



December 4, 2023

General Lester L. Lyles (USAF, Ret.)
Chairman Defense Advisory Committee on Diversity and Inclusion (DACODAI)
4800 Mark Center Drive, Suite 06E22
Alexandria, VA 22350

A copy of this letter has been sent CM-RRR and to the email address:
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Dear Chairman Lyles:

The undersigned write to you in accordance with an invitation to the general public inputs to the DACODAI for its December 14-15, 2023, meeting.

For the past three years, we have become intimately knowledgeable of ideological developments that are undermining our institutions, especially our military. We do not deny the existence of racism, but it is not systemic; and when it manifests in the military we believe the zero tolerance policies in existence for decades were sufficient for accountability. This is evidenced by the higher percentages of blacks and other minorities in the military than in the general population. They enlist because they see the military as a place to get ahead based on equal opportunity and meritocracy.

The Civil Rights Act of 1964 prohibited discrimination. For decades we have filed reports under the Equal Opportunity framework. Now we rely on "disparity" reports that have no root cause analysis, but are advanced to imply discriminatory practices. We now discriminate based on false narratives and it impacts readiness and recruiting.

In January 2010, Issue Paper # 9, published by the Military Leadership Diversity Commission (MLDC) that you chaired, stated, "The legislation grew from a series of meetings held between the Congressional Black Caucus and military leaders. Our review indicates that the impetus behind the MLDC was a desire to increase minority representation among general and flag officers." Once "diversity and inclusion" doctrine was instantiated within the Department of Defense, the President deployed it via Executive Order across the federal government in August 2011. It has since metastasized beyond the federal government to state and local governments, academia, and corporations.

Evidence refutes the false narrative of systemic racism. Black scholars/authors such as Sowell, Loury, Swain, Woodson, Hill, and Reilly avoid tautological arguments and cogently argue for equal opportunity based on merit to avoid disenfranchising minorities who earn their status based on individual talent and achievement. Other authors, such as Gonzales, McDowell, Lindsay, Rufo, and Ridgley (among others)

explain how the current neo-Marxist ideology came about and why it is dangerous to our Nation.

Just today, an author writing under a pseudonym (for fear of reprisal), published an article with this title, "Inside the Woke Air Force," in *The American Thinker* (see https://www.americanthinker.com/articles/2023/12/inside_the_woke_air_force.html).

The above article is not an isolated, fringe view. The nonprofit corporation, Stand Together Against Racism and Radicalism in the Services, Inc., has assembled sample sentiment in a 100-page document, "What Military Service Members, Veterans and Parents Are Saying: Evidence that the CRT/DEI/Woke Agenda Being Pushed in the Military Is Harming Morale, Recruitment and Retention," please take time to scan this powerful testimonial available here: <https://starrs.us/wp-content/uploads/2023/03/What-Military-People-Are-Saying-1DEC23.pdf>.

No doubt you agree that a military leader's job is to unite people into cohesive teams all focused on a common mission and purpose. We hear from literally hundreds of service members--including minorities--that DEI is having exactly the opposite effect. "Identity politics on steroids" was the input of one USAFA cadet. A majority tell us they find DEI demeaning and divisive, while many recognize the Marxist roots of the ideology.

Our above arguments do not even address the lowering of standards related to physical performance or the lack of trust inflicted upon our military force through the illegal enforcement of mandatory vaccines that were still experimental. It took a Congressional action in the 2024 NDAA to rescind this program.

We look forward to the committee taking a serious look at the large body of evidence that is contrary to a false narrative being pushed to divide our nation into oppressor and oppressed groups. We hope the committee will take our input into consideration as well and recommend policy changes to unite our armed forces and to promote merit to meet appropriate performance standards.

Very respectfully,



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Chairman, STARRS



Joseph W. Arbuckle
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CC: Shirley Raguidin DFO for DACODAI