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Res. No. 729

Resolution condemning President Trump's revocation of diversity, equity, and inclusion programs and policies at the federal level, and expressing support for such programs and policies at the city and state level.

By The Speaker (Council Member Adams) and Council Members Louis, Riley, Williams, Cabán, Banks, Hanif, Brannan, Farías, Joseph, Moya, Brooks-Powers, Avilés, Dinowitz, Rivera and Gutiérrez

Whereas, On January 20, 2021 then-President Biden issued Executive Order 13985, "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government"; and

Whereas, Executive Order 13985 directed federal departments and agencies to assess to what extent its programs and policies perpetuate systemic barriers to opportunities and benefits for people of color, women, and other underserved groups; and

Whereas, This assessment was intended to identify possible obstacles to improving and maintaining diversity, equity, and inclusion (DEI) within federal departments and agencies to work toward eliminating these obstacles and resolving inequities; and

Whereas, DEI programs and policies are intended to identify, address, and rectify any discriminatory practices and policies within an organization while also implementing more inclusionary policies such as the equitable provision of services, more diversity in the workplace, and more opportunities for individuals who identify as part of a marginalized group; and

Whereas, On January 20, 2025, President Trump issued an executive order ending all DEI programs and policies at the federal level; and

Whereas, Within this executive order, President Trump refers to DEI programs and policies as immoral and discriminatory, despite their explicitly stated purpose to eliminate discrimination; and

Whereas, DEI programs and policies are meant to encourage fairness and equitable decision-making through a systematic approach toward advancing civil rights, equal opportunities, and racial justice; and

Whereas, Putting an end to DEI programs and policies at the federal level could negatively impact individuals who identify as part of marginalized groups and hinder opportunities for them; and

Whereas, The City of New York is one of the most diverse cities in the world and serves as home to people from all walks of life; and

Whereas, New York prioritizes and encourages DEI policies at both the city and state level in many ways, including the creation of offices and roles aimed at embedding diversity, equity, and inclusion within city and state departments and agencies at a systemic level; and

Whereas, Both New York State and New York City have some of the most expansive and inclusive anti-discrimination protections and human rights laws in the United States; and

Whereas, It is imperative that these protections be upheld and enforced to ensure the well-being and equitable success of all New Yorkers regardless of their background; now, therefore, be it

Resolved, That the Council of the City of New York condemns President Trump's revocation of diversity, equity, and inclusion programs and policies at the federal level, and expresses support for such programs at the city and state level.

WD

1/27/2025

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