

## **Michigan Nonprofit Association opposes Trump Administration's racial sensitivity training ban**

*MNA is committed to Diversity, Equity and Inclusion*

On September 22, President Donald Trump issued an [Executive Order \(EO\) on Combating Race and Sex Stereotyping](#) following a [White House memorandum](#) that criticized federal agencies for spending “millions of taxpayer dollars on diversity training for government workers.” According to the memorandum, legitimate efforts to address racism and sexism would “[undercut our core values as Americans and drive division within our workforce.](#)”

The EO applies to five groups: federal departments and agencies, the military, federal contractors, federal grant recipients, and potentially all employers in the country. Nonprofits could fall into one or more of the last three categories.

The Trump Administration's directive order comes during a racial awakening in America. The EO has the potential to dissolve legitimate initiatives designed to combat racism and sexism.

The EO and the White House memorandum orders all training on implicit bias and other racial and gender bias equity concepts in the executive branch and military to cease immediately. Training for federal contractors and many grantees (including nonprofits) must stop after November 21. Every federal agency must identify and cancel staff training that address nearly a dozen concepts the Trump Administration has deemed as “divisive” and “anti-American,” including conducting keyword searches for such terms as “white privilege,” “unconscious bias,” and “systemic racism.”

According to the EO, those who do not comply with the order will face “consequences which may include adverse action.” The Labor Department has set up a complaint hotline for individuals to report any training that may make them feel uncomfortable by discussions of racial and gender inequality.

Systemic racism is real and now is not the time to be eliminating critical conversations on race and equality. We should be building bridges--not division.

### **How can nonprofits take action?**

In an article published in *Nonprofit Quarterly* - [How Nonprofits Can Stop Trump's Effort to Roll Back Diversity Training](#) - Tim Delaney and David Thompson of the National Council of Nonprofits lay out the many constitutional, statutory and practical flaws of the EO. Nonprofits are urged to “focus our resolve and

1. double-down on our commitment to advance racial and gender equity,
2. support organizations working to have the courts strike down the EO, and
3. express our firm opposition to the scheme by submitting formal comments in any rulemaking process.”

Michigan Nonprofit Association stands with the National Council of Nonprofits and others across the nation in forceful opposition to the EO's attempt to generate heated controversy that will further divide this country. We will not remain silent about injustice.

