



FOR IMMEDIATE RELEASE
October 15, 2020

**Statement by The Institute for Workplace Equality
Supporting Affirmative Action and Diversity & Inclusion**

The Institute for Workplace Equality (“The Institute”) supports affirmative action and the Diversity, Equity and Inclusion programs that have been developed to ensure that all employees can reach their full potential, to be treated with respect and dignity and to be given equal opportunities in a safe and supportive workplace. Affirmative action as required under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974 has long been legally approved and accepted as a way to improve representation and diversity in federal contractors.

In addition, The Institute as it recently expressed in a [letter to President Donald J. Trump](#) along with other employer groups opposes the recently issued Executive Order on Combating Race and Sex Stereotyping (“EO 13950”). The Institute believes that it is in the best interest of the federal government that federal contractors provide workplace diversity training to their employees. Specifically, training program that include topics on implicit or unconscious bias training have been proven to help provide a workplace environment in which employees have equal opportunity as required by Title VII of the Civil Rights Act of 1964 and Executive Order 11246.

The Institute believes the Administration’s Executive Order creates unnecessary confusion as to what is permissible for federal contractors’ Diversity, Equality and Inclusion programs and limits the ability of contractors to provide the training necessary to identify and prevent systemic discrimination within the organization. Therefore, The Institute requests that the Executive Order be withdrawn immediately.

The Institute for Workplace Equality is a national non-profit employer association based in Washington, D.C. The Institute’s mission includes the education of federal contractors as to their affirmative action, diversity, and equal employment opportunity responsibilities. Members of The Institute are senior corporate leaders in EEO compliance, compensation, legal and staffing functions representing many of the nation’s largest and most sophisticated federal contractors. <https://theinstitute4workplaceequality.org/>