



**Equity in a
dystopian world**

Exclusion of targeted groups

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- Women in Afghanistan
- LGBTIQ+ community (some US states, Poland, Russia, African countries)
- Names and tribal affiliations (some US states)
- Hair and dress style (Iran, France, Saudi Arabia, some US states)

Elimination of equity promotion programs

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- Affirmative action in the United States (Supreme Court decision in June 2023)
- DEI programs in red states
- Financial aid in several countries (Chile, Colombia, Philippines, South Africa)

**OFFICE OF
DIVERSITY,
EQUITY**



**AND
INCLUSION**

Course prohibition, censorship, book banning, indoctrination

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- Gender studies, Black studies, critical race theory, decolonialization
- Book banning (Hungary, USA, Iran, Saudi Arabia, Emirates)
- Religious education (Christian) imposed in some US states

Impact of the backlash

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- Academic freedom
- Institutional autonomy
- Independence of accreditation
- Defunding
- Fear and hostility, leading to self-censorship
- Loss of prestige and attractiveness
- Equity “hallucinations”







Resisting the backlash

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- Pushing back through democratic processes
- Leveraging acquired legal commitments
- Indirect consideration of access barriers
- Alternative modes of resistance
- Framing a strong body of evidence



DEI INITIATIVES WERE NOT PUT IN PLACE TO ENSURE LOWER-QUALIFIED MINORITIES COULD GET HIRED INSTEAD OF MORE HIGHLY-QUALIFIED WHITE PEOPLE, IT WAS PUT IN PLACE TO ENSURE LOWER-QUALIFIED WHITE PEOPLE WERE NOT HIRED INSTEAD OF MORE HIGHLY-QUALIFIED MINORITIES.

