



AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY

**THE AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY OPPOSES THE
CONFIRMATION OF JUDGE BRETT KAVANAUGH TO THE UNITED STATES SUPREME COURT**
*Organization of equal opportunity and diversity professionals finds that Judge Kavanaugh has
been and is a partisan, not a dispassionate jurist in matters involving affirmative action,
diversity and equal opportunity*

For Immediate Release: September 13, 2018

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Washington, DC, September 13, 2018 - The American Association for Access, Equity and Diversity (AAAED), an organization of equal opportunity, diversity and affirmative action professionals, has decided to oppose the confirmation of Judge Brett Kavanaugh to the United States Supreme Court.

In a statement submitted to Chairman Grassley and Ranking Member Feinstein of the Senate Judiciary Committee, AAAED wrote that its review of the limited record of Judge Kavanaugh while serving as counsel of record in a case involving Native Hawaiians and as a member of a previous administration reveal that "Judge Kavanaugh has been and is a partisan, not a dispassionate jurist in matters involving affirmative action, diversity and equal opportunity."

Founded in 1974 as the American Association for Affirmative Action (AAAA), AAAED is a national not-for-profit association of professionals working in the areas of equal opportunity, compliance and diversity. The longest-serving organization of individuals in the equal opportunity and diversity professions, AAAED has 44 years of leadership providing quality professional training to practitioners and promoting understanding and advocacy of affirmative action and other equal opportunity laws.

Given its mission, AAAED recognizes the utmost importance of the Supreme Court of the United States in fairly interpreting the laws regarding civil rights and civil liberties in the workplace, education, private industry, public accommodations and other sectors. From *Brown v. Board of Education of Topeka* (1954), to *Grutter v. Bollinger* (2003) and *Obergefell v. Hodges* (2015), the Supreme Court has been essential to the advancement of equal opportunity and social progress by extending Constitutional protections to all regardless of race, religion, ethnicity, sex, gender, disability, national origin or sexual orientation.

In its statement, AAAED wrote: "Judge Kavanaugh's language resembles the usual and customary lexicon of anti-affirmative action advocates with whom we have debated for many years." The statement continues: "To reduce the claim of Native Hawaiians to 'racial spoils,' as well as 'political correctness,' another term the anti-affirmative action lobby uses to diminish the legitimate claims of minorities, is to undermine the rights of such minorities using code words that inflame opponents of equal opportunity who see affirmative action as a threat."

“Judge Kavanaugh shows a fundamental lack of understanding of the history of race in America and the continuing need to remedy the effects of past discrimination,” said AAAED Executive Director Shirley J. Wilcher. Wilcher added: “To quote Justice Harry Blackmun in the *Bakke* case, “In order to get beyond racism, we must first take account of race. There is no other way.”

The AAAED Statement added that: “Given the growing and changing demographics of this nation, Judge Kavanaugh’s limited, but disturbing record strongly indicates that he is not the nominee to see this country into the 21st Century.”

For a copy of the AAAED Statement and Questions submitted by the association to the Judiciary Committee, click here: <http://files.constantcontact.com/ebf58109001/a171e5df-c9bd-4144-8887-2188e8b2ffc7.pdf>

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