

# Facts and Points Regarding Critical Race Theory's DEI Ideology in the US Military



**The negative repercussions of Executive Order 13583 issued in August 2011, which instituted DEI as policy in the DOD, were unanticipated and have been detrimental to mission readiness, unit cohesiveness, morale, and public confidence in the military.**

## DEI's False Promise

- ✓ DEI proponents **falsely claim without evidence** that it promotes fairness and unity and that its wholesale adoption is a military necessity.
- ✓ Contrary to official DOD statements regarding the purported benefits of DEI, studies from Harvard and Tel Aviv Universities of 800 companies over a 30 year time span demonstrate that DEI programs frequently **do not change attitudes** and often **aggravate racial biases and hostility**.
- ✓ DEI emphasis on racial and sexual identity as opposed to group loyalty and integrity **undermines trust and combat effectiveness**.
- ✓ DEI at its core minimizes merit based, objective value systems and promotes the **widespread use of quotas and discrimination** based on sex and race.

## Discrimination Is Never Acceptable

- ✓ **Equal protection under the law** is enshrined in the 14th Amendment, and prohibitions are set forth in Title VII of the Civil Rights Act.
- ✓ U.S. military policy proscribes discrimination as an affront to human rights and **unequivocally guarantees equal opportunity** for all members of the armed services.
- ✓ The current Military Equal Opportunity Program requires that "service members are **evaluated only on individual merit, fitness, capability, and performance**. (DODI 1350.02, para 2.7 (a)(3).)

## Trust, Morale, Recruitment, and Military Strength Flounder

- ✓ The percentage of the public that acknowledge "a great deal of trust and confidence in the military" **fell from 70% in 2018 to 56% in 2021**.

- ✓ Recruitment to the armed services is at its **lowest point** since the Vietnam War **despite** modification of recruitment goals and lowered standards.
- ✓ Record high suicide rates in the armed forces, estrangement from fellow service members, and the current recruitment crisis reflect **poor morale**.
- ✓ The pool of Americans from which the military has drawn upon since the country's beginnings is **alienated by leftist DOD doctrines**. Comments from military service members, veterans, and their families indicate that they are **no longer recommending military service due to the pervasiveness of CRT and DEI policies** throughout the armed forces.
- ✓ In 2023 the Heritage Foundation, for the first time, rated the strength of the U.S. military as "**weak**" and **at risk of not being able to prevail** in a single major regional conflict.

## What Are the Roots and Goals of DEI?

- ✓ DEI is the practical application of Critical Race Theory, which evolved from **Neo-Marxist theories** advanced by critical theory intellectuals in the 1920s.
- ✓ Herbert Marcuse and Derrick Bell, the founders of CRT and DEI, and their disciples have written thousands of articles dismissing the validity of merit and objective truth.
- ✓ CRT and DEI **renounce individual rights, free speech, and private property**.
- ✓ The foundations of military science based on ability, not appearance; unity, not division; and service, not self are antithetical to DEI, **which breeds exclusion, distrust, and animosity among members of the armed forces**.

***"If we can't get rid of this DEI BS, none of us of color are ever going to know if we really earned the position we are promoted into."***—US Military Officer

***"It would be both demeaning and a disservice to my nation to ONLY be at the Academy because I am a minority female."***—US Service Academy Cadet

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