

## STATEMENT OF JAMES GROSH IN SUPPORT OF SENATE BILL 83

Before the House Higher Education Committee  
Representative Tom Young, Chair

Chair Young, Vice Chair Manning, Ranking Member Miller, and members of the House Higher Education Committee: Thank you for the opportunity to present testimony in favor of Senate Bill 83. My name is James Grosh and I am testifying as a citizen of Ohio. Senate Bill 83 regarding diversity, equity, and inclusion, intellectual diversity, and other concepts at state institutions of higher education is absolutely necessary, because these ideas promote the lie that America is systemically racist. Ohioans are right to push back against this Marxist-inspired ideology that seeks to eliminate the best aspects of the American experiment which have brought prosperity and opportunity to so many.

Diversity Equity and Inclusion may sound like a good thing to the general public who have not taken the time to understand the new vocabulary. What is really meant by “diversity” is an identity-based approach to society and includes only those who agree with social justice, which is a violation of individual identity, enforced intellectual conformity and an attack on merit. Diversity today means the automatic denial of diversity of thought, because someone who doesn’t believe in mandatory proportions of racial and gender identity groups is automatically disqualified.

Equity means equality of outcomes which is a violation of equality before the law, a dismantling of foundations of a free society, state management of society by redistributing resources, opportunity and access. It actually means the opposite of equality because what equity calls for is unequal treatment of Americans depending on the racial, sexual, or gender identity category to which they are designated.

Inclusion means restricted speech and justification for purges, which is an attack on freedoms of association and speech; an enforced separation of people by race, also known as segregation, the very thing Martin Luther King fought against. Inclusion, through the use of language codes, excludes those who are cancelled because they expressed a thought not in accordance with the political orthodoxy.

Professors in higher education have more academic freedom than elementary and high school teachers. However, this does not exempt universities from complying with the 1964 Civil Rights Act, nor should they use taxpayer dollars to fund unproductive departments. Diversity, equity and inclusion has become the guiding principle and dominant focus of many colleges and universities. These multi-billion-dollar efforts are based on false assumptions: That white America harbors unconscious racism, and that equal rights, meritocracy, and the law itself reinforce institutional “white supremacy”.

The recent trend in DEI staff dominating universities is alarming. An investigative report by the College Fix exposed how Ohio State University has more than doubled its diversity staff in just 5 years, hiring more than 100 new DEI related employees between 2018 and 2023. The cost of these employees is more than 20 million dollars annually. According to a document dump obtained by John Sailer, director of University Policy at the National Association of Scholars, OSU prioritized DEI over merit in hiring. He obtained 800 pages of diversity faculty recruitment reports through a FOIA request and wrote about his findings in a piece for the Wall Street Journal titled "Inside Ohio State's DEI Factory".

A report by the Heritage Foundation measured the size of DEI bureaucracies of 65 Universities in 2021 and found that DEI staff outnumbered professors at the average university's history departments. This is why I am glad that this bill also requires courses in the subjects of American government and American history, including the study of our nation's founding documents, especially the U.S. Constitution and the Federalist Papers. Students should be familiar with these documents as they were written so they are able to determine when they are being taught revisionist history such as the 1619 project and understand the difference.

Public money should never be used for DEI programs in schools or on college campuses. State lawmakers must ensure that no teacher or student is compelled to profess or believe any idea, especially ideas that go against their personal beliefs or our country's founding principles. Ideologies like DEI and CRT are nothing more than state-sanctioned racism. These programs include the notion that individuals today are automatically guilty of racial crimes committed by others decades ago, who happen to share the same skin color. In public colleges and universities, lawmakers must prohibit school officials from using DEI statements to screen job applicants. Similar prohibitions on compelled speech should also apply. With that I urge the passing of Senate Bill 83.

Thank You, I am happy to answer any questions.