

SB 1 IS BADLY NEEDED TO END DEI

George W. Dent, Jr.

Chair Roegner, Vice Chair Cirino, Ranking Member Ingram, and members of the Senate Higher Education Committee: My name is George Dent. I'm a Professor of Law Emeritus at Case Western Reserve Law School. I'm also a Director of the National Association of Scholars and President of its Ohio affiliate.

I want to make three points about the need for SB 1 to end Diversity, Equity, and Inclusion, or DEI. First, DEI is a cynical bait and switch operation. Supporters say it means just treating everyone fairly and ensuring that underrepresented minorities are not overlooked.

But reports by investigator John Sailer show a very different reality. At Ohio State the search committee for French Studies, quote, "decided that diversity was just as important as perceived merit. [T]he importance of bringing Black scholars to campus was deemed to be essential. We thus chose three Black candidates. . . ."ⁱ A search committee for a professor of indigenous studies reported that it was "incredibly fortunate to have found three fantastic Native women candidates."

These incidents aren't unusual. Mr. Sailer found similar behavior at other universities in Ohio and around the country. In several cases those involved in hiring said they wanted advocates of critical race theory and other left-wing ideologies. It can't be denied now: DEI is widely used as a tool for racial and political discrimination.

My second point is this: Opponents of SB 83, the predecessor of SB 1, often said that the legislature shouldn't intrude; let the universities deal with any problems themselves. Well, SB 83 was introduced nearly two years ago, and the abuses that led to its introduction were well known long before that, so the universities have had a lot of time to act.

What have they done? Has anyone involved in these incidents been fired? Removed from hiring committees? Reprimanded? So far as I know, the answer is no, and there's no reason to think that things will change if SB 1 does not pass.

My third point is that there's no good evidence that DEI actually improves race relations, and there's considerable evidence that it makes them worse.ⁱⁱ That's hardly surprising. America is the least racist major country in the world, but DEI insists that America is systemically racist and dominated by white supremacy and white privilege. This doctrine only increases racial tensions.

If any beneficial work is being done by the DEI bureaucracies, it can be easily transferred to other offices. DEI should end.

Thank you. I'll be happy to take any questions.

ⁱ John D. Sailer, Ohio State University Hired Based on Race and Gender, Emails Show, City Journal, <https://www.city-journal.org/article/ohio-state-university-racial-gender-preferences-hiring> (Jan. 23, 2025).

ⁱⁱ Instructing Animosity: How DEI Pedagogy Produces the Hostile Attribution Bias, chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://networkcontagion.us/wp-content/uploads/Instructing-Animosity_11.13.24.pdf.