used. Upon request I can supply the full training(s) to provide furhh to Ed context. I believe this training promotes divisiveness and that the United States is fundamentally racist and sexist.</p> <p>I look forward to hearing back as to any next steps or educational material that may help in this endeavor.</p> <p>Thank You, [REDACTED]</p> <p>(Attachment)</p>

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October 26, 2020

#	Date/Time Opened	Inquiry Category	Industry	Description
32	10/23/2020 4:15 PM	Named Complaints	Defense Technology	<p>The [redacted] group, a company [redacted] group, often sends out and posts training to show how inferior certain races are and to show validity to the employees on their self described Myths as it relates to race superiority and inferiority.</p> <p>Today's email invites employees to call in to be told about The model Minority Myth, among other topics now banned by such a Federal Contractor as [redacted]</p> <p>Just the headline from the official corporate email Please join Professional [redacted] and [redacted] to [redacted] for their next [redacted] Up session. This month's session focused on the Model Minority Myth [redacted] and [redacted] welcome anyone to join and share stories, learn from others, and brainstorm actions to address the impacts of this myth.</p> <p>For more relevant information WHEN Thursday, [redacted] ET 9 10 am PT</p> <p>WHO Everyone is Welcome [redacted] Employees, Leaders WHERE Virtual via Zoom Join Meeting</p> <p>Link remo</p>
33	10/23/2020 4:19 PM	Compliance Assistance Request	None	<p>i understand that up until recently the federal govt was requiring all contractors of federal contracts to bring in an employee and lecture to the employees how the white race was all racists. i find such horrible discrimination to be offensive, obscene and completely out of order.</p> <p>i understand that that regulation has now been changed. th edamage done to the white race from that federal regulation put into action unde [redacted] is offensive to all and has only recently come into public view. it has totally damaged relations between the races and payments should be made to employees who were hurt by this out of order bullying discriminatory action by the federal govt, particularly [redacted]. the public had no idea this was taking place as it was very secretive. damages need to be paid to employees who were hurt from this totally racist action by the federal govt and it certainly needs to be stopped and banned forever. i find such actions obscene to the maximum. this comment is for</p>
34	10/23/2020 4:47 PM	Compliance Assistance Request	Law Firm	<p>Ms. [redacted], she was a part the audience with [redacted]. This a question to be passed on per [redacted] who has directed all question from his meeting this morning are to be given to [redacted]: if a contractor submit training materials through the RFI should they expect that OFCCP will respond to them that their training is okay under the EO or if they need to make changes [redacted] trying to understand, that if the information that is submitted will there be a confirmation whether or not that they are in compliance. Or if OFCCP will confirm that their training materials are not okay will OFCCP. What to expect... [redacted] address i [redacted]</p> <p>Thank you.</p>

All Inquiries for Executive Order 13950
Weekly Report
November 2, 2020

#	Date/Time Opened	Inquiry Category	Industry	Description
1	10/19/2020 8:54 AM	Anonymous Complaints	None	Calling regarding the Presidential Executive Order on Race and Sex Stereotyping that was issued on 9-22-2020. Understands that DOL is the enforcement mechanism through OFCCP. He has a problem with his employer that they are continuing to do things that are in complete defiance to the EO. Call in to provide examples of what they are doing so that their federal funding can be removed.
2	10/28/2020 12:51 PM	Anonymous Complaints	Technology	Executive Order 13950 - [REDACTED] Critical Race Theory and Other Racist Programs I need to make an anonymous report of [REDACTED] defiance of Executive Order 13950. [REDACTED] is my employer and they are a massive government contractor and are also the first company I've worked for where I have to endure racism directed at me because my skin happens to not be black/brown or some other color. I have attached several items to back up my complaint. [REDACTED] is so deeply steeped in Critical Race Theory and it is pervasive through work requirements for senior workers such as myself. It is required of me to read and accept the attached Critical Race Theory (CRT) literature from our [REDACTED]. The [REDACTED] document requires that I ingest CRT publications and videos fromby CRT-perveyors such as [REDACTED]) and to even read the [REDACTED] I have to accept as fact the notion of "syst
3	10/28/2020 12:55 PM	Anonymous Complaints	Defense Technology	Mandatory Unconscious Bias Trainings at [REDACTED] Hello, I'd like to remain anonymous. I have attached here an email we received from the director of [REDACTED]. Among other things, in the email he describes that [REDACTED] will make unconscious bias training mandatory. That violates the President's Executive Order. Please stop this madness and nonsense going on at [REDACTED]
4	10/28/2020 1:58 PM	Anonymous Complaints	Academic Institution	Thank you! [REDACTED] sending this email to every employee at [REDACTED] ... it's racist by its very nature... From: [REDACTED] Information - Emergency / Alerts Sent: Monday, October 26, 2020 3:59 [REDACTED] Subject: Racial Identity Caucus Groups - Zoom Information Dear Friends and Colleagues, On behalf of [REDACTED] to invite you to participate in a Caucus Group this week. You are encouraged to participate in whichever one most closely matches your racial identity. The Caucus Groups are supportive spaces for [REDACTED] and leaders to explore, acknowledge, discuss and begin to dismantle institutionalized racism from within by starting the difficult conversations about race, power and privilege. Black and POC individuals can discuss issues affecting them without the need to explain or mitigate White fragility. [REDACTED]
5	10/30/2020 4:40 PM	Anonymous Complaints	Technology	The [REDACTED], specifically the facility located in [REDACTED] is violating the presidents executive order by requiring training on "unconscious bias" in which, of course, it is taught that only white people have an unconscious bias and innate racist beliefs. Below is a corporate Email sent out to all employees referencing the "unconscious bias" training from the President of the Company A few months back, we set out on a journey to improve our workplace to one that is more inclusive, fair and safe for all. To guide us in this endeavor, we have mapped out a [REDACTED], which is comprised of three fundamental pillars: •Foster an inclusive culture. Make the unconscious conscious. •Bring the right voices around the table. •Develop a pipeline of diverse leaders. [REDACTED]
6	10/18/2020 8:51 PM	Compliance Assistance Request	Academic Institution	I am a concerned [REDACTED], having read of the college's program called the Engaged Pluralism Initiative (EPI), which sounds very much like extended "diversity, inclusion and equity" rhetoric. It is a 4-year program funded by a grant from Mellon Foundation and some institutional money. When on [REDACTED], I asked a couple of [REDACTED] they could tell me about this program, but neither of them confessed to knowing much about or having participated. I do not know the details of this program, except what I see on the college's website and in occasional email bulletins about it. It seems very much in line with so much of the current indoctrination that we observe in institutions across the nation. h [REDACTED] My sense is that this program warrants investigation, although the verbiage may have recently cleaned up since EO 13950 was issued. [REDACTED] California
7	10/20/2020 1:22 PM	Compliance Assistance Request	Academic Institution	Hello! I am an adjunct professor at 3 universities including University of Wisconsin - Green Bay. Please see attachments on an all hands" mandatory training that appears to deal with (per the Chancellor's email to all)... - Systems of oppression - Privilege points Website for the "vendor" who built off a career as a mediocre professor with an axe to grind: [REDACTED] Happy to discuss and facilitate as warranted. Sincerely,

All Inquiries for Executive Order 13950
Weekly Report
November 2, 2020

#	Date/Time Opened	Inquiry Category	Industry	Description
8	10/28/2020 12:58 PM	Compliance Assistance Request	School District	<p>Hello, I realize the latest Executive Order from President Trump was related to CRT training at the Federal level. Is there any protection for employees such as [REDACTED] who work in [REDACTED] from this CRT harassment?</p> <p>In certain districts, administrators are telling white teachers that they are hurting students of color because they (the teacher) are white. It is hard to imagine that this slander and harassment is legal.</p> <p>Is there any protection for us who are not Federal employees?</p>
9	10/29/2020 2:13 PM	Compliance Assistance Request	State Agency	<p>Hello,</p> <p>I work for the [REDACTED] [REDACTED] agency that oversees the administration for federal funds via the [REDACTED]</p> <p>I am writing to obtain clarification if President Trump's executive order on Combating Race and Sex Stereotyping applies to State agencies that oversee the distribution of federal funds.</p> <p>The [REDACTED] largest employer in the state and probably spends millions if not tens of millions of dollars of tax payer money on Critical Race Theory, which creates a hostile work environment for those of us who do not agree with the State of Oregon's social engineering program.</p> <p>Critical Race Theory has not only infiltrated government agencies at the [REDACTED] in Oregon, it has also found its way into [REDACTED] [REDACTED]s, which makes many Oregonians, who work hard providing for their families angry, due to our objections being brushed aside in a dismissive manner.</p> <p>For over five years, I have been doing my</p>
10	10/28/2020 1:03 PM	Named Complaints	Defense Technology	<p>Hi,</p> <p>I am an employee at a company that is a contractor to the federal government called [REDACTED]. I would like to file a complaint against my employer for violation of Executive Order 13950.</p> <p>Since the unrest of the George Floyd situation, [REDACTED] had employees go through training in staff meetings on the topics of racism.</p> <p>The training has in my opinion been in violation of Executive Order 13950 or at least is implicitly running up against EO 13950. Videos shown to employees included notorious race baiter Ibram Kendi.</p> <p>The [REDACTED] stated that [REDACTED] planning to increase the number of black employees by 20%. This was said without any mention of the merit of these new individuals they want to hire. I believe that this is against federal law and EO13950.</p> <p>Even before the unrest, [REDACTED] would want managers to make sure that all different races and sexes were included in interviews for an open position. I got the sense that this was the case regardless of t</p>
11	10/28/2020 1:51 PM	Named Complaints	Academic Institution	<p>Potential University Section 5 Violation of Executive Order on Combating Race and Sex Stereotyping</p> <p>Greetings,</p> <p>It is unclear to me whether section 5 applies to universities who receive federal grants in general or whether it applies to specific programs within an institution with a clear paper trail connected to grants. The forwarded program certainly scapegoats whites, and I hope that your office can investigate it.</p> <p>I also encourage your office to investigate the specifics of this program for first year [REDACTED] [REDACTED].</p> <p>I apologize if my use of this email hotline was in error.</p> <p>Best regards,</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED] ></p> <p>Subject: 2020 Diversity Forum to Showcase Authors on Racism & Dignity</p> <p>Date: September 29, 2020 at 5:06:16 PM [REDACTED]</p>
12	10/28/2020 1:54 PM	Named Complaints	Packaged Software	<p>I am reaching out to report several forms of rampant racial and sexist discrimination in hiring at [REDACTED] - on 10/14 - filed a similar complaint, but it included mention of the new EO so it seemed like perhaps it was bucketized as only complaining about that. So I'm resubmitting with no mention of those violations, and instead am focusing solely on hiring discrimination.</p> <p>The work environment at [REDACTED] becoming more negative toward white males - although Asian and Indian males are also discriminated against in hiring.</p> <p>Here are some of the issues:</p> <ol style="list-style-type: none"> 1. My managers at [REDACTED] team - clarified [REDACTED] of 'diverse candidates'. [REDACTED] t defines 'diverse candidates' as: female, black, Hispanic, or native American. It's very difficult to get this in writing, but it was recently defined by Xbox management - in a recorded team meeting. 2. All open positions that are Principal level or above at [REDACTED] Vice Pres

All Inquiries for Executive Order 13950
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November 2, 2020

#	Date/Time Opened	Inquiry Category	Industry	Description
13	10/28/2020 2:32 PM	Named Complaints	Academic Institution	<p>Greetings,</p> <p>I am a faculty member in the [REDACTED] and recently receive notification of training that might be in violation of EO 13950 as promoting or perpetuating race stereotyping. Below is a screenshot of the training invitation. This training is not mandatory, and I did not attend, but I bring it to your attention in case it rises to the level needing to be investigated under EO 13950. What is being implied when people need to be segregated by race in order to "process (election) emotions"?</p> <p>Thank you for the opportunity to bring this to your attention.</p>
14	10/28/2020 2:35 PM	Named Complaints	Academic Institution	<p>Hello.</p> <p>I would like to anonymously report a university for requiring "Diversity, Equity, and Inclusion" training. The [REDACTED] in Connecticut obtains millions of dollars of federal funding, so should be held to the same standards as government contractors that violate the recent executive order banning this type of "training." The university requires all students to complete this "training" on a yearly basis. It must be completed in order to register for classes. I am a part time, online graduate student (not currently taking classes), but I refuse to take this training again because it violates my religious beliefs. I am a grown adult that thankfully has Christian principles and values that were taught to me at a young age and I refuse to be brainwashed by a university pushing a liberal agenda. Their training module promotes ideologies that go against Christian values by forcing you to answer questions "correctly," promoting their social justice warrior point of vi</p>
15	10/28/2020 2:39 PM	Named Complaints	Technology	<p>Greetings,</p> <p>I work for a large [REDACTED] Company. My Employer is also a Federal Contractor and I work in the Federal division (Fed Contractor). I am in [REDACTED] company is [REDACTED]</p> <p>My company is requiring me to complete this training before end of October 2020. E.O. 13950 does not seem to go into effect until Nov 21, 2020 for us Federal Contractors. I feel that I will be marked and loose my job if I do not comply but there are (3) options that I must select between that are basically (1- I deny being a racist, 2- I am a racist, 3- I was a racist) I can not agree to any of these 3 options in good conscience. One of these (3) options must be selected for me to get my cert of completion. I have reason to believe that I will be marked for termination for not completing this before the EO 13950 goes into effect.</p> <p>Question. If I file a formal complaint with OFCCP, do I waive my rights for legal representation, in the future, when I get terminated? Question. Can I legally not compl</p>
16	10/29/2020 2:08 PM	Named Complaints	County Agency	<p>Clarification requested for Executive Order 13950</p> <p>As a recipient of Federal money to fund [REDACTED], [REDACTED] LA Metro) is seeking a clarifying statement or summary on this Executive Order. What does LA Metro need to do to comply with 13950?</p> <p>[REDACTED] County Council has advised my department that [REDACTED] not required to take any action regarding this Executive Order. The responsibility falls on the DOT. Section 5 of the Order entitled "Requirements for Federal Grants" mandates the heads of all Federal Agencies shall review their respective grant programs for which the Agency may, as a condition of such grant, require the recipient to certify it will not use Federal funds to promote concepts that promote race or sex stereotyping. Additionally, within 60 days of the order each agency must submit a report to the Director of Office of Management and Budget, identifying any programs that promote such st</p>
17	10/29/2020 2:11 PM	Named Complaints	Healthcare	<p>Hello,</p> <p>I am reaching out to report The [REDACTED] [REDACTED] The company is a Federally Qualified Public Health Center that pushes Critical Race Theory. In the middle of a work day, as I am doing my job, I get emails that are divisive and tells me to attend protests in the name of BLM and Antifa. As a white woman at my job I feel like a target of racism where most of my coworkers and patient population is of many different races. It makes me feel uncomfortable as I am trying to just clean patients teeth and teach them about good oral hygiene and how it affects overall health. I have made many friends with my patients over the past few years and I feel like I have been constantly upset with our director sending such divisive emails while I am trying to protect myself and my patients from the outside division and hatred that is far too abundant right now. [REDACTED]</p>
18	10/29/2020 2:17 PM	Named Complaints	Academic Institution	<p>Diversity Training at a Community [REDACTED]</p> <p>[REDACTED],</p> <p>I am an employee at a [REDACTED] in Albany, OR. A few weeks ago, our office was told that we were scheduled for a "team building" event and to schedule the whole day for the activity. Recently we were given the details of the "activity". It is a diversity training program hosted by Elmer Dixon, a former Black Panther Party (BPP) officer.</p> <p>[REDACTED]</p> <p>[REDACTED] 2FBPP hearings.</p>
19	10/30/2020 10:55 AM	Named Complaints	School District	<p>Pursuant to the recent executive order combating race and sex stereotyping, someone might want to look into the mandatory training being required by [REDACTED] part of [REDACTED]. All staff, certified and non-certified, are being required to participate in a mandatory book study on Culturally Responsive Teaching featuring the book, Culturally Responsive [REDACTED] book study is not optional.</p> <p>Is this action in violation of the new executive order or is it protected?</p> <p>I respectfully ask to remain anonymous.</p> <p>Sent from my iPhone</p>
20	10/30/2020 4:14 PM	Named Complaints	Performing Arts	<p>The [REDACTED] America is engaged in undesirable diversity or unconscious biased training.</p> <p>Also</p> <p>The [REDACTED] spewed BLM propoganda during a mandatory company zoom meeting. I found this very traumatic.</p> <p>[REDACTED]</p>

All Inquiries for Executive Order 13950
Weekly Report
November 2, 2020

#	Date/Time Opened	Inquiry Category	Industry	Description
21	10/30/2020 4:27 PM	Named Complaints	City Government	<p>Violation of M [REDACTED] 4 executive order on combating race and sex stereotyping.</p> <p>implicit/unconscious bias and equity training, which teaches white privilege, intersectionality, unconscious bias, is being forced on employees of [REDACTED] of the State of Missouri, both of which receive federal funding and have been recipients of federal grants.</p> <p>Thanks</p> <p>Get Outlook for Android</p>
22	10/30/2020 4:31 PM	Named Complaints	Non-Profit	<p>Race Theory Violation</p> <p>To whom it may concern,</p> <p>I am employed by [REDACTED] of the Corporation for National and Community Service, that receives federal funding. Over the last several months, [REDACTED] pushing concepts of Race, Equity, Diversity, and Inclusion (REDI). Presentations and executive commentary has included the focus on white supremacy, systemic racism in America, and how these must become focal point of our day to day work. Today, in a company wide meeting, it was announced that the organization will be implementing formal trainings on these topics, and they specifically called out the need to identify ways around the Trump administration's executive orders banning such training.</p> <p>As an American, I am extremely concerned with these actions and I do not like the thought that my tax payer dollars are going towards such efforts.</p> <p>Respectfully,</p> <p>[REDACTED]</p>
23	10/30/2020 4:45 PM	Named Complaints	Packaged Software	<p>This is a new required training for [REDACTED] employees. [REDACTED] a federal contractor and I believe this violates the president's executive order on critical race theory. Please see the attached document for the full training materials.</p>
24	10/30/2020 4:53 PM	Named Complaints	Technology	<p>[REDACTED] is forcing all employees to attend training which is based on Critical Race Theory.</p> <p>My job is at risk if I do not complete this training.</p> <p>I fear my job is at risk if I publicly oppose this training.</p> <p>Below are screen shots of the course. (screen shots could not uploaded)</p>
25	10/30/2020 5:00 PM	Named Complaints	Academic Institution	<p>Hello President Trump and OFCCP,</p> <p>I want my information to be anonymous.</p> <p>My current [REDACTED] becoming incredibly left/socialist on the political spectrum. They equate a Republican with white supremacy. They are forcing doctoral students, like myself, to believe in critical race theory. I oppose CRT because it is a form of censorship, it is prejudiced, and it lacks empirical evidence.</p> <p>My [REDACTED] is "Private" but receives Federal Funding and even the CARES ACT. Please stop them from pushing this agenda. CRT does not help in our professional training and the university is making it uncomfortable to be Jewish. They tell us we are white and cannot say we do not have "White Privilege". I want my university to stop this CRT and teach us about how to be health professionals.</p> <p>[REDACTED]</p> <p>student government are primary offenders. They violate the</p>
26	10/30/2020 4:16 PM	Opposes EO 13950	None	<p>This EO screams of McCarthyism. This administration needs some diversity training and will get due karma when elected out of office.</p>
27	10/30/2020 4:33 PM	Opposes EO 13950	None	<p>I want a federal government that isn't afraid to be sensitive. I want a federal government that uses it's power to protect all Americans, not pander to a group of redneck snowflakes who get offended by the suggestion of equality among all "men".</p> <p>Thank you,</p> <p>[REDACTED]</p>
28	10/30/2020 4:48 PM	Opposes EO 13950	None	<p>I am outraged at the administration's suspension of diversity training. This is as un-American as anything this administration has done and it has done far too much to undermine our democracy.</p> <p>You should be ashamed of yourselves for not standing up to the cruelty and insanity of this administration.</p> <p>For context, please see the [REDACTED] article in the link below.</p> <p>[REDACTED]</p> <p>[REDACTED]</p>
29	10/30/2020 4:50 PM	Opposes EO 13950	None	<p>Hello,</p> <p>I am appalled by the notion that teaching diversity, challenging aspects of our history, racial (and gender) equality, and unconscious bias is un-patriotic. Is not the most patriotic act we can do to understand our history and to ensure that we better the lives of all our citizens? If it was truly un-American to question and try to correct systems of oppression, would we not still be under British rule?</p> <p>As a white, heterosexual, well educated male I cannot think of a better way to make our country great than to know its history and to strive for a more fair and equitable society, a society in which there is currently great gender- and racial inequality.</p>
30	10/30/2020 4:55 PM	Opposes EO 13950	None	<p>Hello,</p> <p>President Trump is a white supremacist bigot and a criminal. Lock him up.</p> <p>Thank you,</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>ht [REDACTED]</p>

All Inquiries for Executive Order 13950
Weekly Report
November 17, 2020

#	Date/Time Opened	Inquiry Category	Description	Description
1	11/3/2020 3:19 PM	Named Complaints	High School	<p>forcing [redacted] in [redacted] mandated "Anti-Racism" training - [redacted] is like myself to [redacted] "Anti-Racism" [redacted]</p> <p>I personally find the content offensive and a kind of brain washing! Is this in violation of the president's order to stop all kinds of "diversity training"? If so, how can I complain and see to it that it stops? Please let me know when you have a chance.Thank you. Sincerely,</p>
2	11/3/2020 3:26 PM	Opposes EO 13950	None	[redacted]
3	11/3/2020 3:21 PM	Named Complaints	Academic Institution	<p>To whom it may concern,</p> <p>I'd like to report what I believe to be a violation of Executive Order 13950 at [redacted] All [redacted] are required to take what is being called "Diversity, Equity, and Inclusivity" (DEI) training. Employees who refuse to take the training are threatened with discipline and students who refuse will have their access to registrar frozen (which effectively prevents them from registering for new classes, transferring credits, or sending official transcripts to perspective employers). Please see the attachment DEIReq.eml for evidence of this. I should also note that I work for the [redacted]</p>
4	11/3/2020 3:35 PM	Named Complaints	None	Racist diversity training
5	11/3/2020 3:24 PM	Named Complaints	Federal Agency	<p>Please keep confidential Do you investigate federal offices that teach hate and racism? Is there a form to fill out?</p>
6	11/3/2020 3:29 PM	Named Complaints	Academic Institution	<p>Hello,</p> <p>I would like to report my employer for a violation of the EO regarding proper diversity training. How may I best contact someone about it?</p>
7	11/3/2020 3:46 PM	Opposes EO 13950	None	This hotline is ridiculous.
8	11/3/2020 6:38 PM	Named Complaints	Academic Institution	<p>Greetings,</p> <p>I work for a large [redacted] Federal funding from grants, and I believe falls under the purview of EO 13950. [redacted] have been openly seeking ways to circumvent the EO. My group has now mandated a personal DEI goal that specifically requires action in the form of vocalizing "compliance", and while they have danced around the language, it is clear, based on the training that was previously being pushed, that Critical Race theory training is the goal. One of the options for the goal is to have people have "conversations" with the group about what they have learned. That seems to me to be a way to host informal Critical Race Theory training sessions. In addition, my supervisor now wants to start having group conversations about DEI, which will inevitably lead to CRT discussions. This seems to me to be a way to establish a practice of social pressure, particularly since it is related to performance. I can not say for sure that a</p>
9	11/6/2020 3:10 PM	Anonymous Complaints	Academic Institution	<p>I would like to report [redacted] for their subjecting us to critical race theory sessions. This is extremely polarizing and comes the day before the election. Not a very subtle assault on [redacted] who dissent from this way of thinking. I have attached the readings. These sessions regularly [redacted]. Please help us. This is a [redacted] and should be welcoming to people of all perspectives. Not just wokies. [redacted] [redacted] to be anonymous.</p>
10	11/6/2020 3:19 PM	Named Complaints	Academic Institution	<p>Could someone please review the email that I am forwarding for violation of Executive Order 13950 (race and sex stereotyping) or because this was emailed to everyone [redacted] it is in violation of voting regulations? This person is in charge of diversity training at the college and regularly has offensive divisive emails. Not to mention using her position at the college to influence an election is unethical. I would like to stay anonymous if possible as to not jeopardize my job. Thanks so much for reviewing this email,</p>

All Inquiries for Executive Order 13950
Weekly Report
November 17, 2020

#	Date/Time Opened	Inquiry Category	Description	Description
11	11/6/2020 3:25 PM	Compliance Assistance Request	None	<p>Could [REDACTED] slander? I present the case for their press release being a gross misrepresentation below. I know it's not in your purview, but maybe it is worth forwarding to someone who is interested.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED] seem to be the author of this press release.</p> <p>Could you tell me where you got the phrase "Marxist doctrine"? It's certainly not anywhere in the text of the executive order. As far as I know, it doesn't even make sense, since good Marxists are typically not fans of critical race theory since they prefer to believe that it's all about class and not about race. Could you give me the source of this quotation?</p> <p>Also, I read the executive order and this statement in the press release that describes the press release as "prohibiting federal employees, contractors, and grant recipients from discussing or considering concepts such as critical race theory and white privilege and discouraging diversity education and training" is actually entirely and expressly false. I'll quote the executive order, Sec 10, below:</p> <p>Sec. 10. General Provisions. (a) This order does not prevent agencies, the United States Uniformed Services, or contractors from promoting racial, cultural, or ethnic diversity or inclusiveness, provided such efforts are</p>
12	11/6/2020 3:28 PM	Named Complaints	School District	<p>CC-4 Complaint Form Attached. The [REDACTED] me take a "Courageous Conversation" training about isolating race on October 30, 2020 via Zoom. There were many race stereotypes indoctrinated in this training. During this training, we were asked to isolate race and examine the role of "whiteness." Trainees were asked to take a "white privilege" "survey" and were placed on a color line. We were asked to examine our relationship and association to "whiteness." The training objectives were identified as: to decenter whiteness We were shown a document that showed "common characteristics of most US white people most of the time." I am afraid to complain to my district because I do not feel safe going to them about this matter as this initiative is coming from the district.</p>
13	11/6/2020 3:16 PM	Anonymous Complaints	Information Technology	<p>Hello,</p> <p>I'd like to report a possible violator of Exec Order 13950 however I'm unsure what constitutes a "federal contractor". The company in question has a [REDACTED]. Services related to that software could be provided by internal consulting organizations of the company or via contracting partners.</p>
14	11/6/2020 3:31 PM	Named Complaints	Non-Profit Organization	<p>1. I was forced to resign or get terminated due to the fact I did not want to meet with the director and a third party without having representation at a meeting I was summoned two times to a meeting on what they determined was misconduct on my part in a diversity training program that was offered to our staff and volunteers. 2. I believe it was retaliation for making comments during the training about monuments being taken down, redlining, and Black Lives Matter. It might have been discrimination because I am a white male and whiteness was mentioned as a bad thing in the training. So it could also be discrimination. 3. These actions happened at a Zoom meeting [REDACTED] involved along with the presenter of the diversity training, who was from an organization called [REDACTED] felt that my freedom of speech in making comments at the training was taken away once. Even though comments and interaction was encouraged, once I made comm</p>
15	11/6/2020 3:23 PM	Anonymous Complaints	None	<p>I am in need of help clarifying if the contractor that I am working for, who is indeed a federal contractor, is allowed to have me attend critical race theory classes that they are holding on the job site. Is there somebody that could answer this question or steer me in the right direction to get my question answered. Thank you.</p>
16	11/14/20 8:36 PM	Named Complaints	Defense Contractor	<p>To whom it my concern, I work [REDACTED] of the training has been changed to "An Introduction to Uncovering and Mitigating Unconscious Bias". But make no mistake, all be it a watered down version, it is critical race theory. At any rate, I believe this training is in violation of President Trump's executive order. Thank you for your time. Anonymous.</p>
17	11/15/20 3:30 PM	Anonymous Complaints	None	<p>Meet [REDACTED] (article from Breitbart) [REDACTED] said in a speech in 2016 that "America needs to repent for its worship of whiteness." If it is true that a man who has dominated the news and poisoned the discussion for months needs to repent, then it is doubly true that a nation that can produce such a man and make his vitriol go viral needs to [REDACTED] an address at [REDACTED] right before [REDACTED]. "No matter what happens next month, more than a third of the nation that would go along with this is reason to be afraid," [REDACTED]</p>
18	11/16/20 7:51 PM	Named Complaints	Defense Contractor	<p>work for a defense contractor believe I have information of critical race theory that is being imposed counter to Donald Trump's recent executive order banning this. What steps might I take now.</p>

All Inquiries for Executive Order 13950
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19	11/17/20 8:12 PM	Anonymous Complaints	None	I'm not sure if this is exactly the type of material you are addressing. It seems that your work might be specific to contractors rather than government proper. At any rate I learned of your site from Casey Petersen's YouTube channel and thought it can't hurt to forward these along. I'm 100% in support of free speech but also worried about critical theories ideologies being given attention in these Federal News Network articles. https://federalnewsnetwork.com/veterans-affairs/2020/10/afge-accusing-va-of-not-promoting-enough-minorities-to-management-positions/ https://www.afge.org/publication/new-data-white-employees-twice-as-likely-to-be-promoted-than-black-employees-at-the-veterans-affairs-department/ https://federalnewsnetwork.com/management/2020/11/rules-for-federal-court-procedure-are-written-by-almost-all-white-men/ https://federalnewsnetwork.com/veterans-affairs/2020/11/va-needs-better-data-to-serve-increasing-lgbtq-veterans-gao-says/ Also, there is a statement (screenshot attached) in the Talent Management System (the education platform for the federal government) that is either written by folks who don't understand that diversity and inclusion programs can still be offered (just not the CRT ones), or, more concerning, understand perfectly what CRT is and are waiting for the go ahead to install it.
20	11/18/20 8:33 AM	Named Complaints	Federal Agency	To whom it may concern, [REDACTED] is submitting the attached letter and checklist [REDACTED] you are not the correct entity to receive this correspondence, please direct us to who should receive it. This is an annual requirement and we want to ensure we comply and submit out information correctly. Thanks for your assistance. [REDACTED] Inspections [REDACTED]

From: Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>
To: Katz, Tracy - OIG
CC: Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Williams, Tina T - OFCCP; Smith, Kelley - OFCCP; Paredes, Fernando - OIG
Sent: 11/19/2020 6:15:14 PM
Subject: RE: EO 13950 OFCCP Review - Responses to OIG Questions
Attachments: EO13950_OIGQuestions_OFCCP_Responses_Final.pdf;
InitialResponse_WrittenEmailResponse_EOonCombatingRaceSexStereotyping.pdf

Good evening Tracy,

I am attaching the responses to the OIG questions that we discussed during the Tuesday meeting. I am also attaching the template acknowledgement letter we send to the individuals that have submitted a complaint through the Hotline.

Please note that the enclosed materials are internal information that may be protected from outside disclosure under the Trade Secrets Act, 18 U.S.C. 1905, and/or the Privacy Act, 5 U.S.C. 552a. We are releasing the documents to OIG with the understanding that OIG will take care to protect their confidentiality. We do not waive any privileges that may be applicable to these materials, including but not limited to the deliberative process, attorney-client, attorney-work product, and law enforcement privileges. Similarly, we note that some of these materials may be protected against disclosure under exemptions to the FOIA, 5 U.S.C. 552.

Thank you,
Lissette

From: Katz, Tracy - OIG <(b) 6 @oig.dol.gov>
Sent: Thursday, November 19, 2020 8:07 AM
To: Gean, Lissette - OFCCP <(b) 6 @dol.gov>
Cc: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Davidson, Patricia J - OFCCP <(b) 6 @dol.gov>; Williams, Tina T - OFCCP <(b) 6 @dol.gov>; Smith, Kelley - OFCCP <(b) 6 @dol.gov>; Paredes, Fernando - OIG <(b) 6 @oig.dol.gov>
Subject: RE: EO 13950 OFCCP Review - Response to OIG Questions and Summary of Inquiries

Thanks

Tracy Michael Katz

Audit Director
U.S. Department of Labor
Office of Inspector General
Office: 202.693.5161 | Mobile: 202.210.0769 | Fax: 202.693.5169

From: Gean, Lissette - OFCCP <(b) 6 @dol.gov>
Sent: Wednesday, November 18, 2020 8:02 PM
To: Katz, Tracy - OIG <(b) 6 @oig.dol.gov>
Cc: Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Davidson, Patricia J - WHD <(b) 6 @dol.gov>; Williams, Tina T. ETA <(b) 6 @dol.gov>; Smith, Kelley - OFCCP <(b) 6 @dol.gov>; Paredes, Fernando - OIG <(b) 6 @oig.dol.gov>
Subject: EO 13950 OFCCP Review - Response to OIG Questions and Summary of Inquiries

DOL004851

Hi Tracy,

As discussed yesterday, we are attaching the cumulative weekly report of inquiries OFCCP has received regarding Executive Order 13950 – with PII redacted. We are also attaching the list of comments received in response to the Request for Information. To date, we have not received any submissions from federal contractors.

Please note that the enclosed data is internal information that may be protected from outside disclosure under the Trade Secrets Act, 18 U.S.C. 1905, and/or the Privacy Act, 5 U.S.C. 552a. We are releasing the data to OIG with the understanding that OIG will take care to protect their confidentiality. We do not waive any privileges that may be applicable to these materials, including but not limited to the deliberative process, attorney-client, attorney-work product, and law enforcement privileges. Similarly, we note that some of these materials may be protected against disclosure under exemptions to the FOIA, 5 U.S.C. 552.

I will send the responses to the questions tomorrow.

Thank you,
Lissette

Lissette Geán
Chief of Staff
Office of Federal Contract Compliance Programs

(b) 6

@dol.gov
(Office)
(Mobile)



From: Katz, Tracy - OIG <(b) 6@oig.dol.gov>
Sent: Wednesday, November 18, 2020 2:14 PM
To: Gean, Lissette - OFCCP <(b) 6@oig.dol.gov>
Cc: Paredes, Fernando - OIG <(b) 6@oig.dol.gov>
Subject: RE: OCFPP EO13950 Information

Thanks.

Tracy Michael Katz

Audit Director
U.S. Department of Labor
Office of Inspector General
Office: 202 (b) 6 Mobile: 202 (b) 6 Fax: 202.693.5169

From: Gean, Lissette - OFCCP <(b) 6@dol.gov>
Sent: Wednesday, November 18, 2020 2:13 PM
To: Katz, Tracy - OIG <(b) 6@oig.dol.gov>
Cc: Paredes, Fernando <(b) 6@oig.dol.gov>
Subject: RE: OCFPP EO13950 Information

Hi Tracy,

Thank you for following up.

Craig asked me to provide previous weekly reports to you – not limited to last week's. I am collecting them. I should be able to send you the responses and the reports by COB today.

Thank you, again.

Lissette

Lissette Geán

Chief of Staff

Office of Federal Contract Compliance Programs

(b) 6 @dol.gov
(Office)
(Mobile)



From: Katz, Tracy - OIG (b) 6 <doig.dol.gov>
Sent: Wednesday, November 16, 2020 1:38 PM
To: Gean, Lissette - OFCCP <doig.dol.gov>
Cc: Paredes, Fernando - OIG (b) 6 <doig.dol.gov>
Subject: OCFFP EO13950 Information

Lissette,

I wanted to follow-up on the status of the EO 13950 information that OFCCP discussed in the meeting yesterday and was planning to send to the OIG. I appreciate your attention to this matter. Thanks.

Tracy Michael Katz

Audit Director

U.S. Department of Labor

Office of Inspector General

Office: 202 (b) 6 Mobile: 202 (b) 6 Fax: 202.693.5169

OFCCP Responses to OIG Questions on Executive Order (EO)

OFCCP EO 13950/11246 Hotline

1. How many hotline complaints under EO 13950 and EO 11246 have been received?

As of 10:45 a.m. on 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.

2. How are EO 13950 and EO 11246 hotline complaints being tracked and monitored? Have any been resolved?

OFCCP created an EO 13950 hotline and it receives complaints via telephone at 202-343-2008 and via email at OFCCPComplaintHotline@dol.gov. The agency tracks all EO 13950 complaints, including monitoring the hotline number and email address throughout each business day, reviewing and entering EO 13950 complaints using the Salesforce customer relationship management (CRM) workflow, and emailing an interim response to each person who submitted a complaint.

As of 10:45 a.m. ET on November 17, 2020, OFCCP has not resolved any EO 13950 complaint, as Executive Order 13950 is only effective in contracts entered into beginning on November 21, 2020.

3. What is the status of any investigations related to the EO 13950 and EO 11246 hotline complaints?

OFCCP has sent an acknowledgement via email to each person who submitted a 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 EO 11246. We are attaching a copy of the acknowledgement.

The agency will be using the Federal Contract Compliance Manual for processing the complaints. Because the nature of the complaints is different than the usual complaints OFCCP receives, we are expediting developing an internal directive for processing these complaints. To clarify, the complaint process is not new, but the evaluative standards to investigate and close these complaints are new. We will be done shortly. We will then begin referring the complaints to the appropriate region. To date, we have not completed any complaint.

4. How does OFCCP decide which investigations to perform? Is it risk based? Will EO 13950 hotline complaints be treated differently or be assigned a higher investigation priority?

OFCCP will enforce EO 13950 consistently with EO 11246, using existing Federal Contract Compliance Manual procedures and OFCCP regulations for processing EO 11246 and EO 13950 complaints, ensuring full due process is provided for both,

OFCCP Responses to OIG Questions on Executive Order (EO)

including all notices of findings, conciliation and adjudicatory processes prior to any debarment.¹

For EO 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.

The EO 13950 complaints will receive the same level of priority as other OFCCP complaints.

5. Has OFCCP’s investigation policies and procedures been updated to include the new EO 13950 requirements regarding unlawful training practices by Federal contractor and subcontractors?

Currently, OFCCP is receiving comments in response to a Request for Information (RFI) that was mandated under EO 13950. 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 EO, including its guidance to field offices for how to evaluate contractor training for compliance with EO 13950 and EO 11246.

Providing information in response to the RFI is voluntary. We have yet to receive a response from a federal contractor to the RFI. OFCCP will use the RFI information to inform the development of compliance assistance materials, and potentially include these in its “Affirmative Action Focused Reviews” landing page to be launched in the next couple of months.

Each complaint received through the hotline should be reviewed under EO 11246 and EO 13950, as EO 13950 expressly states that the hotline allows receipt of training program complaints under both EO 13950 and EO 11246: “The Department of Labor is directed, through the Office of Federal Contract Compliance Programs (OFCCP), to establish a hotline and investigate complaints received under both this order as well as Executive Order 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor’s obligations under those orders. The Department shall take appropriate enforcement action and provide remedial relief, as appropriate.” (Emphasis added).

To date, OFCCP published an “Executive Order 13950 – Combating Race and Sex Stereotyping” landing page at <https://www.dol.gov/agencies/ofccp/faqs/executive-order-13950> that explains how OFCCP will investigate complaints.

¹ Please note that there is currently no OMB-approved complaint form for EO 13950.

OFCCP Responses to OIG Questions on Executive Order (EO)

OFCCP also created workflows in its CRM tool, Salesforce, that allows the agency to easily track and report on EO 13950 complaints.

6. Can the OIG obtain a list of all of the EO 13950 and EO 11246 hotline complaints to date, with the date received, complainant, who the complaint is against, summary of complaint and status of any actions taken or planned?

Yes. OFCCP will provide the redacted reports.

Federal Register

1. How many responses have been received related to the Federal Register request for information? Could you provide the OIG a list of Federal contractors and/or subcontractors that have provided information? What are the main concerns noted in these responses? Can we obtain a listing of responses noting these concerns?

As of 9:30 a.m. Eastern Time, on 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.

At the conclusion of the comment period, OFCCP will finalize its analysis and, if any comments are submitted on behalf of a contractor, it would be possible for OFCCP to provide a list. First, OFCCP's jurisdiction team would need an opportunity to research contract coverage on any employers that submitted comments to determine whether or not they are a federal contractor.

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.

2. This is a voluntary request for information. At the 12/2/20 Federal Register request deadline, is there any way to determine what percentage of Federal Contractors and Subcontractors responded?

It is possible for OFCCP to determine which comments are submitted on behalf of employers, and for the OFCCP jurisdiction research team to determine which of those employers have current federal contracts.

OFCCP Responses to OIG Questions on Executive Order (EO)

3. What is OFCCP planning to do with the information received from the Federal Register request?

OFCCP plans to review the information received from the RFI to inform its guidance on how to evaluate trainings that are the subject of complaints filed under EO 13950 and EO 11246.

4. If none or very little information is received as part of the voluntary request, are there any plans to repost the request in the Federal register, or develop an alternative plan to obtain the information?

Not at this time.

General Response – Executive Order on Combating Race and Sex Stereotyping

Dear (*Mr. or Ms.*) (*Insert Last Name*) or To Whom This May Concern,

Thank you for your (*Insert Date*) email concerning Executive Order 13950 on Combating Race and Sex Stereotyping. We are currently processing the inquiries that we have received on the new hotline created under that order, and you can expect a more detailed response to your specific inquiry at a later date.

The Office of Federal Contract Compliance Programs (OFCCP) administers and enforces three equal employment opportunity mandates: Executive Order 11246, as amended (Executive Order 11246); Section 503 of the Rehabilitation Act of 1973, as amended (Section 503); and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 (VEVRAA). These mandates prohibit federal contractors and subcontractors from discriminating based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. Additionally, the Executive Order prohibits federal contractors and subcontractors from taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers, subject to certain limitations.

Executive Order 13950, which applies to federal contracts entered into on or after November 21, 2020, prohibits a federal contractor from providing any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race. Additionally, Executive Order 11246 prohibits contractors from taking adverse employment actions against employees—including in connection with any training provided—with regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin.

OFCCP is currently implementing Executive Order 13950.

If you have a complaint that you want investigated under Executive Order 11246, Section 503, or VEVRAA, you may file it via OFCCP's website at www.dol.gov/agencies/ofccp/contact/file-complaint or we can send them a copy of the complaint form by email or regular mail.

To request a complaint form by email or regular mail or if you need more information about OFCCP or any issue related to nondiscrimination and affirmative action obligations of federal contractors and subcontractors, you can:

- visit OFCCP's website at <http://www.dol.gov/ofccp/>, or
- call OFCCP's toll free Help Desk at 1-800-397-6251.

This response is for informational purposes only and does not constitute an official interpretation of the U.S. Department of Labor.

Sincerely,

Craig Leen
Director of OFCCP

DRAFT

From: Swearingen, Brett A - OSEC </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=446467C1ACD144B4BDDD78130ECD530D-SWEARINGEN,>
To: Slater, Bryan - ASAM; Taylor, Timothy J - SOL
CC: Bryson, Amanda K - OSEC; Leen, Craig - OFCCP
Sent: 11/25/2020 12:41:29 AM
Subject: RE: Diversity and Inclusion Training
Attachments: DOL Diversity Training_10-08-2020_DRAFT DLF+JCC_10-14-2020 at 104PM +BS.pdf; DOL Diversity Training_10-08-2020_DRAFT DLF+JCC_10-14-2020 at DGR[1] +BS.pptx

Team,

Bryan was able to send me the PowerPoint version of the D&I training slides. Attached for your review is the slide deck updated with my edits. I'm also re-attaching the PDF version since it contains comments from me that may be helpful in understanding a few of the changes.

Please let me know if you have any questions. Thank you!

Brett

From: Swearingen, Brett A - OSEC
Sent: Monday, November 23, 2020 11:31 PM
To: Slater, Bryan - ASAM <Slater.Bryan@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@dol.gov>
Subject: RE: Diversity and Inclusion Training

Bryan,

Unfortunately it appears Adobe does not have an "Accept Edits" feature, so there's no way for me to send a clean. However, if you can send me the PowerPoint version of the file, I'd be happy to make my changes and send it back as promptly as I can.

Brett

From: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>
Sent: Monday, November 23, 2020 7:28 PM
To: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: RE: Diversity and Inclusion Training

I can hold off on sending to them - but if you could send one to me that would help in my review - just to see where we may get any pushback. The key to this is getting them on board with no fuss.

Bryan Slater
Assistant Secretary for Administration and Management
Office of the Assistant Secretary for Administration and Management
U.S. Department of Labor | www.dol.gov | slater.bryan@dol.gov
Direct: (202) (b) 6 Room-S2203

From: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>
Sent: Monday, November 23, 2020 7:26 PM
To: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

DOL004860

Subject: Re: Diversity and Inclusion Training

My only hesitation is whether Tim should review before it goes to CRC and OHR.

From: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>
Sent: Monday, November 23, 2020 7:17:13 PM
To: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
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Bryan Slater
Assistant Secretary for Administration and Management
Office of the Assistant Secretary for Administration and Management
U.S. Department of Labor | www.dol.gov | slater.bryan@dol.gov
Direct: (202) (b) 6 Room-S2203

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DOL004861

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Direct: (202) (b) 6 Room-S2203

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Sent: Friday, October 16, 2020 10:19 AM

To: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>

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Subject: Diversity and Inclusion Training

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Thanks,

Kimberly Lacey



Chief | Division of Workforce Development and Inclusion
U.S. Department of Labor
200 Constitution Avenue, N.W., Room N-5464
Washington, D.C. 20210

(b) 6

(Office)
(Cell)

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From: Taylor, Timothy J - SOL </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=363C0A5D85CA453EB4D8A2A62A9C286F-TAYLOR, TIM>
To: Swearingen, Brett A - OSEC; Slater, Bryan - ASAM
CC: Leen, Craig - OFCCP
Sent: 11/25/2020 7:05:12 PM
Subject: RE: Diversity and Inclusion Training
Attachments: DOL Diversity Training_10-08-2020_DRAFT DLF+JCC_10-14-2020 at DGR1 +BS +tt compare.pptx

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DOL004940

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Office of the Assistant Secretary for Administration and Management

DOL004942

U.S. Department of Labor | www.dol.gov | slater.bryan@dol.gov

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(b) 6 (Office)
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To: Taylor, Timothy J - SOL; Slater, Bryan - ASAM
CC: Leen, Craig - OFCCP
Sent: 11/26/2020 10:54:39 PM
Subject: RE: Diversity and Inclusion Training
Attachments: DOL Diversity Training_10-08-2020_DRAFT DLF+JCC_10-14-2020 at DGR1 +BS +tt compare +BS nits.pptx

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U.S. Department of Labor
o. 202.693.5263 m. 202.631.5181

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DOL004989

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Direct: (202) 693-4059 | Room-S2203

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DOL004990

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(b) 5

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Sent: Monday, November 23, 2020 11:31 PM
To: Slater, Bryan - ASAM <Slater.Bryan@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@dol.gov>
Subject: RE: Diversity and Inclusion Training

Bryan,

Unfortunately it appears Adobe does not have an "Accept Edits" feature, so there's no way for me to send a clean. However, if you can send me the PowerPoint version of the file, I'd be happy to make my changes and send it back as promptly as I can.

Brett

From: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>
Sent: Monday, November 23, 2020 7:28 PM
To: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: RE: Diversity and Inclusion Training

I can hold off on sending to them - but if you could send one to me that would help in my review - just to see where we may get any pushback. The key to this is getting them on board with no fuss.

Bryan Slater
Assistant Secretary for Administration and Management
Office of the Assistant Secretary for Administration and Management
U.S. Department of Labor | www.dol.gov | slater.bryan@dol.gov
Direct: (b) 6 Room-S2203

From: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>
Sent: Monday, November 23, 2020 7:26 PM
To: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: Re: Diversity and Inclusion Training

My only hesitation is whether Tim should review before it goes to CRC and OHR.

From: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>

DOL005041

Sent: Monday, November 23, 2020 7:17:13 PM

To: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

Subject: RE: Diversity and Inclusion Training

Ok, thanks – that would be great if you could – I’d like to get feedback from CRC and OHR and don’t want to share a marked up version. Plus it is easier for me to review also.

‘Thanks again.

b

Bryan Slater

Assistant Secretary for Administration and Management

Office of the Assistant Secretary for Administration and Management

U.S. Department of Labor | www.dol.gov | slater.bryan@dol.gov

Direct: (b) 6 Room-S2203

From: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>

Sent: Monday, November 23, 2020 6:34 PM

To: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

Subject: Re: Diversity and Inclusion Training

I think I can send a clean — I’ll check later this evening.

From: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>

Sent: Monday, November 23, 2020 6:26:28 PM

To: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

Subject: RE: Diversity and Inclusion Training

Brett, is there a way to print or do you have a clean edited version?

Bryan Slater

Assistant Secretary for Administration and Management

Office of the Assistant Secretary for Administration and Management

U.S. Department of Labor | www.dol.gov | slater.bryan@dol.gov

Direct: (b) 6 Room-S2203

From: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>

Sent: Monday, November 23, 2020 5:33 PM

To: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>

Subject: RE: Diversity and Inclusion Training

Team,

The training slides with my edits are attached for everyone’s review — apologies that Adobe’s editing feature is so cumbersome. Craig, please let us know your thoughts on slides 15 and 16, which concern EO 13950.

Thank you!

Brett

From: Swearingen, Brett A - OSEC

DOL005042

Sent: Monday, November 23, 2020 10:32 AM

To: Slater, Bryan - ASAM <Slater.Bryan@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

Cc: Bryson, Amanda K - OSEC <Bryson.Amanda.K@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@dol.gov>

Subject: RE: Diversity and Inclusion Training

Bryan,

Thank you. I am reviewing the document and doing some fairly heavy editing. I'm hoping I can finish by 2:00 today.

I'm cc'ing Amanda because Pat asked her to take a look as well, and Craig because I think he should review the EO 13950 slides.

Brett

From: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>

Sent: Friday, November 20, 2020 12:35 PM

To: Swearingen, Brett A - OSEC <swearingen.brett.a@dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>

Cc: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>

Subject: FW: Diversity and Inclusion Training

Here is the training draft.

Let me know any changes you may have

Thanks,
B

Bryan Slater

Assistant Secretary for Administration and Management

Office of the Assistant Secretary for Administration and Management

U.S. Department of Labor | www.dol.gov | slater.bryan@dol.gov

Direct: (b) 6 Room-S2203

From: Lacey, Kimberly G. - OASAM OHR <(b) 6>

Sent: Friday, October 16, 2020 10:19 AM

To: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>

Cc: Rose, Sydney T - OASAM OHR <(b) 6>; Stewart, Milton AI - ASAM <(b) 6>

Subject: Diversity and Inclusion Training

Hi Bryan,
Attached is the DOL diversity and inclusion training.

Thanks,
Kimberly Lacey



Chief | Division of Workforce Development and Inclusion

U.S. Department of Labor

200 Constitution Avenue, N.W., Room N-5464

Washington, D.C. 20210

(b) 6

DOL005043

Find *your* current OHR Points of Contact [here!](#)

From: Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>
To: Katz, Tracy - OIG
CC: Taylor, Timothy J - SOL; Paredes, Fernando - OIG; Howe, Gerard - OIG; Reff, Alisa - OIG; Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Williams, Tina T - OFCCP; Smith, Kelley - OFCCP
Sent: 12/4/2020 4:34:54 PM
Subject: RE: EO 13950 Statement of Facts
Attachments: Attachment_1_INT_2021-01_ProcessingEO13950HotlineComplaints_Issued11272020.pdf; EO 13950 OFCCP SOF_OFCCPEdits_TrackChanges_12042020.docx

Hi Tracy,

We appreciate the opportunity to review and make changes/corrections to the Statement of Facts.

We are attaching edits in tracked changes and Internal Guidance No. 2021-01, *Processing Executive Order 13950 "Hotline" Complaints*, issued on November 27, 2020.

Please let me know if you have any questions or need additional information.

Have a good weekend!

Thank you,
Lissette

Lissette Geán
Chief of Staff
Office of Federal Contract Compliance Programs

(b) 6 @dol.gov
(Office)
(Mobile)



From: Katz, Tracy - OIG <(b) 6 @oig.dol.gov>
Sent: Tuesday, December 01, 2020 2:00 PM
To: Gean, Lissette - OFCCP <(b) 6 @dol.gov>
Cc: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Paredes, Fernando - OIG <(b) 6 @oig.dol.gov>; Howe, Gerard - OIG <howe.gerard@oig.dol.gov>; Reff, Alisa - OIG <(b) 6 @dol.gov>
Subject: RE: EO 13950 Statement of Facts

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

fax: 202.693.5169

Attachment 1 – OFCCP Internal Guidance 2021-01, Processing of Executive Order 13950
“Hotline” Complaints

OFCCP Document

Please note that this attachment is an internal document and we are releasing it to you to assist in your audit with the understanding that you will take care to protect its confidentiality. In allowing access to the identified sensitive material, we do not waive any privileges available to the government, including but not limited to, the deliberative process, the attorney-client, the attorney-work product, or law enforcement privileges. Similarly, this disclosure does not constitute a disclosure under the FOIA, 5 U.S.C. 552, and therefore does not limit our ability to invoke any of the exemptions under that Act. Finally, our providing this information to you also does not constitute a disclosure under the Trade Secrets Act, 18 U.S.C. 1905, or the Privacy Act, 5 U.S.C. 552a.



INTERNAL GUIDANCE (INT) 2021-01

An Internal Guidance (INT) is intended to provide enforcement guidance solely to OFCCP employees and is designated Confidential and For Internal Use Only. Employees are not authorized to disclose an INT. An INT may contain proprietary information that, if disclosed, would hinder OFCCP's law enforcement activities. Accordingly, an INT may be exempt from disclosure under the Freedom of Information Act (FOIA). Requests to disclose an INT pursuant to FOIA or other legal authority must be referred to the OFCCP National Office for appropriate response. Unauthorized disclosure of nonpublic information may result in corrective action as provided by the Standards of Ethical Conduct for Employees of the Executive Branch, 5 C.F.R. § 2635. The contents of this document do not have the force and effect of law and are not meant to bind the public in any way. This document is intended only to provide clarity to OFCCP staff regarding existing requirements under the law or agency policies.

Effective Date: November 27, 2020

1. **SUBJECT:** Processing Executive Order 13950 “Hotline” Complaints
2. **PURPOSE:** To provide the general process and procedures related to processing complaints OFCCP receives on the Executive Order 13950 hotline.
3. **REFERENCES:**
 - a. Executive Order 13950 of Sept. 22, 2020, Combating Race and Sex Stereotyping, 85 FR 60683.
 - b. Executive Order 11246 of Sept. 24, 1965, Equal Employment Opportunity, as amended, at <https://www.dol.gov/agencies/ofccp/executive-order-11246> (last accessed Nov. 23, 2020).
 - c. 41 CFR part 60-1, subpart B, General Enforcement; Compliance Review and Complaint Procedure.
 - d. Federal Contract Compliance Manual (FCCM), Chapter 6 – Complaint Investigation
4. **AFFECTED POLICY:** This internal guidance (INT) supplements the FCCM – Chapter 6 with specific procedures related to processing complaints filed on the Executive Order 13950 hotline (hotline complaints). OFCCP will follow the complaint processing guidance in the FCCM and EO 11246 implementing regulations with further clarifying guidance below.
5. **BACKGROUND:** On September 22, 2020, President Donald J. Trump issued Executive Order (EO) 13950, “Combating Race and Sex Stereotyping.” This EO sets forth the policy of the United States “not to promote race or sex stereotyping or scapegoating” and prohibits federal contractors from including such views in workplace diversity and inclusion trainings. The EO further sets out several specific “divisive concepts” that shall not be included in workplace trainings, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly

because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race.

Section 4(b) of EO 13950 directed OFCCP to establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246 that allege a Federal contractor utilizes training programs in violation of the contractor's obligations under those orders. OFCCP established the hotline on September 24, 2020, to receive complaints via phone and email. The requirements of Section 4 of EO 13950 apply to contracts entered into on or after November 21, 2020.

6. **ROLES AND RESPONSIBILITIES:**

a. **National Office Help Desk** is responsible for:

- i. Receiving hotline complaints via phone and email;
- ii. Assigning the hotline complaints to the appropriate Regional Office; and
- iii. Responding to general inquiries.

b. **Regional Offices** are responsible for:

- i. Processing hotline complaints in accordance with the complaint process and procedures outlined in the Federal Contract Compliance Manual (FCCM), Chapter 6 – Complaint Investigation, applicable regulations on processing complaints under EO 11246, and this INT;
- ii. Referring novel issues to the Director of Enforcement; and
- iii. Consulting with the Director of Enforcement to determine how to close complaints including whether to refer cases to the Office of the Solicitor.

c. **Director of Enforcement** is responsible for consulting with regional and field offices on novel issues and on case closure options.

7. **POLICY AND PROCEDURES:** The hotline complaints OFCCP receives related to race and sex stereotyping and scapegoating in workplace training programs are handled consistently with the complaint investigation procedures outlined in chapter 6 of the FCCM. As a matter of the agency's enforcement discretion, these hotline complaints should also be handled consistently with the implementing regulations for processing complaints under EO 11246 (*e.g.*, filing requirements, including timeliness). This INT summarizes those established procedures and supplements them to be applicable for hotline complaints.

a. **Complaint receipt.** OFCCP receives hotline complaints alleging federal contractors are utilizing workplace training programs in violation of the contractor's obligations

under EO 11246 and/or EO 13950 via email and phone. The National Office Help Desk will send the complaints to the appropriate regional office based on the geographical jurisdiction of the complaint. If a complaint does not provide a specific establishment or the complainant's geographic location, the Help Desk will refer the complaint to the region where the contractor headquarters is located. OFCCP's regional offices will follow the receipt procedures outlined in the FCCM (see FCCM 6C00). This step includes sending a notice to the employer against whom a complaint is filed with the date, place, and circumstances of the alleged unlawful employment practice (see FCCM 6C02). Accordingly, OFCCP will send a modified "10-Day Notice Letter" to the contractor that is specific to hotline complaints (see Attachment A. During this step, OFCCP will also send a modified "10-day Notice Letter" to the complainant, specific to hotline complaints, to acknowledge receipt of the complaint and inform of the next steps (see Attachment B).

- b. **Complaint perfection.** OFCCP's regional offices are responsible for perfecting all complaints, using the general procedures outlined in FCCM 6C03 (*e.g.*, contract coverage, timeliness, completeness of complaint), and the following guidance.
 - i. OFCCP will investigate hotline complaints received prior to November 21, 2020, only under the authority of EO 11246. For EO 13950 jurisdiction coverage, a contractor must have a new or modified contract, subcontract, or purchase order entered into on or after November 21, 2020.
 - ii. During the perfection process, regional offices must determine whether to pursue a complaint under EO 13950 or EO 11246 – or both – in consultation with the Director of Enforcement, as needed.
 - iii. Hotline complaints that are actionable only under EO 13950 are not considered dual-filed with the EEOC under Title VII. Therefore, OFCCP will not refer any of those hotline complaints to the EEOC. If a complaint that is only actionable under EO 13950 cannot be perfected, it should be closed administratively removing the Right-to-Sue Notice (see Attachment C).
 - iv. Hotline complaints that are potentially actionable under EO 11246 with a Title VII basis would be considered dual-filed with the EEOC (even when they are also actionable under EO 13950). As a general rule, OFCCP will retain these dual-filed complaints. If these dual-filed complaints cannot be perfected, they should also be closed administratively including the Right-to-Sue Notice (see Attachment C).
 - v. Hotline complaints may use Form CC-4, "Complaint Involving Employment Discrimination by a Federal Contractor or Subcontractor" to allege violations under EO 13950, but OFCCP does not require use of Form CC-4. However, if not submitted on Form CC-4, the regional offices, in working to perfect the complaint, should ensure that the hotline complaint contains the same components required of EO 11246 complaints (see FCCM 6C03).
- c. **Coordination with Director of Enforcement.** Upon completion of complaint

perfection, the regional office will recommend to the Director of Enforcement whether OFCCP should investigate all or part of the complaint or close the complaint administratively. The Director of Enforcement will then either approve the recommendation or consult with the Office of the Solicitor and the regional office on the best course of action, within 3 business days. If no action or communication is taken by the Director of Enforcement within the 3-day window, the regional recommendation shall be considered approved to ensure timely processing of complaints.

- d. **Complaint investigation.** If the determination is made to investigate the complaint allegations, the regional office will assign the complaint to the field office located in the jurisdiction of the establishment or construction site where the alleged discrimination occurred (see FCCM 6D). The field office must take all necessary steps to complete the complaint investigation within 60 calendar days of receiving the complaint from the regional office, unless the Regional Director grants an extension (see FCCM 6D01). During complaint investigation, the field office should follow all the processes and procedures outlined in the FCCM for investigating complaints, including corresponding with the contractor and the complainant, establishing and maintaining the case file, and developing the investigative plan.
- e. **Complaint resolution and closure.** The Director of Enforcement should be consulted prior to closing a case, particularly cases with potential violations.
 - i. For hotline complaints that are actionable only under EO 13950, there is no requirement that the contractor's actions rise to the level of an "adverse employment action" against an employee. OFCCP must determine in these cases whether the training contains materials prohibited by EO 13950, and resolve the complaint using the following procedures:
 - A. If no violation is found, OFCCP will use a modified "Notice of Results of Investigation: No Violation" removing the Right-to Sue notice (see Attachment D).
 - B. If there is a training program that violates EO 13950, OFCCP would notify the contractor using a modified "Notice of Results of Investigation: Violation" (see Attachment E). OFCCP would seek to stop the race or sex stereotyping or scapegoating and ask the contractor to correct the training going forward through a Closure Letter of Commitment (see Attachment F).
 - ii. For hotline complaints that are actionable only under EO 11246 or actionable under both EO 11246 and EO 13950, in order to determine whether there is discrimination under the EO 11246 portion of the complaint OFCCP must determine whether there is an adverse employment action (*e.g.*, a hostile work environment, or another personnel action affecting the terms and conditions of employment) or whether the complaint otherwise satisfies the elements of EO 11246 liability. If OFCCP finds a violation, it must pursue prospective and/or other relief, as appropriate, in consultation with the Director of Enforcement, using the following procedures:

- A. If no violation is found, OFCCP will use a modified “Notice of Results of Investigation: No Violation” including the Right-to Sue notice (see Attachment D).
 - B. If OFCCP finds a violation, OFCCP would notify the contractor using a modified “Notice of Results of Investigation: Violation” (see Attachment E). OFCCP would seek to stop the unlawful conduct and ask the contractor to correct the training going forward through a Closure Letter of Commitment (see Attachment F), where possible.
- iii. For any violations that cannot be resolved through a Letter of Commitment, OFCCP may seek remedies through a Conciliation Agreement or through enforcement referral to the Office of the Solicitor.

8. **ATTACHMENTS:**

- a. Attachment A – 10-Day Notice to Contractor: Receipt of EO 13950/11246 “Hotline” Complaint
- b. Attachment B – 10-Day Notice to Complainant: Receipt of EO 13950/11246 “Hotline” Complaint
- c. Attachment C – Administrative Closure for Complaint filed under Executive Order 13950 and/or Executive Order 11246
- d. Attachment D – Notification of Results of Investigation: No Violation (for Complaints Actionable under EO 13950 and/or EO 11246)
- e. Attachment E – Notification of Results of Investigation: Violation (for Complaints Actionable under EO 13950 and EO 11246)
- f. Attachment F – Letter of Commitment

SIGNATURE:

**CRAIG
LEEN**

Digitally signed by
CRAIG LEEN
Date: 2020.11.27
18:29:14 -05'00'

CRAIG E. LEEN
Director
Office of Federal Contract Compliance Programs

ATTACHMENT A: 10-DAY NOTICE TO CONTRACTOR: RECEIPT OF EXECUTIVE ORDER 13950 / 11246 “HOTLINE” COMPLAINT

[Date]

[Name and address of employer]

Complaint Reference Number: [number]

Dear [insert name of Employer/Contractor Official]:

This is to notify you that on [insert date] we received a complaint from [insert as appropriate: name of complainant - or - authorized representative] alleging a violation of Executive Order 13950 and/or Executive Order 11246.

Executive Order 11246 and 13950 overlap in some respects, but are different in some respects as well. Executive Order 13950 specifically prohibits federal contractors that have entered into contracts on or after November 21, 2020 from using workplace trainings that utilize race or sex stereotyping or scapegoating, whereas Executive Order 11246 more broadly requires all covered federal contractors to engage in affirmative action and prohibits them from discriminating on a number of protected bases, among them race and sex

The complainant alleges that [insert the name of the employer, and the alleged workplace training and/or discriminatory actions or practices, including the date(s) of occurrence and relevant place and circumstances].

Insert whichever of the following statements are applicable:

- We have closed the complaint because we are unable to establish jurisdiction.
- We have determined that OFCCP has jurisdiction to address the allegations of employment discrimination under Executive Order 13950 and/or Executive Order 11246 stated in the complaint and will proceed with an investigation.
- We have determined that OFCCP has jurisdiction to address and investigate the following allegations in the complaint: *[insert description of retained allegations and their bases]*.
- We have not yet determined whether OFCCP has jurisdiction to investigate the complaint. If we establish jurisdiction over the employer, OFCCP will investigate the complaint under *[insert: Executive Order 11246 and/or Executive Order 13950]*. If we are unable to establish jurisdiction over all or part of the complaint, we will inform you.

[Include when there may be an EO 11246 basis for the complaint: Please be advised that OFCCP regulations implementing Executive Order 11246 require that you retain all records pertinent to this complaint and ensure that there is no retaliation because of this complaint.]

Sincerely,

[Name of regional director]

Regional Director

ATTACHMENT B: 10-DAY NOTICE TO COMPLAINANT: RECEIPT OF EO 13950 / 11246
“HOTLINE” COMPLAINT

[Date]

[Name and address of complainant]

Complaint Reference Number: [number]

Dear [name of Complainant]:

This letter/email is to notify you that we have received your complaint. We may contact you within the next 15 calendar days to obtain important information that may be missing from your complaint submission, such as your signature. *[Regional offices may request complainants to complete and sign Form CC-4, “Complaint Involving Employment Discrimination by a Federal Contractor or Subcontractor” to capture all the necessary components of a complaint if they are not present in the complainant’s original submission.]*

The requirements of Executive Order 13950 for federal contractors and subcontractors will apply to contracts entered into starting on November 21, 2020, which is 60 days after the date that the executive order became effective. OFCCP can investigate complaints that are filed based on training programs that occurred prior to November 21, 2020, under Executive Order 11246.

Executive Order 11246 and 13950 overlap in some respects, but are different in some respects as well. Executive Order 13950 specifically prohibits workplace trainings that utilize race or sex stereotyping or scapegoating, whereas Executive Order 11246 more broadly requires affirmative action and prohibits federal contractors from discriminating on a number of protected categories, including race and sex.

Please note that your complaint is being processed by OFCCP and it may be treated as dual-filed with Equal Employment Opportunity Commission (EEOC), if there is a basis to do so under Title VII of the Civil Rights Act of 1964.

We will notify the contractor of your complaint, provide the contractor a copy of the complaint, and advise the contractor of the opportunity to attempt to resolve the complaint if the contractor wishes to do so. We will also inform the contractor that our regulations implementing Executive Order 11246 require that all relevant records be retained, and that there be no harassment, intimidation, coercion or retaliation against you for filing this complaint or taking any other protected activity.

Please let us know immediately if the contractor and you resolve the complaint to your satisfaction, preferably in writing. In the meanwhile, we will schedule your complaint for investigation.

Please be sure to keep us advised of any change in your address or telephone number. If you have any questions, you may contact [name] at [phone/email].

Sincerely,

[Name of district director]

District Director

Enclosure: Copy of complaint for [insert name of complainant and CMS#] provided to the contractor

ATTACHMENT C: ADMINISTRATIVE CLOSURE FOR COMPLAINT FILED UNDER EXECUTIVE ORDER 13950 AND/OR EXECUTIVE ORDER 11246

Certified Mail, Return Receipt Requested

U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

TO: [Complainant's Name
and Address]

FROM: [OFCCP Office Name
and Address]

On behalf of a person whose
identity is confidential
(29 CFR 1601.7(a))

OFCCP Representative

Complaint Number:

[Include if filed under EO 11246: TO THE COMPLAINANT: This is your NOTICE OF RIGHT-TO-SUE under Title VII of the Civil Rights Act of 1964, as amended based on the above-numbered complaint. It is issued because OFCCP has dismissed your complaint for the following reason:]

[Include if filed only under EO 13950: This administrative closure is issued because OFCCP has dismissed your complaint for the following reason:]

[Select all that apply]

OFCCP has closed your complaint because OFCCP is unable to conclude that the information obtained establishes a violation of *[insert, as appropriate: Executive Order 11246 and Executive Order 13950; Executive Order 13950; Executive Order 11246]*.

Your complaint was not filed in a timely manner. *[Insert as applicable: A complaint under Executive Order 11246 must be filed within 180 calendar days from the date of the alleged discriminatory act.] [Insert if an extension had been requested: Your request for extension of the filing requirement and the additional information provided did not meet the criteria necessary to allow an extension for good cause for your delayed filing.]* Accordingly, we have closed your complaint.

You failed to provide requested necessary information, failed to appear or refused to be available for necessary interviews or conferences; or otherwise refused to cooperate to the extent that OFCCP is unable to complete its investigation of your complaint.

You refused to enter into a conciliation agreement, the terms of which OFCCP determined to be reasonable.

OFCCP has made reasonable efforts to locate you and has been unable to do so. You have had at least 60 calendar days in which to respond to a notice sent to your last known address. OFCCP has closed the complaint because we are unable to proceed without your cooperation.

[Include if filed under EO 11246: The issuance of this NOTICE OF RIGHT-TO-SUE concludes OFCCP processing of your complaint. If you wish to pursue your complaint further, you have the right to sue the employer named in your complaint in federal or state court. IF YOU DECIDE TO SUE, YOU MUST DO SO WITHIN 90 DAYS OF YOUR RECEIPT OF THIS NOTICE. OTHERWISE, YOUR RIGHT TO SUE IS LOST. (The time limit for filing suit based on a state claim may be different.)]

Notice of this administrative closure has been sent to the employer named in your complaint: *[insert employer's name and address]*.

For the United States Department of Labor,

Regional Director or Designee

Date

[Insert enclosures if complaint is investigated under Executive Order 11246:

Enclosures (2): 1) Information Related to Filing Suit under Title VII and the ADA [Appendix A-11 in FCCM] 2) Copy of Complaint]

cc: *[insert name of complainant and/or representative]*

[insert name of contractor and/or representative]

[insert name of the EEOC field office contact, if dual-filed complaint under EO 11246]

ATTACHMENT D: NOTIFICATION OF RESULTS OF INVESTIGATION: NO VIOLATION (FOR COMPLAINTS ACTIONABLE UNDER EO 13950 AND/OR 11246)

Certified Mail, Return Receipt Requested

U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

[*Complaint No.*]

[*Complainant's Name*]

COMPLAINANT

[*Street Address*]

[*City, State, Zip Code*]

[*Contractor's Name*]

CONTRACTOR

[*Street Address*]

[*City, State, Zip Code*]

On [*insert date*], the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) conducted an investigation of the alleged violations of [*insert, as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246*] made in the complaint of [*insert name of complainant*], filed on [*insert date*] following the agency's procedures for complaints filed against employers holding government contracts or subcontracts. Here are the results of our investigation:

1. [*Insert name of contractor*] is a nonexempt government contractor subject to the requirements of [*insert as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246*].
2. [*Use this number for complaints that are only actionable under EO 11246: The complainant is covered or protected by Executive Order 11246.*]
3. The complainant alleges the contractor violated its obligations under provisions of its federal contracts [*insert a description of the workplace training including race/sex stereotyping and/or race/sex scapegoating; and/or the adverse employment action or practice of the employer: e.g., terminating, not promoting, paying less, retaliation*].
4. The contractor's position is that the [*workplace training was not prohibited by EO 11246 and/or EO 13950; and/or the description of the adverse personnel action or practice of the*]

employer, e.g., terminated, not hired, was not discriminatory] because [insert a description of the contractor's position or defense].

5. Our investigation indicates that the contractor *[insert a description of what the contractor did or did not do]*.

OFCCP's investigation found insufficient evidence that the contractor violated its obligations under the provisions of *[insert one or more as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246]*. This determination concludes the processing of this complaint by OFCCP.

On behalf of the United States Department of Labor,

[Regional Director or Designee]

[Date]

[Insert enclosure if complaint is investigated under Executive Order 11246: Enclosure: Notice of Right-to-Sue]

cc: *[insert name of complainant's attorney]*
[insert name of contractor's attorney]
[insert name of the EEOC field office contact, if dual-filed complaint under EO 11246]

ATTACHMENT D ENCLOSURE: NOTICE OF RIGHT-TO-SUE UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 (ONLY TO BE USED ON COMPLAINTS INVESTIGATED UNDER EXECUTIVE ORDER 11246)

U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

TO: [Complainant's Name
and Address]

FROM: [OFCCP Office Name
and Address]

On behalf of a person whose
identity is confidential
(29 CFR 1601.7(a))

OFCCP Representative

Complaint Number:

TO THE COMPLAINANT: You may file a lawsuit against the contractor under [*insert as appropriate: Title VII or ADA*] in federal or state court. **Your lawsuit must be filed within 90 calendar days of receipt of this notice or your right to sue will be lost.** Please see the enclosed information sheet on filing lawsuits for further information.

With the issuance of this Notice of Right-to-Sue, OFCCP is terminating its processing of your complaint.

An information copy of this Notice has been sent to the below employer as named in your complaint.

[*insert employer's name and address*]

On behalf of the United States Department of Labor,

[Regional Director or Designee]
[*insert appropriate OFCCP office address*]

[Date]

Enclosures (2): Information Related to Filing Suit under Title VII and the ADA [*Appendix A-11 in FCCM*]

Copy of Complaint

cc: [*insert name of complainant's attorney*]
[*insert name of the contractor's attorney*]
[*insert name of the EEOC field office contact*]

**ATTACHMENT E: NOTIFICATION OF RESULTS OF INVESTIGATION:
VIOLATION (FOR COMPLAINTS ACTIONABLE UNDER EO
13950 AND/OR 11246)**

Certified Mail, Return Receipt Requested

[Complaint No.]

[Complainant's Name]

COMPLAINANT

[Street Address]

[City, State, Zip]

[Company name]

CONTRACTOR

[Street Address]

[City, State, Zip]

On [insert date], the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) conducted an investigation of the alleged violations of [insert, as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246] made in the complaint of [insert name of complainant], filed on [insert date] following the agency's procedures for complaints filed against employers holding government contracts or subcontracts. Here are the results of our investigation:

1. [Insert name of contractor] is a nonexempt government contractor subject to the requirements of [insert as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246].
2. [Use this number for complaints that are only actionable under EO 11246: The complainant is covered or protected by Executive Order 11246.]
3. The complainant alleges the contractor violated its obligations under provisions of its federal contracts [insert a description of the workplace training including race/sex stereotyping and/or race/sex scapegoating; and/or the adverse employment action or practice of the employer: e.g., terminating, not promoting, paying less, retaliation].
4. The contractor's position is that the [workplace training was not prohibited by EO 11246 and/or EO 13950; and/or the description of the adverse personnel action or practice of the employer, e.g., terminated, not hired, was not discriminatory] because [insert a description of the contractor's position or defense].
5. Our investigation indicates that the contractor [insert all specifics details relevant to the complainant's status and the contractor's actions].

The action(s) described in Paragraph 5 violated the contractor's obligations under the regulations as follows:

[insert a list of the sections violated and describe violation].

Under the regulations implementing Executive Order 11246 at 41 CFR 60-1.24(c)(2), the U.S. Department of Labor's OFCCP invites *[insert name of contractor]* to resolve this matter through conciliation by informal means. A compliance officer from this office will be in contact with *[insert name of contractor]* by *[insert date]* to begin the conciliation process.

On behalf of the United States Department of Labor,

Regional Director or Designee

Date

cc: *[insert name of the complainant's representative]*
[insert name of the contractor's representative]

ATTACHMENT F: LETTER OF COMMITMENT

Certified Mail, Return Receipt Requested AND Electronic Mail

[Date]

[Name of CEO]

[Title of CEO]

[Establishment Name]

[Street Address]

[City, State, Zip Code]

Dear [insert name of contractor's official]:

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP), recently completed a complaint investigation under Executive Order 13950 and/or Executive Order 11246 regarding the provision of workplace training and any relevant equal employment opportunity policies and practices at [insert name and location of the establishment, construction work sites in the economic area under review or functional unit reviewed].

During the complaint investigation process, we identified and resolved the following violation(s): [insert the violation(s) resolved during the complaint investigation, including the appropriate regulatory or Executive Order 13950 citation and specific remedy]. [Insert contractor name] has committed to OFCCP that it will prevent these violations from recurring in the future.

There were no other apparent violations of Executive Order 11246, as amended; Executive Order 13950; Section 503 of the Rehabilitation Act of 1973, as amended; or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; or Executive Order 13496.

OFCCP appreciates the cooperation of you and your staff during the conduct of the complaint investigation.

Sincerely,

[insert name of district director]

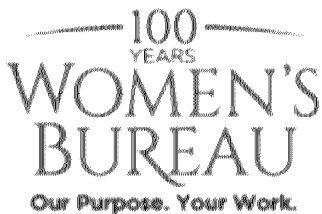
District Director

cc: [insert names]

From:
To: Swearingen, Brett A - OSEC
CC: Taylor, Timothy J - SOL
Sent: 12/11/2020 6:03:52 PM
Subject: FW: EO 13950 Statement of Facts
Attachments: Attachment_1_INT_2021-01_ProcessingEO13950HotlineComplaints_Issued11272020.pdf; EO 13950 OFCCP SOF_OFCCPEdits_TrackChanges_12042020.docx

FYI, below and attached is the information provided by OFCCP to OIG and includes an INT explaining how OFCCP is processing complaints. Please keep this close hold to OSEC/DSEC, SOL, OFCCP, and OIG. Thanks, Craig

Craig E. Leen
OFCCP Director



From: Gean, Lissette - OFCCP (b) 6
Sent: Friday, December 04, 2020 4:35 PM
To: Katz, Tracy - OIG (b) 6 <(b) 6@oig.dol.gov>
Cc: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Paredes, Fernando - OIG <(b) 6@oig.dol.gov>; Howe, Gerard - OIG <howe.gerard@oig.dol.gov>; Reff, Alisa - OIG <(b) 6@gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Williams, Tina T - OFCCP <(b) 6@ol.gov>; Smith, Kelley - OFCCP
Subject: RE: EO 13950 Statement of Facts

Hi Tracy,

We appreciate the opportunity to review and make changes/corrections to the Statement of Facts.

We are attaching edits in tracked changes and Internal Guidance No. 2021-01, *Processing Executive Order 13950 "Hotline" Complaints*, issued on November 27, 2020.

Please let me know if you have any questions or need additional information.

Have a good weekend!

Thank you,
Lissette

Lissette Geán
Chief of Staff
Office of Federal Contract Compliance Programs

(b) 6 (b) 6
@dol.gov
Office)
Mobile)

DOL005117



From: Katz, Tracy - OIG <(b) 6@oig.dol.gov>
Sent: Tuesday, December 01, 2020 2:00 PM
To: Gean, Lissette - OFCCP <(b) 6@dol.gov>
Cc: Taylor, Timothy J - SOL <(b) 6@dol.gov>; Paredes, Fernando - OIG <(b) 6@oig.dol.gov>; Howe, Gerard - OIG <howe.gerard@oig.dol.gov>; Reff, Alisa - OIG <(b) 6@ol.gov>
Subject: EU T3950 Statement of Facts

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 Fax: 202.693.5169

Attachment 1 – OFCCP Internal Guidance 2021-01, Processing of Executive Order 13950
“Hotline” Complaints

OFCCP Document

Please note that this attachment is an internal document and we are releasing it to you to assist in your audit with the understanding that you will take care to protect its confidentiality. In allowing access to the identified sensitive material, we do not waive any privileges available to the government, including but not limited to, the deliberative process, the attorney-client, the attorney-work product, or law enforcement privileges. Similarly, this disclosure does not constitute a disclosure under the FOIA, 5 U.S.C. 552, and therefore does not limit our ability to invoke any of the exemptions under that Act. Finally, our providing this information to you also does not constitute a disclosure under the Trade Secrets Act, 18 U.S.C. 1905, or the Privacy Act, 5 U.S.C. 552a.



INTERNAL GUIDANCE (INT) 2021-01

An Internal Guidance (INT) is intended to provide enforcement guidance solely to OFCCP employees and is designated Confidential and For Internal Use Only. Employees are not authorized to disclose an INT. An INT may contain proprietary information that, if disclosed, would hinder OFCCP's law enforcement activities. Accordingly, an INT may be exempt from disclosure under the Freedom of Information Act (FOIA). Requests to disclose an INT pursuant to FOIA or other legal authority must be referred to the OFCCP National Office for appropriate response. Unauthorized disclosure of nonpublic information may result in corrective action as provided by the Standards of Ethical Conduct for Employees of the Executive Branch, 5 C.F.R. § 2635. The contents of this document do not have the force and effect of law and are not meant to bind the public in any way. This document is intended only to provide clarity to OFCCP staff regarding existing requirements under the law or agency policies.

Effective Date: November 27, 2020

1. **SUBJECT:** Processing Executive Order 13950 “Hotline” Complaints
2. **PURPOSE:** To provide the general process and procedures related to processing complaints OFCCP receives on the Executive Order 13950 hotline.
3. **REFERENCES:**
 - a. Executive Order 13950 of Sept. 22, 2020, Combating Race and Sex Stereotyping, 85 FR 60683.
 - b. Executive Order 11246 of Sept. 24, 1965, Equal Employment Opportunity, as amended, at <https://www.dol.gov/agencies/ofccp/executive-order-11246> (last accessed Nov. 23, 2020).
 - c. 41 CFR part 60-1, subpart B, General Enforcement; Compliance Review and Complaint Procedure.
 - d. Federal Contract Compliance Manual (FCCM), Chapter 6 – Complaint Investigation
4. **AFFECTED POLICY:** This internal guidance (INT) supplements the FCCM – Chapter 6 with specific procedures related to processing complaints filed on the Executive Order 13950 hotline (hotline complaints). OFCCP will follow the complaint processing guidance in the FCCM and EO 11246 implementing regulations with further clarifying guidance below.
5. **BACKGROUND:** On September 22, 2020, President Donald J. Trump issued Executive Order (EO) 13950, “Combating Race and Sex Stereotyping.” This EO sets forth the policy of the United States “not to promote race or sex stereotyping or scapegoating” and prohibits federal contractors from including such views in workplace diversity and inclusion trainings. The EO further sets out several specific “divisive concepts” that shall not be included in workplace trainings, including the concepts that (a) one race or sex is inherently superior to another race or sex; (b) an individual, by virtue of his or her race or sex, is inherently racist sexist, or oppressive, whether consciously or unconsciously; (c) an individual should be discriminated against or receive adverse treatment solely or partly

because of his or her race or sex; (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex; (e) an individual's moral character is necessarily determined by his or her race or sex; (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race.

Section 4(b) of EO 13950 directed OFCCP to establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246 that allege a Federal contractor utilizes training programs in violation of the contractor's obligations under those orders. OFCCP established the hotline on September 24, 2020, to receive complaints via phone and email. The requirements of Section 4 of EO 13950 apply to contracts entered into on or after November 21, 2020.

6. **ROLES AND RESPONSIBILITIES:**

a. **National Office Help Desk** is responsible for:

- i. Receiving hotline complaints via phone and email;
- ii. Assigning the hotline complaints to the appropriate Regional Office; and
- iii. Responding to general inquiries.

b. **Regional Offices** are responsible for:

- i. Processing hotline complaints in accordance with the complaint process and procedures outlined in the Federal Contract Compliance Manual (FCCM), Chapter 6 – Complaint Investigation, applicable regulations on processing complaints under EO 11246, and this INT;
- ii. Referring novel issues to the Director of Enforcement; and
- iii. Consulting with the Director of Enforcement to determine how to close complaints including whether to refer cases to the Office of the Solicitor.

c. **Director of Enforcement** is responsible for consulting with regional and field offices on novel issues and on case closure options.

7. **POLICY AND PROCEDURES:** The hotline complaints OFCCP receives related to race and sex stereotyping and scapegoating in workplace training programs are handled consistently with the complaint investigation procedures outlined in chapter 6 of the FCCM. As a matter of the agency's enforcement discretion, these hotline complaints should also be handled consistently with the implementing regulations for processing complaints under EO 11246 (*e.g.*, filing requirements, including timeliness). This INT summarizes those established procedures and supplements them to be applicable for hotline complaints.

a. **Complaint receipt.** OFCCP receives hotline complaints alleging federal contractors are utilizing workplace training programs in violation of the contractor's obligations

under EO 11246 and/or EO 13950 via email and phone. The National Office Help Desk will send the complaints to the appropriate regional office based on the geographical jurisdiction of the complaint. If a complaint does not provide a specific establishment or the complainant's geographic location, the Help Desk will refer the complaint to the region where the contractor headquarters is located. OFCCP's regional offices will follow the receipt procedures outlined in the FCCM (see FCCM 6C00). This step includes sending a notice to the employer against whom a complaint is filed with the date, place, and circumstances of the alleged unlawful employment practice (see FCCM 6C02). Accordingly, OFCCP will send a modified "10-Day Notice Letter" to the contractor that is specific to hotline complaints (see Attachment A. During this step, OFCCP will also send a modified "10-day Notice Letter" to the complainant, specific to hotline complaints, to acknowledge receipt of the complaint and inform of the next steps (see Attachment B).

- b. **Complaint perfection.** OFCCP's regional offices are responsible for perfecting all complaints, using the general procedures outlined in FCCM 6C03 (*e.g.*, contract coverage, timeliness, completeness of complaint), and the following guidance.
 - i. OFCCP will investigate hotline complaints received prior to November 21, 2020, only under the authority of EO 11246. For EO 13950 jurisdiction coverage, a contractor must have a new or modified contract, subcontract, or purchase order entered into on or after November 21, 2020.
 - ii. During the perfection process, regional offices must determine whether to pursue a complaint under EO 13950 or EO 11246 – or both – in consultation with the Director of Enforcement, as needed.
 - iii. Hotline complaints that are actionable only under EO 13950 are not considered dual-filed with the EEOC under Title VII. Therefore, OFCCP will not refer any of those hotline complaints to the EEOC. If a complaint that is only actionable under EO 13950 cannot be perfected, it should be closed administratively removing the Right-to-Sue Notice (see Attachment C).
 - iv. Hotline complaints that are potentially actionable under EO 11246 with a Title VII basis would be considered dual-filed with the EEOC (even when they are also actionable under EO 13950). As a general rule, OFCCP will retain these dual-filed complaints. If these dual-filed complaints cannot be perfected, they should also be closed administratively including the Right-to-Sue Notice (see Attachment C).
 - v. Hotline complaints may use Form CC-4, "Complaint Involving Employment Discrimination by a Federal Contractor or Subcontractor" to allege violations under EO 13950, but OFCCP does not require use of Form CC-4. However, if not submitted on Form CC-4, the regional offices, in working to perfect the complaint, should ensure that the hotline complaint contains the same components required of EO 11246 complaints (see FCCM 6C03).
- c. **Coordination with Director of Enforcement.** Upon completion of complaint

perfection, the regional office will recommend to the Director of Enforcement whether OFCCP should investigate all or part of the complaint or close the complaint administratively. The Director of Enforcement will then either approve the recommendation or consult with the Office of the Solicitor and the regional office on the best course of action, within 3 business days. If no action or communication is taken by the Director of Enforcement within the 3-day window, the regional recommendation shall be considered approved to ensure timely processing of complaints.

- d. **Complaint investigation.** If the determination is made to investigate the complaint allegations, the regional office will assign the complaint to the field office located in the jurisdiction of the establishment or construction site where the alleged discrimination occurred (see FCCM 6D). The field office must take all necessary steps to complete the complaint investigation within 60 calendar days of receiving the complaint from the regional office, unless the Regional Director grants an extension (see FCCM 6D01). During complaint investigation, the field office should follow all the processes and procedures outlined in the FCCM for investigating complaints, including corresponding with the contractor and the complainant, establishing and maintaining the case file, and developing the investigative plan.
- e. **Complaint resolution and closure.** The Director of Enforcement should be consulted prior to closing a case, particularly cases with potential violations.
 - i. For hotline complaints that are actionable only under EO 13950, there is no requirement that the contractor's actions rise to the level of an "adverse employment action" against an employee. OFCCP must determine in these cases whether the training contains materials prohibited by EO 13950, and resolve the complaint using the following procedures:
 - A. If no violation is found, OFCCP will use a modified "Notice of Results of Investigation: No Violation" removing the Right-to Sue notice (see Attachment D).
 - B. If there is a training program that violates EO 13950, OFCCP would notify the contractor using a modified "Notice of Results of Investigation: Violation" (see Attachment E). OFCCP would seek to stop the race or sex stereotyping or scapegoating and ask the contractor to correct the training going forward through a Closure Letter of Commitment (see Attachment F).
 - ii. For hotline complaints that are actionable only under EO 11246 or actionable under both EO 11246 and EO 13950, in order to determine whether there is discrimination under the EO 11246 portion of the complaint OFCCP must determine whether there is an adverse employment action (*e.g.*, a hostile work environment, or another personnel action affecting the terms and conditions of employment) or whether the complaint otherwise satisfies the elements of EO 11246 liability. If OFCCP finds a violation, it must pursue prospective and/or other relief, as appropriate, in consultation with the Director of Enforcement, using the following procedures:

- A. If no violation is found, OFCCP will use a modified “Notice of Results of Investigation: No Violation” including the Right-to Sue notice (see Attachment D).
 - B. If OFCCP finds a violation, OFCCP would notify the contractor using a modified “Notice of Results of Investigation: Violation” (see Attachment E). OFCCP would seek to stop the unlawful conduct and ask the contractor to correct the training going forward through a Closure Letter of Commitment (see Attachment F), where possible.
- iii. For any violations that cannot be resolved through a Letter of Commitment, OFCCP may seek remedies through a Conciliation Agreement or through enforcement referral to the Office of the Solicitor.

8. **ATTACHMENTS:**

- a. Attachment A – 10-Day Notice to Contractor: Receipt of EO 13950/11246 “Hotline” Complaint
- b. Attachment B – 10-Day Notice to Complainant: Receipt of EO 13950/11246 “Hotline” Complaint
- c. Attachment C – Administrative Closure for Complaint filed under Executive Order 13950 and/or Executive Order 11246
- d. Attachment D – Notification of Results of Investigation: No Violation (for Complaints Actionable under EO 13950 and/or EO 11246)
- e. Attachment E – Notification of Results of Investigation: Violation (for Complaints Actionable under EO 13950 and EO 11246)
- f. Attachment F – Letter of Commitment

SIGNATURE:

**CRAIG
LEEN**

Digitally signed by
CRAIG LEEN
Date: 2020.11.27
18:29:14 -05'00'

CRAIG E. LEEN
Director
Office of Federal Contract Compliance Programs

ATTACHMENT A: 10-DAY NOTICE TO CONTRACTOR: RECEIPT OF EXECUTIVE ORDER 13950 / 11246 “HOTLINE” COMPLAINT

[Date]

[Name and address of employer]

Complaint Reference Number: [number]

Dear [insert name of Employer/Contractor Official]:

This is to notify you that on [insert date] we received a complaint from [insert as appropriate: name of complainant - or - authorized representative] alleging a violation of Executive Order 13950 and/or Executive Order 11246.

Executive Order 11246 and 13950 overlap in some respects, but are different in some respects as well. Executive Order 13950 specifically prohibits federal contractors that have entered into contracts on or after November 21, 2020 from using workplace trainings that utilize race or sex stereotyping or scapegoating, whereas Executive Order 11246 more broadly requires all covered federal contractors to engage in affirmative action and prohibits them from discriminating on a number of protected bases, among them race and sex

The complainant alleges that [insert the name of the employer, and the alleged workplace training and/or discriminatory actions or practices, including the date(s) of occurrence and relevant place and circumstances].

Insert whichever of the following statements are applicable:

- We have closed the complaint because we are unable to establish jurisdiction.
- We have determined that OFCCP has jurisdiction to address the allegations of employment discrimination under Executive Order 13950 and/or Executive Order 11246 stated in the complaint and will proceed with an investigation.
- We have determined that OFCCP has jurisdiction to address and investigate the following allegations in the complaint: *[insert description of retained allegations and their bases]*.
- We have not yet determined whether OFCCP has jurisdiction to investigate the complaint. If we establish jurisdiction over the employer, OFCCP will investigate the complaint under *[insert: Executive Order 11246 and/or Executive Order 13950]*. If we are unable to establish jurisdiction over all or part of the complaint, we will inform you.

[Include when there may be an EO 11246 basis for the complaint: Please be advised that OFCCP regulations implementing Executive Order 11246 require that you retain all records pertinent to this complaint and ensure that there is no retaliation because of this complaint.]

Sincerely,

[Name of regional director]

Regional Director

ATTACHMENT B: 10-DAY NOTICE TO COMPLAINANT: RECEIPT OF EO 13950 / 11246
“HOTLINE” COMPLAINT

[Date]

[Name and address of complainant]

Complaint Reference Number: [number]

Dear [name of Complainant]:

This letter/email is to notify you that we have received your complaint. We may contact you within the next 15 calendar days to obtain important information that may be missing from your complaint submission, such as your signature. *[Regional offices may request complainants to complete and sign Form CC-4, “Complaint Involving Employment Discrimination by a Federal Contractor or Subcontractor” to capture all the necessary components of a complaint if they are not present in the complainant’s original submission.]*

The requirements of Executive Order 13950 for federal contractors and subcontractors will apply to contracts entered into starting on November 21, 2020, which is 60 days after the date that the executive order became effective. OFCCP can investigate complaints that are filed based on training programs that occurred prior to November 21, 2020, under Executive Order 11246.

Executive Order 11246 and 13950 overlap in some respects, but are different in some respects as well. Executive Order 13950 specifically prohibits workplace trainings that utilize race or sex stereotyping or scapegoating, whereas Executive Order 11246 more broadly requires affirmative action and prohibits federal contractors from discriminating on a number of protected categories, including race and sex.

Please note that your complaint is being processed by OFCCP and it may be treated as dual-filed with Equal Employment Opportunity Commission (EEOC), if there is a basis to do so under Title VII of the Civil Rights Act of 1964.

We will notify the contractor of your complaint, provide the contractor a copy of the complaint, and advise the contractor of the opportunity to attempt to resolve the complaint if the contractor wishes to do so. We will also inform the contractor that our regulations implementing Executive Order 11246 require that all relevant records be retained, and that there be no harassment, intimidation, coercion or retaliation against you for filing this complaint or taking any other protected activity.

Please let us know immediately if the contractor and you resolve the complaint to your satisfaction, preferably in writing. In the meanwhile, we will schedule your complaint for investigation.

Please be sure to keep us advised of any change in your address or telephone number. If you have any questions, you may contact [name] at [phone/email].

Sincerely,

[Name of district director]

District Director

Enclosure: Copy of complaint for [insert name of complainant and CMS#] provided to the contractor

ATTACHMENT C: ADMINISTRATIVE CLOSURE FOR COMPLAINT FILED UNDER EXECUTIVE ORDER 13950 AND/OR EXECUTIVE ORDER 11246

Certified Mail, Return Receipt Requested

U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

TO: [Complainant's Name
and Address]

FROM: [OFCCP Office Name
and Address]

On behalf of a person whose
identity is confidential
(29 CFR 1601.7(a))

OFCCP Representative

Complaint Number:

[Include if filed under EO 11246: TO THE COMPLAINANT: This is your NOTICE OF RIGHT-TO-SUE under Title VII of the Civil Rights Act of 1964, as amended based on the above-numbered complaint. It is issued because OFCCP has dismissed your complaint for the following reason:]

[Include if filed only under EO 13950: This administrative closure is issued because OFCCP has dismissed your complaint for the following reason:]

[Select all that apply]

OFCCP has closed your complaint because OFCCP is unable to conclude that the information obtained establishes a violation of *[insert, as appropriate: Executive Order 11246 and Executive Order 13950; Executive Order 13950; Executive Order 11246]*.

Your complaint was not filed in a timely manner. *[Insert as applicable: A complaint under Executive Order 11246 must be filed within 180 calendar days from the date of the alleged discriminatory act.] [Insert if an extension had been requested: Your request for extension of the filing requirement and the additional information provided did not meet the criteria necessary to allow an extension for good cause for your delayed filing.]* Accordingly, we have closed your complaint.

You failed to provide requested necessary information, failed to appear or refused to be available for necessary interviews or conferences; or otherwise refused to cooperate to the extent that OFCCP is unable to complete its investigation of your complaint.

You refused to enter into a conciliation agreement, the terms of which OFCCP determined to be reasonable.

OFCCP has made reasonable efforts to locate you and has been unable to do so. You have had at least 60 calendar days in which to respond to a notice sent to your last known address. OFCCP has closed the complaint because we are unable to proceed without your cooperation.

[Include if filed under EO 11246: The issuance of this NOTICE OF RIGHT-TO-SUE concludes OFCCP processing of your complaint. If you wish to pursue your complaint further, you have the right to sue the employer named in your complaint in federal or state court. IF YOU DECIDE TO SUE, YOU MUST DO SO WITHIN 90 DAYS OF YOUR RECEIPT OF THIS NOTICE. OTHERWISE, YOUR RIGHT TO SUE IS LOST. (The time limit for filing suit based on a state claim may be different.)]

Notice of this administrative closure has been sent to the employer named in your complaint: *[insert employer's name and address]*.

For the United States Department of Labor,

Regional Director or Designee

Date

[Insert enclosures if complaint is investigated under Executive Order 11246:

Enclosures (2): 1) Information Related to Filing Suit under Title VII and the ADA [Appendix A-11 in FCCM] 2) Copy of Complaint]

cc: *[insert name of complainant and/or representative]*

[insert name of contractor and/or representative]

[insert name of the EEOC field office contact, if dual-filed complaint under EO 11246]

ATTACHMENT D: NOTIFICATION OF RESULTS OF INVESTIGATION: NO VIOLATION (FOR COMPLAINTS ACTIONABLE UNDER EO 13950 AND/OR 11246)

Certified Mail, Return Receipt Requested

U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

[*Complaint No.*]

[*Complainant's Name*]

COMPLAINANT

[*Street Address*]

[*City, State, Zip Code*]

[*Contractor's Name*]

CONTRACTOR

[*Street Address*]

[*City, State, Zip Code*]

On [*insert date*], the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) conducted an investigation of the alleged violations of [*insert, as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246*] made in the complaint of [*insert name of complainant*], filed on [*insert date*] following the agency's procedures for complaints filed against employers holding government contracts or subcontracts. Here are the results of our investigation:

1. [*Insert name of contractor*] is a nonexempt government contractor subject to the requirements of [*insert as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246*].
2. [*Use this number for complaints that are only actionable under EO 11246: The complainant is covered or protected by Executive Order 11246.*]
3. The complainant alleges the contractor violated its obligations under provisions of its federal contracts [*insert a description of the workplace training including race/sex stereotyping and/or race/sex scapegoating; and/or the adverse employment action or practice of the employer: e.g., terminating, not promoting, paying less, retaliation*].
4. The contractor's position is that the [*workplace training was not prohibited by EO 11246 and/or EO 13950; and/or the description of the adverse personnel action or practice of the*]

employer, e.g., terminated, not hired, was not discriminatory] because [*insert a description of the contractor's position or defense*].

5. Our investigation indicates that the contractor [*insert a description of what the contractor did or did not do*].

OFCCP's investigation found insufficient evidence that the contractor violated its obligations under the provisions of [*insert one or more as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246*]. This determination concludes the processing of this complaint by OFCCP.

On behalf of the United States Department of Labor,

[Regional Director or Designee]

[Date]

[*Insert enclosure if complaint is investigated under Executive Order 11246: Enclosure: Notice of Right-to-Sue*]

cc: [*insert name of complainant's attorney*]
 [*insert name of contractor's attorney*]
 [*insert name of the EEOC field office contact, if dual-filed complaint under EO 11246*]

ATTACHMENT D ENCLOSURE: NOTICE OF RIGHT-TO-SUE UNDER TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 (ONLY TO BE USED ON COMPLAINTS INVESTIGATED UNDER EXECUTIVE ORDER 11246)

U.S. DEPARTMENT OF LABOR
OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

TO: [Complainant's Name
and Address]

FROM: [OFCCP Office Name
and Address]

On behalf of a person whose
identity is confidential
(29 CFR 1601.7(a))

OFCCP Representative

Complaint Number:

TO THE COMPLAINANT: You may file a lawsuit against the contractor under [*insert as appropriate*: Title VII or ADA] in federal or state court. **Your lawsuit must be filed within 90 calendar days of receipt of this notice or your right to sue will be lost.** Please see the enclosed information sheet on filing lawsuits for further information.

With the issuance of this Notice of Right-to-Sue, OFCCP is terminating its processing of your complaint.

An information copy of this Notice has been sent to the below employer as named in your complaint.

[*insert employer's name and address*]

On behalf of the United States Department of Labor,

[Regional Director or Designee]
[*insert appropriate OFCCP office address*]

[Date]

Enclosures (2): Information Related to Filing Suit under Title VII and the ADA [*Appendix A-11 in FCCM*]

Copy of Complaint

cc: [*insert name of complainant's attorney*]
[*insert name of the contractor's attorney*]
[*insert name of the EEOC field office contact*]

**ATTACHMENT E: NOTIFICATION OF RESULTS OF INVESTIGATION:
VIOLATION (FOR COMPLAINTS ACTIONABLE UNDER EO
13950 AND/OR 11246)**

Certified Mail, Return Receipt Requested

[Complaint No.]

[Complainant's Name]

COMPLAINANT

[Street Address]

[City, State, Zip]

[Company name]

CONTRACTOR

[Street Address]

[City, State, Zip]

On [insert date], the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) conducted an investigation of the alleged violations of [insert, as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246] made in the complaint of [insert name of complainant], filed on [insert date] following the agency's procedures for complaints filed against employers holding government contracts or subcontracts. Here are the results of our investigation:

1. [Insert name of contractor] is a nonexempt government contractor subject to the requirements of [insert as appropriate: Executive Order 13950; Executive Order 11246; Executive Order 13950 and Executive Order 11246].
2. [Use this number for complaints that are only actionable under EO 11246: The complainant is covered or protected by Executive Order 11246.]
3. The complainant alleges the contractor violated its obligations under provisions of its federal contracts [insert a description of the workplace training including race/sex stereotyping and/or race/sex scapegoating; and/or the adverse employment action or practice of the employer: e.g., terminating, not promoting, paying less, retaliation].
4. The contractor's position is that the [workplace training was not prohibited by EO 11246 and/or EO 13950; and/or the description of the adverse personnel action or practice of the employer, e.g., terminated, not hired, was not discriminatory] because [insert a description of the contractor's position or defense].
5. Our investigation indicates that the contractor [insert all specifics details relevant to the complainant's status and the contractor's actions].

The action(s) described in Paragraph 5 violated the contractor's obligations under the regulations as follows:

[insert a list of the sections violated and describe violation].

Under the regulations implementing Executive Order 11246 at 41 CFR 60-1.24(c)(2), the U.S. Department of Labor's OFCCP invites *[insert name of contractor]* to resolve this matter through conciliation by informal means. A compliance officer from this office will be in contact with *[insert name of contractor]* by *[insert date]* to begin the conciliation process.

On behalf of the United States Department of Labor,

Regional Director or Designee

Date

cc: *[insert name of the complainant's representative]*
[insert name of the contractor's representative]

ATTACHMENT F: LETTER OF COMMITMENT

Certified Mail, Return Receipt Requested AND Electronic Mail

[Date]

[Name of CEO]

[Title of CEO]

[Establishment Name]

[Street Address]

[City, State, Zip Code]

Dear [insert name of contractor's official]:

The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP), recently completed a complaint investigation under Executive Order 13950 and/or Executive Order 11246 regarding the provision of workplace training and any relevant equal employment opportunity policies and practices at [insert name and location of the establishment, construction work sites in the economic area under review or functional unit reviewed].

During the complaint investigation process, we identified and resolved the following violation(s): [insert the violation(s) resolved during the complaint investigation, including the appropriate regulatory or Executive Order 13950 citation and specific remedy]. [Insert contractor name] has committed to OFCCP that it will prevent these violations from recurring in the future.

There were no other apparent violations of Executive Order 11246, as amended; Executive Order 13950; Section 503 of the Rehabilitation Act of 1973, as amended; or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended; or Executive Order 13496.

OFCCP appreciates the cooperation of you and your staff during the conduct of the complaint investigation.

Sincerely,

[insert name of district director]

District Director

cc: [insert names]

From: Leen.Craig@dol.gov
To: Taylor, Timothy J - SOL
Sent: 12/3/2020 6:34:19 PM
Subject: Fwd: ACTION: Update - OIG statement of facts re: 13950
Attachments: EO 13950 OFCCP SOF_OFCCPEdits (CRLM 12-3).docx

FYI, we'll have it for you tomorrow morning.

Sent from my iPhone

Begin forwarded message:

From: "Gean, Lissette - OFCCP" <(b) 6@dol.gov>
Date: December 3, 2020 at 6:31:21 PM EST
To: "Leen, Craig - OFCCP" <Leen.Craig@dol.gov>
Cc: "Davidson, Patricia J - OFCCP" <(b) 6@dol.gov>
Subject: FW: ACTION: Update - OIG statement of facts re: 13950

Hi Craig,

FYI – We will be ready to send to Tim Taylor tomorrow morning.

Thank you!
Lissette

From: Gean, Lissette - OFCCP
Sent: Thursday, December 03, 2020 6:29 PM
To: Williams, Tina.T - OFCCP <(b) 6@dol.gov>; Seely, Christopher - OFCCP <(b) 6@dol.gov>
Cc: Smith, Kelley - OFCCP <(b) 6@dol.gov>
Subject: ACTION: Update - OIG statement of facts re: 13950
Importance: High

Hi Tina and Chris,

I'm attaching the comments from CRLM on the OIG's Statement of Facts. To address their comments, can you provide updated information as highlighted below?

I need the information by 10 am (Eastern) tomorrow. Doable?

Thank you,
Lissette

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 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. The RFI closed on December 1, 2020. (What responses did we receive? How many?)

According to OFCCP officials, as of November 17, 2020, OFCCP has received 1,275 comments (please provide update as of 12/2 or 12/3) 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 (is this still correct?) though some have been 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.

From: Bickerstaffe, Keir - SOL <(b) 6@dol.gov>
Sent: Thursday, December 3, 2020, 1:00 PM
To: Gean, Lissette - OFCCP <(b) 6@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; LaJeunesse, Robert - OFCCP <(b) 6@dol.gov>; Smith, Kelley - OFCCP <(b) 6@dol.gov>
Cc: Lee, Lindsay T - SOL <(b) 6@dol.gov>; Dankowitz, Beverly - SOL <(b) 6@dol.gov>
Subject: OIG statement of facts re: 13950

All,

Thanks for the opportunity to review. Please find attached comments and edits from CRLM on the OIG draft Statement of Facts. Please reach out to me or Lindsay Lee with any questions. Thank you!

KEIR S. BICKERSTAFFE

Counsel for Interpretation and Advice | Office of the Solicitor | Civil Rights and Labor-Management Division
U.S. Department of Labor | 200 Constitution Avenue, N.W. | Suite N-2474 | Washington, DC 20210
Office: (202) (b) 6 | Fax: (202) 693-5319 | (b) 6@dol.gov
Pronouns: he/him/his

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

From: Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>
To: Taylor, Timothy J - SOL
Sent: 12/3/2020 6:34:21 PM
Subject: Fwd: ACTION: Update - OIG statement of facts re: 13950
Attachments: EO 13950 OFCCP SOF_OFCCPEdits (CRLM 12-3).docx

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Sent from my iPhone

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Cc: "Davidson, Patricia J - OFCCP" <(b) 6@dol.gov>
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subcontractors regarding the training, workshops, or similar programming provided to employees. Specifically, the 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. The RFI closed on December 1, 2020. (What responses did we receive? How many?)

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From: Bickerstaffe, Keir - SOL <(b) 6@dol.gov>
Sent: Thursday, December 03, 2020 3:58 PM
To: Gean, Lissette - OFCCP <(b) 6@dol.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; LaJeunesse, Robert - OFCCP <(b) 6@dol.gov>; Smith, Kelley - <(b) 6@dol.gov>
Cc: Lee, Lindsay T - SOL <(b) 6@dol.gov>; Dankowitz, Beverly - SOL <(b) 6@dol.gov>
Subject: OIG statement of facts re: 13950

All,

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KEIR S. BICKERSTAFFE

Counsel for Interpretation and Advice | Office of the Solicitor | Civil Rights and Labor-Management Division
U.S. Department of Labor | 200 Constitution Avenue, NW | Suite N-2474 | Washington, DC 20210
Office: (202) (b) 6 Fax: (202) 693-5319 | (b) 6@dol.gov
Pronouns: he/him/his

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

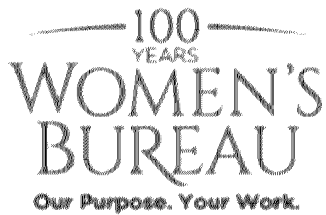
From: Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>
To: Kirk, Dennis D.; Wright, Samuel F.
CC: Gean, Lissette - OFCCP
Sent: 12/4/2020 3:42:15 PM
Subject: RFI Content Summaries
Attachments: EO 13950 Comment Summary 11-13-2020.pdf

Dennis and Sam,

As discussed, here are the content summaries for responses received to the RFI as of November 13, 2020. I'll also send you updated stats in a moment.

Best,
Craig

Craig E. Leen
Director, Office of Federal Contract Compliance Programs
U.S. Department of Labor
200 Constitution Avenue, NW
Room C3325
Washington, DC 20210
(202) (b) 6 Phone
(202) 693-1304 (Fax)



EO 13950 RFI Comments

Comment Number	Comment
OFCCP-2020-0002-0002	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	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	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 files 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	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.

EO 13950 RFI Comments

	<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 of Critical Theory and embrace liberal values of equality, human dignity, and human flourishing.</p>
<p>OFCCP-2020-0002-0012</p>	<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>
<p>OFCCP-2020-0002-0013</p>	<p>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.</p>
<p>OFCCP-2020-0002-0014</p>	<p>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.</p>
<p>OFCCP-2020-0002-0015 OFCCP-2020-0002-0016</p>	<p>You are all insane!!!! What do you really want? What blacks want besides looting?</p>
<p>OFCCP-2020-0002-0017</p>	<p>Thank you for creating this EO. Critical Race Theory is pseudo-scientific, anti-academic, racist driven. 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>

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0018</p>	<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 led 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>
<p>OFCCP-2020-0002-0019</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>
<p>OFCCP-2020-0002-0020</p>	<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>
<p>OFCCP-2020-0002-0021</p>	<p>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.</p>
<p>OFCCP-2020-0002-0022</p>	<p>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.</p>

EO 13950 RFI Comments

OFCCP-2020-0002-0023	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	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	The Human Resources departments for all federal contractors need to make their employees aware of the hotline.
OFCCP-2020-0002-0026	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 should not exist anywhere in America. For taxpayers to be paying for this atrocity is outrageous. Clearly we can all work under this DOJ proposal.
OFCCP-2020-0002-0027	See attached pic..... segregation in their government training..... Plessy vs Ferguson is moot?
OFCCP-2020-0002-0028	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	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 don't believe in racism or sexism, how can you experience anguish because you have to go to a boring training you don't 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 drive. You signed off on it, so either you believe in it or somebody has promised you something. Unbelievable cruelty & trickery.
OFCCP-2020-0002-0030	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	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.

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0032</p>	<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>
<p>OFCCP-2020-0002-0033 OFCCP-2020-0002-0034</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. Please roll this back. It's regressive and counter to what folks in our country have been fighting for for decades.</p>
<p>OFCCP-2020-0002-0035</p>	<p>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.</p>
<p>OFCCP-2020-0002-0036</p>	<p>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.</p>

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0037</p>	<p>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. 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.</p>
<p>OFCCP-2020-0002-0038</p>	<p>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>
<p>OFCCP-2020-0002-0039</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 have 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-2020-0002-0040</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>
<p>OFCCP-2020-0002-0041</p>	<p>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. 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.</p>

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0042</p>	<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>
<p>OFCCP-2020-0002-0043</p>	<p>I work as a Registered Nurse for Providence Health Services in Medford, Oregon. I am employed in the Home Health and Hospice division. 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>
<p>OFCCP-2020-0002-0044</p>	<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>

EO 13950 RFI Comments

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.

OFCCP-2020-0002-0045

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.

OFCCP-2020-0002-0045

EO 13950 RFI Comments

	<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-2020-0002-0047	<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>
OFCCP-2020-0002-0048	<p>This EO is racist and controlling, gaslighting the experience of many Americans. Biden had better reverse it.</p>
OFCCP-2020-0002-0050	<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>

EO 13950 RFI Comments

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, Allan Ribbler, Ph.D. Licensed Psychologist

OFCCP-2020-0002-0084

EO 13950 RFI Comments

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, Andrea Miller Clinical Assistant Professor of Psychology, University of Illinois

OFCCP-2020-0002-0112

EO 13950 RFI Comments

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., Onyeodor, 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).

OFCCP-2020-0002-0133

EO 13950 RFI Comments

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. Sincerely, Fabricio E Balcazar, Ph.D.

OFCCP-2020-0002-0154

EO 13950 RFI Comments

	<p>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, Dr. Glenn Bricken</p>
<p>OFCCP-2020-0002-0339</p>	<p>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.</p>
<p>OFCCP-2020-0002-0428</p>	<p>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>

EO 13950 RFI Comments

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, Joseph H. McCoy, Ph.D./Licensed psychologist/Texas Pres. Valley Psychological Services, P.C. Member of APA, TPA, STPA and CAPS [all professional associations] 5109 S. McColld Rd. (in Plaza D'Oro North Entrance) Edinburg, TX 78539 ph:956.682.0385, fx:956.682.0388

OFCPP-2020-0002-0429

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. Michael Brickley, Ph.D., Psychologist

OFCPP-2020-0002-0430

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0431</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. 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, Peter Langman, Ph.D.</p>
<p>OFCCP-2020-0002-0432</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." 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, Timothy F. Wynkoop, Ph.D. Clinical Neuropsychologist Maumee, OH</p>
<p>OFCCP-2020-0002-0434</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, Dr. Kate Michaud</p>

EO 13950 RFI Comments

	<p>As a student psychologist, I write to express my strong SUPPORT 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>
OFCCP-2020-0002-0436	<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>
OFCCP-2020-0002-0437	

EO 13950 RFI Comments

	<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>
OFCCP-2020-0002-0491	<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. 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.</p>
OFCCP-2020-0002-0535	

EO 13950 RFI Comments

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 benefitting 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.

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,

Anne Lynch-Jordan, PhD
Professor, Dept of Pediatrics
University of Cincinnati College of Medicine
Cincinnati Children's Hospital Medical Center

OFCCP-2020-0002-0548

EO 13950 RFI Comments

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 is 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,

Allen Rand Coleman, PhD

Licensed Psychologist

OFCCP-2020-0002-0617

I 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.

OFCCP-2020-0002-0636

EO 13950 RFI Comments

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. Sincerely, Kathleen S. Brown, Ph.D.

OFCCP-2020-0002-0716

EO 13950 RFI Comments

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

Michele Larzelere, PhD

OFCCP-2020-0002-0726

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.

OFCCP-2020-0002-0799

EO 13950 RFI Comments

<p><u>OFCCP-2020-0002-0841</u></p>	<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, Joseph D. Mangine, Ph.D. Psychologist, OH Lic 7134</p>
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EO 13950 RFI Comments

	<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 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:</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. Harvard Business Review. <p>Sincerely</p>
<p>OFCCP-2020-0002-0846</p>	
<p>OFCCP-2020-0002-0937</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>
<p>OFCCP-2020-0002-0938</p>	<p>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.</p>

EO 13950 RFI Comments

<p>OFCCP-2020-0002-0939</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". Sincerely, Dr. RE Carlson</p>
<p>OFCCP-2020-0002-0940</p>	<p>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 person's 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!</p>
<p>OFCCP-2020-0002-0941</p>	<p>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"</p>
<p>OFCCP-2020-0002-0942</p>	<p>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.</p>
<p>OFCCP-2020-0002-0943</p>	<p>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.</p>
<p>OFCCP-2020-0002-0944</p>	<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>

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<p>OFCCP-2020-0002-0945</p>	<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>OFCCP-2020-0002-0946</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, Bethany Teachman, PhD</p>
<p>OFCCP-2020-0002-0947</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>
<p>OFCCP-2020-0002-0948</p>	<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>
<p>OFCCP-2020-0002-0950</p>	<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>
<p>OFCCP-2020-0002-0951</p>	<p>CRT and it's surrogates are implicitly racist, and those who spread its evil should be condemned to death</p>
<p>OFCCP-2020-0002-0952</p>	<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>

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	<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>
<p><u>OFCCP-2020-0002-0953</u></p>	<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>
<p><u>OFCCP-2020-0002-0954</u></p>	<p>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 taxpayer dollars.</p>
<p><u>OFCCP-2020-0002-0955</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0956</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0957</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0958</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0959</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0960</u></p>	<p>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</p>
<p><u>OFCCP-2020-0002-0961</u></p>	<p>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.</p>
<p><u>OFCCP-2020-0002-0962</u></p>	

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<p>OFCCP-2020-0002-0963</p>	<p>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.</p>
<p>OFCCP-2020-0002-0964</p>	<p>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.</p>
<p>OFCCP-2020-0002-0965</p>	<p>I support removal. Teaching that any race is inferior is immoral. 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.</p>
<p>OFCCP-2020-0002-0966</p>	<p>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 as 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 sows will ultimately be a legal and financial liability for the institutions that embrace it.</p>
<p>OFCCP-2020-0002-0967</p>	<p>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.</p>
<p>OFCCP-2020-0002-0968</p>	<p>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 or 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.</p>
<p>OFCCP-2020-0002-0970</p>	<p>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.</p>

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<p>OFCCP-2020-0002-0971 OFCCP-2020-0002-0972</p>	<p>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. I support the ban on CRT by EO from the President.</p>
<p>OFCCP-2020-0002-0973</p>	<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 intellectuals 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>
<p>OFCCP-2020-0002-0974 OFCCP-2020-0002-0975</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. 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>
<p>OFCCP-2020-0002-0976 OFCCP-2020-0002-0977</p>	<p>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. 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.</p>

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	<p>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.</p>
<p>OFCCP-2020-0002-0978</p>	<p>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</p>
<p>OFCCP-2020-0002-0979</p>	<p>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.</p>
<p>OFCCP-2020-0002-0980</p>	<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>
<p>OFCCP-2020-0002-0981</p>	<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>
<p>OFCCP-2020-0002-0982</p>	<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>
<p>OFCCP-2020-0002-0983</p>	<p>No. Stop these trainings now. They are detrimental to the culture of America.</p>
<p>OFCCP-2020-0002-0984</p>	<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>
<p>OFCCP-2020-0002-0985</p>	

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	<p>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 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).</p>
<p>OFCCP-2020-0002-0986</p>	<p>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 different 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.</p>
<p>OFCCP-2020-0002-0987</p>	<p>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.</p>
<p>OFCCP-2020-0002-0988</p>	<p>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</p>
<p>OFCCP-2020-0002-0989</p>	<p>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.</p>
<p>OFCCP-2020-0002-0990</p>	

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<p>OFCCP-2020-0002-0991</p>	<p>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.</p>
<p>OFCCP-2020-0002-0992</p>	<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>
<p>OFCCP-2020-0002-0993</p>	<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>
<p>OFCCP-2020-0002-0994</p>	<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>
<p>OFCCP-2020-0002-0995</p>	<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>
<p>OFCCP-2020-0002-0996</p>	<p>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.</p>
<p>OFCCP-2020-0002-0997</p>	<p>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.</p>

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<p>OFCCP-2020-0002-0998</p>	<p>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.</p>
<p>OFCCP-2020-0002-0999</p>	<p>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>
<p>OFCCP-2020-0002-1000</p>	<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>
<p>OFCCP-2020-0002-1001</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>
<p>OFCCP-2020-0002-1002</p>	<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>
<p>OFCCP-2020-0002-1003</p>	<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'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>

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	<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 baffling. 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>
<p>OFCCP-2020-0002-1004</p>	<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 activities only. People's lives outside of work are their own.</p>
<p>OFCCP-2020-0002-1005</p>	<p>I agree with and support Executive Order 13950.</p>
<p>OFCCP-2020-0002-1006</p>	<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>
<p>OFCCP-2020-0002-1007</p>	<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 teach 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 extension, 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>
<p>OFCCP-2020-0002-1009</p>	<p>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.</p>
<p>OFCCP-2020-0002-1010</p>	<p>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. D. Richard Bromberg, Ph.D. Ohio Licensed Psychologist #2167</p>
<p>OFCCP-2020-0002-1011</p>	

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<p>OFCCP-2020-0002-1012</p>	<p>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, Dr. Jay Clifford</p>
<p>OFCCP-2020-0002-1013 OFCCP-2020-0002-1014</p>	<p>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. D. Richard Bromberg, Ph.D. State of Ohio Licensed Psychologist #2167 brombergpsych@sbcglobal.net Comment under Docket OFCCP-2020-0002-0001 attached.</p>
<p>OFCCP-2020-0002-1015</p>	<p>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.</p>
<p>OFCCP-2020-0002-1016</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. 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, Allen Zaklad, PhD</p>
<p>OFCCP-2020-0002-1017</p>	<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, Betsy E. Tolstedt, Ph.D.</p>

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	<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 propagation of what is, at core, religious dogma, throughout our most trusted institutions. I have become 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-2020-0002-1018</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, Geoffrey Miller.</p>
<p>OFCCP-2020-0002-1019</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 rejecting a GS role I've 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 don't even care that I've 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-2020-0002-1020</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>
<p>OFCCP-2020-0002-1021</p>	<p>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.</p>
<p>OFCCP-2020-0002-1022</p>	

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<p>OFCCP-2020-0002-1023</p>	<p>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</p>
<p>OFCCP-2020-0002-1024</p>	<p>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.</p>
<p>OFCCP-2020-0002-1025</p>	<p>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.</p>
<p>OFCCP-2020-0002-1026</p>	<p>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.</p>
<p>OFCCP-2020-0002-1027</p>	<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 sowing 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>

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	<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>
<p>OFCCP-2020-0002-1028</p>	<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>
<p>OFCCP-2020-0002-1029</p>	<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>
<p>OFCCP-2020-0002-1030</p>	<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>
<p>OFCCP-2020-0002-1031</p>	<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>
<p>OFCCP-2020-0002-1032</p>	

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	<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 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 built 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>
<p>OFCCP-2020-0002-1033</p>	<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>
<p>OFCCP-2020-0002-1034 OFCCP-2020-0002-1035</p>	<p>Firmly against racial and gender stereotyping and scapegoating. 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>
<p>OFCCP-2020-0002-1036 OFCCP-2020-0002-1037</p>	<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>

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	<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, Wendell Rohrer, Ph.D. Elkhart General Hospital Elkhart, IN</p>
<p>OFCCP-2020-0002-1038</p>	<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>
<p>OFCCP-2020-0002-1039</p>	<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>
<p>OFCCP-2020-0002-1040</p>	<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>
<p>OFCCP-2020-0002-1041</p>	<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>
<p>OFCCP-2020-0002-1042</p>	<p>CRT is non-scientific. It creates and perpetuates division, and it's ideals should not be propagated.</p>
<p>OFCCP-2020-0002-1043</p>	<p>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.</p>
<p>OFCCP-2020-0002-1044</p>	

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OFCCP-2020-0002-1045	<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	<p>Critical Race Theory is a disgusting practice and is frankly racist driven 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>

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<p>OFCCP-2020-0002-1047 OFCCP-2020-0002-1048</p>	<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. It's a disastrous ideology that will inflame tribalism based on sex/race</p>
<p>OFCCP-2020-0002-1049</p>	<p>Hello. I am a middle-income operator of a small business in California, and am someone who depends on an 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>

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<p>OFCCP-2020-0002-1050</p>	<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 read 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-ignite 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>
<p>OFCCP-2020-0002-1051</p>	<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>
<p>OFCCP-2020-0002-1052</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>
<p>OFCCP-2020-0002-1053</p>	<p>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.</p>

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<p>OFCCP-2020-0002-1054</p>	<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>OFCCP-2020-0002-1055</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 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.</p>
<p>OFCCP-2020-0002-1056</p>	<p>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)</p>
<p>OFCCP-2020-0002-1057 OFCCP-2020-0002-1058</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. These trainings are unnecessary, counterproductive, expensive, and a waste of productivity.</p>

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	<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	Trump made the right call to take this divisive, racist training out of our Federal government.
OFCCP-2020-0002-1060	We want this. We want to bar CRT and GT from being forced on us by an employer.
OFCCP-2020-0002-1061	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.
OFCCP-2020-0002-1062	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.
OFCCP-2020-0002-1063	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.
OFCCP-2020-0002-1064	

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OFCCP-2020-0002-1065	<p>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</p>
OFCCP-2020-0002-1066	<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, 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.</p>
OFCCP-2020-0002-1067	<p>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.</p>
OFCCP-2020-0002-1068	<p>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.</p>
OFCCP-2020-0002-1069	<p>I would rather die than be re-educated by Marxists.</p>
OFCCP-2020-0002-1070	<p>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.</p>
OFCCP-2020-0002-1071	<p>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 automotons 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.</p>
OFCCP-2020-0002-1072	<p>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.</p>
OFCCP-2020-0002-1073	<p>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!</p>
OFCCP-2020-0002-1074	<p>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.</p>

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<p>OFCCP-2020-0002-1075</p>	<p>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.</p>
<p>OFCCP-2020-0002-1076</p>	<p>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.</p>
<p>OFCCP-2020-0002-1077</p>	<p>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.</p>
<p>OFCCP-2020-0002-1078</p>	<p>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.</p>
<p>OFCCP-2020-0002-1079</p>	<p>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.</p>
<p>OFCCP-2020-0002-1080</p>	<p>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...</p>

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	<p>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 graduated 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/</p>
OFCCP-2020-0002-1081	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-2020-0002-1082	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.
OFCCP-2020-0002-1083	

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<p>OFCCP-2020-0002-1084</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>
<p>OFCCP-2020-0002-1085</p>	<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>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>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>

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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.

DFCCP-2020-0002-1088

From: John Fox <(b) 6@foxwangmorgan.com>
To: Leen, Craig - OFCCP; Gaglione, Robert J - OFCCP
Sent: 12/5/2020 3:32:03 PM
Subject: AAAED's Statement Before the Biden-Harris DOL Transition Team
Attachments: AAAED Issues for OFCCP Transition Team Discussion 120320.pdf

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I thought you might find the below and the attached interesting, especially since I thought AAAED was very happy with your University TAG. Thanks... John

John C. Fox

Fox, Wang & Morgan P.C.

315 University Avenue

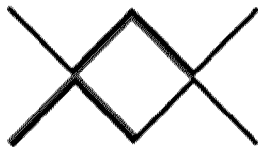
Los Gatos, CA 95030

Direct: (b) 6

Cell:

Fax: (408) 844-2351

jfox@foxwangmorgan.com



FOX, WANG & MORGAN P.C.

www.foxwangmorgan.com

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

From: Shirley Wilcher <aaaaexecdir@GMAIL.COM>

Date: 12/4/20 6:05 PM (GMT-05:00)

To: AAAED@HOME.EASE.LSOFT.COM

Subject: AAAED's Statement Before the Biden-Harris DOL Transition Team

Today, a delegation of AAAED members including members of the AAAED Board met with the DOL Biden-Harris Transition Team and shared its views about management and policy issues related to the next administration at the Office of Federal Contract Compliance Programs at the U.S. Department of Labor. Attendees for AAAED were:

Dr. Richard Anthony Baker, President, AAAED; Executive Director for Institutional Equity, EEO/AA and Title IX Coordinator, Rice University

Margo Foreman, AAAED Second Vice-President; Asst. VP Diversity, Inclusion and Equal Opportunity

DOL005207

ISU Title IX Coordinator, Iowa State University

Sandra K. Hueneman, AAAED Treasurer; Principal, Manchester Consultants; former OFCCP staff member

Ahmed Younies, AAAED Regional Director, Pacific Region; HR Unlimited, Inc.; former OFCCP staff

Matthew Camardella, Esq., AAAED General Counsel; Attorney, Jackson Lewis PC

Marilyn Schuyler, Esq., AAAED Board, Schuyler Affirmative Action Practice; former OFCCP staff

Harold Busch, the Busch Group; former OFCCP Director for National Operations

William Smitherman, President and CEO, Absolute Mediation & Arbitration Services, LLC.; former OFCCP Director, Pacific Region

Shirley J. Wilcher, AAAED Executive Director; former Deputy Assistant Secretary, OFCCP (Clinton Admin.)

As you can see six out of nine of the AAAED representatives were former OFCCP staff. Such a delegation was able to provide detailed information about the agency, its administration, policies and staffing.

Attached is our statement for the Transition Team. If there are other issues that we should communicate to the team, please let us know. Their primary focus was 1) what to do on the first day of the administration and 2) what to do within the first 100 days.

Thanks all and sincere thanks to our AAAED team that represented the association brilliantly!

Shirley J. Wilcher, MA, JD, CAAP

(she, her, hers)

Executive Director

American Association for

Access Equity and Diversity (AAAED)

Fund for Leadership, Equity, Access and Diversity

(LEAD Fund)

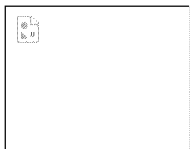
1701 Pennsylvania Avenue, NW

Suite 200

Washington, DC 20006

(202) 349-9855

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AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY

**AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY
RECOMMENDATIONS TO THE BIDEN-HARRIS TRANSITION TEAM
FOR THE REVIEW OF THE OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS, U.S.
DEPARTMENT OF LABOR**

The American Association for Access, Equity and Diversity (AAAED), an organization of equal opportunity, diversity and affirmative action professionals, respectfully offers the following list of policy and operational priorities for the next administration of the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). AAAED sincerely appreciates the opportunity to share its views on this subject.

Founded in 1974 as the American Association for Affirmative Action (AAAA), AAAED has four decades of leadership in providing professional training to members, enabling them to be more successful and productive in their careers. It also promotes understanding and advocacy of affirmative action and other equal opportunity and related compliance laws to enhance the tenets of access, inclusion and equality in employment, economic and educational opportunities. AAAED, a 501c6 membership organization, is the oldest operating association of professionals in the Equal Opportunity profession and is a leader in Equal Opportunity, affirmative action and diversity training and advocacy for professionals in higher education, private industry and government.

There is much that the current administration and its predecessors put in place that is commendable and should be retained. The focus on transparency and openness with constituent groups including AAAED has facilitated a useful dialogue between the agency and the AAAED membership. Often the current Director has met with and participated in AAAED programs including webinars and conferences. Moreover, his dedication to the protection of individuals with disabilities is commendable and AAAED acknowledged his efforts during the 46th National Conference and Awards Ceremony. Lastly, the agency has been receptive to learning about the concerns of academic institutions about the uniqueness of their employment and compensation structures, and has issued the first Educational Institutions Technical Assistance Guide, which addresses many of the concerns we raised.

AAAED maintains a Memorandum of Understanding with OFCCP through the efforts of Director Leen. This MOU encourages communication and the sharing of information. The Office of Ombud, created during the Clinton Administration, was re-established during this administration and has promise as a way to facilitate inquiries between contractors and the agency without fear of being selected for compliance activity. The use of focused reviews and other measures to utilize a very limited staff in a more efficient way is also a product of the regulatory changes made during the Clinton years (41 CFR 60-1). With fewer than 500 FTE, it is incumbent on the agency to find creative ways to reach contractors employing twenty percent of the civilian labor force.

1701 Pennsylvania Avenue, NW • Suite 200 • Washington, DC 20006 • Phone: 866-562-2233
202-349-9855, • Fax: 202-355-1399 • execdir@aaaed.org • www.aaaed.org

We recommend that the incoming administration consider the following actions however, to improve the work of the OFCCP and, to some extent, restore its primary mission.

DAY ONE OF THE BIDEN-HARRIS ADMINISTRATION

I. Immediately Rescind Executive Order 13950 Combating Race and Sex Stereotyping

On September 29, 2020, AAAED issued a statement expressing strong concern regarding the Executive Order on Combating Race and Sex Stereotyping handed down by the President of the United States on September 22, 2020.¹ The Order purports to “promote economy and efficiency in Federal contracting, to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating.”² Instead of efficiency, this Order flies in the face of the First Amendment and burdens Federal agencies with the role of a “content review board.” This Order promulgates a particular world view about American history and seeks to enforce such a view in the education and training programs of government agencies, federal contractors and recipients of federal grants³.

Moreover, this Order’s timeline runs the risk of violating the requirements of the Administrative Procedure Act and the Paperwork Reduction Act, which require notice and comment before applicable rules are implemented. The Order also overburdens the federal agencies, including OFCCP, which is understaffed and overloaded with the civil rights responsibilities it currently has. Under Order 13950, if someone complains about the content of a diversity training program with which they disagree, OFCCP will have to force the contractor to submit its curriculum and related materials for approval by the agency.

Lastly, the Order attempts to stall the nation’s movement towards diversity and inclusion and will have a chilling effect on such efforts. Since the death of George Floyd and the ensuing community responses, corporations, institutions of higher education and nonprofit organizations have taken action to advance their commitment to diversity and inclusion programs. In our view, the Order contravenes the commendable actions towards progress and racial reconciliation.

THE FIRST ONE HUNDRED DAYS AND BEYOND

II. The Secretary of Labor Should Have a Demonstrated Commitment to Enforcing Civil Rights Laws.

Racial justice is one of the top priorities of the Biden-Harris Administration, thus the Labor Secretary should also make Equal Employment Opportunity a major priority. Demonstrating

¹ For a copy of AAAED’s Press releases and Statement on EO 13950, go to: https://www.aaaed.org/images/aaaed/Press_Releases/2020/AAAED-News-Release-on-EO-13950-and-President-Elect-Biden.pdf

² <https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>

³ See “White House Threatens Discipline for Employees Engaging in ‘Divisive’ Training, Calls for Political Watchdogs,” Government Executive, September 28, 2020, <https://www.govexec.com/workforce/2020/09/white-house-threatens-discipline-employees-engaging-divisive-training-calls-political-watchdogs/168830/>, accessed September 29, 2020.

such a priority includes ensuring support for the increase of the OFCCP's staffing and resources, including training, and in the department's public affairs program, among others.

III. The OFCCP Director Should be Appointed as Soon as is Practicable.

Now that the Director of OFCCP reports directly to the Secretary of Labor and does not have to be confirmed by the Senate, this person should be vetted and placed as soon as possible. It is axiomatic that that person should have knowledge of the agency and demonstrated a commitment to the agency's mission.

IV. Policy and Operational Actions During the Transition

A. Managing Recission of Executive Order 13950

1. Place a hold on all compliance actions regarding Executive Order 13950, including focused reviews and inquiries made during the course of a regular compliance evaluation.
2. Disable the Hotline required by EO 13950 and archive all of the inquiries and complaints made regarding diversity and inclusion programs unless made pursuant to *bona fide* complaints of discrimination actionable under Executive Order 11246 and unrelated to diversity training programs.
3. Suspend any collection efforts regarding Diversity and Inclusion training programs mandated by EO 13950, and return the information to the rightful owners.
4. Review the Memorandum of Understanding entered into pursuant to EO 13950 between the Department of Labor, the Equal Employment Opportunity Commission (EEOC) and the Department of Justice. Coordination in the enforcement of equal opportunity laws is desirable generally, and the historical transmission of individual complaints to the EEOC is preferable while OFCCP continues its focus on systemic discrimination. However, to the extent that the MOU relates to or references EO 13950, it should be withdrawn.

B. Technical Assistance Guides

While disseminating compliance assistance in the form of Technical Assistance Guides (TAGs) is commendable, AAAED recommends that the new administration place a hold on all new Technical Assistance guidance until the new administration has had an opportunity to conduct a review of these documents. For example, the Construction Technical Assistance Guidance reflects a lack of knowledge of the construction compliance review process and should be reconsidered. Revisions are also needed on the Educational Institutions Technical Assistance Guide.

C. Chilling Effect of Threats of Enforcement

OFCCP should cease all communications threatening enforcement of federal contractors based on news stories in which such contractors are expressing a commitment to diversity and inclusion (*e.g.*, letters to Wells Fargo and Microsoft). Such letters may have a chilling effect on sincere efforts to promote equal opportunity and diversity. Any concerns about

the implementation of these objectives can be handled through the normal compliance process, or a simple telephone call.

D. Review the recent regulations on Religious Freedom.

The regulations reflect an overreach in favor of religious organizations into the employment rights of protected groups.

E. Reconsider Approach to Compensation.

While we support the agency's focus on compensation issues, the recent Administrative decision in the Oracle case suggests that the OFCCP may wish to reconsider its approach to determining if and when discrimination exists.

F. Resume Construction Megaprojects.

Historically, construction megaprojects, where OFCCP works with the contracting agencies to identify opportunities for employment at the earliest stages of construction (e.g. courthouses), have been relatively successful in creating job opportunities for people of color and women. We recommend that the OFCCP resume the utilization of Mega projects.

V. Personnel, Structural and Administrative Issues

A. The Department of Labor should carefully review all career appointments of senior career staff Grades 13 and above, made from November 1, 2020 through January 20, 2021 and staff who are under probation. We also recommend a review of all deputies, directors, operations staff, branch chiefs, regional directors and the Ombudsperson. While there are many who are dedicated to the mission of the agency, the talents and expertise of some may be better placed in other positions or agencies. For example, while a labor economist may be an excellent member of the staff, the position of Director of Enforcement arguably requires expertise in the operational processes of the field offices and personnel.⁴

B. Concerns have been raised about the absence of Assistant District Directors and District Directors in the review of compliance documents. The Compliance Officer appears to report directly to the Regional Director and the National Office. That process begs the question about the role of ADDs and DDs in the compliance review process. Likewise, the recently issued Final Rule on Procedures to Resolve Potential Employment Discrimination require the OFCCP Director to approve the issuance of all Notices of Violation.⁵

⁴ Pursuant to OPM rules all career selections for the Senior Executive Service (SES) position and any senior or supervisory position (s) are subject to one (1) year of probation, unless the individual completed one (1) year of probation in a similar position of like status and pay. Those individuals who have not completed the one (1) year probationary period prior to January 20, 2021 can be returned to their prior position or another position of like status and pay at the government's expense

⁵ From page 71561: If a contractor does not sufficiently rebut the preliminary findings identified in the PDN that evidence of unlawful discrimination exists, OFCCP issues the NOV following approval by the Director or acting agency head to notify the contractor that the agency found discrimination violations of one or more of the laws it enforces.

C. Concerns have been raised that some compliance staff lack knowledge about the regulations or that there have been policies in place that conflict with the regulations. For example, there is one case in which affirmative action goals for whites were required.⁶ This is not required in the regulations. 41 CFR Part 60. Another conciliation agreement provides for the *hiring* of spouses of veterans.⁷

D. The DOL Enforcement Database of compliance actions needs to be reviewed against what is being reported in the FOIA Library and OFCCP by the Numbers. There is something different in each when in fact the timeline is the same FY2020. Such reports need to be validated against each other to ensure consistency that will allow true transparency of what OFCCP is finding. As it stands now, it is difficult to determine the results of compliance actions, and the violations associated with all agreements (financial and technical).

E. Increase the FTE level of the OFCCP to its Clinton-era levels (700+ FTE). OFCCP cannot effectively do its job having fewer than 500 FTE to cover one-fifth of the civilian labor force.

Moreover, with the turnover of staff, and if the new administration requests and Congress appropriates an increase in FTEs (as we recommend), there needs to be a robust training program included in the FY 2021 budget. Instituting train-the-trainer programs involving both compliance staff and managers is strongly recommended.

F. There must be a balance between compliance assistance and enforcement. The number of compliance evaluations and other reviews is apparently at an all-time low. While too many evaluations/reviews with little to show for it is not desirable, taking too long to conduct a review, in some cases years, is inefficient and ineffective as well. Managers at the regional and national offices must regain their role of oversight to ensure that taxpayers' funds are more effectively used. Moreover, it is difficult to justify the agency's budget when compliance activity is extraordinarily low.

G. The role of the Ombudsperson needs to be clarified. OFCCP issued Ombud Protocol https://www.dol.gov/sites/dolgov/files/OFCCP/OMBUDS/OFCCP_Ombuds_508_rev.pdf that discusses mediation. If he or she is to be a neutral, that person should not be in the compliance process. We recommend review of EEOC's program to determine whether adjustments should be made to the Ombuds program within OFCCP. (OFCCP has issued guidance on Mediation Directive – 2020-03 <https://www.dol.gov/agencies/ofccp/directives/2020-03he>)

H. Review or clarify the role of the Regional and National Solicitors.

I. Nondiscrimination and Equal Opportunity through affirmative action remain the primary mission of OFCCP. Conciliation agreements that do not make whole the victims of discrimination are effectively nuisance agreements. While it may hasten the settlement of cases,

⁶ See letter of the Institute for Workplace Equality to OFCCP Director Craig Leen on the Violations in the Mphasis Conciliation Agreement, August 6, 2020, [file:///C:/Users/Shirley/Downloads/IWE%20Request%20Re%20Violations%20in%20Mphasis%20Conciliation%20Agreement%20\(1\).pdf](file:///C:/Users/Shirley/Downloads/IWE%20Request%20Re%20Violations%20in%20Mphasis%20Conciliation%20Agreement%20(1).pdf)

⁷ See Conciliation Agreement Between OFCCP and the Raytheon Company, OFCCP CASE NO. R00204432, 3/27/20, <https://www.dol.gov/sites/dolgov/files/ofccp/foia/files/2020-03-30Raytheon-CA-204432-NE-Redacted.pdf>

if such agreements constitute more of a practice than an exception, they fail to make whole the individuals for whom EO 11246 and other laws within the OFCCP's jurisdiction were enacted.

VI. Diversity and Inclusion

None of the laws that OFCCP enforces uses the words Diversity and Inclusion. This is a construct that evolved since the 1990s by companies and institutions of higher education, which regarded the laws enforced by OFCCP as "compliance." In many companies and institutions, the Diversity and Inclusion staff function separately from the compliance staff and D&I programs may generate their own "metrics."

Equal opportunity and affirmative action staff who used to report to senior officials are now often relegated to the Human Resources Office, while the Chief Diversity Officer is in a separate office and often reports to senior officials. The differences in compensation reflect the relative lack of regard that the EEO staff hold compared to the Diversity management.

Nonetheless, diversity and inclusion programs and policies are a fact of life, and there must be consideration given to the relationship between these two functions. Most importantly, when the diversity officers generate "metrics" including hiring goals, and fail to consult the EEO/affirmative action staff, they run the risk of exposing the employer to allegations of quota hiring. Diversity officers must be trained in EEO and affirmative action laws and enforcement.

Diversity has no legal foundation. The affirmative action program under Executive Order 11246, including placement goals, does. A lack of recognition of this difference apparently created the problem that occurred when Microsoft and Wells Fargo announced their intention to increase the representation of people of color. Hiring goals must be supported by the law, as goals developed pursuant to an affirmative action program or as voluntary affirmative action under Title VII of the Civil Rights Act.

OFCCP and EEOC should encourage Diversity and Inclusion (D&I) initiatives in the private and public sectors and generate guidance on implementing D&I programs and strategies that are consistent with Title VII and EO 11246 (especially affirmative action goals). This is a matter of risk management for the contractors as well.

AAAED and its members welcome the opportunity to assist the transition team and the subsequent staff. If you have questions about our recommendations please contact Shirley Wilcher, AAAED Executive Director, at aaaexecdir@gmail.com or execdir@aaaed.org. Tel: 240-893-9475.

From: Katz, Tracy - OIG <Katz.Tracy@oig.dol.gov>
To: Stewart, Milton AI - ASAM; Cloud, Braye G - ASAM; Rose, Sydney T - OASAM OHR; Hooper, Shawn - OASAM OHR; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM OHR; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T - OFCCP; Campbell, Carl V - OASAM OSPE
CC: Kenyon, Geoffrey - OASAM DBC; Ritchie, Duyen T - OASAM OSPE; Costa, Jessica W - ASAM
Sent: 12/18/2020 3:22:49 PM
Subject: RE: EO 13950 Exit Conference
Attachments: EO 13950 Draft Report for Exit.docx

All,

I have attached the current version of our EO 13950 draft report for the Exit conference Monday afternoon. We will be discussing this document. Please note that this is a preliminary draft and is subject to change. However, due to the short reporting period that we have discussed, we will be requesting a quick turn-around on the response when the official draft is issued. As such, we are asking you to begin to develop your official response to the draft report based on this version.

We will discuss further on Monday. Thanks.

Tracy Michael Katz

Audit Director

U.S. Department of Labor

Office of Inspector General

Office: (b) 6 Fax: 202.693.5169

-----Original Appointment-----

From: Katz, Tracy - OIG

Sent: Monday, December 14, 2020 2:58 PM

To: Katz, Tracy - OIG; Stewart, Milton AI - OASAM BOC; Cloud, Braye G - OASAM CPPR; Rose, Sydney T - OASAM HRC; Hooper, Shawn - OWCP; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP; Davidson, Patricia J - WHD; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T. ETA; Campbell, Carl V - OASAM OSPE

Cc: Kenyon, Geoffrey - OASAM DBC; Ritchie, Duyen T - OASAM OSPE; Costa, Jessica W - ASAM

Subject: EO 13950 Exit Conference

When: Monday, December 21, 2020 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Draft copy of report will be provided before the meeting. Please invite anyone else who needs to attend.
Thanks.

Microsoft Teams meeting

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[DATE PLACEHOLDER]

The Honorable Russell T. Vought
Director
Office of Management and Budget
725 17th Street, NW
Washington, DC 20503

This report presents the results of our review of the Department of Labor's (DOL) compliance in implementing the requirements of Executive Order (EO) 13950, "Combating Race and Sex Stereotyping."¹ EO 13950 prohibits the federal government from promoting race or sex stereotyping in the federal workforce and Uniformed Services, and from using contracting and grant funds for any of these purposes. The EO further states that federal agencies, contractors, and grant recipients should instead foster environments devoid of hostility and should provide training that fosters inclusive workplaces because the federal government is, and must always be, committed to the fair and equal treatment of all individuals before the law.

The EO requires agency Inspectors General to annually assess the Department's compliance with the EO and report the results by December 31, to the Office of Management and Budget (OMB). Thus, we conducted a review to answer the following question:

Has the Department of Labor met the requirements of EO 13950 Combating Race and Sex Stereotyping?

Based on the results of our audit work, we determined that the Department of Labor is meeting 9 of the 10 requirements of EO 13950 on Combating Race and Sex Stereotyping, with one requirement that we anticipate will be completed. The Department still needs to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of EO issuance, that is, by December 21, 2020.

¹ President Donald Trump issued Executive Order 13950, Combating Race and Sex Stereotyping, on September 22, 2020

U.S. Department of Labor – Office of Inspector General

If you have any questions regarding the information we have provided, please contact me at 202-693-5100. Alternatively, your staff may contact Elliot P. Lewis, Assistant Inspector General for Audit, at 202-693-5170.

Sincerely,

Larry D. Turner
Acting Inspector General

BACKGROUND

On September 22, 2020, President Donald J. Trump issued EO 13950, “Combating Race and Sex Stereotyping.” The EO sets forth the policy of the United States “not to promote race or sex stereotyping or scapegoating” and prohibits federal contractors from instilling such views in their employees in workplace diversity and inclusion trainings. The EO became effective immediately when signed on September 22, 2020, but the requirements for federal contractors and subcontractors apply to contracts entered into 60 days after the EO was signed, that is, November 21, 2020. Section 6(c)(ii) of the EO states that each agency head shall request its agency Inspector General to 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 OMB.

EO 13950 includes two requirements that apply specifically for DOL’s Office of Federal Contracting Compliance Programs (OFCCP) and eight requirements that all federal agencies, including DOL, must address (see Exhibits 1 and 2, respectively, for each of the requirements).

RESULTS

The results of our review are detailed below and are broken out into two sections. The first section includes our assessment of OFCCP efforts in meeting the two EO 13950 requirements specific to DOL-OFCCP. The second section includes our assessment of the Department’s efforts in meeting the eight EO 13950 requirements that apply to all federal agencies.

OFCCP IS MEETING THE TWO EO 13950 REQUIREMENTS SPECIFIC TO DOL

OFCCP is meeting the two EO 13950 requirements specific to DOL. As of December 21, 2020, OFCCP efforts to implement the EO requirements included establishing a hotline, tracking complaints, assigning complaints to regional offices and publishing a request for information in the Federal Register.

OFCCP Requirement No. 1, Hotline and Investigations – Meets

EO 13950 Requirement: The EO requires OFCCP to establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246² that allege federal contractors are conducting training programs in violation of contractor obligations under those orders.

OIG Assessment: OFCCP is meeting this requirement. On September 28, 2020, OFCCP established a hotline and email address to receive and investigate complaints under existing EO 11246 as well as EO 13950. OFCCP has not begun any investigations yet because this requirement only applies to contracts entered into 60 days after the date of EO 13950, that is, November 21, 2020. However, OFCCP officials stated they are in the process of receiving and tracking hotline complaints, and have begun to assign the complaints to the field for processing and investigation.

OFCCP Requirement No. 2, Request for Information – Meets

EO 13950 Requirement: The EO requires the OFCCP Director to publish in the Federal Register, within 30 days from the date of the EO, (or October 22, 2020), a Request for Information (RFI) seeking information from federal contractors, federal subcontractors, and employees regarding the training, workshops, or similar programming provided to employees by federal contractors and subcontractors.

OIG Assessment: OFCCP is meeting this requirement. On October 22, 2020, the OFCCP Director published in the Federal Register³ an 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.

The RFI requested 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 and responses were due by December 1, 2020. OFCCP plans to review the information provided during the comment period to inform its implementation of the new EO, including its guidance to field offices for how to evaluate contractor

² Executive Order 11246 — Equal Employment Opportunity, September 24, 1965, as amended July 21, 2014, prohibits federal contractors and federally-assisted construction contractors and subcontractors, who do over \$10,000 in Government business in one year from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin. The EO also requires Government contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment. Additionally, EO 11246 prohibits federal contractors and subcontractors from, under certain circumstances, taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers.

³ OFCCP EO 13950 Website at: <https://www.dol.gov/agencies/ofccp/executive-order-13950>, on 12/16/2020.

training for compliance with EOs 13950 and 11246. OFCCP officials stated that 1,400 comments had been received in response to the Request for Information: Race and Sex Stereotyping and Scapegoating. OFCCP stated that 1,373 comments were posted to www.regulations.gov for public viewing, although 27 comments had to be redacted or were exact duplicates. OFCCP officials stated that 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 EO, including its guidance to field offices for how to evaluate contractor training for compliance with EO 13950 and EO 11246.

**THE DEPARTMENT OF LABOR IS GENERALLY
MEETING THE EO 13950 REQUIREMENTS
APPLICABLE TO EACH FEDERAL AGENCY**

DOL is meeting seven of the eight requirements applicable to each federal agency under EO 13950, with one requirement pending completion. As of December 21, 2020, DOL efforts to implement EO 13950 included requiring new clauses for contracts, reviewing grants, establishing an EO 13950 compliance officer and incorporating the EO 13950 requirements into agency operations. However, The Department still needs to ensure that all spending in Fiscal Year 2020 on federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, that is December 21, 2020.

DOL Requirement No. 1, Contract Provisions – Meets

EO 13950 Requirement: The EO requires that 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 scapegoating, this requirement applies to contracts entered into on or after November 21, 2020.

OIG Assessment: DOL is meeting this requirement. 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 the EO. The memo requires: (1) the attached clause be part of any solicitation issued on or after November 20, 2020, and be included in any resultant contracts

that will include the clause at FAR 52.222-26, Equal Opportunity⁴; 2) 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; and 3) the clause be included in the attachment in all contracts for diversity and inclusion training.

EO 13950, Section 4, requires four new provisions to be included in government contracts. As of December 3, 2020, the Department had issued 11 contracts on or after November 21, 2020. We reviewed all the contracts and determined that the new EO 13950 contract provisions were included.

According to Department officials, once identified, Contracting Officers will start modifying all existing active contract actions not specifically exempted by Section 204 of Executive Order 11246, dated September 24, 1965 (Equal Employment Opportunity), as amended, to include the provisions. DOL contemplates all contract actions will be modified on or before March 31, 2021. The Office of the Senior Procurement Executive 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. The OIG will follow-up with DOL actions when they are completed in FY 2021.

DOL Requirement No. 2, Grantee Certifications - Meets

EO 13950 Requirement: The EO requires that (1) grant programs be reviewed and identified for which DOL may, 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 and (2) DOL submit a report to the OMB within 60 days of the date of the EO (November 21, 2020) that lists all grant programs so identified.

OIG Assessment: DOL is meeting this requirement. DOL has collected information Department-wide on grants and identified grants that, 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

⁴ FAR 52.222-26 requires certain provisions be included in contracts related to nondiscrimination in employment, affirmative action requirements; required postings of notices; nondiscrimination clauses in all solicitations or advertisements for employees; prohibition against taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers; providing appropriate labor unions or workers' representatives notice of the contractor's commitments under this clause; permit access to its premises by the contracting agency or OFCCP in order to conduct on-site compliance evaluations and complaint investigations; and including all of the same terms and conditions in every subcontract not otherwise exempt by rules regulations or orders of the Secretary of Labor.

Department submitted a report to OMB on November 20, 2020 that listed all grant programs so identified.

DOL Requirement No. 3, Agency Operations – Meets

EO 13950 Requirement: The EO requires that the Department incorporate EO 13950 requirements into Agency operations.

OIG Assessment: DOL is meeting this requirement. On November 13, 2020, the Secretary of Labor issued Secretary's Order 11-2020–Implementation of EO 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 EO 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. Thus, Secretary's Order 11-2020 has incorporated the federal-wide requirements of EO13950 into the Department's operations. In addition, Secretary's Order 11-2020 assigned EO 13950 responsibilities to applicable Department staff⁵ for ensuring the proper implementation of EO 13950.

DOL Requirement No.4, Assignment of Senior Agency Official – Meets

EO 13950 Requirement: The EO requires at least one senior political appointee be assigned responsibility for ensuring compliance with the requirements of EO 13950.

OIG Assessment: DOL is meeting this requirement. On September 28, 2020, the Deputy Secretary sent an email to all DOL Agency Heads, designating the Deputy Solicitor as having been assigned the responsibility for ensuring DOL's compliance with the requirements of EO 13950.

DOL Requirement No. 5, OIG Review – Meets

EO 13950 Requirement: The EO requires the Department to request the OIG review and assess compliance with EO 13950 prior to December 31, 2020 and not less than annually thereafter.

OIG Assessment: DOL has met this requirement. The Department's implementation plan included having the agency head send the OIG a request as

⁵ The DOL staff assigned EO 13950 responsibilities by Secretary's Order 11-2020 are: (1) Deputy Secretary, (2) Senior EO 13950 Compliance Official, (3) the Assistant Secretary for Administration and Management, (4) the Director of the Office of Federal Contract Compliance Programs, (5), the Assistant Secretary for Policy, (6) Agency Heads (7) Department Employees and (8) Solicitor of Labor.

required by section 6(c)(ii). However, the OIG communicated with the Department on October 30, 2020 to determine its intent to request such a review. Upon acknowledgement of the Department's intent, the OIG initiated a review on November 5, 2020. Department officials therefore viewed the requirement as overcome by events and did not believe it necessary to issue a formal request for review by the OIG to assess compliance with EO.

DOL Requirement No. 6, Prohibited Training – Meets

EO 13950 Requirement: The EO requires that the Department take steps to ensure its agencies, 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 any of the divisive concepts listed in the EO in any training to agency employees

DOL OIG Assessment: DOL is meeting this requirement. The Department issued a memo for all Administrative Officers and sub-agency heads to place on hold all diversity and inclusion training at this time. DOL is developing new standardized diversity training in an effort to consolidate all diversity and inclusion training from the many diversity and inclusion programs currently deployed into one single program. DOL is also working on updating the Department of Labor Manual Series and the Department of Labor Acquisition Manual to reflect EO 13950.

DOL Requirement No. 7, OPM Review of Training – Meets

EO 13950 Requirement: The EO requires the Department to ensure all training programs for agency employees relating to diversity or inclusion, be reviewed by OPM for EO compliance before being offered.

OIG Assessment: DOL is meeting this requirement. The Department's Deputy Solicitor, who serves as DOL's EO 13950 Compliance Official, sent a memorandum to all Agency Heads on November 13, 2020, on the subject of "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 EO 13950. The Department has since collected a copy of each DOL component agency's individual diversity and/or inclusion training programs and is developing one Department-wide diversity and/or inclusion 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.

In addition, the memo requires that Agency Heads review and approve in advance any expenditure for federal employee diversity and inclusion training but

only after certifying that the curriculum meets the standard of fair and equal treatment of each individual. In addition, the Department's Deputy Solicitor, in the capacity as the EO 13950 Compliance Official, must also approve and certify Agency Diversity and Inclusion training. Finally, the memo requires Agency Heads to take all appropriate actions to align their public-facing information with the requirements for training federal employees outlined in EO 13950. If an Agency provides external, publicly directed training or similar programs that include or refer to the topics identified in EO 13950 and OMB guidance, the Agency must contact the Deputy Solicitor before conducting any such programs.

DOL Requirement No. 8, Reporting Training Expenditures – In Process and Expected to Meet its Reporting Requirement.

EO 13950 Requirement: The EO requires the Department to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, or December 21, 2020.

OIG Assessment: This requirement is in process and expected to meet its reporting requirement. According to Department officials, the Department is currently on track and expects to meet its 90 day reporting requirement (December 21, 2020) 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 EO 13950. Nothing came to our attention that would indicate the Department will not meet this requirement.

OIG'S RECOMMENDATIONS

The OIG made no recommendations related to the results of our assessment presented in this report.

SUMMARY OF OFCCP'S RESPONSE

[PLACEHOLDER]

SUMMARY OF DOL'S RESPONSE

[PLACEHOLDER]

We appreciate the cooperation and courtesies OFCCP, OASAM, and ETA extended us during this review. OIG personnel who made major contributions to this report are listed in Appendix D.

EXHIBIT 1: OFCCP EO 13950 REQUIREMENTS

The EO requires that DOL - Office of Federal Contract Compliance Programs:

1. Establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders.
2. Publish, within 30 days of the date of EO 13950, a request in the Federal Register 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.

EXHIBIT 2: EO 13950 REQUIREMENTS FOR FEDERAL AGENCIES

The EO requires that all Federal agency heads ensure the following:

1. Government contracts and related subcontracts include provisions that state contractors 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.
2. 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.
3. An order incorporating the EO requirements is issued into agency operations, including making compliance with this order a provision in all agency contracts for diversity training.
4. At least one senior political appointee is assigned responsibility for ensuring compliance with the requirements of this order.
5. 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.
6. Agency, 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 EO

7. All training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OMB for compliance with the requirements of the EO
8. All spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of the EO

APPENDIX A: SCOPE, METHODOLOGY, & CRITERIA

SCOPE

We reviewed the Department's actions from September 22, 2020, through December 21, 2020 towards meeting the EO requirements. We assessed the status of DOL's implementation efforts by conducting interviews with DOL management officials and analyzing the evidence they provided.

METHODOLOGY

We conducted this review in accordance with U.S. Department of Labor, Office of Inspector General internal policies and procedures. Those policies and procedures require that we plan and perform our work to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objective. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our objective.

To accomplish our objective, we reviewed EO 13950 and other relevant guidance, interviewed DOL officials from OFCCP, ETA, and OASAM, and analyzed documentation provided by DOL related to the implementation of EO 13950.

CRITERIA

- Executive Order 13950, *Combating Race and Sex Stereotyping*, September 22, 2020
- Executive Order 11246, *Equal Employment Opportunity*, September 24, 1965
- OMB M-20-34, *Training in Federal Government*, September 4, 2020
- OMB Memorandum M-20-37, *Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All*, September 28, 2020
- Office of Personnel Management (OPM) Guidance on *Mandatory Review of Employee Training under EO 13950* September 22, 2020, October 2, 2020

APPENDIX B: OFCCP'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX C: DOL'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX D: ACKNOWLEDGEMENTS

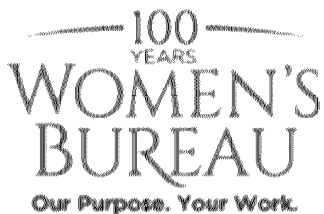
Key contributors to this report were:

Jerry Howe, Auditor
Tracy Katz, Audit Director
Fernando M. Paredes, Audit Manager
Alisa Reff, Supervisory Assistant Counsel

From: Leen, Craig - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=5FFD4A5B3CC74F49A5D2BF4C747416D4-LEEN, CRAIG>
To: Kilberg, Andrew G - OSEC; Swearingen, Brett A - OSEC; Squitieri, Chad C - OSEC; Taylor, Timothy J - SOL
Sent: 12/18/2020 3:36:19 PM
Subject: FW: EO 13950 Exit Conference
Attachments: EO 13950 Draft Report for Exit.docx

I'm pleased to report that the draft OIG report indicates that OFCCP is meeting its obligations under EO 13950. Please see attached. Thanks, Craig

Craig E. Leen
OFCCP Director



From: Katz, Tracy - OIG <(b) 6@oig.dol.gov>
Sent: Friday, December 18, 2020 3:23 PM
To: Stewart, Milton AI - ASAM <(b) 6@oig.dol.gov>; Cloud, Braye G - ASAM <(b) 6@dol.gov>; Rose, Sydney T - OASAM OHR <(b) 6@dol.gov>; Hooper, Shawn - OASAM OHR <(b) 6@dol.gov>; Lacey, Kimberly G. - OASAM OHR <(b) 6@dol.gov>; Jordan, Maria - OASAM OHR <(b) 6@dol.gov>; Paredes, Fernando - OIG <(b) 6@oig.dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Watson, Laura P <(b) 6@dol.gov>; Cerruti, Julie - ETA <Cerruti.Julie@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Robins, Douglas - ASAM <(b) 6@dol.gov>; Gean, Lissette - OFCCP <(b) 6@dol.gov>; Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Howe, Gerard - OIG <howe.gerard@oig.dol.gov>; Reff, Alisa - OIG <(b) 6@oig.dol.gov>; Bennett, Anna Laura - SOL <(b) 6@DOL.gov>; Williams, Tina T - OFCCP <(b) 6@dol.gov>; Campbell, Carl V - OASAM OSPE <(b) 6@dol.gov>
Cc: Kenyon, Geoffrey - OASAM DBC <(b) 6@dol.gov>; Ritchie, Duyen T - OASAM OSPE <Ritchie.Duyen.T@dol.gov>; Costa, Jessica W - ASAM <(b) 6@dol.gov>
Subject: RE: EO 13950 Exit Conference

All,

I have attached the current version of our EO 13950 draft report for the Exit conference Monday afternoon. We will be discussing this document. Please note that this is a preliminary draft and is subject to change. However, due to the short reporting period that we have discussed, we will be requesting a quick turn-around on the response when the official draft is issued. As such, we are asking you to begin to develop your official response to the draft report based on this version.

We will discuss further on Monday. Thanks.

Tracy Michael Katz

Audit Director
U.S. Department of Labor

DOL005235

Office of Inspector General

Office: (b) 6 Fax: 202.693.5169

-----Original Appointment-----

From: Katz, Tracy - OIG

Sent: Monday, December 14, 2020 2:58 PM

To: Katz, Tracy - OIG; Stewart, Milton AI - OASAM BOC; Cloud, Braye G - OASAM CPPR; Rose, Sydney T - OASAM HRC; Hooper, Shawn - OWCP; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP; Davidson, Patricia J - WHD; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T. ETA; Campbell, Carl V - OASAM OSPE

Cc: Kenyon, Geoffrey - OASAM DBC; Ritchie, Duyen T - OASAM OSPE; Costa, Jessica W - ASAM

Subject: EO 13950 Exit Conference

When: Monday, December 21, 2020 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Draft copy of report will be provided before the meeting. Please invite anyone else who needs to attend. Thanks.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

[Learn More](#) | [Meeting options](#)



[DATE PLACEHOLDER]

The Honorable Russell T. Vought
Director
Office of Management and Budget
725 17th Street, NW
Washington, DC 20503

This report presents the results of our review of the Department of Labor's (DOL) compliance in implementing the requirements of Executive Order (EO) 13950, "Combating Race and Sex Stereotyping."¹ EO 13950 prohibits the federal government from promoting race or sex stereotyping in the federal workforce and Uniformed Services, and from using contracting and grant funds for any of these purposes. The EO further states that federal agencies, contractors, and grant recipients should instead foster environments devoid of hostility and should provide training that fosters inclusive workplaces because the federal government is, and must always be, committed to the fair and equal treatment of all individuals before the law.

The EO requires agency Inspectors General to annually assess the Department's compliance with the EO and report the results by December 31, to the Office of Management and Budget (OMB). Thus, we conducted a review to answer the following question:

Has the Department of Labor met the requirements of EO 13950 Combating Race and Sex Stereotyping?

Based on the results of our audit work, we determined that the Department of Labor is meeting 9 of the 10 requirements of EO 13950 on Combating Race and Sex Stereotyping, with one requirement that we anticipate will be completed. The Department still needs to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of EO issuance, that is, by December 21, 2020.

¹ President Donald Trump issued Executive Order 13950, Combating Race and Sex Stereotyping, on September 22, 2020

U.S. Department of Labor – Office of Inspector General

If you have any questions regarding the information we have provided, please contact me at 202-693-5100. Alternatively, your staff may contact Elliot P. Lewis, Assistant Inspector General for Audit, at 202-693-5170.

Sincerely,

Larry D. Turner
Acting Inspector General

BACKGROUND

On September 22, 2020, President Donald J. Trump issued EO 13950, “Combating Race and Sex Stereotyping.” The EO sets forth the policy of the United States “not to promote race or sex stereotyping or scapegoating” and prohibits federal contractors from instilling such views in their employees in workplace diversity and inclusion trainings. The EO became effective immediately when signed on September 22, 2020, but the requirements for federal contractors and subcontractors apply to contracts entered into 60 days after the EO was signed, that is, November 21, 2020. Section 6(c)(ii) of the EO states that each agency head shall request its agency Inspector General to 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 OMB.

EO 13950 includes two requirements that apply specifically for DOL’s Office of Federal Contracting Compliance Programs (OFCCP) and eight requirements that all federal agencies, including DOL, must address (see Exhibits 1 and 2, respectively, for each of the requirements).

RESULTS

The results of our review are detailed below and are broken out into two sections. The first section includes our assessment of OFCCP efforts in meeting the two EO 13950 requirements specific to DOL-OFCCP. The second section includes our assessment of the Department’s efforts in meeting the eight EO 13950 requirements that apply to all federal agencies.

OFCCP IS MEETING THE TWO EO 13950 REQUIREMENTS SPECIFIC TO DOL

OFCCP is meeting the two EO 13950 requirements specific to DOL. As of December 21, 2020, OFCCP efforts to implement the EO requirements included establishing a hotline, tracking complaints, assigning complaints to regional offices and publishing a request for information in the Federal Register.

OFCCP Requirement No. 1, Hotline and Investigations – Meets

EO 13950 Requirement: The EO requires OFCCP to establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246² that allege federal contractors are conducting training programs in violation of contractor obligations under those orders.

OIG Assessment: OFCCP is meeting this requirement. On September 28, 2020, OFCCP established a hotline and email address to receive and investigate complaints under existing EO 11246 as well as EO 13950. OFCCP has not begun any investigations yet because this requirement only applies to contracts entered into 60 days after the date of EO 13950, that is, November 21, 2020. However, OFCCP officials stated they are in the process of receiving and tracking hotline complaints, and have begun to assign the complaints to the field for processing and investigation.

OFCCP Requirement No. 2, Request for Information – Meets

EO 13950 Requirement: The EO requires the OFCCP Director to publish in the Federal Register, within 30 days from the date of the EO, (or October 22, 2020), a Request for Information (RFI) seeking information from federal contractors, federal subcontractors, and employees regarding the training, workshops, or similar programming provided to employees by federal contractors and subcontractors.

OIG Assessment: OFCCP is meeting this requirement. On October 22, 2020, the OFCCP Director published in the Federal Register³ an 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.

The RFI requested 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 and responses were due by December 1, 2020. OFCCP plans to review the information provided during the comment period to inform its implementation of the new EO, including its guidance to field offices for how to evaluate contractor

² Executive Order 11246 — Equal Employment Opportunity, September 24, 1965, as amended July 21, 2014, prohibits federal contractors and federally-assisted construction contractors and subcontractors, who do over \$10,000 in Government business in one year from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin. The EO also requires Government contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment. Additionally, EO 11246 prohibits federal contractors and subcontractors from, under certain circumstances, taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers.

³ OFCCP EO 13950 Website at: <https://www.dol.gov/agencies/ofccp/executive-order-13950>, on 12/16/2020.

training for compliance with EOs 13950 and 11246. OFCCP officials stated that 1,400 comments had been received in response to the Request for Information: Race and Sex Stereotyping and Scapegoating. OFCCP stated that 1,373 comments were posted to www.regulations.gov for public viewing, although 27 comments had to be redacted or were exact duplicates. OFCCP officials stated that 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 EO, including its guidance to field offices for how to evaluate contractor training for compliance with EO 13950 and EO 11246.

**THE DEPARTMENT OF LABOR IS GENERALLY
MEETING THE EO 13950 REQUIREMENTS
APPLICABLE TO EACH FEDERAL AGENCY**

DOL is meeting seven of the eight requirements applicable to each federal agency under EO 13950, with one requirement pending completion. As of December 21, 2020, DOL efforts to implement EO 13950 included requiring new clauses for contracts, reviewing grants, establishing an EO 13950 compliance officer and incorporating the EO 13950 requirements into agency operations. However, The Department still needs to ensure that all spending in Fiscal Year 2020 on federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, that is December 21, 2020.

DOL Requirement No. 1, Contract Provisions – Meets

EO 13950 Requirement: The EO requires that 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 scapegoating, this requirement applies to contracts entered into on or after November 21, 2020.

OIG Assessment: DOL is meeting this requirement. 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 the EO. The memo requires: (1) the attached clause be part of any solicitation issued on or after November 20, 2020, and be included in any resultant contracts

that will include the clause at FAR 52.222-26, Equal Opportunity⁴; 2) 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; and 3) the clause be included in the attachment in all contracts for diversity and inclusion training.

EO 13950, Section 4, requires four new provisions to be included in government contracts. As of December 3, 2020, the Department had issued 11 contracts on or after November 21, 2020. We reviewed all the contracts and determined that the new EO 13950 contract provisions were included.

According to Department officials, once identified, Contracting Officers will start modifying all existing active contract actions not specifically exempted by Section 204 of Executive Order 11246, dated September 24, 1965 (Equal Employment Opportunity), as amended, to include the provisions. DOL contemplates all contract actions will be modified on or before March 31, 2021. The Office of the Senior Procurement Executive 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. The OIG will follow-up with DOL actions when they are completed in FY 2021.

DOL Requirement No. 2, Grantee Certifications - Meets

EO 13950 Requirement: The EO requires that (1) grant programs be reviewed and identified for which DOL may, 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 and (2) DOL submit a report to the OMB within 60 days of the date of the EO (November 21, 2020) that lists all grant programs so identified.

OIG Assessment: DOL is meeting this requirement. DOL has collected information Department-wide on grants and identified grants that, 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

⁴ FAR 52.222-26 requires certain provisions be included in contracts related to nondiscrimination in employment, affirmative action requirements; required postings of notices; nondiscrimination clauses in all solicitations or advertisements for employees; prohibition against taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers; providing appropriate labor unions or workers' representatives notice of the contractor's commitments under this clause; permit access to its premises by the contracting agency or OFCCP in order to conduct on-site compliance evaluations and complaint investigations; and including all of the same terms and conditions in every subcontract not otherwise exempt by rules regulations or orders of the Secretary of Labor.

Department submitted a report to OMB on November 20, 2020 that listed all grant programs so identified.

DOL Requirement No. 3, Agency Operations – Meets

EO 13950 Requirement: The EO requires that the Department incorporate EO 13950 requirements into Agency operations.

OIG Assessment: DOL is meeting this requirement. On November 13, 2020, the Secretary of Labor issued Secretary's Order 11-2020–Implementation of EO 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 EO 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. Thus, Secretary's Order 11-2020 has incorporated the federal-wide requirements of EO13950 into the Department's operations. In addition, Secretary's Order 11-2020 assigned EO 13950 responsibilities to applicable Department staff⁵ for ensuring the proper implementation of EO 13950.

DOL Requirement No.4, Assignment of Senior Agency Official – Meets

EO 13950 Requirement: The EO requires at least one senior political appointee be assigned responsibility for ensuring compliance with the requirements of EO 13950.

OIG Assessment: DOL is meeting this requirement. On September 28, 2020, the Deputy Secretary sent an email to all DOL Agency Heads, designating the Deputy Solicitor as having been assigned the responsibility for ensuring DOL's compliance with the requirements of EO 13950.

DOL Requirement No. 5, OIG Review – Meets

EO 13950 Requirement: The EO requires the Department to request the OIG review and assess compliance with EO 13950 prior to December 31, 2020 and not less than annually thereafter.

OIG Assessment: DOL has met this requirement. The Department's implementation plan included having the agency head send the OIG a request as

⁵ The DOL staff assigned EO 13950 responsibilities by Secretary's Order 11-2020 are: (1) Deputy Secretary, (2) Senior EO 13950 Compliance Official, (3) the Assistant Secretary for Administration and Management, (4) the Director of the Office of Federal Contract Compliance Programs, (5), the Assistant Secretary for Policy, (6) Agency Heads (7) Department Employees and (8) Solicitor of Labor.

required by section 6(c)(ii). However, the OIG communicated with the Department on October 30, 2020 to determine its intent to request such a review. Upon acknowledgement of the Department's intent, the OIG initiated a review on November 5, 2020. Department officials therefore viewed the requirement as overcome by events and did not believe it necessary to issue a formal request for review by the OIG to assess compliance with EO.

DOL Requirement No. 6, Prohibited Training – Meets

EO 13950 Requirement: The EO requires that the Department take steps to ensure its agencies, 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 any of the divisive concepts listed in the EO in any training to agency employees

DOL OIG Assessment: DOL is meeting this requirement. The Department issued a memo for all Administrative Officers and sub-agency heads to place on hold all diversity and inclusion training at this time. DOL is developing new standardized diversity training in an effort to consolidate all diversity and inclusion training from the many diversity and inclusion programs currently deployed into one single program. DOL is also working on updating the Department of Labor Manual Series and the Department of Labor Acquisition Manual to reflect EO 13950.

DOL Requirement No. 7, OPM Review of Training – Meets

EO 13950 Requirement: The EO requires the Department to ensure all training programs for agency employees relating to diversity or inclusion, be reviewed by OPM for EO compliance before being offered.

OIG Assessment: DOL is meeting this requirement. The Department's Deputy Solicitor, who serves as DOL's EO 13950 Compliance Official, sent a memorandum to all Agency Heads on November 13, 2020, on the subject of "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 EO 13950. The Department has since collected a copy of each DOL component agency's individual diversity and/or inclusion training programs and is developing one Department-wide diversity and/or inclusion 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.

In addition, the memo requires that Agency Heads review and approve in advance any expenditure for federal employee diversity and inclusion training but

only after certifying that the curriculum meets the standard of fair and equal treatment of each individual. In addition, the Department's Deputy Solicitor, in the capacity as the EO 13950 Compliance Official, must also approve and certify Agency Diversity and Inclusion training. Finally, the memo requires Agency Heads to take all appropriate actions to align their public-facing information with the requirements for training federal employees outlined in EO 13950. If an Agency provides external, publicly directed training or similar programs that include or refer to the topics identified in EO 13950 and OMB guidance, the Agency must contact the Deputy Solicitor before conducting any such programs.

DOL Requirement No. 8, Reporting Training Expenditures – In Process and Expected to Meet its Reporting Requirement.

EO 13950 Requirement: The EO requires the Department to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, or December 21, 2020.

OIG Assessment: This requirement is in process and expected to meet its reporting requirement. According to Department officials, the Department is currently on track and expects to meet its 90 day reporting requirement (December 21, 2020) 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 EO 13950. Nothing came to our attention that would indicate the Department will not meet this requirement.

OIG'S RECOMMENDATIONS

The OIG made no recommendations related to the results of our assessment presented in this report.

SUMMARY OF OFCCP'S RESPONSE

[PLACEHOLDER]

SUMMARY OF DOL'S RESPONSE

[PLACEHOLDER]

We appreciate the cooperation and courtesies OFCCP, OASAM, and ETA extended us during this review. OIG personnel who made major contributions to this report are listed in Appendix D.

EXHIBIT 1: OFCCP EO 13950 REQUIREMENTS

The EO requires that DOL - Office of Federal Contract Compliance Programs:

1. Establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders.
2. Publish, within 30 days of the date of EO 13950, a request in the Federal Register 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.

EXHIBIT 2: EO 13950 REQUIREMENTS FOR FEDERAL AGENCIES

The EO requires that all Federal agency heads ensure the following:

1. Government contracts and related subcontracts include provisions that state contractors 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.
2. 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.
3. An order incorporating the EO requirements is issued into agency operations, including making compliance with this order a provision in all agency contracts for diversity training.
4. At least one senior political appointee is assigned responsibility for ensuring compliance with the requirements of this order.
5. 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.
6. Agency, 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 EO

7. All training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OMB for compliance with the requirements of the EO
8. All spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of the EO

APPENDIX A: SCOPE, METHODOLOGY, & CRITERIA

SCOPE

We reviewed the Department's actions from September 22, 2020, through December 21, 2020 towards meeting the EO requirements. We assessed the status of DOL's implementation efforts by conducting interviews with DOL management officials and analyzing the evidence they provided.

METHODOLOGY

We conducted this review in accordance with U.S. Department of Labor, Office of Inspector General internal policies and procedures. Those policies and procedures require that we plan and perform our work to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objective. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our objective.

To accomplish our objective, we reviewed EO 13950 and other relevant guidance, interviewed DOL officials from OFCCP, ETA, and OASAM, and analyzed documentation provided by DOL related to the implementation of EO 13950.

CRITERIA

- Executive Order 13950, *Combating Race and Sex Stereotyping*, September 22, 2020
- Executive Order 11246, *Equal Employment Opportunity*, September 24, 1965
- OMB M-20-34, *Training in Federal Government*, September 4, 2020
- OMB Memorandum M-20-37, *Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All*, September 28, 2020
- Office of Personnel Management (OPM) Guidance on *Mandatory Review of Employee Training under EO 13950* September 22, 2020, October 2, 2020

APPENDIX B: OFCCP'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX C: DOL'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX D: ACKNOWLEDGEMENTS

Key contributors to this report were:

Jerry Howe, Auditor
Tracy Katz, Audit Director
Fernando M. Paredes, Audit Manager
Alisa Reff, Supervisory Assistant Counsel

From: Kenyon, Geoffrey - OASAM DBC </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=ABA4B9442B744900B41977C1E306B4EE-KENYON, GEO>
To: Katz, Tracy - OIG; Stewart, Milton AI - ASAM; Cloud, Braye G - ASAM; Rose, Sydney T - OASAM OHR; Hooper, Shawn - OASAM OHR; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM OHR; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T - OFCCP; Campbell, Carl V - OASAM OSPE
CC: Ritchie, Duyen T - OASAM OSPE; Costa, Jessica W - ASAM
Sent: 12/21/2020 10:36:40 AM
Subject: RE: EO 13950 Exit Conference
Attachments: FW: OMB Data Call on Training

Hi Tracy. Just to let you know, we have completed the final step in reporting the cost of training information to OMB. We entered into the MAX system and provided to OMB's Labor Branch on December 16. Please see the attached email.

Thanks and let me know if you need more or have questions.

Geoff Kenyon
Deputy Assistant Secretary for Budget and Performance
Office: 202- (b) 6
Direct: 202- (b) 6

From: Katz, Tracy - OIG <(b) 6 >
Sent: Friday, December 18, 2020 3:23 PM
To: Stewart, Milton AI - ASAM <(b) 6 @dol.gov>; Cloud, Braye G - ASAM <(b) 6 @dol.gov>; Rose, Sydney T - OASAM OHR <(b) 6 @dol.gov>; Hooper, Shawn - OASAM OHR <(b) 6 @dol.gov>; Lacey, Kimberly G. - OASAM OHR <(b) 6 @dol.gov>; Jordan, Maria - OASAM OHR <(b) 6 @dol.gov>; Paredes, Fernando - OIG <(b) 6 @oig.dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Watson, Laura P - ETA <(b) 6 >; Cerruti, Julie - ETA <Cerruti.Julie@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Davidson, Patricia J - OFCCP <(b) 6 @dol.gov>; Robins, Douglas - ASAM <(b) 6 >; Gean, Lissette - OFCCP <(b) 6 @dol.gov>; Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Howe, Gerard - OIG <howe.gerard@oig.dol.gov>; Reff, Alisa - OIG <(b) 6 @dol.gov>; Bennett, Anna Laura - SOL <(b) 6 @dol.gov>; Williams, Tina T <(b) 6 @dol.gov>; Campbell, Carl V - OASAM OSPE <(b) 6 @dol.gov>
Cc: Kenyon, Geoffrey - OASAM DBC <(b) 6 @dol.gov>; Ritchie, Duyen T - OASAM OSPE <Ritchie.Duyen.T@dol.gov>; Costa, Jessica W - ASAM <(b) 6 @dol.gov>
Subject: RE: EO 13950 Exit Conference

All,

I have attached the current version of our EO 13950 draft report for the Exit conference Monday afternoon. We will be discussing this document. Please note that this is a preliminary draft and is subject to change. However, due to the short reporting period that we have discussed, we will be requesting a quick turn-around on the response when the official draft is issued. As such, we are asking you to begin to develop your official response to the draft report based on this version.

We will discuss further on Monday. Thanks.

Tracy Michael Katz
Audit Director

U.S. Department of Labor
Office of Inspector General

Office: (b) 6 Fax: 202.693.5169

-----Original Appointment-----

From: Katz, Tracy - OIG

Sent: Monday, December 14, 2020 2:58 PM

To: Katz, Tracy - OIG; Stewart, Milton AI - OASAM BOC; Cloud, Braye G - OASAM CPPR; Rose, Sydney T - OASAM HRC; Hooper, Shawn - OWCP; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP; Davidson, Patricia J - WHD; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T. ETA; Campbell, Carl V - OASAM OSPE

Cc: Kenyon, Geoffrey - OASAM DBC; Ritchie, Duyen T - OASAM OSPE; Costa, Jessica W - ASAM

Subject: EO 13950 Exit Conference

When: Monday, December 21, 2020 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Draft copy of report will be provided before the meeting. Please invite anyone else who needs to attend.
Thanks.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

[Learn More](#) | [Meeting options](#)

From: Wichlin, Mark - OASAM DBC </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=36C88D01AAF04B7DA6D36518F72EAD69-WICHLIN, MA>
To: Kenyon, Geoffrey - OASAM DBC
Sent: 12/16/2020 10:02:38 AM
Subject: FW: OMB Data Call on Training
Attachments: OMB Data Call on Training.xlsx

Bombs away.

From: German, Ryan M - OASAM DBC <(b) 6 @DOL.GOV>
Sent: Wednesday, December 16, 2020 9:45 AM
To: (b) 6 @omb.eop.gov
Cc: Wichlin, Mark - OASAM DBC <Wichlin.Mark@dol.gov>; Banks, Christopher T - OASAM DBC <(b) 6 @DOL.gov>
Subject: OMB Data Call on Training

Mr. Weisshaar,
DOLs training data has been entered into MAX and promoted to the internal review phase. For your convenience attached is a copy of the information provided.

Please let us know if you have any questions or need anything else.

Respectfully,

Ryan German

Budget Analyst | Departmental Budget Center
U.S. Department of Labor | (b) 6 @dol.gov
Direct: (b) 6

	A	B	C
1	Internal Group Training		
2			
3	Internal Group Diversity Training, October 1, 2019-September 30, 2020.		
4	This tab should describe training provided INTERNALLY, and delivered by AGENCY STAFF. For example, this tab should include training sessions, diversity dialogues, and other programming provided to employees. If an internal training was provided, this tab should include information collection to prevent double counting.		
5			
6			
7	Name of Training	Approximate number of attendees, including instructors	"Length of Training (approx # of hours)"
8	NAVIGATING BIASES	30	
9	NAVIGATING BIASES	200	
10	EEO AND D&I WORKSHOP ON THE CONCEPTS OF POWER, PRIVILEGE, AND EQUITY IN THE WORK ENVIRONMENT	300	
11	IGCIA IMPLICIT BIAS/FATIGUE TRAINING	300	
12	National Hispanic Heritage Month	2050	

	D	E	F
1			
2			
3			
4			
5	ded by outside contractors, please include it in the		
6			
7	Other training costs, if any (include materials, room rentals, etc. but please do NOT include FTE costs)	<p>Brief description</p> <p>This session focuses on recognizing that we all have biases. The outcome from this session is to learn how to navigate these biases to become more effective decision makers. OHR does not believe that it fits the description of trainings outlined in the OMB memo.</p>	Does it teach, advocate, or promote the divisive concepts specified in the EO? (Y/N/Don't Know)
8		<p>This session focuses on recognizing that we all have biases. The outcome from this session is to learn how to navigate these biases to become more effective decision makers. OHR does not believe that it fits the description of trainings outlined in the OMB memo.</p>	N
9		<p>This workshop will explore the issues of power, privilege and equity through open dialogue, engaging activities, and self-reflection. Participants will investigate models of confronting interpersonal, organizational conflict and non-inclusive behaviors, contextualized within the workplace. The goals of this workshop are to augment awareness, increase cultural and interpersonal responsiveness, and explore best practices for inclusion in the workplace. OIG does not believe that it fits the description of trainings outlined in the OMB memo.</p>	N
10		No description provided	N
11		BLS will continue to provide opportunities for diversity awareness through speakers, cultural films, workshops, seminars, foreign language classes, special performances, and other events to celebrate this observance month.	N
12			

	A	B	C	D	E
1	Individual Training				
2					
3	Individual Diversity Training, October 1, 2019-September 30, 2020.				
4	This tab should include individual or group training that is not captured on the "internal group training" tab, or in the "contracts" tab. This information would likely come from employee SF-182's and employee development plans, and would typically be "one-off" training that supplements an individual's personal development.				
5					
6					
7	Name of Training	Approximate number of attendees, including instructors	"Length of Training (approx # of hours)"	Other training costs, if any (include materials, room rentals, etc. but please do NOT include FTE costs)	Brief description

	F
1	
2	
3	
4	
5	
6	
7	Does it teach, advocate, or promote the divisive concepts specified in the EO? (Y/N/Don't Know)

	A	B	C	D
1	Trainings Conducted by Contractors			
2				
3	Internal Group Diversity Training, October 1, 2019-September 30, 2020.			
4	This tab should include any trainings provided to federal employees by contractors or other external parties not captured in the "Internal Group Training" or in the "Individual Training grids.			
5	This information would likely from contract data reported to the Federal Procurement Data System (FPDS).			
6				
7				
8	NOTE: Please ensure consistency with the "Contractor Name" field so contractor totals can be automatically aggregated.			
9				
10				
11	Name of Program	Spending on Session	Name of Sub-agency or Program Office	Number of Employees Trained
12	THE ROAD TO RESILIENCE	Covered under the existing EAP contract. The total contract funding for FY 20 is \$381,619.	OASAM/OHR/DWE	15000
13	DEALING WITH DIFFERENCE	Covered under the existing EAP contract. The total contract funding for FY 20 is \$381,619.	OASAM/OHR/DWE	15000
14	EFFECTIVE COMMUNICATION	Covered under the existing EAP contract. The total contract funding for FY 20 is \$381,619.	OASAM/OHR/DWE	15000
15	RESILIENCE AND EVERYDAY CHALLENGES	Covered under the existing EAP contract. The total contract funding for FY 20 is \$381,619.	OASAM/OHR/DWE	500
16	DEALING WITH DIFFERENCE	Covered under the existing EAP contract. The total contract funding for FY 20 is \$381,619.	OASAM/OHR/DWE	1000
17	DEALING WITH DIFFERENCE	Covered under the existing EAP contract. The total contract funding for FY 20 is \$381,619.	OASAM/OHR/DWE	15000
18	RESILIENCE AND STRESS: EVERYDAY CHALLENGES	Covered under the existing EAP contract. The total contract funding for FY 20 is \$381,619.	OASAM/OHR/DWE	500
19	DEALING WITH CONFLICT IN THE WORKPLACE	No cost to DOL	OASAM/OHR/DWE	
20	FOSTERING INCLUSION IN THE WORKPLACE	No cost to DOL	OASAM/OHR/DWE	
21	COPING WITH CHANGE IN UNCERTAIN TIMES	No cost to DOL	OASAM/OHR/DWE	
22	HOW MANY GENDERS ARE THERE?		OFCCP	440
23	UNCONSCIOUS BIAS		SOL	640
			\$4,700	
			\$61,672.24	

	E	F
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
11	Contractor Name	Award/Contract Identifier
12	Federal Occupational Health/Magellan Health/EAP Consultant - Presenter: Renee Perrier	
13	Federal Occupational Health/Magellan Health/EAP Consultant - Presenter: Renee Perrier	
14	Federal Occupational Health/Magellan Health/EAP Consultant - Presenter: Renee Perrier	
15	Federal Occupational Health/Magellan Health/EAP Consultant - Presenter: Unknown	
16	Federal Occupational Health/Magellan Health/EAP Consultant - Presenter: Unknown	
17	Federal Occupational Health/Magellan Health/EAP Consultant - Presenter: Renee Perrier	
18	Federal Occupational Health/EAP Consultant/Magellan Health/EAP Consultant - Presenter: Unknown	
19	Federal Occupational Health; only advertised at DOL	
20	Federal Occupational Health; only advertised at DOL	
21	Federal Occupational Health; only advertised at DOL	
22	Metaclusive, LLC	
23	Partnership for Public Service	

From: Gean, Lissette - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=BBB9A13178C24AADB6B7613F2F9041F3-GEAN, LISSE>
To: Katz, Tracy - OIG
CC: Taylor, Timothy J - SOL; Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Williams, Tina T - OFCCP; Paredes, Fernando - OIG; Howe, Gerard - OIG; Reff, Alisa - OIG; Lee, Lindsay T - SOL
Sent: 12/21/2020 2:39:35 PM
Subject: RE: EO 13950 Exit Conference - OFCCP Input
Attachments: EO 13950 Draft Report for Exit_OFCCP.docx

Good afternoon Tracy,

Thank you for the opportunity to review and comment on the draft report. The report is well done. We are attaching our suggested edits and update (to reflect that OFCCP has begun to process complaints).

We look forward to speaking with you soon!

Thanks again,
Lissette

From: Katz, Tracy - OIG <(b) 6@oig.dol.gov>
Sent: Friday, December 18, 2020 3:23 PM
To: Stewart, Milton AI - ASAM <(b) 6@dol.gov>; Cloud, Braye G - ASAM <(b) 6@dol.gov>; Rose, Sydney T - OASAM OHR <(b) 6@dol.gov>; Hopper, Shawn - OASAM OHR <(b) 6@dol.gov>; Lacey, Kimberly G. - OASAM OHR <(b) 6@DOL.gov>; Jordan, Maria - OASAM OHR <(b) 6>; Paredes, Fernando - OIG <(b) 6@oig.dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Watson, Laura P - ETA <(b) 6@dol.gov>; Cerruti, Julie - ETA <Cerruti.Julie@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Davidson, Patricia J - OFCCP <(b) 6@dol.gov>; Robins, Douglas - ASAM <(b) 6>; Gean, Lissette - OFCCP <(b) 6.gov>; Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Howe, Gerard - OIG <howe.gerard@oig.dol.gov>; Reff, Alisa - OIG <(b) 6>; Bennett, Anna Laura - SOL <(b) 6@DOL.gov>; Williams, Tina T <(b) 6@dol.gov>; Campbell, Carl V - OASAM OSPE <(b) 6@dol.gov>
Cc: Kenyon, Geoffrey - OASAM DBC <(b) 6@dol.gov>; Ritchie, Duyen T - OASAM OSPE <Ritchie.Duyen.T@dol.gov>; Costa, Jessica W - ASAM <(b) 6@dol.gov>
Subject: RE: EO 13950 Exit Conference

All,

I have attached the current version of our EO 13950 draft report for the Exit conference Monday afternoon. We will be discussing this document. Please note that this is a preliminary draft and is subject to change. However, due to the short reporting period that we have discussed, we will be requesting a quick turn-around on the response when the official draft is issued. As such, we are asking you to begin to develop your official response to the draft report based on this version.

We will discuss further on Monday. Thanks.

Tracy Michael Katz
Audit Director
U.S. Department of Labor
Office of Inspector General

Office:

(b) 6

Fax: 202.693.5169

-----Original Appointment-----

From: Katz, Tracy - OIG

Sent: Monday, December 14, 2020 2:58 PM

To: Katz, Tracy - OIG; Stewart, Milton AI - OASAM BOC; Cloud, Braye G - OASAM CPPR; Rose, Sydney T - OASAM HRC; Hooper, Shawn - OWCP; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP; Davidson, Patricia J - WHD; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T. ETA; Campbell, Carl V - OASAM OSPE

Cc: Kenyon, Geoffrey - OASAM DBC; Ritchie, Duyen T - OASAM OSPE; Costa, Jessica W - ASAM

Subject: EO 13950 Exit Conference

When: Monday, December 21, 2020 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Draft copy of report will be provided before the meeting. Please invite anyone else who needs to attend.
Thanks.

Microsoft Teams meeting

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[DATE PLACEHOLDER]

The Honorable Russell T. Vought
Director
Office of Management and Budget
725 17th Street, NW
Washington, DC 20503

This report presents the results of our review of the Department of Labor's (DOL) compliance in implementing the requirements of Executive Order (EO) 13950, "Combating Race and Sex Stereotyping."¹ EO 13950 prohibits the federal government from promoting race or sex stereotyping in the federal workforce and Uniformed Services, and from using contracting and grant funds for any of these purposes. The EO further states that federal agencies, contractors, and grant recipients should instead foster environments devoid of hostility and should provide training that fosters inclusive workplaces because the federal government is, and must always be, committed to the fair and equal treatment of all individuals before the law.

The EO requires agency Inspectors General to annually assess the Department's compliance with the EO and report the results by December 31, to the Office of Management and Budget (OMB). Thus, we conducted a review to answer the following question:

Has the Department of Labor met the requirements of EO 13950 Combating Race and Sex Stereotyping?

Based on the results of our audit work, we determined that the Department of Labor is meeting 9 of the 10 requirements of EO 13950 on Combating Race and Sex Stereotyping, with one requirement that we anticipate will be completed. The Department still needs to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of EO issuance, that is, by December 21, 2020.

¹ President Donald Trump issued Executive Order 13950, Combating Race and Sex Stereotyping, on September 22, 2020

U.S. Department of Labor – Office of Inspector General

If you have any questions regarding the information we have provided, please contact me at 202-693-5100. Alternatively, your staff may contact Elliot P. Lewis, Assistant Inspector General for Audit, at 202-693-5170.

Sincerely,

Larry D. Turner
Acting Inspector General

BACKGROUND

On September 22, 2020, President Donald J. Trump issued EO 13950, “Combating Race and Sex Stereotyping.” The EO sets forth the policy of the United States “not to promote race or sex stereotyping or scapegoating” and prohibits federal contractors from instilling such views in their employees in workplace diversity and inclusion trainings. The EO became effective immediately when signed on September 22, 2020, but the requirements for federal contractors and subcontractors apply to contracts entered into 60 days after the EO was signed, that is, November 21, 2020. Section 6(c)(ii) of the EO states that each agency head shall request its agency Inspector General to 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 OMB.

EO 13950 includes two requirements that apply specifically for DOL’s Office of Federal Contracting Compliance Programs (OFCCP) and eight requirements that all federal agencies, including DOL, must address (see Exhibits 1 and 2, respectively, for each of the requirements).

RESULTS

The results of our review are detailed below and are broken out into two sections. The first section includes our assessment of OFCCP efforts in meeting the two EO 13950 requirements specific to DOL-OFCCP. The second section includes our assessment of the Department’s efforts in meeting the eight EO 13950 requirements that apply to all federal agencies.

OFCCP IS MEETING THE TWO EO 13950 REQUIREMENTS SPECIFIC TO DOL

OFCCP is meeting the two EO 13950 requirements specific to DOL. As of December 21, 2020, OFCCP efforts to implement the EO requirements included establishing a hotline, tracking complaints, assigning complaints to regional offices, processing complaints, and publishing a request for information in the Federal Register.

OFCCP Requirement No. 1, Hotline and Investigations – Meets

EO 13950 Requirement: The EO requires OFCCP to establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246² that allege federal contractors are conducting training programs in violation of contractor obligations under those orders.

(b) 5

OIG Assessment: OFCCP is meeting this requirement. On September 28, 2020, OFCCP established a hotline and email address to receive and investigate complaints under existing EO 11246 as well as EO 13950. OFCCP has not begun any investigations yet because ~~†~~This requirement only applies to contracts entered into 60 days after the date of EO 13950, that is, November 21, 2020. However, OFCCP officials stated they are in the process of receiving and tracking hotline complaints, and have ~~has~~ begun to assign processing the complaints to the field for processing and investigation.

OFCCP Requirement No. 2, Request for Information – Meets

EO 13950 Requirement: The EO requires the OFCCP Director to publish in the Federal Register, within 30 days from the date of the EO, (or October 22, 2020), a Request for Information (RFI) seeking information from federal contractors, federal subcontractors, and employees regarding the training, workshops, or similar programming provided to employees by federal contractors and subcontractors.

OIG Assessment: OFCCP is meeting this requirement. On October 22, 2020, the OFCCP Director published in the Federal Register³ an 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.

The RFI requested 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 and responses were due by December 1, 2020. OFCCP plans to review the information provided during the comment period to inform its implementation of the new EO, including its guidance to field offices for how to evaluate contractor

² Executive Order 11246 — Equal Employment Opportunity, September 24, 1965, as amended ~~July 21, 2014~~, prohibits federal contractors and federally-assisted construction contractors and subcontractors, who do ~~hold~~ over \$10,000 in Government ~~business contracts~~ in one year from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin. The EO also requires Government contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment. Additionally, EO 11246 prohibits federal contractors and subcontractors from, under certain circumstances, taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers.

³ OFCCP EO 13950 Website at: <https://www.dol.gov/agencies/ofccp/executive-order-13950>, on 12/16/2020.

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training for compliance with EOs 13950 and 11246. OFCCP officials stated that 1,400 comments had been received in response to the *Request for Information: Race and Sex Stereotyping and Scapegoating*. OFCCP stated that 1,373 comments were posted to www.regulations.gov for public viewing, although 27 comments had to be redacted or were exact duplicates. OFCCP officials stated that 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 EO, including its guidance to field offices for how to evaluate contractor training for compliance with EO 13950 and EO 11246.

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THE DEPARTMENT OF LABOR IS GENERALLY MEETING THE EO 13950 REQUIREMENTS APPLICABLE TO EACH FEDERAL AGENCY

DOL is meeting seven of the eight requirements applicable to each federal agency under EO 13950, with one requirement pending completion. As of December 21, 2020, DOL efforts to implement EO 13950 included requiring new clauses for contracts, reviewing grants, establishing an EO 13950 compliance officer and incorporating the EO 13950 requirements into agency operations. However, the Department still needs to ensure that all spending in Fiscal Year 2020 on federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, that is December 21, 2020.

DOL Requirement No. 1, Contract Provisions – Meets

EO 13950 Requirement: The EO requires that 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 scapegoating, this requirement applies to contracts entered into on or after November 21, 2020.

OIG Assessment: DOL is meeting this requirement. 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 the EO. The memo requires: (1) the attached clause be part of any solicitation issued on or after November 20, 2020, and be included in any resultant contracts

that will include the clause at FAR 52.222-26, Equal Opportunity⁴;2) 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; and 3) the clause be included in the attachment in all contracts for diversity and inclusion training.

EO 13950, Section 4, requires four new provisions to be included in government contracts. As of December 3, 2020, the Department had issued 11 contracts on or after November 21, 2020. We reviewed all the contracts and determined that the new EO 13950 contract provisions were included.

According to Department officials, once identified, Contracting Officers will start modifying all existing active contract actions not specifically exempted by Section 204 of Executive Order 11246, dated September 24, 1965 (Equal Employment Opportunity), as amended, to include the provisions. DOL contemplates all contract actions will be modified on or before March 31, 2021. The Office of the Senior Procurement Executive 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. The OIG will follow-up with DOL actions when they are completed in FY 2021.

DOL Requirement No. 2, Grantee Certifications - Meets

EO 13950 Requirement: The EO requires that (1) grant programs be reviewed and identified for which DOL may, 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 and (2) DOL submit a report to the OMB within 60 days of the date of the EO (November 21, 2020) that lists all grant programs so identified.

OIG Assessment: DOL is meeting this requirement. DOL has collected information Department-wide on grants and identified grants that, 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

⁴ FAR 52.222-26 requires certain provisions be included in contracts related to nondiscrimination in employment, affirmative action requirements; required postings of notices; nondiscrimination clauses in all solicitations or advertisements for employees; prohibition against taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers; providing appropriate labor unions or workers' representatives notice of the contractor's commitments under this clause; permit access to its premises by the contracting agency or OFCCP in order to conduct on-site compliance evaluations and complaint investigations; and including all of the same terms and conditions in every subcontract not otherwise exempt by rules regulations or orders of the Secretary of Labor.

Department submitted a report to OMB on November 20, 2020 that listed all grant programs so identified.

DOL Requirement No. 3, Agency Operations – Meets

EO 13950 Requirement: The EO requires that the Department incorporate EO 13950 requirements into Agency operations.

OIG Assessment: DOL is meeting this requirement. On November 13, 2020, the Secretary of Labor issued Secretary's Order 11-2020—Implementation of EO 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 EO 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. Thus, Secretary's Order 11-2020 has incorporated the federal-wide requirements of EO 13950 into the Department's operations. In addition, Secretary's Order 11-2020 assigned EO 13950 responsibilities to applicable Department staff⁵ for ensuring the proper implementation of EO 13950.

DOL Requirement No.4, Assignment of Senior Agency Official – Meets

EO 13950 Requirement: The EO requires at least one senior political appointee be assigned responsibility for ensuring compliance with the requirements of EO 13950.

OIG Assessment: DOL is meeting this requirement. On September 28, 2020, the Deputy Secretary sent an email to all DOL Agency Heads, designating the Deputy Solicitor as having been assigned the responsibility for ensuring DOL's compliance with the requirements of EO 13950.

DOL Requirement No. 5, OIG Review – Meets

EO 13950 Requirement: The EO requires the Department to request the OIG review and assess compliance with EO 13950 prior to December 31, 2020 and not less than annually thereafter.

OIG Assessment: DOL has met this requirement. The Department's implementation plan included having the agency head send the OIG a request as

⁵ The DOL staff assigned EO 13950 responsibilities by Secretary's Order 11-2020 are: (1) Deputy Secretary, (2) Senior EO 13950 Compliance Official, (3) the Assistant Secretary for Administration and Management, (4) the Director of the Office of Federal Contract Compliance Programs, (5), the Assistant Secretary for Policy, (6) Agency Heads (7) Department Employees and (8) Solicitor of Labor.

required by section 6(c)(ii). However, the OIG communicated with the Department on October 30, 2020 to determine its intent to request such a review. Upon acknowledgement of the Department's intent, the OIG initiated a review on November 5, 2020. Department officials therefore viewed the requirement as overcome by events and did not believe it necessary to issue a formal request for review by the OIG to assess compliance with EO.

DOL Requirement No. 6, Prohibited Training – Meets

EO 13950 Requirement: The EO requires that the Department take steps to ensure its agencies, 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 any of the divisive concepts listed in the EO in any training to agency employees

DOL OIG Assessment: DOL is meeting this requirement. The Department issued a memo for all Administrative Officers and sub-agency heads to place on hold all diversity and inclusion training at this time. DOL is developing new standardized diversity training in an effort to consolidate all diversity and inclusion training from the many diversity and inclusion programs currently deployed into one single program. DOL is also working on updating the Department of Labor Manual Series and the Department of Labor Acquisition Manual to reflect EO 13950.

DOL Requirement No. 7, OPM Review of Training – Meets

EO 13950 Requirement: The EO requires the Department to ensure all training programs for agency employees relating to diversity or inclusion, be reviewed by OPM for EO compliance before being offered.

OIG Assessment: DOL is meeting this requirement. The Department's Deputy Solicitor, who serves as DOL's EO 13950 Compliance Official, sent a memorandum to all Agency Heads on November 13, 2020, on the subject of "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 EO 13950. The Department has since collected a copy of each DOL component agency's individual diversity and/or inclusion training programs and is developing one Department-wide diversity and/or inclusion 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.

In addition, the memo requires that Agency Heads review and approve in advance any expenditure for federal employee diversity and inclusion training but

only after certifying that the curriculum meets the standard of fair and equal treatment of each individual. In addition, the Department's Deputy Solicitor, in the capacity as the EO 13950 Compliance Official, must also approve and certify Agency Diversity and Inclusion training. Finally, the memo requires Agency Heads to take all appropriate actions to align their public-facing information with the requirements for training federal employees outlined in EO 13950. If an Agency provides external, publicly directed training or similar programs that include or refer to the topics identified in EO 13950 and OMB guidance, the Agency must contact the Deputy Solicitor before conducting any such programs.

DOL Requirement No. 8, Reporting Training Expenditures – In Process and Expected to Meet its Reporting Requirement.

EO 13950 Requirement: The EO requires the Department to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, or December 21, 2020.

OIG Assessment: This requirement is in process and expected to meet its reporting requirement. According to Department officials, the Department is currently on track and expects to meet its 90 day reporting requirement (December 21, 2020) 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 EO 13950. Nothing came to our attention that would indicate the Department will not meet this requirement.

OIG'S RECOMMENDATIONS

The OIG made no recommendations related to the results of our assessment presented in this report.

SUMMARY OF OFCCP'S RESPONSE

[PLACEHOLDER]

SUMMARY OF DOL'S RESPONSE

U.S. Department of Labor – Office of Inspector General

[PLACEHOLDER]

We appreciate the cooperation and courtesies OFCCP, OASAM, and ETA extended us during this review. OIG personnel who made major contributions to this report are listed in Appendix D.

EXHIBIT 1: OFCCP EO 13950 REQUIREMENTS

The EO requires that DOL - Office of Federal Contract Compliance Programs:

1. Establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders.
2. Publish, within 30 days of the date of EO 13950, a request in the Federal Register 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.

EXHIBIT 2: EO 13950 REQUIREMENTS FOR FEDERAL AGENCIES

The EO requires that all Federal agency heads ensure the following:

1. Government contracts and related subcontracts include provisions that state contractors 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.
2. 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.
3. An order incorporating the EO requirements is issued into agency operations, including making compliance with this order a provision in all agency contracts for diversity training.
4. At least one senior political appointee is assigned responsibility for ensuring compliance with the requirements of this order.
5. 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.
6. Agency, 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 EO

U.S. Department of Labor – Office of Inspector General

7. All training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OMB for compliance with the requirements of the EO
8. All spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of the EO

APPENDIX A: SCOPE, METHODOLOGY, & CRITERIA

SCOPE

We reviewed the Department's actions from September 22, 2020, through December 21, 2020 towards meeting the EO requirements. We assessed the status of DOL's implementation efforts by conducting interviews with DOL management officials and analyzing the evidence they provided.

METHODOLOGY

We conducted this review in accordance with U.S. Department of Labor, Office of Inspector General internal policies and procedures. Those policies and procedures require that we plan and perform our work to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objective. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our objective.

To accomplish our objective, we reviewed EO 13950 and other relevant guidance, interviewed DOL officials from OFCCP, ETA, and OASAM, and analyzed documentation provided by DOL related to the implementation of EO 13950.

CRITERIA

- Executive Order 13950, *Combating Race and Sex Stereotyping*, September 22, 2020
- Executive Order 11246, *Equal Employment Opportunity*, September 24, 1965
- OMB M-20-34, *Training in Federal Government*, September 4, 2020
- OMB Memorandum M-20-37, *Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All*, September 28, 2020
- Office of Personnel Management (OPM) *Guidance on Mandatory Review of Employee Training under EO 13950* September 22, 2020, October 2, 2020

APPENDIX B: OFCCP'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX C: DOL'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX D: ACKNOWLEDGEMENTS

Key contributors to this report were:

Jerry Howe, Auditor
Tracy Katz, Audit Director
Fernando M. Paredes, Audit Manager
Alisa Reff, Supervisory Assistant Counsel

From: Bickerstaffe, Keir - SOL </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=76946342408840629D14D5B8C536A764-BICKERSTAFF>
To: Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Gean, Lissette - OFCCP; Williams, Tina T - OFCCP
CC: Dankowitz, Beverly - SOL; Lee, Lindsay T - SOL
Sent: 12/21/2020 2:12:38 PM
Subject: RE: EO 13950 Exit Conference
Attachments: EO 13950 Draft Report for Exit (KB).docx

All,

CRLM had a couple of minor comments/suggested edits on the draft OIG report. Please see attached. Let me know if you would like to discuss. Thank you!

Keir Bickerstaffe
Counsel for Interpretation and Advice, SOL-CRLM
(202) (b) 6

-----Original Appointment-----

From: Katz, Tracy - OIG (b) 6 <tracy.katz@dol.gov>
Sent: Friday, December 18, 2020 3:50 PM
To: Katz, Tracy - OIG; Lee, Lindsay T - SOL; Bickerstaffe, Keir - SOL; Dankowitz, Beverly - SOL; Stewart, Milton AI - ASAM; Cloud, Braye G - ASAM; Rose, Sydney T - OASAM OHR; Hooper, Shawn - OASAM OHR; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM OHR; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T - OFCCP
Subject: EO 13950 Exit Conference
When: Monday, December 21, 2020 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).
Where: Microsoft Teams Meeting

-----Original Appointment-----

From: Katz, Tracy - OIG (b) 6 <tracy.katz@dol.gov>
Sent: Monday, December 14, 2020 3:00 PM
To: Katz, Tracy - OIG; Stewart, Milton AI - ASAM; Cloud, Braye G - ASAM; Rose, Sydney T - OASAM OHR; Hooper, Shawn - OASAM OHR; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM OHR; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP; Davidson, Patricia J - OFCCP; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T - OFCCP
Subject: EO 13950 Exit Conference
When: Monday, December 21, 2020 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).
Where: Microsoft Teams Meeting

Draft copy of report will be provided before the meeting. Please invite anyone else who needs to attend. Thanks.

Microsoft Teams meeting

DOL005284

Join on your computer or mobile app

[Click here to join the meeting](#)

[Learn More](#) | [Meeting options](#)



[DATE PLACEHOLDER]

The Honorable Russell T. Vought
Director
Office of Management and Budget
725 17th Street, NW
Washington, DC 20503

This report presents the results of our review of the Department of Labor's (DOL) compliance in implementing the requirements of Executive Order (EO) 13950, "Combating Race and Sex Stereotyping."¹ EO 13950 prohibits the federal government from promoting race or sex stereotyping in the federal workforce and Uniformed Services, and from using contracting and grant funds for any of these purposes. The EO further states that federal agencies, contractors, and grant recipients should instead foster environments devoid of hostility and should provide training that fosters inclusive workplaces because the federal government is, and must always be, committed to the fair and equal treatment of all individuals before the law.

The EO requires agency Inspectors General to annually assess the Department's compliance with the EO and report the results by December 31, to the Office of Management and Budget (OMB). Thus, we conducted a review to answer the following question:

Has the Department of Labor met the requirements of EO 13950 Combating Race and Sex Stereotyping?

Based on the results of our audit work, we determined that the Department of Labor is meeting 9 of the 10 requirements of EO 13950 on Combating Race and Sex Stereotyping, with one requirement that we anticipate will be completed. The Department still needs to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of EO issuance, that is, by December 21, 2020.

¹ President Donald Trump issued Executive Order 13950, Combating Race and Sex Stereotyping, on September 22, 2020

U.S. Department of Labor – Office of Inspector General

If you have any questions regarding the information we have provided, please contact me at 202-693-5100. Alternatively, your staff may contact Elliot P. Lewis, Assistant Inspector General for Audit, at 202-693-5170.

Sincerely,

Larry D. Turner
Acting Inspector General

BACKGROUND

On September 22, 2020, President Donald J. Trump issued EO 13950, “Combating Race and Sex Stereotyping.” The EO sets forth the policy of the United States “not to promote race or sex stereotyping or scapegoating” and prohibits federal contractors from instilling such views in their employees in workplace diversity and inclusion trainings. The EO became effective immediately when signed on September 22, 2020, but the requirements for federal contractors and subcontractors apply to contracts entered into 60 days after the EO was signed, that is, November 21, 2020. Section 6(c)(ii) of the EO states that each agency head shall request its agency Inspector General to 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 OMB.

EO 13950 includes two requirements that apply specifically for DOL’s Office of Federal Contracting Compliance Programs (OFCCP) and eight requirements that all federal agencies, including DOL, must address (see Exhibits 1 and 2, respectively, for each of the requirements).

RESULTS

The results of our review are detailed below and are broken out into two sections. The first section includes our assessment of OFCCP efforts in meeting the two EO 13950 requirements specific to DOL-OFCCP. The second section includes our assessment of the Department’s efforts in meeting the eight EO 13950 requirements that apply to all federal agencies.

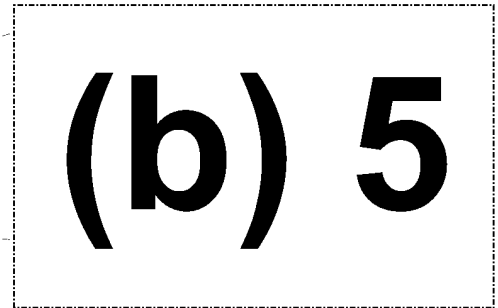
OFCCP IS MEETING THE TWO EO 13950 REQUIREMENTS SPECIFIC TO DOL

OFCCP is meeting the two EO 13950 requirements specific to DOL. As of December 21, 2020, OFCCP efforts to implement the EO requirements included establishing a hotline, tracking complaints, assigning complaints to regional offices and publishing a request for information in the Federal Register.

OFCCP Requirement No. 1, Hotline and Investigations – Meets

EO 13950 Requirement: The EO requires OFCCP to establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246² that allege federal contractors are conducting training programs in violation of contractor obligations under those orders.

OIG Assessment: OFCCP is meeting this requirement. On September 28, 2020, OFCCP established a hotline and email address to receive and investigate complaints under existing EO 11246 as well as EO 13950. OFCCP has not begun any investigations yet because this requirement only applies to contracts entered into 60 days after the date of EO 13950, that is, November 21, 2020. However, OFCCP officials stated they are in the process of receiving and tracking hotline complaints, and have begun to assign the complaints to the field for processing and investigation.



OFCCP Requirement No. 2, Request for Information – Meets

EO 13950 Requirement: The EO requires the OFCCP Director to publish in the Federal Register, within 30 days from the date of the EO, (or October 22, 2020), a Request for Information (RFI) seeking information from federal contractors, federal subcontractors, and employees regarding the training, workshops, or similar programming provided to employees by federal contractors and subcontractors.

OIG Assessment: OFCCP is meeting this requirement. On October 22, 2020, the OFCCP Director published in the Federal Register³ an 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.

The RFI requested 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 and responses were due by December 1, 2020. OFCCP plans to review the information provided during the comment period to inform its implementation of the new EO, including its guidance to field offices for how to evaluate contractor

² Executive Order 11246 — Equal Employment Opportunity, September 24, 1965, as amended July 21, 2014, prohibits federal contractors and federally-assisted construction contractors and subcontractors, who do over \$10,000 in Government business in one year from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin. The EO also requires Government contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment. Additionally, EO 11246 prohibits federal contractors and subcontractors from, under certain circumstances, taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers.

³ OFCCP EO 13950 Website at: <https://www.dol.gov/agencies/ofccp/executive-order-13950>, on 12/16/2020.

training for compliance with EOs 13950 and 11246. OFCCP officials stated that 1,400 comments had been received in response to the Request for Information: Race and Sex Stereotyping and Scapegoating. OFCCP stated that 1,373 comments were posted to www.regulations.gov for public viewing, although 27 comments had to be redacted or were exact duplicates. OFCCP officials stated that 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 EO, including its guidance to field offices for how to evaluate contractor training for compliance with EO 13950 and EO 11246.

**THE DEPARTMENT OF LABOR IS GENERALLY
MEETING THE EO 13950 REQUIREMENTS
APPLICABLE TO EACH FEDERAL AGENCY**

DOL is meeting seven of the eight requirements applicable to each federal agency under EO 13950, with one requirement pending completion. As of December 21, 2020, DOL efforts to implement EO 13950 included requiring new clauses for contracts, reviewing grants, establishing an EO 13950 compliance officer and incorporating the EO 13950 requirements into agency operations. However, The Department still needs to ensure that all spending in Fiscal Year 2020 on federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, that is December 21, 2020.

DOL Requirement No. 1, Contract Provisions – Meets

EO 13950 Requirement: The EO requires that 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 scapegoating, this requirement applies to contracts entered into on or after November 21, 2020.

OIG Assessment: DOL is meeting this meeting this requirement. 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 the EO. The memo requires: (1) the attached clause be part of any solicitation issued on or after November 20, 2020, and be included in any resultant contracts

that will include the clause at FAR 52.222-26, Equal Opportunity⁴;2) 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; and 3) the clause be included in the attachment in all contracts for diversity and inclusion training.

EO 13950, Section 4, requires four new provisions to be included in government contracts. As of December 3, 2020, the Department had issued 11 contracts on or after November 21, 2020. We reviewed all the contracts and determined that the new EO 13950 contract provisions were included.

According to Department officials, once identified, Contracting Officers will start modifying all existing active contract actions not specifically exempted by Section 204 of Executive Order 11246, dated September 24, 1965 (Equal Employment Opportunity), as amended, to include the provisions. DOL contemplates all contract actions will be modified on or before March 31, 2021. The Office of the Senior Procurement Executive 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. The OIG will follow-up with DOL actions when they are completed in FY 2021.

DOL Requirement No. 2, Grantee Certifications - Meets

EO 13950 Requirement: The EO requires that (1) grant programs be reviewed and identified for which DOL may, 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 and (2) DOL submit a report to the OMB within 60 days of the date of the EO (November 21, 2020) that lists all grant programs so identified.

OIG Assessment: DOL is meeting this requirement. DOL has collected information Department-wide on grants and identified grants that, 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

⁴ FAR 52.222-26 requires certain provisions be included in contracts related to nondiscrimination in employment, affirmative action requirements; required postings of notices; nondiscrimination clauses in all solicitations or advertisements for employees; prohibition against taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers; providing appropriate labor unions or workers' representatives notice of the contractor's commitments under this clause; permit access to its premises by the contracting agency or OFCCP in order to conduct on-site compliance evaluations and complaint investigations; and including all of the same terms and conditions in every subcontract not otherwise exempt by rules regulations or orders of the Secretary of Labor.

Department submitted a report to OMB on November 20, 2020 that listed all grant programs so identified.

DOL Requirement No. 3, Agency Operations – Meets

EO 13950 Requirement: The EO requires that the Department incorporate EO 13950 requirements into Agency operations.

OIG Assessment: DOL is meeting this requirement. On November 13, 2020, the Secretary of Labor issued Secretary's Order 11-2020—Implementation of EO 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 EO 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. Thus, Secretary's Order 11-2020 has incorporated the federal-wide requirements of EO 13950 into the Department's operations. In addition, Secretary's Order 11-2020 assigned EO 13950 responsibilities to applicable Department staff⁵ for ensuring the proper implementation of EO 13950.

DOL Requirement No.4, Assignment of Senior Agency Official – Meets

EO 13950 Requirement: The EO requires at least one senior political appointee be assigned responsibility for ensuring compliance with the requirements of EO 13950.

OIG Assessment: DOL is meeting this requirement. On September 28, 2020, the Deputy Secretary sent an email to all DOL Agency Heads, designating the Deputy Solicitor as having been assigned the responsibility for ensuring DOL's compliance with the requirements of EO 13950.

DOL Requirement No. 5, OIG Review – Meets

EO 13950 Requirement: The EO requires the Department to request the OIG review and assess compliance with EO 13950 prior to December 31, 2020 and not less than annually thereafter.

OIG Assessment: DOL has met this requirement. The Department's implementation plan included having the agency head send the OIG a request as

⁵ The DOL staff assigned EO 13950 responsibilities by Secretary's Order 11-2020 are: (1) Deputy Secretary, (2) Senior EO 13950 Compliance Official, (3) the Assistant Secretary for Administration and Management, (4) the Director of the Office of Federal Contract Compliance Programs, (5), the Assistant Secretary for Policy, (6) Agency Heads (7) Department Employees and (8) Solicitor of Labor.

required by section 6(c)(ii). However, the OIG communicated with the Department on October 30, 2020 to determine its intent to request such a review. Upon acknowledgement of the Department's intent, the OIG initiated a review on November 5, 2020. Department officials therefore viewed the requirement as overcome by events and did not believe it necessary to issue a formal request for review by the OIG to assess compliance with EO.

DOL Requirement No. 6, Prohibited Training – Meets

EO 13950 Requirement: The EO requires that the Department take steps to ensure its agencies, 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 any of the divisive concepts listed in the EO in any training to agency employees

DOL OIG Assessment: DOL is meeting this requirement. The Department issued a memo for all Administrative Officers and sub-agency heads to place on hold all diversity and inclusion training at this time. DOL is developing new standardized diversity training in an effort to consolidate all diversity and inclusion training from the many diversity and inclusion programs currently deployed into one single program. DOL is also working on updating the Department of Labor Manual Series and the Department of Labor Acquisition Manual to reflect EO 13950.

DOL Requirement No. 7, OPM Review of Training – Meets

EO 13950 Requirement: The EO requires the Department to ensure all training programs for agency employees relating to diversity or inclusion, be reviewed by OPM for EO compliance before being offered.

OIG Assessment: DOL is meeting this requirement. The Department's Deputy Solicitor, who serves as DOL's EO 13950 Compliance Official, sent a memorandum to all Agency Heads on November 13, 2020, on the subject of "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 EO 13950. The Department has since collected a copy of each DOL component agency's individual diversity and/or inclusion training programs and is developing one Department-wide diversity and/or inclusion 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.

In addition, the memo requires that Agency Heads review and approve in advance any expenditure for federal employee diversity and inclusion training but

only after certifying that the curriculum meets the standard of fair and equal treatment of each individual. In addition, the Department's Deputy Solicitor, in the capacity as the EO 13950 Compliance Official, must also approve and certify Agency Diversity and Inclusion training. Finally, the memo requires Agency Heads to take all appropriate actions to align their public-facing information with the requirements for training federal employees outlined in EO 13950. If an Agency provides external, publicly directed training or similar programs that include or refer to the topics identified in EO 13950 and OMB guidance, the Agency must contact the Deputy Solicitor before conducting any such programs.

DOL Requirement No. 8, Reporting Training Expenditures – In Process and Expected to Meet its Reporting Requirement.

EO 13950 Requirement: The EO requires the Department to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, or December 21, 2020.

OIG Assessment: This requirement is in process and expected to meet its reporting requirement. According to Department officials, the Department is currently on track and expects to meet its 90 day reporting requirement (December 21, 2020) 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 EO 13950. Nothing came to our attention that would indicate the Department will not meet this requirement.

OIG'S RECOMMENDATIONS

The OIG made no recommendations related to the results of our assessment presented in this report.

SUMMARY OF OFCCP'S RESPONSE

[PLACEHOLDER]

SUMMARY OF DOL'S RESPONSE

U.S. Department of Labor – Office of Inspector General

[PLACEHOLDER]

We appreciate the cooperation and courtesies OFCCP, OASAM, and ETA extended us during this review. OIG personnel who made major contributions to this report are listed in Appendix D.

EXHIBIT 1: OFCCP EO 13950 REQUIREMENTS

The EO requires that DOL - Office of Federal Contract Compliance Programs:

1. Establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders.
2. Publish, within 30 days of the date of EO 13950, a request in the Federal Register 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.

EXHIBIT 2: EO 13950 REQUIREMENTS FOR FEDERAL AGENCIES

The EO requires that all Federal agency heads ensure the following:

1. Government contracts and related subcontracts include provisions that state contractors 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.
2. 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.
3. An order incorporating the EO requirements is issued into agency operations, including making compliance with this order a provision in all agency contracts for diversity training.
4. At least one senior political appointee is assigned responsibility for ensuring compliance with the requirements of this order.
5. 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.
6. Agency, 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 EO

U.S. Department of Labor – Office of Inspector General

7. All training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OMB for compliance with the requirements of the EO
8. All spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of the EO

APPENDIX A: SCOPE, METHODOLOGY, & CRITERIA

SCOPE

We reviewed the Department's actions from September 22, 2020, through December 21, 2020 towards meeting the EO requirements. We assessed the status of DOL's implementation efforts by conducting interviews with DOL management officials and analyzing the evidence they provided.

METHODOLOGY

We conducted this review in accordance with U.S. Department of Labor, Office of Inspector General internal policies and procedures. Those policies and procedures require that we plan and perform our work to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objective. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our objective.

To accomplish our objective, we reviewed EO 13950 and other relevant guidance, interviewed DOL officials from OFCCP, ETA, and OASAM, and analyzed documentation provided by DOL related to the implementation of EO 13950.

CRITERIA

- Executive Order 13950, *Combating Race and Sex Stereotyping*, September 22, 2020
- Executive Order 11246, *Equal Employment Opportunity*, September 24, 1965
- OMB M-20-34, *Training in Federal Government*, September 4, 2020
- OMB Memorandum M-20-37, *Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All*, September 28, 2020
- Office of Personnel Management (OPM) *Guidance on Mandatory Review of Employee Training under EO 13950* September 22, 2020, October 2, 2020

APPENDIX B: OFCCP'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX C: DOL'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX D: ACKNOWLEDGEMENTS

Key contributors to this report were:

Jerry Howe, Auditor
Tracy Katz, Audit Director
Fernando M. Paredes, Audit Manager
Alisa Reff, Supervisory Assistant Counsel

From: Davidson, Patricia J - OFCCP </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS /CN=881AFF8BF6FB4A85AE33921A0CB1596B-DAVIDSON, P>
To: Gean, Lissette - OFCCP; Leen, Craig - OFCCP
Sent: 12/18/2020 6:01:16 PM
Subject: RE: EO 13950 Exit Conference
Attachments: EO 13950 Draft Report for Exit edit.docx

I found a typo on page 5, please see my edit in track changes.

Patricia Davidson
Deputy Director
Office of Federal Contract
Compliance Programs

(O) 202- (b) 6
(C) 202- (b) 6

From: Gean, Lissette - OFCCP <(b) 6@dol.gov>
Sent: Friday, December 18, 2020 4:09 PM
To: Leen, Craig - OFCCP <Leen.Craig@dol.gov>
Cc: Davidson, Patricia J - OFCCP <(b) 6@dol.gov>
Subject: Re: EO 13950 Exit Conference

Will do.
Thanks,
Lissette

Lissette Geán
Chief of Staff
Office of Federal Contract Compliance Programs

(b) 6@dol.gov

On Dec 18, 2020, at 3:49 PM, Leen, Craig - OFCCP <Leen.Craig@dol.gov> wrote:

Lissette and Patty, please see below. I agree with the report and only anticipate providing an update. Please coordinate with OFCCP/CRLM and provide our draft response to Tim when you provide it to me. Thanks, Craig

Craig E. Leen
OFCCP Director
<image001.png>

From: Leen, Craig - OFCCP
Sent: Friday, December 18, 2020 3:45 PM
To: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Slater, Bryan - ASAM <Slater.Bryan@dol.gov>
Subject: RE: EO 13950 Exit Conference

Thanks. We appreciate your leadership and support as well. I reviewed the ones relating to OFCCP and do not anticipate having much of a response other than providing updates as to where we are with the complaint reviews (it is my understanding they've now been assigned to the field and we are moving forward with them).

Craig E. Leen

OFCCP Director
<image001.png>

From: Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>
Sent: Friday, December 18, 2020 3:40 PM
To: Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>
Subject: RE: EO 13950 Exit Conference

Congratulations to your teams—they've done very well in implementing the EO's requirements. I'd like to review our responses / edits to the report before they're sent back to the OIG.

Timothy Taylor
Deputy Solicitor
U.S. Department of Labor

o. (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 <(b) 6@oig.dol.gov>
Sent: Friday, December 18, 2020 3:23 PM
To: Stewart, Milton AI - ASAM <(b) 6@dol.gov>; Cloud, Braye G - ASAM <(b) 6@dol.gov>; Rose, Sydney T - OASAM OHR <(b) 6@oasam.dol.gov>; Hooper, Shawn - OASAM OHR <(b) 6@oasam.dol.gov>; Lacey, Kimberly G. - OASAM OHR <(b) 6@oasam.dol.gov>; Jordan, Maria - OASAM <(b) 6@oasam.dol.gov>; Paredes, Fernando - OIG <(b) 6@oig.dol.gov>; Taylor, Timothy J - SOL <Taylor.Timothy.J@dol.gov>; Watson, Laura P - ETA <(b) 6@eta.dol.gov>; Cerruti, Julie - ETA <Cerruti.Julie@dol.gov>; Leen, Craig - OFCCP <Leen.Craig@DOL.gov>; Davidson, Patricia J - OFCCP <(b) 6@ofccp.dol.gov>; Robins, Douglas - ASAM <(b) 6@dol.gov>; Gean, Lissette - OFCCP <(b) 6@ofccp.dol.gov>; Slater, Bryan - ASAM <Slater.Bryan@DOL.gov>; Howe, Gerard - OIG <howe.gerard@oig.dol.gov>; Reff, Alisa - OIG <(b) 6@oig.dol.gov>; Bennett, Anna Laura - SOL <(b) 6@dol.gov>; Williams, Tina T <(b) 6@dol.gov>; Campbell, Carl V - OIG <(b) 6@oig.dol.gov>
Cc: Kenyon, Geoffrey - OASAM DBC <(b) 6@oasam.dol.gov>; Ritchie, Duyen T - OASAM OSPE <Ritchie.Duyen.T@dol.gov>; Costa, Jessica W - ASAM <(b) 6@dol.gov>
Subject: RE: EO 13950 Exit Conference

All,

I have attached the current version of our EO 13950 draft report for the Exit conference Monday afternoon. We will be discussing this document. Please note that this is a preliminary draft and is subject to change. However, due to the short reporting period that we have discussed, we will be requesting a quick turn-around on the response when the official draft is issued. As such, we are asking you to begin to develop your official response to the draft report based on this version.

We will discuss further on Monday. Thanks.

Tracy Michael Katz

Audit Director
U.S. Department of Labor
Office of Inspector General

Office: (b) 6 | Fax: 202.693.5169

-----Original Appointment-----

From: Katz, Tracy - OIG
Sent: Monday, December 14, 2020 2:58 PM
To: Katz, Tracy - OIG; Stewart, Milton AI - OASAM BOC; Cloud, Braye G - OASAM CPPR; Rose, Sydney T - OASAM HRC; Hooper, Shawn - OWCP; Lacey, Kimberly G. - OASAM OHR; Jordan, Maria - OASAM; Paredes, Fernando - OIG; Taylor, Timothy J - SOL; Watson, Laura P - ETA; Cerruti, Julie - ETA; Leen, Craig - OFCCP;

Davidson, Patricia J - WHD; Robins, Douglas - ASAM; Gean, Lissette - OFCCP; Slater, Bryan - ASAM; Howe, Gerard - OIG; Reff, Alisa - OIG; Bennett, Anna Laura - SOL; Williams, Tina T. ETA; Campbell, Carl V - OASAM OSPE

Cc: Kenyon, Geoffrey - OASAM DBC; Ritchie, Duyen T - OASAM OSPE; Costa, Jessica W - ASAM

Subject: EO 13950 Exit Conference

When: Monday, December 21, 2020 3:00 PM-4:00 PM (UTC-05:00) Eastern Time (US & Canada).

Where: Microsoft Teams Meeting

Draft copy of report will be provided before the meeting. Please invite anyone else who needs to attend.
Thanks.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

[Learn More](#) | [Meeting options](#)



[DATE PLACEHOLDER]

The Honorable Russell T. Vought
Director
Office of Management and Budget
725 17th Street, NW
Washington, DC 20503

This report presents the results of our review of the Department of Labor's (DOL) compliance in implementing the requirements of Executive Order (EO) 13950, "Combating Race and Sex Stereotyping."¹ EO 13950 prohibits the federal government from promoting race or sex stereotyping in the federal workforce and Uniformed Services, and from using contracting and grant funds for any of these purposes. The EO further states that federal agencies, contractors, and grant recipients should instead foster environments devoid of hostility and should provide training that fosters inclusive workplaces because the federal government is, and must always be, committed to the fair and equal treatment of all individuals before the law.

The EO requires agency Inspectors General to annually assess the Department's compliance with the EO and report the results by December 31, to the Office of Management and Budget (OMB). Thus, we conducted a review to answer the following question:

Has the Department of Labor met the requirements of EO 13950 Combating Race and Sex Stereotyping?

Based on the results of our audit work, we determined that the Department of Labor is meeting 9 of the 10 requirements of EO 13950 on Combating Race and Sex Stereotyping, with one requirement that we anticipate will be completed. The Department still needs to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of EO issuance, that is, by December 21, 2020.

¹ President Donald Trump issued Executive Order 13950, Combating Race and Sex Stereotyping, on September 22, 2020

U.S. Department of Labor – Office of Inspector General

If you have any questions regarding the information we have provided, please contact me at 202-693-5100. Alternatively, your staff may contact Elliot P. Lewis, Assistant Inspector General for Audit, at 202-693-5170.

Sincerely,

Larry D. Turner
Acting Inspector General

BACKGROUND

On September 22, 2020, President Donald J. Trump issued EO 13950, “Combating Race and Sex Stereotyping.” The EO sets forth the policy of the United States “not to promote race or sex stereotyping or scapegoating” and prohibits federal contractors from instilling such views in their employees in workplace diversity and inclusion trainings. The EO became effective immediately when signed on September 22, 2020, but the requirements for federal contractors and subcontractors apply to contracts entered into 60 days after the EO was signed, that is, November 21, 2020. Section 6(c)(ii) of the EO states that each agency head shall request its agency Inspector General to 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 OMB.

EO 13950 includes two requirements that apply specifically for DOL’s Office of Federal Contracting Compliance Programs (OFCCP) and eight requirements that all federal agencies, including DOL, must address (see Exhibits 1 and 2, respectively, for each of the requirements).

RESULTS

The results of our review are detailed below and are broken out into two sections. The first section includes our assessment of OFCCP efforts in meeting the two EO 13950 requirements specific to DOL-OFCCP. The second section includes our assessment of the Department’s efforts in meeting the eight EO 13950 requirements that apply to all federal agencies.

OFCCP IS MEETING THE TWO EO 13950 REQUIREMENTS SPECIFIC TO DOL

OFCCP is meeting the two EO 13950 requirements specific to DOL. As of December 21, 2020, OFCCP efforts to implement the EO requirements included establishing a hotline, tracking complaints, assigning complaints to regional offices and publishing a request for information in the Federal Register.

OFCCP Requirement No. 1, Hotline and Investigations – Meets

EO 13950 Requirement: The EO requires OFCCP to establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246² that allege federal contractors are conducting training programs in violation of contractor obligations under those orders.

OIG Assessment: OFCCP is meeting this requirement. On September 28, 2020, OFCCP established a hotline and email address to receive and investigate complaints under existing EO 11246 as well as EO 13950. OFCCP has not begun any investigations yet because this requirement only applies to contracts entered into 60 days after the date of EO 13950, that is, November 21, 2020. However, OFCCP officials stated they are in the process of receiving and tracking hotline complaints, and have begun to assign the complaints to the field for processing and investigation.

OFCCP Requirement No. 2, Request for Information – Meets

EO 13950 Requirement: The EO requires the OFCCP Director to publish in the Federal Register, within 30 days from the date of the EO, (or October 22, 2020), a Request for Information (RFI) seeking information from federal contractors, federal subcontractors, and employees regarding the training, workshops, or similar programming provided to employees by federal contractors and subcontractors.

OIG Assessment: OFCCP is meeting this requirement. On October 22, 2020, the OFCCP Director published in the Federal Register³ an 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.

The RFI requested 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 and responses were due by December 1, 2020. OFCCP plans to review the information provided during the comment period to inform its implementation of the new EO, including its guidance to field offices for how to evaluate contractor

² Executive Order 11246 — Equal Employment Opportunity, September 24, 1965, as amended July 21, 2014, prohibits federal contractors and federally-assisted construction contractors and subcontractors, who do over \$10,000 in Government business in one year from discriminating in employment decisions on the basis of race, color, religion, sex, sexual orientation, gender identity or national origin. The EO also requires Government contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment. Additionally, EO 11246 prohibits federal contractors and subcontractors from, under certain circumstances, taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers.

³ OFCCP EO 13950 Website at: <https://www.dol.gov/agencies/ofccp/executive-order-13950>, on 12/16/2020.

training for compliance with EOs 13950 and 11246. OFCCP officials stated that 1,400 comments had been received in response to the Request for Information: Race and Sex Stereotyping and Scapegoating. OFCCP stated that 1,373 comments were posted to www.regulations.gov for public viewing, although 27 comments had to be redacted or were exact duplicates. OFCCP officials stated that 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 EO, including its guidance to field offices for how to evaluate contractor training for compliance with EO 13950 and EO 11246.

THE DEPARTMENT OF LABOR IS GENERALLY MEETING THE EO 13950 REQUIREMENTS APPLICABLE TO EACH FEDERAL AGENCY

DOL is meeting seven of the eight requirements applicable to each federal agency under EO 13950, with one requirement pending completion. As of December 21, 2020, DOL efforts to implement EO 13950 included requiring new clauses for contracts, reviewing grants, establishing an EO 13950 compliance officer and incorporating the EO 13950 requirements into agency operations. However, The Department still needs to ensure that all spending in Fiscal Year 2020 on federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, that is December 21, 2020.

DOL Requirement No. 1, Contract Provisions – Meets

EO 13950 Requirement: The EO requires that 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 scapegoating, this requirement applies to contracts entered into on or after November 21, 2020.

OIG Assessment: DOL is meeting this ~~meeting this~~ requirement. 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 the EO. The memo requires: (1) the attached clause be part of any solicitation issued on or after November 20, 2020, and be included in any resultant contracts

that will include the clause at FAR 52.222-26, Equal Opportunity⁴;2) 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; and 3) the clause be included in the attachment in all contracts for diversity and inclusion training.

EO 13950, Section 4, requires four new provisions to be included in government contracts. As of December 3, 2020, the Department had issued 11 contracts on or after November 21, 2020. We reviewed all the contracts and determined that the new EO 13950 contract provisions were included.

According to Department officials, once identified, Contracting Officers will start modifying all existing active contract actions not specifically exempted by Section 204 of Executive Order 11246, dated September 24, 1965 (Equal Employment Opportunity), as amended, to include the provisions. DOL contemplates all contract actions will be modified on or before March 31, 2021. The Office of the Senior Procurement Executive 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. The OIG will follow-up with DOL actions when they are completed in FY 2021.

DOL Requirement No. 2, Grantee Certifications - Meets

EO 13950 Requirement: The EO requires that (1) grant programs be reviewed and identified for which DOL may, 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 and (2) DOL submit a report to the OMB within 60 days of the date of the EO (November 21, 2020) that lists all grant programs so identified.

OIG Assessment: DOL is meeting this requirement. DOL has collected information Department-wide on grants and identified grants that, 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

⁴ FAR 52.222-26 requires certain provisions be included in contracts related to nondiscrimination in employment, affirmative action requirements; required postings of notices; nondiscrimination clauses in all solicitations or advertisements for employees; prohibition against taking adverse employment actions against applicants and employees for asking about, discussing, or sharing information about their pay or the pay of their co-workers; providing appropriate labor unions or workers' representatives notice of the contractor's commitments under this clause; permit access to its premises by the contracting agency or OFCCP in order to conduct on-site compliance evaluations and complaint investigations; and including all of the same terms and conditions in every subcontract not otherwise exempt by rules regulations or orders of the Secretary of Labor.

Department submitted a report to OMB on November 20, 2020 that listed all grant programs so identified.

DOL Requirement No. 3, Agency Operations – Meets

EO 13950 Requirement: The EO requires that the Department incorporate EO 13950 requirements into Agency operations.

OIG Assessment: DOL is meeting this requirement. On November 13, 2020, the Secretary of Labor issued Secretary's Order 11-2020–Implementation of EO 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 EO 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. Thus, Secretary's Order 11-2020 has incorporated the federal-wide requirements of EO13950 into the Department's operations. In addition, Secretary's Order 11-2020 assigned EO 13950 responsibilities to applicable Department staff⁵ for ensuring the proper implementation of EO 13950.

DOL Requirement No.4, Assignment of Senior Agency Official – Meets

EO 13950 Requirement: The EO requires at least one senior political appointee be assigned responsibility for ensuring compliance with the requirements of EO 13950.

OIG Assessment: DOL is meeting this requirement. On September 28, 2020, the Deputy Secretary sent an email to all DOL Agency Heads, designating the Deputy Solicitor as having been assigned the responsibility for ensuring DOL's compliance with the requirements of EO 13950.

DOL Requirement No. 5, OIG Review – Meets

EO 13950 Requirement: The EO requires the Department to request the OIG review and assess compliance with EO 13950 prior to December 31, 2020 and not less than annually thereafter.

OIG Assessment: DOL has met this requirement. The Department's implementation plan included having the agency head send the OIG a request as

⁵ The DOL staff assigned EO 13950 responsibilities by Secretary's Order 11-2020 are: (1) Deputy Secretary, (2) Senior EO 13950 Compliance Official, (3) the Assistant Secretary for Administration and Management, (4) the Director of the Office of Federal Contract Compliance Programs, (5), the Assistant Secretary for Policy, (6) Agency Heads (7) Department Employees and (8) Solicitor of Labor.

required by section 6(c)(ii). However, the OIG communicated with the Department on October 30, 2020 to determine its intent to request such a review. Upon acknowledgement of the Department's intent, the OIG initiated a review on November 5, 2020. Department officials therefore viewed the requirement as overcome by events and did not believe it necessary to issue a formal request for review by the OIG to assess compliance with EO.

DOL Requirement No. 6, Prohibited Training – Meets

EO 13950 Requirement: The EO requires that the Department take steps to ensure its agencies, 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 any of the divisive concepts listed in the EO in any training to agency employees

DOL OIG Assessment: DOL is meeting this requirement. The Department issued a memo for all Administrative Officers and sub-agency heads to place on hold all diversity and inclusion training at this time. DOL is developing new standardized diversity training in an effort to consolidate all diversity and inclusion training from the many diversity and inclusion programs currently deployed into one single program. DOL is also working on updating the Department of Labor Manual Series and the Department of Labor Acquisition Manual to reflect EO 13950.

DOL Requirement No. 7, OPM Review of Training – Meets

EO 13950 Requirement: The EO requires the Department to ensure all training programs for agency employees relating to diversity or inclusion, be reviewed by OPM for EO compliance before being offered.

OIG Assessment: DOL is meeting this requirement. The Department's Deputy Solicitor, who serves as DOL's EO 13950 Compliance Official, sent a memorandum to all Agency Heads on November 13, 2020, on the subject of "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 EO 13950. The Department has since collected a copy of each DOL component agency's individual diversity and/or inclusion training programs and is developing one Department-wide diversity and/or inclusion 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.

In addition, the memo requires that Agency Heads review and approve in advance any expenditure for federal employee diversity and inclusion training but

only after certifying that the curriculum meets the standard of fair and equal treatment of each individual. In addition, the Department's Deputy Solicitor, in the capacity as the EO 13950 Compliance Official, must also approve and certify Agency Diversity and Inclusion training. Finally, the memo requires Agency Heads to take all appropriate actions to align their public-facing information with the requirements for training federal employees outlined in EO 13950. If an Agency provides external, publicly directed training or similar programs that include or refer to the topics identified in EO 13950 and OMB guidance, the Agency must contact the Deputy Solicitor before conducting any such programs.

DOL Requirement No. 8, Reporting Training Expenditures – In Process and Expected to Meet its Reporting Requirement.

EO 13950 Requirement: The EO requires the Department to ensure that all spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, be reported to OMB within 90 days of EO issuance, or December 21, 2020.

OIG Assessment: This requirement is in process and expected to meet its reporting requirement. According to Department officials, the Department is currently on track and expects to meet its 90 day reporting requirement (December 21, 2020) 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 EO 13950. Nothing came to our attention that would indicate the Department will not meet this requirement.

OIG'S RECOMMENDATIONS

The OIG made no recommendations related to the results of our assessment presented in this report.

SUMMARY OF OFCCP'S RESPONSE

[PLACEHOLDER]

SUMMARY OF DOL'S RESPONSE

[PLACEHOLDER]

We appreciate the cooperation and courtesies OFCCP, OASAM, and ETA extended us during this review. OIG personnel who made major contributions to this report are listed in Appendix D.

EXHIBIT 1: OFCCP EO 13950 REQUIREMENTS

The EO requires that DOL - Office of Federal Contract Compliance Programs:

1. Establish a hotline and investigate complaints received under both EO 13950 as well as EO 11246 alleging that a Federal contractor is utilizing such training programs in violation of the contractor's obligations under those orders.
2. Publish, within 30 days of the date of EO 13950, a request in the Federal Register 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.

EXHIBIT 2: EO 13950 REQUIREMENTS FOR FEDERAL AGENCIES

The EO requires that all Federal agency heads ensure the following:

1. Government contracts and related subcontracts include provisions that state contractors 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.
2. 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.
3. An order incorporating the EO requirements is issued into agency operations, including making compliance with this order a provision in all agency contracts for diversity training.
4. At least one senior political appointee is assigned responsibility for ensuring compliance with the requirements of this order.
5. 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.
6. Agency, 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 EO

7. All training programs for agency employees relating to diversity or inclusion shall, before being used, be reviewed by OMB for compliance with the requirements of the EO
8. All spending in Fiscal Year 2020 on Federal employee training programs relating to diversity or inclusion, whether conducted internally or by contractors, is reported to OMB within 90 days of the EO

APPENDIX A: SCOPE, METHODOLOGY, & CRITERIA

SCOPE

We reviewed the Department's actions from September 22, 2020, through December 21, 2020 towards meeting the EO requirements. We assessed the status of DOL's implementation efforts by conducting interviews with DOL management officials and analyzing the evidence they provided.

METHODOLOGY

We conducted this review in accordance with U.S. Department of Labor, Office of Inspector General internal policies and procedures. Those policies and procedures require that we plan and perform our work to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objective. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our objective.

To accomplish our objective, we reviewed EO 13950 and other relevant guidance, interviewed DOL officials from OFCCP, ETA, and OASAM, and analyzed documentation provided by DOL related to the implementation of EO 13950.

CRITERIA

- Executive Order 13950, *Combating Race and Sex Stereotyping*, September 22, 2020
- Executive Order 11246, *Equal Employment Opportunity*, September 24, 1965
- OMB M-20-34, *Training in Federal Government*, September 4, 2020
- OMB Memorandum M-20-37, *Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All*, September 28, 2020
- Office of Personnel Management (OPM) Guidance on *Mandatory Review of Employee Training under EO 13950* September 22, 2020, October 2, 2020

APPENDIX B: OFCCP'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX C: DOL'S RESPONSE TO THE REPORT

[PLACEHOLDER]

APPENDIX D: ACKNOWLEDGEMENTS

Key contributors to this report were:

Jerry Howe, Auditor
Tracy Katz, Audit Director
Fernando M. Paredes, Audit Manager
Alisa Reff, Supervisory Assistant Counsel

