

October 21, 2020

President Donald J. Trump  
The White House  
1600 Pennsylvania Avenue NW  
Washington, DC 20500

Dear President Trump:

On behalf of the undersigned charitable organizations, we are writing to express serious concerns about Executive Order 13950, *Combating Race and Sex Stereotyping*, signed on September 22, 2020. Together, the undersigned charitable organizations have a strong commitment to advancing diversity, equity, and inclusion. We urge the Administration to immediately rescind this Executive Order (EO).

The nonprofit sector is the backbone of our communities. Before the pandemic, nonprofits collectively employed more than 12.3 million Americans—more than construction, more than manufacturing. Today, we transform lives in all 50 states across the country. Nonprofit health and human services providers are currently on the frontlines, directly serving people impacted by the COVID-19 global pandemic. Cultural institutions are providing online educational programs for children, teachers, and families. Charitable organizations are lending a critical hand helping with food and housing insecurity as job losses and evictions mount. Together, these organizations are unified in their commitment to providing services that meet the needs of all members of their communities.

Many organizations within the charitable community administer federal contracts and/or grants that stand to be affected by the EO. As such, we are already seeing the chilling effects the EO is having on diversity, equity, and inclusion training at a time when such work is needed more than ever. Among other things, the EO bans the use of certain terms, including “critical race theory,” “white privilege,” “intersectionality,” “systemic racism,” and “unconscious bias” in materials and trainings. Rather than being “divisive concepts,” these are core principles of equity and inclusion developed and confirmed through decades of research and scholarly articles by academics and practitioners that cannot simply be ignored or dismissed.

Additionally, the EO not only raises questions regarding impact and workability across a broad number of contracts and grants administered by various agencies, more importantly, it will upend the progress that organizations have made in advancing racial justice and gender equity work within their organizations, programs, and communities. The EO’s negative ripple effect stands contrary to the mission, goals, and programs of nonprofits and creates our deep concern.

Today our nation is facing intersecting crises of the COVID-19 pandemic, impact from significant natural disasters, and social injustices that are having an acute impact on people of color. It is troubling that the EO would restrict the freedom of private nonprofits with federal grants and contracts from using their own business judgment to provide the workplace training and programs that they understand are necessary to most effectively meet their missions. In fact, it may create circumstances where some nonprofits that provide public services through federal grants and contracts are unable to administer workplace training and community programs. It could also create circumstances where these restrictions deny grants and contracts to these nonprofits on which local, state, and federal governments rely to provide shelter, nutrition, job

training, and other public services. The consequences resulting from the EO are likely to have detrimental effects in communities—an additional reason it should be immediately rescinded.

Finally, the EO continues to inflict deep concern and confusion across the nonprofit sector due to its vague terms, its restrictions on speech, and its already-documented chilling effects on workplace diversity and inclusion efforts. Many organizations have long-standing programs and employee training already in place. The EO imposes unnecessary and unreasonable burdens to make significant and potentially costly changes to these trainings, along with administrative and oversight duties with significant consequences for misinterpreting ambiguous requirements. It also creates the great risk of arbitrary and inconsistent interpretations by various offices within government. This outcome is contrary to the EO's intended purpose and continues to hinder the ability of employers to genuinely foster inclusive workplaces.

As nonprofit organizations committed to equity and justice, we are committed to advancing racial justice within our organizations and in all areas of civic and community life. Given the significant concerns raised by the nonprofit sector and many other industries, we urge you to immediately rescind Executive Order 13950.

Sincerely,

Alliance for Strong Families and  
Communities  
American Alliance of Museums  
American Cancer Society Cancer Action  
Network  
American Heart Association  
American Lung Association  
Americans for the Arts  
Arts & Democracy  
Association of Art Museum Directors  
Children's Advocacy Institute  
Children's Trust Fund Alliance  
Coalition on Human Needs  
Communities in Schools, National Office  
Council on Foundations  
Culture Push, Inc.  
Dance/NYC  
Dance/USA  
Epilepsy Foundation  
Eyebeam  
Fourth Arts Block  
Goodwill Industries International  
Independent Sector

League of American Orchestras  
Lutheran Services in America  
March of Dimes  
Mental Health America  
More Art  
Museum of Contemporary African  
Diasporan Art (MoCADA)  
National Council of Nonprofits  
National Crittenton  
National Health Council  
Network of Jewish Human Service Agencies  
OneHope United  
OPERA America  
Prevent Child Abuse America  
Service Year Alliance  
The Arc of the United States  
The Field  
The National Foundation to End Child  
Abuse and Neglect  
United Philanthropy Forum  
UrbanGlass  
Welcoming America  
YWCA USA

CC: The Honorable Eugene Scalia, Secretary, United States Department of Labor  
The Honorable Russell Vought, Director, White House Office of Management and  
Budget