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V. Randolph Brown Consulting's Strategic Response to White House Directive and Executive Order on Combating Race and Sex Stereotyping and Banning Selected Diversity, Equity, and Inclusion Programs in the Federal Government.

We at V. Randolph Brown Consulting (VRBC) reviewed the Executive Order... *“that the policy of the United States is not to promote race or sex stereotyping or scapegoating.”* On this point only do we agree. This is because VRBC's philosophy around Diversity, Equity, and Inclusion (DEI), including our training and education solutions, is grounded in recognizing and valuing the differences that combine to make us unique, as well as all the ways in which we are similar to one another. Importantly, we believe it is absolutely not appropriate for the government to restrict or ban any type of valuable diversity, equity, and inclusion training programs.

Stereotyping and/or scapegoating have never been a part of, nor could they ever be included in, what is fundamental to our very being at VRBC – the criticality of each of us being *intrinsically inclusive*. Nothing is more important to each one of us individually, our communities, our companies, and our country right now than for every one of us to pause, listen and learn, engage in constructive dialogue together, and then seek to behave inclusively.

As our country grapples with the many issues inherent in systemic racism--including admitting its very existence--any attempt to neutralize, rewrite, or ignore the facts about our country's long history of race relations or to reinforce negative implicit or explicit bias is both divisive and un-American.

At VRBC we have dedicated our careers to advancing diversity, equity, and inclusion in the workforce, workplace, marketplace, and in the community. We believe that antiracism training is important. We also believe that being intrinsically inclusive is important. While both are equally valued, we have chosen to focus our efforts on the impact of implicit bias education and building the skills, competencies, and behaviors indicative of an inclusive person. As such, we are committed to holistically opening minds and exploring the benefits of diversity, equity, and inclusion across the myriad unique and similar characteristics we each possess. Our extensive experience and expertise tell us this is what makes our companies, markets, and communities stronger and more productive.

How does any of this connect to what it means to be *intrinsically inclusive*? We know becoming more intrinsically inclusive can equip us to reduce or even eliminate the impact *all* biases—including racism—has on our lives. Intrinsically inclusive people naturally seek and connect with those who are different from themselves. However, the good news is intrinsically inclusive behaviors can be acquired by anyone willing to self-reflect, listen, learn, and commit to practicing inclusive behaviors.

Our experience around intrinsic inclusion is supported and validated by research conducted by world renowned and independent scientists and academicians. Sumnet, VRBC focuses on implicit bias education because being intrinsically inclusive will disrupt the biases that can keep racism alive and prevent us from reaching our own—and America’s—full potential. We encourage organizations to continue to embrace robust DEI education programs that are designed to reduce implicit bias, continue antiracism training, and proactively and intentionally address the real and systemic barriers that disproportionately affect specific ethnic and demographic groups.

We will continue striving to impart awareness and skills that, when practiced, will actually combat racism, biases, microinequities, stereotyping, and other non-inclusive and non-productive behaviors.

E Pluribus Unum

Vincent R. Brown

Background

1. Executive Order on Combating Race and Sex Stereotyping

Sept. 22, 2020-- <https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>

2. White House directs federal agencies to cancel race-related training sessions it calls ‘un-American propaganda’

Sept. 5, 2020--
<https://www.washingtonpost.com/politics/2020/09/04/white-house-racial-sensitivity-training/>