



UNITED COMMUNITIES OF SAN ANTONIO

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DIVERSITY TRAINING IS A COMMUNITY NECESSITY

The United Communities of San Antonio, Inc. (UCSA) is a human relations organization dedicated to creating safe and inclusive communities, while advocating for social justice, by promoting understanding and respect among all people through awareness, education, and dialogue (mission statement).

A component of the UCSA portfolio of services to the San Antonio Region is **Diversity Training**. Therefore, as a resource to the community in providing awareness and education, we respectfully share the following information.

9/4/2020 - Office of Management and Budget "Training in the Federal Government" by Russell Vought, Director

"It has come to the President's attention that Executive Branch agencies have spent millions of taxpayer dollars to date "training" government workers to believe divisive, anti-American propaganda."

"The President, and his administration, are fully committed to the fair and equal treatment of all individuals in the United States."

Note: Memorandum Specific Number of References: Diversity: **0**; Inclusion: **0**; Divisive: **3**; Racism: **3**.

9/22/2020 - The White House Executive Order on "Combating Race and Sex Stereotyping" by Donald J. Trump, President

"Executive departments and agencies (agencies), our Uniformed Services, Federal contractors, and Federal grant recipients should, of course, continue to foster environments devoid of hostility grounded in race, sex, and other federally protected characteristics. Training employees to create an inclusive workplace is appropriate and beneficial. The Federal Government is, and must always be, committed to the fair and equal treatment of all individuals before the law."

(ii) Agency diversity and inclusion efforts shall, first and foremost, encourage agency employees not to judge each other by their color, race, ethnicity, sex, or any other characteristic protected by Federal law.

Note: Order Specific Number of References: Diversity: **11**; Inclusion: **6**; Divisive: **9**; Racism: **2**.

9/28/2020 - Office of Management and Budget "Ending Employee Trainings that Use Divisive Propaganda to Undermine the Principle of Fair and Equal Treatment for All" by Russell Vought, Director

"These divisive trainings constitute a malign subset of a larger pool of Federal agency trainings held to promote diversity and inclusiveness. The sort of training at issue does neither; it sows division among the workforce by attempting to prescribe and impose upon employees a conformity of belief in ideologies that label entire groups of Americans as inherently racist or evil (e.g., critical race theory)."

Note: Memorandum Specific Number of References: Diversity: **8**; Inclusion: **6**; Divisive: **9**; Racism: **1**.

TO SUPPORT DIVERSITY & INCLUSION, AND COUNTER DIVISIVE RACISM; DIVERSITY TRAINING IS A COMMUNITY NECESSITY!

UCSA has developed a community-based program which provides adults an opportunity to focus on clarifying their values, conflict resolution, management, understanding diversity, cultural appreciation, and effective cross-cultural communication skills.

Together, as a united community; we can be collaborative champions to create just, safe, and inclusive communities for all people.

In Unity, The United Communities of San Antonio, Inc. (UCSA)

MISSION

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