



## **Amplifying the Truth About DEI to Debunk False Claims**

Opponents are currently engaged in an active and deliberate effort to delegitimize and misrepresent the diversity, equity and inclusion (DEI) movement to sow division in our nation. Anti-DEI groups frequently spread falsehoods about DEI, intentionally misrepresent it as antisemitic and racist, and lob demeaning insults that DEI elevates less qualified candidates into jobs and limits the diversity of thought in our nation.

**We must provide the facts and build understanding to combat the misinformation and disinformation** that seeks to create a wedge between DEI allies.

We must debunk these false claims by **amplifying the truth about DEI:**

### **TRUTH: DEI is for ALL people.**

1. **Attacking DEI weakens defenses against antisemitism and seeks to divide us against each other.**
  - Purveyors of discrimination often seek to create contention amongst communities in order to fracture their collective power. By falsely separating out the Jewish community from other DEI allies, adversaries intend to isolate voices and make them feel more vulnerable.
  - The wavering investment in DEI education, training and policies emboldens antisemitic, racist and discriminatory behavior because it leads to fewer checks in place to hold hateful acts accountable.
  - We must work together to deepen and improve the religious aspects of DEI work.
2. **DEI values are Jewish values.**
  - [Jewish values](#) are centered on the pursuit of justice (tzedek), repairing the world (tikkun olam), and ensuring that all people are treated with dignity and respect (derekh eretz), [among others](#).
  - DEI work is focused on building communities that are fair, welcoming and free from discrimination and hate for all regardless of race, ethnicity, gender, identity, ability, background or religious affiliation.
  - At its core, DEI denounces any form of hate, oppression or exclusion.
3. **The DEI movement and American Jewish history are inextricably linked.**
  - [Antisemitism, racism](#) and other forms of hateful discrimination stem from the ideology of white supremacy.



- [Interracial and Jewish solidarity](#) contributed to the passing of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, religion, sex (including pregnancy, sexual orientation and gender identity) and national origin.
- In 2018, a U.S. court ruled that [Jews are a protected 'race'](#) under the Civil Rights Act of 1964 on the basis that those who discriminate against them do so on a racially-motivated basis.

### **TRUTH: DEI is anti-racist and supports the complex cultural makeup of the Jewish identity.**

- 1. DEI inherently combats racism and all other forms of discrimination.**
  - DEI's goal is to promote welcoming, safe and fair environments for everyone—not just one particular racial or ethnic group or other dimension of identity and ability.
  - DEI denounces any form of prejudice or hate, including antisemitism.
- 2. Reverse racism and replacement theory are conspiracies deployed to sow division, to incite violence and to delegitimize DEI progress.**
  - The “great replacement” theory is inherently white supremacist. It depends on stoking fears that a non-white population, which the theory’s proponents characterize as “inferior,” will displace a white majority. It is also antisemitic. ([Southern Poverty Law Center](#))
  - Structural and systemic racism are indisputable realities in our nation due to America’s complex history. DEI works to repair historical and ongoing systems of inequality by leveling the playing field for all groups. It is not about creating special privileges for some, it’s about creating equitable opportunity for all.
  - The false narrative that promotes a scarcity of opportunities for certain groups shrinks and strips away the promise of the American Dream for everyone.
- 3. DEI breaks down barriers to access and opportunity for everyone.**
  - DEI broadens the gateway to education and economic opportunity for everyone. Gatekeeping or excluding certain groups based on race or ethnicity is the antithesis of DEI.
  - By definition, a group or institution cannot be diverse if it does not include everyone. Explicitly stated, DEI does not exclude white people.

### **TRUTH: DEI celebrates diversity of thought and invites engagement.**

- 1. DEI welcomes, nurtures and calls for expansive and diverse representation of identities, lived experiences and ideas.**



- Without DEI, workplaces and schools see diminished innovation, creativity and problem solving; economies see weaker financial output and global competitiveness; and societies face increased polarization and fragmentation.
  - i. Companies in the top quartile of diversity outperform those in the fourth quartile by 36% in profitability. ([McKinsey](#))
  - ii. Diverse companies have both 19% points higher innovation revenues and 9% points higher EBIT margins. ([HBR](#))
  - iii. Diversity education and an inclusive curriculum [leads to](#) positive changes in students' attitudes and values, improved critical thinking and higher achievement levels for students of all backgrounds.
- 2. **DEI is not afraid of difference, dissent or disagreements.**
  - DEI shatters echo chambers and group think by establishing environments for respectful debate and constructive discourse. The premise of DEI is to ensure all voices—including dissenting opinions and minority views—are heard.
  - In this way, DEI is essential to upholding freedom of speech for all Americans.
  - DEI facilitates understanding of others, boosting empathy and social cohesion, while respectfully holding conflicting ideas.
  - Diversity is the basis of America's strength—DEI celebrates the diversity of our nation because it is the source of our power and innovation, making us more competitive in the global marketplace.
- 3. **Dismantling DEI would inevitably result in homogeneity and the decline of America's competitive edge.**
  - Without DEI, workplaces and schools see diminished innovation, creativity and problem solving; economies see weaker financial output and global competitiveness; and societies face increased polarization and fragmentation.
    - i. Teams that lack diversity are [more likely](#) to make flawed decisions.
  - The attack on DEI in America has real consequences for our nation – if we lose the progress made as a result of the DEI movement, we undermine our winning edge as a nation.

\*\*\*\*\*

We cannot afford to sit back and let the progress of American values and rights be co-opted by baseless attacks and deceiving falsehoods. Anti-DEI attitudes, legislation and litigation must be contested and DEI champions must be supported.

**Speak Up. Stand Firm. Stay In Touch.**

For more information go to [www.aprnetwork.org](http://www.aprnetwork.org) or contact: [info@aprnetwork.org](mailto:info@aprnetwork.org).