

## *Race, Social Programs, and Gender Equality Rights Panel*

### Introduction:

The January 27, 2025 Memorandum for Heads of Executive Departments and Agencies and the February 14, 2025 Dear Colleague letter mandates the immediate removal of all references to diversity, equity, and inclusion (DEI) for organizations receiving federal funding. These mandates pose significant threats to the well-being of individuals who are not white, Christian, males, including women of all ethnicities. This proposal aims to address the vulnerabilities and concerns faced by these communities in light of federal directives that undermine their rights and freedoms in society.

### Objectives:

1. **Assess the Impact:** To evaluate how the federal mandates affect various segments of the community, particularly people of color and members of the LGBTQ+ community.
2. **Provide Support:** To create resources and support systems for individuals whose jobs and careers are being jeopardized by the elimination of DEI-focused departments and programs.
3. **Foster Community Dialogue:** To promote conversations about the implications of these changes on social equity and community cohesion.

### Action Plan:

1. **Community Assessment:** Conduct surveys and focus groups to gather data on how the federal mandates are impacting individuals and organizations locally.
2. **Resource Development:** Establish support networks and resources for those affected, including counseling services and job placement assistance for individuals in roles impacted by the mandates.
3. **Educational Workshops:** Host workshops aimed at educating community members about their rights and how to navigate the changes imposed by the federal government.
4. **Community Outreach:** Organize community forums to facilitate open discussions on the importance of maintaining DEI principles and the implications of dismantling support systems for vulnerable populations.

### Logistics:

- **Meeting Venues:** Utilize accessible community centers and local organizations to ensure inclusivity in our events.
- **Funding:** Explore local partnerships and grants to fund programming that supports those affected by the federal mandates without relying on federal funding.

### Expected Outcomes:

- Increased awareness and understanding of the challenges posed by federal mandates targeting DEI.
- Strengthened support for marginalized communities within the region.
- Enhanced collaboration between community organizations committed to promoting diversity, equity, and inclusion.

**Conclusion:**

The federal mandates to eliminate DEI initiatives threaten the progress made towards equality and social justice for vulnerable populations. This proposal aims to mobilize the community in Juneau to address the fallout from these changes, supporting individuals and organizations that strive to uphold principles of diversity, equity, and inclusion.

**Call to Action:**

We urge community leaders, organizations, and residents to join this initiative in advocating for the rights and dignity of all individuals, regardless of their background. Together, we can support a community that values diversity and fosters equity for everyone