

“DEI: - What Is It?

By Rhonda Torres. Opinion

In the last few weeks, I have talked to a handful of people that had not heard of the acronym “DEI.” I erroneously assumed that conservatives, especially the white, Christian, and heterosexual ones, were very aware of the societal push of “Diversity, Equity, and Inclusion”, or DEI. It made me realize that not everyone was as aware of the leftist agenda that has become the battle cry of liberals in this country. So, what is DEI?

According to a recent interview,

“CNN interviewed seven DEI experts and industry leaders and asked each to define diversity, equity, and inclusion. Although their responses varied slightly, most had a shared vision for what constitutes DEI:

Diversity is embracing the differences everyone brings to the table whether it’s someone’s race, age, ethnicity, religion, gender, sexual orientation, physical ability, or other aspects of social identity.

Equity is treating everyone fairly and providing equal opportunities.

And inclusion is respecting everyone’s voice and creating a culture where people from all backgrounds feel encouraged to express their ideas and perspectives.”³

The concept of “diversity, equity, and inclusion (DEI)” in the workplace, educational institution, or in the community as a whole, would suggest an altruistic goal for humanity. I mean, shouldn’t we all have the expectation of a diverse population that is equally included in every facet of our society? One would believe that anyone against DEI is a malicious, racist person.

According to a CNN March 2024 article, DEI has morphed out of affirmative action that was born after the civil rights of the 1960’s. It is abhorrent that American Black citizens had to fight their way to equality. Thankfully, the results proved to be a one of the most defining moments in American history. People of color finally had the law behind their rights as citizens of our country.

One unfortunate practice that arose out of the civil rights movement was that of affirmative action, which has led to “quotas “of non-whites, non-heterosexual, and

those considered underrepresented, in the workplace and universities, with the end goal of diversity, equality, and inclusion” (CNN). DEI is not quite the same as affirmative action, as affirmative action was mandated by the Federal government to dictate the hiring practices of government contractors. Both practices have the goal of removing discrimination in places of work and learning. A goal that all should strive for because it’s the moral and right thing to do, not because it is mandated.

A Wikipedia article on DEI showed that “The Supreme Court in 2023 explicitly rejected affirmative action regarding race in college admissions in [Students for Fair Admissions v. Harvard](#). The Court held that affirmative action programs "lack sufficiently focused and measurable objectives warranting the use of race, unavoidably employ race in a negative manner, involve racial stereotyping, and lack meaningful end points. We have never permitted admissions programs to work in that way, and we will not do so today."

Unfortunately, the institution of DEI has led to non-whites being hired into jobs, placed in governmental positions, and admitted to educational institutions, not on the merit of their abilities and intelligence, but on the color of their skin, sexual preferences, or gender identities. In reality, racism has grown out of the DEI ideology. In my opinion, the institution of DEI ideology assumes that the “underrepresented” are not smart enough, are not able to learn required skills, or need to be taken care of; therefore, they are given roles in society, rather than earning them as everyone else is required to do. This is racism in its highest form. It is not “inclusive” to separate people due to the color of their skin, their sexual or gender preferences. DEI does not consider the “underrepresented” as equal when the institutions assume the “underrepresented” do not have the capacity to earn their equal positions in society, but that they must be taken care of. This actually puts them in the position of victimhood and is also a racist action.

On the other end of the spectrum, there is now discrimination against White Americans, Christians, Conservatives, and heterosexuals. They are now being marginalized, repressed, and underrepresented. Whites are being told that the ills

our country's history are based on the actions of white people and that our country was founded in racism.⁴ Rewriting history is a means toward increasing the division between racial and cultural sects of today's society. The division between people of color and whites is wider than it has ever been for no other reason than to keep us fighting among ourselves while those in power take control over all of us.

I do not prescribe to DEI ideology. I believe that Dr. Martin Luther King, Jr. said it best in his "I Have a Dream Speech" when he said,

"They will not be judged by the color of their skin but by the content of their character."

We should all remember and honor Dr. King's words. I believe they could help lead our nation on a path toward healing by removing the racist ideology of Diversity, Equity, and Inclusion that has permeated our society.

¹ Diversity, Equity, and Inclusion. Wikipedia

https://en.wikipedia.org/wiki/Diversity,_equity,_and_inclusion

² The History Of DEI Resistance In America Janice Gassam Asare
Senior Contributor

<https://www.forbes.com/sites/janicegassam/2023/07/13/the-history-of-dei-resistance-in-america/?sh=5eef17ac2451>

³ What is DEI and why is it dividing America?

By Nicquel Terry Ellis, CNN

<https://www.cnn.com/2024/03/09/us/what-is-dei-and-why-its-dividing-america/index.html>

⁴ What is Is Critical Race Theory, and Why Is It Under Attack? By Stephen Sawchuk — May 18, 2021. <https://www.edweek.org/leadership/what-is-critical-race-theory-and-why-is-it-under-attack/2021/05>

<https://www.cnn.com/2024/03/09/us/what-is-dei-and-why-its-dividing-america/index.html>

