



DIVISION
FOR EQUITY
& INCLUSION

Response from the UNM Division for Equity and Inclusion to Executive Order on "Combating Race & Sex Stereotyping"

<https://www.npr.org/2020/09/22/915843471/trump-expands-ban-on-racial-sensitivity-training-to-federal-contractors>

(September 24, 2020) - Last evening, President Trump issued an [executive order](#) which broadens his previous action targeted at eliminating workplace diversity training programs within federal agencies the president considers “offensive and anti-American race and sex stereotyping and scapegoating.” The executive order outlines a process by which restrictions will now apply to federal contractors. Additionally, Section 5 of the executive order instructs federal agencies to “review their respective grant programs and identify programs for which the agency may” apply conditions to receiving a grant. Agencies are to submit a report to OMB within 60 days.

Sec. 5. Requirements for Federal Grants. The heads of all agencies shall review their respective grant programs and identify programs 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 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. Within 60 days of the date of this order, the heads of agencies shall each submit a report to the Director of the Office of Management and Budget (OMB) that lists all grant programs so identified.

DEI's response:

Clearly, the writers of this executive order do not understand the nature of *systemic* racism, sexism, oppression, nor do they accept the extent to which such systems of power are embedded in our modern institutions.

Given that these issues are systemic and that wealth gaps in the US result from low wages, inequitable access to health care, and systematic withdrawal of resources from Black, Brown, and poor communities, etc, *anti-racist* (and related) *education is not focused on characterizing all individuals of European descent* (for example) *as "inherently racist, sexist, or oppressive."*

The education explains that a system built on racial hierarchy (beginning with slavery and settler colonialism—we all recognize our history in the U.S. and initial wealth gaps started with occupying Native land, enslaving Africans, and indenturing poor Europeans—some of whom were not even initially considered “white”, etc) has resulted in persistence of an educational system, health care systems, religious organizations, law enforcement, etc (or

“institutions” as we refer to them in sociology) that preserve the notion of racial hierarchy resulting in devaluing Black, Indigenous, and Brown lives at every turn.

Social scientists, medical scientists, and scholars in humanities, etc have decades-long records of research publications (largely utilizing research tools developed by the same racial hierarchy, including but not limited to methods developed by eugenicists, gynecological research conducted against Jewish women in concentration campus and both enslaved and free Black women, medical research that provided placebos to Black men resulting in untreated syphilis and death, qualitative research practices developed on basis of research that took advantage of gay men) providing evidence that racial inequalities have caused and maintained recurring political and material advantages for white people in the US, especially those of the middle and upper classes.

Furthermore, Institutions of Higher Education in the United States enjoy the protections of academic freedom, as guaranteed by the AAUP and university policies, that protect their research and teaching missions from federal interference, including this most recent gratuitous use of power by the Trump administration. The Executive Order on “Combating Race and Sex Stereotyping” dismisses decades of social science evidence and denies the persistence of systemic racism, heteropatriarchy, settler colonialism and other intersectional violence in US society. Below are links to all the scholarly associations statements on race and intersectionality (see APA statement that specifically names intersectionality).

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