



AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY

**AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY
ISSUES A STATEMENT REGARDING PRESIDENT DONALD TRUMP'S EXECUTIVE ORDER ON COMBATING
RACE AND SEX STEREOTYPING**

Organization of equal opportunity and diversity professionals conveys its strong objections about the implications of this Order for Diversity and Inclusion programs

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Washington, DC, September 29, 2020 - The American Association for Access, Equity and Diversity (AAAED), an organization of equal opportunity, diversity and affirmative action professionals, issued a statement expressing strong concern regarding the Executive Order on Combating Race and Sex Stereotyping handed down by the President of the United States on September 22, 2020. The Order purports to "promote economy and efficiency in Federal contracting, to promote unity in the Federal workforce, and to combat offensive and anti-American race and sex stereotyping and scapegoating."¹

Instead of efficiency, AAAED asserts that this Order flies in the face of the First Amendment and burdens Federal agencies with the role of a "content review board." This Order promulgates a particular world view about American history and seeks to enforce such a view in the education and training programs of government agencies, federal contractors and recipients of federal grants².

Moreover, AAAED asserts that this Order's timeline runs the risk of violating the requirements of the Administrative Procedure Act and the Paperwork Reduction Act, which require notice and comment before applicable rules are implemented. This Order also overburdens the federal agencies, including the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, which is understaffed and overloaded with the civil rights responsibilities it currently has. "Under this Order, if someone complains about the content of a diversity training program with which they disagree, OFCCP will have to force the contractor to submit its curriculum and related materials for approval by the agency."

AAAED argues that in order to "fix" the problem reportedly emerging from the "1619 Project" and presumed trainers of "critical race theory," this Order, in one broad stroke, strikes at the heart of the

¹ <https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>

² See "White House Threatens Discipline for Employees Engaging in 'Divisive' Training, Calls for Political Watchdogs," Government Executive, September 28, 2020, <https://www.govexec.com/workforce/2020/09/white-house-threatens-discipline-employees-engaging-divisive-training-calls-political-watchdogs/168830/>, accessed September 29, 2020.

movement towards diversity and inclusion in the American workplace. “Notwithstanding such exhortations of American liberty, the Order is the antithesis of liberty; it is a paean to authoritarianism clothed in the most aggressive assault on civil rights and free speech in recent history. “

Lastly, the association states that the Order “attempts to stall the nation’s movement towards diversity and inclusion and will have a chilling effect on such efforts.” Since the death of George Floyd and the ensuing community responses, corporations, institutions of higher education and nonprofit organizations have taken action to advance their commitment to diversity and inclusion programs. According to AAAED, this Order contravenes the commendable actions towards progress and racial reconciliation.

“We would never have believed that in 2020, the United States government would act with such disregard for the Freedom of Speech provided in the U.S. Constitution, the administrative processes established by law, and the burdens that federal agencies, contractors, and grant recipients currently undergo with regulations and rules enforced by the federal government and its oversight function. This Order may be a short-term political ploy, but it has long-term, deleterious effects, which the American Association for Access, Equity and Diversity must strenuously oppose.”

For a copy of the AAAED Statement, click here: [AAAED News Release Regarding Trump Executive Order on Diversity](#)

For more information about AAAED, go to: www.aaed.org.

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 representative of individuals in the equal opportunity and diversity professions, AAAED has 46 years of leadership providing quality professional training to practitioners and promoting understanding and advocacy of affirmative action and other equal opportunity laws. Nearly one-half of its membership is composed of EEO professionals working for academic institutions.

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