  **WOMEN’S STATE LEGISLATIVE COUNCIL** *OF UTAH*

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*SALT LAKE CITY, UTAH*

### Resolution in Opposition to [HB111 (Jimenez)](https://le.utah.gov/~2024/bills/static/HB0111.html) Employment Training Requirement Limitations and [HB261 (Hall)](https://le.utah.gov/~2024/bills/static/HB0261.html) Equal Opportunity Initiatives

Background: Together, HB111 and HB261 ban Diversity, Equity, and Inclusivity (DEI) initiatives, offices, and efforts within Utah’s schools, governments (local and state), and businesses that rely on group identities such as gender, race, ethnicity, national origin, religion, or sexual orientation.

Whereas, Utahns within those protected groups still face discrimination and barriers to success1,2 that create ongoing and significant educational, wealth, health, and career disparities;3,4

Whereas, Diversity is important to the success of our businesses and the state, it is of concern that these bills will have an adverse impact on our ability to recruit a diverse workforce and will discourage businesses that value diversity from locating within our state; 5,6,7

Whereas, Elimination of DEI programs has reversed educational gains by marginalized groups;8,9

Whereas, These bills, via the threat of funding cuts by the legislature, may stifle academic freedom and the honest, factual discussion of important but controversial topics;

Whereas, Equity implies the need to give each group and person the unique resources they need to thrive rather than relying on a “one size fits all” approach to education, hiring, and delivery of governmental services; therefore, be it

*Resolved*, That the Women’s State Legislative Council of Utah opposes both HB111 and HB261 as currently written.

Dated this 24th day of January, 2024

 Donna Murphy RN MSN CPN \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_             \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Donna Murphy RN, MSN, CPN, President             Ellen Brady MD, MPH, Director

Women's State Legislative Council                        WSLC Health & Human Services Committee

References:  1 <https://www.sltrib.com/news/education/2023/07/17/utes-gave-utah-its-name-heres-why/>; 2https://www.davis.k12.ut.us/departments/office-of-equal-opportunity/doj-agreement;

3https://www.usu.edu/uwlp/files/wp/no-9.pdf;

4https://d36oiwf74r1rap.cloudfront.net/wp-content/uploads/DiversityDataBook-May2021.pdf; 5https://www.forbes.com/sites/eriklarson/2017/09/21/new-research-diversity-inclusion-better-decision-making-at-work/?sh=5a7e587f4cbf; 6https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters; 7https://insight.kellogg.northwestern.edu/article/better\_decisions\_through\_diversity;

 8<https://www.michigandaily.com/news/sixteen-years-ago-affirmative-action-was-banned-in-michigan-with-upcoming-supreme-court-lawsuit-it-may-be-banned-nationwide/>;

 9https://www.linkedin.com/pulse/dei-cuts-have-consequences-raven-solomon