

Chair Roegner, Vice Chair Cirino, Ranking Member Ingram, and members of the Senate Higher Education Committee,

Thank you for allowing me to testify today. My name is Denise Burge. I am a teacher in the state of Ohio. I am strongly opposed to SB 1 and its companion bill HB 6.

I have two primary concerns:

1. There is no definition of DEI in this bill, and in fact, the use of the phrase “Intellectual Diversity” further confuses the issue. Confusion hits its peak in section 22, where it "Requires institutions to treat everyone equally and provide no advantage or disadvantage with regard to race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression with respect to all positions, policies, programs, and activities." This is DEI in a nutshell- equal treatment regardless of all these things. So in this realm, the bill is self-contradictory and exceedingly vague, impossible to implement.
2. Secondly, and even more concerning: The lack of collective bargaining will produce a brain drain in Ohio. We will lose the best applicants to faculty positions, and students will go to school out of state. Ohio degrees won't be as competitive. The quality of our workforce will suffer greatly in the end.
- 3.

This is a poorly-written, confused bill that will harm Ohio economically and will mark it as a backwards and confused state when it comes to equal opportunity. Thank you for your consideration,

Denise Burge