



# HOW TO SPOT DISCRIMINATORY LEGISLATION

**FINAL VOTE**  
**THURS - FEB 6**





# rac-ism

/ˈrā,siz(ə)m/



## DEFINING THE PROBLEM

*noun*

noun: racism

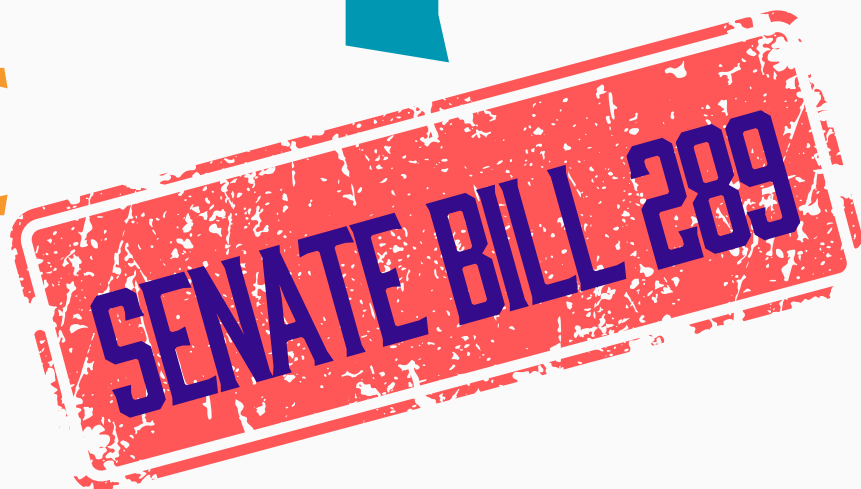
1. prejudice, discrimination, or antagonism by an individual, community, or institution against a person or people on the basis of their membership in a particular racial or ethnic group, typically one that is a minority or marginalized.





# RAE

## ANALYZING THE LANGUAGE



**Defunding** Diversity, Equity, and Inclusion programs erases efforts that promote fair treatment.

[SEC. 5, LINES 8-14]

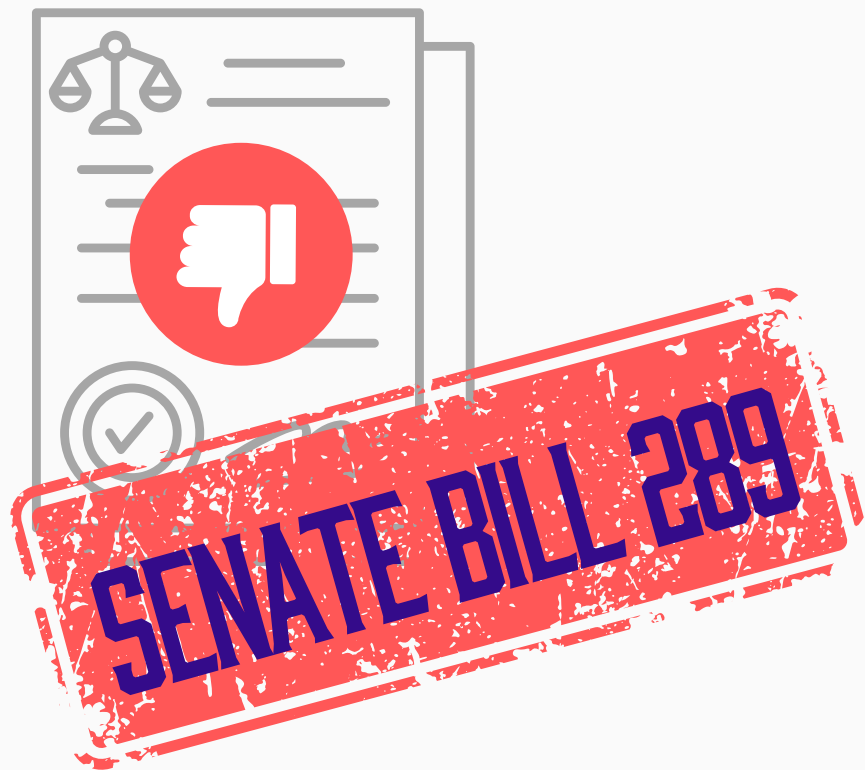
**Banning** discussion of systemic inequality silences marginalized voices.

[SEC. 2, LINES 14-30]

**Attacking** healthcare education restricts necessary learning that helps provide equitable care.

[SEC. 3, LINES 1-5]





# FAQ

## CONT'D

## ANALYZING THE LANGUAGE

**Prohibiting** schools from teaching concepts related to racism, sexism, and privilege whitewashes history. [SEC. 6, LINES 12-16]

**Punishing** educators with penalties for teaching historical topics creates a climate of fear in schools. [SEC. 7, LINES 8-12]

**Marginalizing** LGBTQ+ students and staff further by banning discussions of gender identity and sexual orientation. [SEC. 8, LINES 3-7]







## IDENTIFYING THE IMPACT



- ✗ **Loss of Corporate Investment**
- ✗ **Exodus of Higher Education**
- ✗ **Shortages in Medical & Business Workforce**
- ✗ **Decline in Tourism & Conventions**

**The price of discrimination is too high for Hoosiers.**





# DEI

## COMPARING THE OUTCOMES

**Indiana will follow their failures unless these bills are stopped.**

### Florida: Banned DEI

- Lost major business contracts & talent
- Disney, universities, & major corporations suffered

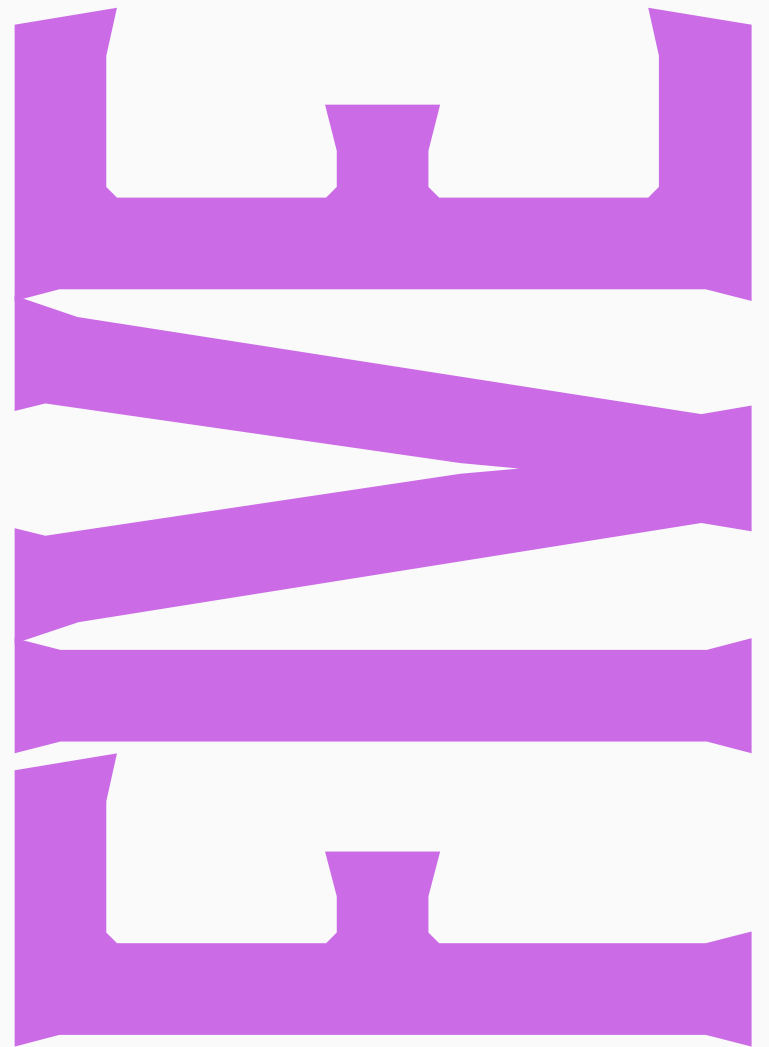
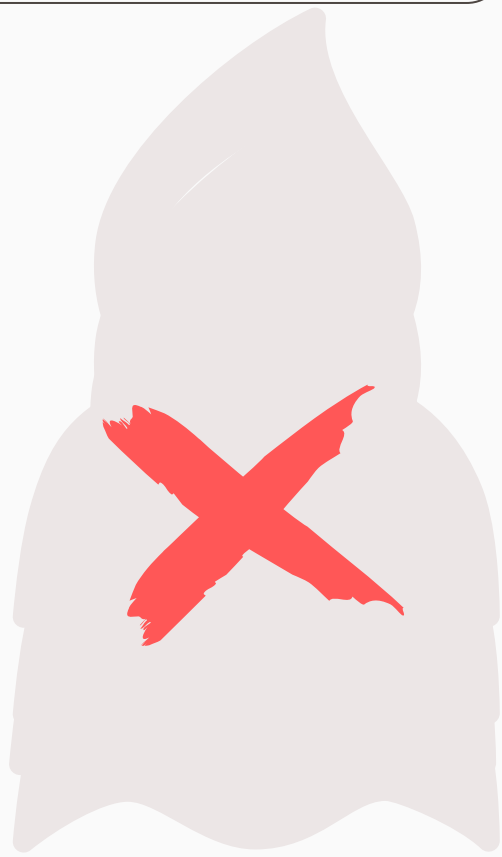
### Texas: Book Bans & Anti-DEI Laws

- Lawsuits
- Mass teacher shortages
- Companies relocating Headquarters

### Tennessee: Restricted LGBTQ+ Education

- Youth mental health crises worsened





# REMEMBERING THE HISTORY

## Modern Parallels

SB 289 continues this legacy by legalizing discrimination in policy.

## 1920s

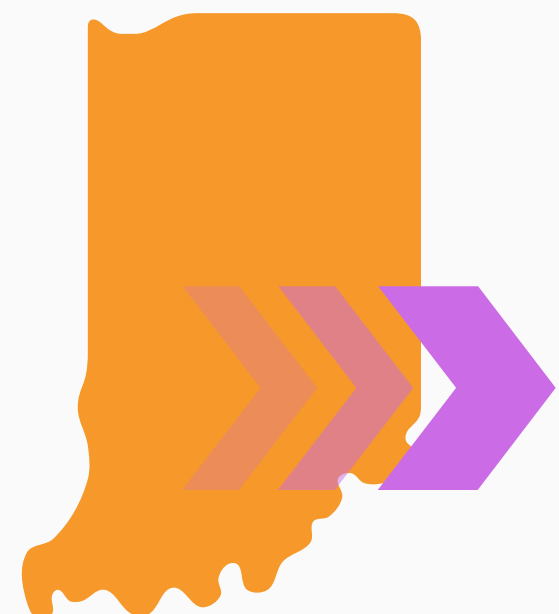
**Klan Influence** – Indiana allowed the Ku Klux Klan to shape state policies with the largest hate-group membership in the U.S.

## 1940s

**Sundown Towns** – Black Hoosiers were legally and violently excluded from towns, creating long-term racial wealth gaps.

## 1960s

**School Segregation & Redlining** – Black communities were systematically denied education and housing opportunities.



# CALL TO ACTION



## Call Your Legislators.

- Tell them to VOTE NO on SB 289



## Show Up to Hearings.

- Your presence makes an impact



## Spread the Word.

- Share this with friends, colleagues, and on social media



## Support Organizations Fighting Back.

- Donate, volunteer, and stay informed

# WE THE PEOPLE.

Indiana's legislators work for us. Let's make sure our state moves forward together.



DIVERSITY.

FAIRNESS.

EQUITY.

SOCIAL JUSTICE.

INCLUSION.

UNIVERSITY ALLIANCE



FOR RACIAL JUSTICE

for all people.

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