

DEI is harmful and not effective and should be removed from our schools. According to an article written by **David Millard Haskell**

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“DEI instruction has been shown 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. Reviewing the related findings of past research, Dobbin and Kalev state: “Field and laboratory studies find that asking people to suppress stereotypes tends to reinforce them—making them more cognitively accessible to people.”²¹

My concern is what will replace DEI? We need an alternative approach like FAIR (Foundation Against Intolerance and Racism), founded on Martin Luther King Jr.'s principles. They believe division arises from a lack of understanding of our shared culture and values, making it vital to teach students civics and foundational principles to strengthen society. FAIR has created a pro-human American History and Civics curriculum aimed at giving students a comprehensive understanding of diversity and the role all Americans have played in history, empowering them with knowledge about themselves, others' ethnicities, and humanity, ensuring equality for all. Most importantly, this course supports students' ability to contribute constructively to their communities and country.

“In addition to exploring the role of slavery and immigration in the American experience, FAIR’s curriculum will provide students with a deep understanding of our country’s founding principles, including expanded lessons on the Declaration of Independence, the Constitution, and Supreme Court jurisprudence. Our goal is to address diversity and ethnicity organically in the context of our shared American history, experience, culture, and values.”

Given the contentious outcomes of DEI, it is essential to consider alternatives like FAIR and character education that promote unity. While every country has a troubled history, we can still foster patriotism and unity among students. DEI often reduces inclusion and can discriminate against conservative and Christian groups, leading to exclusion rather than inclusion. It creates an "us versus them" mentality and lacks data supporting its academic benefits. Recent federal data shows our children are failing academically.

In addition to a program like FAIR, it is important to implement character education. While there are criticisms that different groups may define good character differently, many religions and cultural groups share values like kindness and respect – commonly referred to as the Golden Rule. The philosophers Plato, Socrates, and Aristotle also acknowledged the Golden Rule as a principle of natural law.

According to the Heritage Foundation “Research has already shown that (1) diversity training programs have failed to improve attitudes and behaviors for years, and (2) attempts to reduce bias through measuring just how much each of us has stored away in the recesses of our mind

have been a spectacular bust. Anthropology Now reports that “hundreds of studies dating back to the 1930s suggest that anti-bias training doesn’t reduce bias.”

More recent studies reviewing hundreds of surveys of bias-training participants finds “weak immediate effects on unconscious bias and weaker effects on implicit bias.” Consultants Rik Kirkland and Iris Bohnet at McKinsey & Co. wrote that, after reviewing diversity research from all over the world, they “did not find a single study that found that diversity training in fact leads to more diversity.”

Resources

<https://thehill.com/opinion/5127361-education-department-failing/>

<https://aristotlefoundation.org/reality-check/what-dei-research-concludes-about-diversity-training-it-is-divisive-counter-productive-and-unnecessary/>

<https://news.fairforall.org/p/fair-news-our-answer-to-divisive>

<https://www.jstor.org/stable/40018144>

<https://www.heritage.org/education/commentary/dei-has-failed-we-do-not-need-more-it>

<https://www.newsweek.com/dei-everywhere-our-schools-its-hurting-our-kids-we-need-act-opinion-1797706>

<https://www.inc.com/suzanne-lucas/study-dei-training-could-make-racial-tensions-worse/91024524>