



Higher Education Model Policy Suite: Dismantling Diversity, Equity and Inclusion (DEI)

The Goldwater Institute has partnered with several individuals and organizations to create a set of complementary model policies for state legislatures to adopt. Taken together, this suite of higher education reforms will dislodge the corrosive impact of DEI initiatives at the administrative *and classroom* level, while upholding academic freedom of students and faculty.

The following model policies may be adopted individually or together as a comprehensive approach to restoring the academic integrity of public universities:

- **“Abolish DEI Bureaucracy”** (with Manhattan Institute)
 - ✓ Eliminates all DEI administrator positions
 - ✓ Prohibits mandatory diversity training sessions
 - ✓ Prohibits universities from requiring “diversity statements” from job applicants
 - ✓ Prohibits racial discrimination (affirmative action) in hiring and admissions
- **“Freedom from Indoctrination Act”** (with Speech First)
 - ✓ Prohibits universities from requiring or coercing students to take DEI related coursework
 - ✓ Shields faculty from pressure to infuse DEI content into curricula or “diversify” their syllabi based upon the race or gender of authors
 - ✓ Ensures that student orientation programming affirms the principles of free speech
 - ✓ Adds instruction in American Institutions (incl. the Constitution & Declaration of Independence) to general education requirements
- **“Protecting Students from Bias Reporting Systems”** (with Speech First)
 - ✓ Eliminates university operated “bias reporting systems,” which encourage students and staff to report their peers to campus authorities for politically incorrect or “biased” speech.
- **“Campus Free Speech Act”** (with Stanley Kurtz)
 - ✓ Prohibits university speech codes that limit on campus free speech protected by the 1st Amendment
 - ✓ Prohibits administrators from censoring / disinviting speakers or charging excessive “security fees”
 - ✓ Establishes disciplinary policies for those who interfere with the free speech rights of others
 - ✓ Requires universities to adopt policies affirming the importance of free speech and remain institutionally neutral on matters of political controversy