March 11, 2024

Dear Leader Schumer, Leader McConnell, Speaker Johnson, Leader Jeffries, Chair Granger, Ranking Member DeLauro, Chair Murray, and Vice Chair Collins:

On behalf of the NAACP Legal Defense and Educational Fund, Inc. (“LDF”) and the undersigned organizations, we urge you to remove all provisions in the remaining Fiscal Year (FY) 24 appropriations bills which would impede the federal government’s ability to effectively serve all Americans and advance equal opportunity and civil rights. We all benefit when people from every background have equal access to educational, economic, and other opportunities. Federal programs that increase access to opportunity for Black, Latinx, Asian American, and Indigenous people; women; people with disabilities; LGBTQ+ people; and people from minority religious communities are necessary to strengthen our economy and secure our multi-racial democracy. However, as currently drafted, several House FY24 appropriations bills would prohibit federal agencies from funding diversity, equity, inclusion and accessibility (“DEIA”) programs; so-called "critical race theory,” a term which has erroneously been used to attack programs ranging from curricula that accurately discuss American history to programs that provide support to students and encourage inclusive learning environments; and the implementation of Executive Orders 13985, 14035, and 14091, which seek to advance racial equity and support underserved

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communities. As Congress considers the remaining FY24 appropriations bills, we urge Congress to reject these poison-pill riders.

The country as a whole benefits when we break down barriers that unfairly exclude people of color, women, LGTBQ+ people, people with disabilities, and other underrepresented groups. Our national security, our ability to solve complex problems like climate change, and our capacity to compete in a global economy depend on scientific and technological innovation. Research has shown that teams that bring together people with different backgrounds and experiences engage in more rigorous and thoughtful decision-making, making them better equipped to find innovative solutions, even during recessions. Remedying discrimination will also help grow the economy. A 2020 study by Citi estimates that the United States’ aggregate economic output would have been $16 trillion higher since 2000 if we had closed racial gaps in wages, access to higher education, lending, and mortgage access. Researchers at McKinsey estimated that the racial wealth gap alone will cost the U.S. economy between $1 trillion and $1.5 trillion between 2019 and 2028—4 to 6 percent of the projected gross domestic product in 2028.

Unfortunately, unfair barriers continue to limit student success, exclude talented individuals from employment, and prevent underrepresented groups from accessing federal programs. The need to eliminate racial disparities and address other discriminatory outcomes in our nation’s schools remains critical, underscoring the need to defend against attacks on racially inclusive curricula and DEIA funding. One recent study found that one in five Black students experience discrimination on college and university campuses, and that Black students attending the least racially diverse schools experience discrimination most frequently. And in Fiscal Year 2022, the U.S. Department of Education’s Office for Civil Rights logged a record number of discrimination complaints in the past year, most of which allege discrimination based on race, sex, or disability. Moreover, even as the number of Black people with college degrees has increased in the last 20 years, the level of occupational segregation has worsened, and Black people remain relegated to lower wage jobs and less lucrative industries compared to white people with similar levels of education. While the federal government has made some progress in supporting education that workforce reflects the full range of talent in America, in FY 2021, women and Latinx employees were underrepresented compared to the civilian workforce. Similarly, the Black-white homeownership rate gap is wider now than it was in 1968, when

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4 David Rock & Heidi Grant, Why Diverse Teams are Smarter, HARV. BUS. REV. (Nov. 4, 2016). See William J. Holstein, Diversity is Even More Important in Hard Times, N.Y. TIMES (Feb. 13, 2009) (“[I]t’s difficult, if not impossible, for [a] homogenous board[,] to challenge and offer different perspectives, unique experiences and the broad-based wisdom that makes the board, and therefore the company, as effective as they can be.”).

5 Dana M. Peterson & Catherine L. Mann, Citi GPS, CLOSING THE RACIAL INEQUALITY GAPS: THE ECONOMIC COST OF BLACK INEQUALITY IN THE U.S. 7 (2020).


Congress passed the Fair Housing Act,\(^{11}\) and the racial wealth gap continues to grow.\(^{12}\) Finally, underrepresented groups remain disproportionately excluded from some federal programs.\(^{13}\)

As a nation, we cannot afford to forfeit the benefits of the talents and gifts of every student and worker in our country. The United States will be majority people of color by 2043, and people under 18 are already approaching this threshold.\(^{14}\) More than 1 in 4 people under the age of 30 identify as LGBTQ+, and our electorate will soon contain more people in that age group than any other.\(^{15}\) Programs that help recruit, retain, and support talented individuals of all backgrounds and ensure that federal programs are open to all are both lawful and necessary. For example, dedicated DEIA teams,\(^{16}\) mentoring programs,\(^{17}\) and other efforts can break down barriers that often exclude qualified employees. Similarly, studies have shown that DEIA initiatives in K-12 and postsecondary education are essential to creating an equitable environment for all students. For example, DEIA initiatives have improved academic outcomes in postsecondary education like re-enrollment in classes and graduation rates.\(^{18}\) Researchers have also found that educator diversity resulted in improved reading and math skills, as well as lowered absenteeism and suspension rates for students of color.\(^{19}\) These programs may also play an essential role in mitigating the risk of future discrimination and harassment in the federal workforce and federally-funded programs.

In order to fully realize our nation’s multiracial democracy, we must ensure that pathways to opportunity are open to all, especially for communities that have historically faced barriers. We are aware that some members of Congress continue to advocate for riders that prohibit federal funding for DEIA programs, so-called “critical race theory,” and the implementation of Executive


\(^{13}\) A Politico analysis found that, in 2020, the U.S. Department of Agriculture provided assistance to 71% of white applicants applying for loans helping farmers pay for land but just 37% of Black applicants. Ximena Bustillo, ‘Rampant issues’: Black farmers are still left out at USDA, POLITICO (July 5, 2021, 7:00 AM ET), https://www.politico.com/news/2021/07/05/black-farmers-left-out-usda-497876. That same year, the number of direct federal loans to Black farmers fell from a peak of 945 in 2015 to 460. Elisha Brown, Stalled U.S. debt relief is the latest broken promise to Black farmers, FACING SOUTH (Aug. 12, 2021), https://www.facingsouth.org/2021/08/stalled-us-debt-relief-latest-broken-promise-black-farmers. Farmers of color received less than 1% of the 2020 COVID-19 relief for farmers even though they make up 5% of all farmers nationwide. Bustillo, supra.


Orders 13985, 14035, and 14091. These riders would further exacerbate longstanding inequalities and hinder the ability of the government to serve the needs of all people, provide equal educational opportunities, strengthen our economy, and ensure our place as a global leader. As Congress considers the remaining FY24 appropriations bills, we urge you to reject these poison pill riders and redouble its commitment to equity for underserved communities.

Please reach out to Hamida Labi, Senior Policy Counsel, LDF (hlabi@naacpldf.org) and Amalea Smirniotopoulos, Senior Policy Counsel and Co-Manager of the Equal Protection Initiative, LDF (asmirniotopoulos@naacpldf.org), if you have any questions or would like additional information.

Thank you.

Sincerely,

NAACP Legal Defense and Educational Fund, Inc. (LDF)
American Association of University Women
American Civil Liberties Union
American Federation of Teachers
Asian Americans Advancing Justice | AAJC
Autistic Self-Advocacy Network
Education Law Center Pennsylvania
Girls, Inc.
Japanese American Citizens League
LatinoJustice PRLDEF
Leadership Conference on Civil and Human Rights
National Association of Councils on Developmental Disabilities
NAACP
National Black Justice Coalition
National Center for Parent Leadership, Advocacy, and Community Empowerment
National Center for Transgender Equality
National Council of Jewish Women
National Education Association
National Employment Lawyers Association
National Employment Law Project
National Institute for Workers’ Rights
National Partnership for Women and Families
National Women’s Law Center

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PFLAG National
Poverty and Race Research Action Council
Sikh Coalition
Southern Poverty Law Center Action Fund
Transgender Legal Defense and Education Fund (TLDEF)
UnidosUS
Sarah C. von der Lippe, Pro Bono Counsel, Minority Business Enterprise Legal Defense and Education Fund