

GOP Claims:	I'm against DEI., I'm against affirmative action.
Example Rebuttals:	<p>1 Why are you against these programs?</p> <p>DEI and Affirmative action are two different things. Affirmative action focuses on remedying past discriminations against underrepresented groups. It was created to level the playing field by combatting the impact of years of racial and gender discrimination.</p> <p>DEI is about creating an organization where diversity is valued, equity is ensured, and inclusion is practiced. Companies have done better in the market with DEI programs</p> <p>2 Affirmative action came into being after it was repeatedly proven that certain classes of people were harmed by hiring and promotion practices because they DIDN'T follow merit based practices. How would you assure that everyone follows the rules?</p>
Their retort	<p>1 I am being discriminated against because I am a white male.</p> <p>Too many minorities are getting jobs or into college because of the color of skin or gender Trump is fixing that, everyone is judged on merit only.</p>
Secondary Rebuttal	<p>1 Evidence demonstrates that discrimination against caucasians is very rare</p> <p>The facts are that women and minorities are to this day discriminated against</p> <p>2 Hiring quotas are illegal, college acceptance quotas are illegal and in fact</p> <p>Affirmative action is based on when two individuals are considered equally qualified other aspects may be considered such as race, gender..etc.</p>
References https://www.upstate.edu/diversityinclusion/policies-and-procedures/aa/myth_reality.php https://penntoday.upenn.edu/news/penn-carey-law-case-affirmative-action https://www.gse.harvard.edu/ideas/usable-knowledge/18/07/case-affirmative-action https://stanfordmag.org/contents/the-case-for-affirmative-action https://www.theatlantic.com/politics/archive/2025/02/trump-attacks-dei/681772/ https://www.washingtonpost.com/technology/interactive/2024/dei-history-affirmative-action-timeline/	