

DEI Interim Study

Manhattan Institute (from Jesse Arm, Director of External Affairs): Jared and Chase are working with a number of our allies to help reign in large DEI bureaucracies at public universities in red states around the country. I believe they may be a helpful resource.

- [The NYP op-ed from the state legislator in TN about DEI](#)
- [The MI model legislation to abolish DEI at public universities](#)
- [John's FP piece: How DEI Is Supplanting Truth as the Mission of American Universities](#)
- [John's WSJ op-ed about abuses at Texas Tech](#)

From Adam Kissel (Heritage Action):

Thanks so much for your engagement on these issues.

The four main topics are:

- Prohibit mandatory DEI training for students, staff, and faculty.
- Prohibit mandatory diversity statements such as "commitment to diversity" in faculty and staff hiring and in admissions and any benefit offered to a student.
- Admissions: Prohibit fishing for protected-class information (race/"gender identity") in student admissions including student essays; prohibit any adjustment of admission policies/practices/essays/recruitment designed to change the racial makeup of the admission pool or the entering class.
- Abolish all administrative offices and programs that exist with any reference to race, sex, or "gender" unless required by federal law. (Any exception for accreditation requirements must be approved by the university's general counsel and the AG's office, must be limited to what is truly mandatory, and must be reviewed annually.) Relatedly, this includes ending Bias Incident protocols and teams, and student orientation activities that reference race, sex, or gender--instead orientation should be limited to how to succeed at the university, including free speech/civil discourse.

Additional topics:

- Required civics courses/readings/test for graduation.
- Redirect a portion of the state appropriation to new centers or schools like Arizona State's [SCETL](#) (classical education + civics + leadership) *if designed carefully*. (Compare legislation in Ohio and Florida.)
- Direct universities to ban pronouns in official correspondence (including university email) as a matter of professional conduct and public policy of the state, in staff handbooks (not faculty to avoid potential academic freedom concerns).

- Require review of all policies that regulate speech and reform them to comply with the First Amendment. (see OK colleges' unlawful speech codes at <https://www.thefire.org/colleges>--use Oklahoma as the filter)

- Public policy of the state is to use resources responsibly and encourage students to use their time and money responsibly, so certain disciplines will be limited in enrollment, or combined across all campuses into a single programs, or simply dissolved. (No studies are "banned," but the majors and the departments will no longer exist--for example, a student could still take a course on ethnic studies or gender studies through the sociology department.) [model language to come]

Slower version: A study committee can first look at the economic outcomes for students in these majors. West Virginia University recently ran a program review that will eliminate 7% of faculty positions, mainly on the basis of net cost, number of enrollments, and university priorities. (As enrollments shrink for various reasons, it's better to cut now with less pain, than have to cut much more later.)

Best,

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