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September 18, 2020

The Honorable Donald J. Trump
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, DC 20500

Mr. Russell Vought
Director
Office of Management and Budget
Washington, DC 20503

Mr. President and Mr. Vought,

I am writing to oppose the Trump Administration's efforts to curtail diversity and inclusion training programs at Executive Branch Agencies. In your September 4, 2020 letter, Mr. Vought characterized certain diversity and inclusion training programs as "divisive, anti-American propaganda," and cites unnamed press reports as the basis for the President's opposition. I am not aware of any federal agencies that promote "critical race theory" training programs. In fact, according to the annual reports provided to Congress by the Offices of Minority and Women Inclusion (OMWI), diversity and inclusion training programs at the financial regulatory agencies are a critical tool for fostering greater inclusivity, mutual respect and acceptance of all employees in the federal workforce. Per the analysis of McKinsey & Company and other researchers, diversity and inclusion performance is a core driver of innovation and profitability.

Pursuant to Section 342 of the Dodd Frank Wall Street Reform and Consumer Protection Act of 2010, Federal Financial Regulators established Offices of Minority and Women Inclusion (OMWIs) at covered agencies. The OMWIs have worked stridently to build a more unified and diverse workforce, diversified the bench of contractors who serve these agencies, ensured all agency contractors are making a "good faith" effort for workforce diversity, and developed comprehensive Joint Standards to empower better diversity and inclusion performance among the entities they regulate. These efforts have strengthened our nation's economy by better integrating all segments of our nation's workforce and business community in the execution of the agencies' missions.

The Trump Administration should be a force for fostering respect, acceptance, and inclusion at federal agencies, rather than perpetuating divisiveness and baseless rhetoric. As the Chairwoman of the House Subcommittee on Diversity and Inclusion, my colleagues and I are determined to ensure the OMWIs and their respective agencies achieve both the letter and spirit of the law. To that end, we will hold the appointed leaders of the covered agencies accountable for their respective agency's performance on compliance with Section 342.

I look forward to receiving the forthcoming guidance mentioned in the September 4 letter as it relates to the ongoing diversity and inclusion training programs at Executive Branch Agencies.

Sincerely,

A handwritten signature in blue ink that reads "Joyce Beatty". The signature is written in a cursive, flowing style.

The Honorable Joyce Beatty (OH-3)
Chair,
House Financial Services Subcommittee
on Diversity and Inclusion