

Hello,

As you head into tomorrow night's meeting, just sending you some food for thought regarding the IDEA plan:

With rapidity and stealth, diversity, equity and inclusion (DEI) ideology has come to replace the classical liberal values of merit, fairness and equality (MFE) in the academy, professional organizations, media, government and large technology companies. DEI bureaucracies have mushroomed. Many operate behind the scenes with ambiguous DEI definitions, goals and policies.

This is a significant cultural and ideological revolution, one that has been accomplished with almost no debate or operationalization of terminology. Who originated DEI? Why DEI and not another set of laudable values? Does "equity" refer to opportunity or result? How do those of mixed race fit in diversity assessments?

- The Hill

almost 70 years after the Civil Rights Movement began, there is an urgent need to reaffirm and advance its core principles:

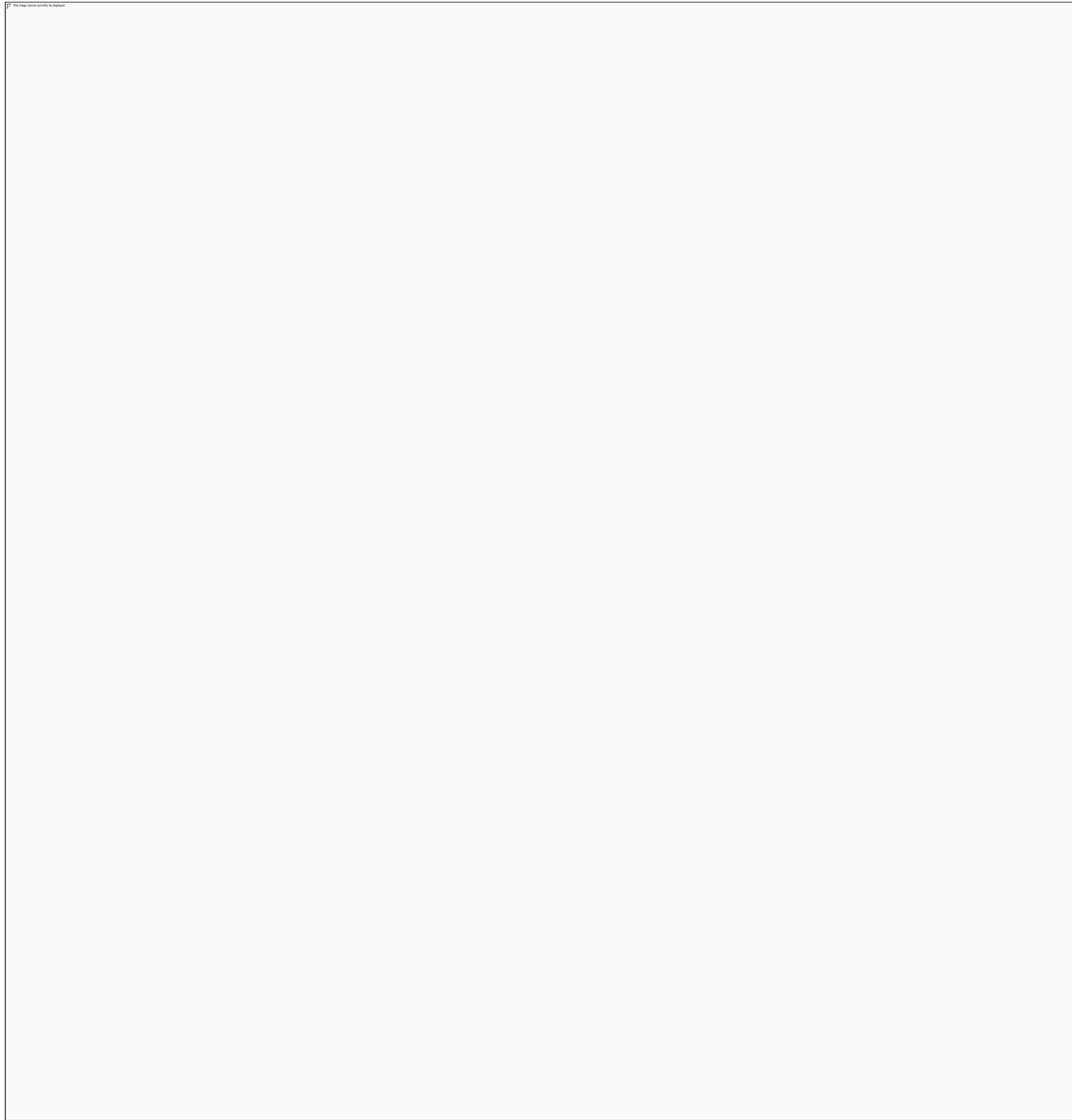
To insist on our common humanity.

To recognize that we are all entitled to equality under the law.

To advance Martin Luther King Jr.'s guiding principle that we all be judged by the content of our character, not the color of our skin.

- Foundation Against Intolerance & Racism

- The concerning consequences of the prioritisation of DEI over almost everything else have become disturbingly clear - [The 'diversity and inclusion' ideology is fast becoming dangerous \(telegraph.co.uk\)](https://www.telegraph.co.uk/news/2024/04/24/dei-ideology-is-fast-becoming-dangerous/)
- Reality Check investigates whether diversity, equity, and inclusion instruction actually leads to greater harmony and tolerance—or to the opposite. As we will see, the national and international research shows there is often a disconnect between the evidence and the claims of DEI advocates. [What DEI research concludes about diversity training: it is divisive, counter-productive, and unnecessary - Aristotle Foundation](https://www.aristotle.org.uk/news/2024/04/24/what-dei-research-concludes-about-diversity-training-it-is-divisive-counter-productive-and-unnecessary/)
- Haskell reviewed decades of research into the topic, including seven studies published in well-known journals, and meta-analyses covering hundreds of others. His conclusion is that DEI training is generally both divisive and counter-productive—which is to say that it exacerbates divisions rather than healing them. In particular, he reports, DEI training tends to “increase prejudice and activate bigotry among participants by bringing existing stereotypes to the top of their minds or by implanting new biases they had not previously held.” - <https://quillette.com/2024/04/24/dei-was-supposed-to-help-people-like-me-it-didnt/>
- We are concerned that some of these emerging ideas are being uncritically accepted [...] and have the potential to damage the UK's strong empirically-focused tradition. - <https://www.afaf.org.uk/an-opportunity-for-uk-academia-reject-critical-social-justice-pseudoscience-from-the-usa/>



Sincerely,

Jill McFarland