



AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY

**AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY  
COMMENDS THE CALIFORNIA FEDERAL DISTRICT COURT FOR GRANTING A NATIONWIDE  
PRELIMINARY INJUNCTION  
TO HALT THE ENFORCEMENT OF PRESIDENT 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, December 23, 2020 – The American Association for Access, Equity and Diversity (AAAED), an organization of equal opportunity, diversity and affirmative action professionals, commends the Federal District Court for the Northern District of California for issuing a nationwide preliminary injunction to halt the enforcement of President Trump’s Executive Order 13950 on Combating Race and Sex Stereotyping. In *Santa Cruz Lesbian and Gay Center v. Trump*, Judge Beth Labson Freeman issued a preliminary injunction on the grounds that it was likely that plaintiffs would prevail in their claim that the Order was unconstitutional and a violation of the First and Fifth Amendments.

“As soon as we learned of the Order, handed down on September 22, 2020, we issued a statement condemning the effects of the document on efforts to promote diversity and inclusion in our training programs and those of our members,” said AAAED President Richard Anthony Baker. “We are proud to join our colleagues the National Urban League, the National Fair Housing Alliance and many others who protested the order as an unconstitutional abridgment of free speech. “

“We urge the Biden Administration to take swift action to rescind this unconstitutional mandate that is having a pervasive, chilling effect on efforts by colleges and universities, private industry and government agencies, including federal workers who are dedicated to promote equal opportunity, diversity and inclusion,” said Shirley J. Wilcher, AAAED Executive Director. Since the death of George Floyd, the nation has experienced a resurgent civil rights movement. It is too late to turn the clock back on race and gender relations, access, equity and diversity.”

AAAED is the oldest operating association of professionals in the Equal Opportunity field. For over four decades, AAAED has been a leader in equal opportunity, affirmative action, and diversity training in higher education, private industry, and government. Its membership includes Equal Opportunity Professionals and institutions that are federal contractors or recipients of grants from federal agencies.

Case No. 20-cv-07741-BLF, SANTA CRUZ LESBIAN AND GAY COMMUNITY CENTER d/b/a THE DIVERSITY CENTER OF SANTA CRUZ, et al., Plaintiffs, v. DONALD J. TRUMP, in his official capacity as President of the United States, et al., Defendants

For a copy of the AAAED Statement on EO 13950, click here: [AAAED Statement](#)

For more information about AAAED, go to: [www.aaaed.org](http://www.aaaed.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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