

# FACTS Regarding Critical Race Theory's Diversity, Equity & Inclusion (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 cohesion, 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 undermined by 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."***—Senior 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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# Comments & Resources

## DEI Policies Affect Morale, Recruitment & Retention

“Currently in the military as O3 and let me tell you, it is an absolute joke. Integrity and honor are not rewarded but diversity and sexuality is. The abuse to those who work hard and show up on time is remarkable versus the others who lack motivation and are extremely lazy. How anything gets done now is astonishing. If you’re looking for discipline and character building, go work for an independent business; the military is a far cry from what it used to be.”

“I just retired from the Marine Corps after 20 years last year and it’s getting out of hand. You’ve got leadership that doesn’t care about anything except these woke policies. I know lots of Marines that are getting out because they are tired of it, as well as Marines, who wanted to do more than 20 years but they are tired of the woke culture.”

“I have 3 years until retirement and I can’t wait. The woke mindset and the lack of real standards and discipline make the Army a joke.”

“Is Woke Culture Ruining the Military? As a U.S Air Force Veteran who just got out in March of this year...YES!”

“I’m retiring in July after 22 years 100% because of the new woke BS. We spend a significant amount of time dedicated to woke agenda and I’ve had enough. gender identification acceptance, pronouns, etc. I honestly DO NOT care what the person is or thinks they are, but at the same time I don’t want an agenda FORCED down my throat. I believe what I believe and others are free to believe what they want. Just let me do my job of defending this nation.”

“My son, who wanted to be a Marine his entire youth, left after 5 years, disgusted with the new ‘woke’ Marines.”

“As a current Active Duty Service Member, I can tell you that the military has become weak and woke at the leadership level.”

“Woke ideologies, policies, and leadership is the primary reason I decided to retire from the Army after more than 26 years of service.”

“I know a model Marine, 6’1, 230lbs of monster muscle did not re-up because of wokeness.”

“I’m on active duty and believe me, I never thought I’d serve in a force that requires its members to, when called upon, stand up and proudly affirm that men can indeed get pregnant. Failure to do so gets you drummed out of the ranks as a bigot. What a world. So brave, so new.”

“My daughter (68B, E-6) is calling it quits after 6 years. “The Army’s values no longer align with mine, Dad. I can’t do it anymore.”

“Yes, military is woke. They tried to shove a pride run down my throat. I’m a SFC medic active duty. I’m over it. I’m trying to get out.”

“After 20 years of commissioned service, I tell folks all the time—no matter how woke you think the armed forces are, it is much worse.”

“A high-ranking friend recently told me the increasing pressure to be politically correct was a burden & distraction he hated.”

“My nephew, a Master Sergeant tells me recruits are leaving immediately after enlistments expire. They are sick and tired of all the seminars, reading materials, and strange impromptu “interviews” probing attitudes toward race, gender, and sexual preference. Retention is an even bigger problem than recruitment. The military has turned into a social experiment laboratory.”

“I spent 10 years in the Army. I planned on making a career but it got so hateful and political. I was passed over several times for promotions just because the Army had to promote minorities and females. I wouldn’t recommend today’s military to anyone. It’s a joke.”

“My dad and father-in-law both served in the military, and now my son-in-law is in the Army. He says wokeness is killing the morale of the enlisted men.”

“This veteran will not be encouraging anyone to go into the military until long after the woke culture is cleaned out of the leadership.”

***Read more (156 pages of 1,600+ comments):***  
**[Evidence that the CRT/DEI/Woke agenda in the military DOES hurt recruiting, retention and morale](#)**

## USEFUL LINKS:

**[STARRS.US website](#)** monitors the CRT/DEI agenda push in the military and is a rich resource of information. All links below are on the website.

**[The Military Should Reject DEI and CRT](#)** by Medal of Honor recipient retired US Army Major General Patrick Brady and Congressman US Army Colonel Michael Waltz

**[180 Retired Generals and Admirals Request Congress Remove Diversity, Inclusion and Equity Funding from DoD](#)**

**[Racial Preferences At Our Service Academies Are Not Essential To National Security](#)** (ret Gen. Arthur Brown, US Army Vice Chief of Staff and ret. Gen. Ronald Fogleman, US Air Force Chief of Staff)

**[Report of the National Independent Panel on Military Service and Readiness](#)** (Heritage Foundation)

**[Boots on the Ground: What’s happening in America’s military service academies](#)**

**[Whistleblower statements about CRT examples in the military](#)**

**[Military Gender Pronoun Training](#)**

**[Woke Warfighters: How Political Ideology is Weakening America’s Military](#)**

**[Poll: Nearly Seven in 10 Active Service Members Have Witnessed Politicization in U.S. Military](#)**

STARRS VIDEO: **[What Happened to Our Military?](#)**

**[Briefings for DACODAI & Resources](#)**

Infographic: **[DEI Marxist Roots and Impacts on Military](#)**

Infographic: **[DEI Trojan Horse](#)**

**[Lt Gen Rod Bishop: America faces an enemy that is clearly “inside our gates”](#)**

**[About Military Assimilation](#)** (MG Joe Arbuckle, US Army ret)

**[Military leadership is trying to hide its efforts to force leftist ideology on the ranks](#)** (Col. Ron Scott, PhD, USAF ret)

**[The Architects of the Woke U.S. Military: Military Woke Complex](#)**

**[The Myth of an Apolitical Military: A Call to Action](#)**