

## SENATE RESOLUTION NO. 18

Senators Chang, Cavanagh, Geiss, Santana, Anthony, Bayer, McMorrow, Camilleri, Shink and Polehanki offered the following resolution:

1           A resolution affirming that the Michigan Senate recognizes  
2   diversity, equity, and inclusion as essential foundational  
3   principles for achieving the American Dream and encouraging  
4   policymakers, educational institutions, workplaces, and other  
5   organizations throughout the state and nation to adopt and uphold  
6   these principles in their work.

7           Whereas, The concept of the American Dream embodies the ideals  
8   of opportunity, prosperity, and upward mobility, promising that  
9   every person in our nation - including Michiganders - should have  
10   the chance to achieve personal success and fulfillment through hard  
11   work and dedication. Essential to the American Dream is the promise  
12   that it belongs to all of us, not just a few; and

1           Whereas, The principles of diversity, equity, and inclusion  
2 perfectly embody the spirit of the American Dream, and our highest  
3 achievements as a state and nation have been realized when  
4 diversity, equity, and inclusion-informed policies harness the  
5 strength of people from all backgrounds. Diversity, equity, and  
6 inclusion policies are deeply rooted in America's founding  
7 principles and are embodied in our nation's long history of civil  
8 rights efforts aimed at delivering laws, policies, and initiatives  
9 that enable our society to live up to its constitutionally mandated  
10 promises. The 19th Amendment, the Civil Rights Act of 1964, and the  
11 Americans with Disabilities Act of 1990, among other diversity,  
12 equity, and inclusion-informed legal instruments, reflect the  
13 corrective actions taken throughout our nation's history to  
14 guarantee access to the educational, economic, and civil  
15 obligations and capacities we have to offer; and

16           Whereas, Diversity, equity, and inclusion-informed policies  
17 are committed to widening pathways for achieving the American Dream  
18 in every community so that all our citizens - in Michigan and  
19 beyond - can reap the benefits of shared prosperity in our nation.  
20 Policies informed by the principles of diversity, equity, and  
21 inclusion can remove barriers to opportunity, strengthen  
22 productivity and morale across workplaces, increase innovation  
23 throughout industries, and ultimately bring satisfaction to  
24 Americans everywhere as a result of a healthy, vibrant economy open  
25 to all of us. Ultimately, adopting and maintaining diversity,  
26 equity, and inclusion-informed policies helps ensure that every  
27 individual - regardless of cultural, religious, or ethnic  
28 background - can fully participate in all aspects of society; and

29           Whereas, As diversity, equity, and inclusion principles

1 reflect the fundamental rights enshrined in our nation and state's  
2 respective constitutions, we are compelled to adopt and promote  
3 them. Freedom of speech and expression are foundational rights at  
4 both the state and federal levels; together, they guarantee the  
5 right of individuals to voice their ideas and opinions without  
6 interference, punishment, or retaliation by the government. Any  
7 elected leaders who attempt to prohibit or otherwise limit  
8 diversity, equity, and inclusion-informed policies are acting at  
9 odds with the principles underlying these essential rights,  
10 restricting the ability of individuals to freely express  
11 themselves, diminishing the diversity of perspectives that  
12 strengthen our society, and undermining the spirit of anti-  
13 discrimination laws and policies; now, therefore, be it

14 Resolved by the Senate, That we affirm our commitment to  
15 diversity, equity, and inclusion as an essential foundation for  
16 achieving the American Dream and fostering environments where all  
17 individuals have the freedom to be healthy, prosperous, and safe  
18 and have the opportunity to realize their full potential; and be it  
19 further

20 Resolved, That we encourage local, state, and federal  
21 policymakers, educational institutions, workplaces, and other  
22 organizations to adopt and uphold the principles of diversity,  
23 equity, and inclusion which promote inclusivity, protect freedom of  
24 expression, remove barriers, and provide equitable opportunities  
25 for every American to pursue their dreams; and be it further

26 Resolved, That copies of this resolution be transmitted to the  
27 President of the United States, the President of the United States  
28 Senate, the Speaker of the United States House of Representatives,  
29 the Governor, and the Speaker of the Michigan House of

1 Representatives.