



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: BYRON KEELIN		PHONE NUMBER: 314-402-0655	
BUSINESS/ORGANIZATION NAME: FREEDOM PRINCIPLE MO		TITLE: PRESIDENT	
ADDRESS: PO BOX 15095			
CITY: ST. LOUIS		STATE: MO	ZIP: 63110
EMAIL: freedomprinciplestl@protonmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:38 AM	

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We don't believe state taxpayer funds should be used to promote hate and divisiveness in schools, healthcare facilities, or any other organization that receives state funding.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: JAMES HARRIS		PHONE NUMBER: 573-761-7875	
REPRESENTING: CICERO ACTION, OPPORTUNITY SOLUTIONS PROJECT		TITLE:	
ADDRESS: 122 EAST HIGH STREET, SUITE 200			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JANA R MEYER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: janameyer6565@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:46 AM
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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: RAHEEM J. WILLIAMS		PHONE NUMBER: 904-343-1597	
BUSINESS/ORGANIZATION NAME: DO NO HARM		TITLE: SR. FELLOW	
ADDRESS: 1515 RICHMOND HWY #308			
CITY: ARLINGTON		STATE: VA	ZIP: 22202
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: A RALPH MEYER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: rmeyer6565@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:30 PM
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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ADAM D BAKER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: iamadambaker@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:32 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I am writing to you in opposition of HB 2365, which will have a direct impact on multiple state departments and programs by eliminating their ability to fund programs related to diversity, equity, and inclusion. If this bill becomes law, health care including state-funded senior services and mental health programs would not be able to provide the highest level of care possible, higher education could not give fair access to education to every Missourian, and state agencies would not be able to diversify Missouri's workforce, strengthening our economic development and overall ability for everyone to thrive. Additionally, state departments would not be able to award contracts or do business with any company that prioritizes DEI initiatives. As a pastor who works at a church seeking to increase its awareness of diversity and believing that the call of the Gospel is both inclusive and seeking equity and equality in all matters of justice, I believe that this bill encourages a dangerous stripping away of the ability of organizations and companies to encourage development in these ways. Every single LGBTQ+ Missourian, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Every single Missourian who is a person of color, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Please, do not support this bill.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: AJ ROBINSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: ajrobinson509@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 4:28 PM
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I am strongly opposed to this legislation. I have worked in higher education for over 10 years and have witnessed the value of diversity programs and education in both campus community and the rigor of our students. Please listen to people who have dedicated their lives to supporting students every single day. This is not a political game for us.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: AMANDA MICHEL		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: amanda.michel@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/10/2024 8:05 PM
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Stop using our government to promote hate and intolerance.



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WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: AMY HAMMERMAN		PHONE NUMBER: 314-494-5410	
BUSINESS/ORGANIZATION NAME: NATIONAL COUNCIL OF JEWISH WOMEN ST. LOUIS		TITLE: STATE POLICY ADVOCATE, NCJW ST. LOUIS	
ADDRESS: 295 N. LINDBERGH BLVD.			
CITY: ST. LOUIS		STATE: MO	ZIP: 63141
EMAIL: akuo.hammerman@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:42 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

I volunteer as the State Policy Advocate for the National Council of Jewish Women St. Louis (NCJWSTL). We are a nonprofit organization based on Jewish values dedicated to improving the lives of women, children, and families. We represent a community that is diverse, who live at the intersection of ethnicity, race, and historical biology and marginalized identities. It matters in areas of higher education, medical practice, and business that diversity, equity, and inclusion (DEI) programming work to address the likelihood of these different identities requiring different care. For example, Ashkenazi Jewish women have a higher known rate inheritable diseases such as ovarian cancer. Physicians' understanding of this, to consider the different risk levels of different populations, through DEI education allows the,m to provide care and save lives. A ban on DEI education would prohibit them from discussing health care particular to any race, ethnicity, gender, or other immutable characteristic instead of speaking generally about a singular population, usually defaulting to what is considered the majority or mainstream.NCJWSTL urges you to vote NO on this bill.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ANDREA L JAMES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: a.l.james@charter.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:52 AM

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Reproductive health care is a right and should be treated like any other health care issue. Vote no to defund Planned Parenthood.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ANDREA PITTMAN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: ajpitt06@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 2:14 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ANGELA MAYER		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: angelamayer17@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 2/13/2024 10:04 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

Funding should always support the betterment of the community and its people. That includes ALL people, and people of color. Cutting funding for DEI puts a large portion of the population at risk for discrimination and inequality. Diversity and inclusion will always be relevant and should always be supported. Please reconsider cutting funding to these efforts and positions.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ANNA CARREÓN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: alnowotny@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:09 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ANNE L. WORCESTER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: airevacanne@aol.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 6:09 PM

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Missouri will not become a worldwide leader of commerce, retail and technology without first acknowledging and then **ELIMINATING** the racism that is so much a part of our state's past and present. To deny there are two very different "Missouris" for our citizenry based on the color of our skin tones is ignoring the true history of our state and is a lie. Providing sufficient funding for our state's DEI programs and policies does **NOT** signify that white people (like me) are less important than non-whites--instead it sends the very public message that we are finally addressing the past and current racism and **LEARNING HOW TO DO BETTER**. Every Missourian needs to hear this message: Defunding or eliminating our DEI programs is the wrong course of action to take. Let's be Missouri-Strong, Together. - Retired USAF officer, Combat Vet, BSED, BSN.



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ANNIE FONCANNON		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: kisscr8tive@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 1:26 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Why would you keep putting forth legislation that drives away corporations and businesses that can strengthen our economy. For a bunch of people that talk about cancel culture, it seems that those putting forth legislation such as this are wanting us as Missourians to forget about our history, or at least the parts that you as white men would like us not to learn and grow from. Knock it off. I'm sick of paying your salaries for you to be wasting time on political fodder for your base instead of real issues. It's important from us to learn from our history, the good, the bad, and the ugly, so that we do not repeat it. It's also important that we understand the varied differences and nuances of culture in order to properly understand and interact effectively with one another. As a person who works in the world of mental health and child welfare, understanding these nuances can make the difference in decisions we make that majorly impact the lives of the people that we work with. Stop playing with people's lives especially if you claim that you are pro life. DEI education and training are important and go deeper than political fodder for a few donors. People are more important than your political campaign finances.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ANNIE WATSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: anniewatsonkc@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 8:00 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am writing to express my strong support for the importance of diversity, equity, and inclusion efforts, which are currently at risk due to the proposed bills under consideration. These initiatives are fundamental to upholding our shared American values of equality and justice, and they play a crucial role in fostering thriving, cohesive communities. Embracing diversity stimulates innovation and problem-solving, while equity ensures that every individual has a fair opportunity to succeed. Inclusion creates a sense of belonging, fostering collaboration and unity. I am concerned that the proposed legislation, which seeks to ban access to these essential efforts, would hinder the progress we have made in building a more inclusive and equitable society.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: APRIL SWANSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: april.swanson@coxcollege.edu	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 7:52 AM

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I teach in a healthcare profession program in Springfield. Our programs are accredited by national boards and include standards focused on diversity, equity, and inclusion to honor all lives. Implementing any restrictions would undermine the progress towards honoring life. It would undermine our ability to meet national accreditation standards. This means that healthcare education programs in Missouri would not be able to meet their national requirements. In addition, restrictions would deepen the already alarming state of healthcare disparities in our state. I urge you to reconsider any implementation of this group of bills.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ASHLEY KUYKENDALL		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: amk587@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:47 AM
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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ASHLEY MOORING PONDOFF		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: ashley.pondoff@gatheringnow.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:44 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am writing to you in opposition of HB 2365, which will have a direct impact on multiple state departments and programs by eliminating their ability to fund programs related to diversity, equity, and inclusion. If this bill becomes law, health care including state-funded senior services and mental health programs would not be able to provide the highest level of care possible, higher education could not give fair access to education to every Missourian, and state agencies would not be able to diversify Missouri's workforce, strengthening our economic development and overall ability for everyone to thrive. Additionally, state departments would not be able to award contracts or do business with any company that prioritizes DEI initiatives. As a social worker who works at a church seeking to increase its awareness of diversity and believing that the call of the Gospel is both inclusive and seeking equity and equality in all matters of justice, I believe that this bill encourages a dangerous stripping away of the ability of organizations and companies to encourage development in these ways. Every single LGBTQ+ Missourian, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Every single Missourian who is a person of color, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Please, do not support this bill.



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WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: BRIAN COLBY		PHONE NUMBER: 206-769-3497	
REPRESENTING: MISSOURI BUDGET PROJECT		TITLE: VP OF PUBLIC POLICY	
ADDRESS: 6441 VALLEY ROAD			
CITY: KANSAS CITY		STATE: MO	ZIP: 64113
EMAIL: bcolby@mobudget.org	ATTENDANCE: In-Person	SUBMIT DATE: 2/13/2024 11:59 AM	

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Missouri Budget Project opposes this bill for two reasons:• The bills would jeopardize licensing and accreditation of programs within state departments and private health care entities that critical to both the wellbeing of Missourians and our state's economic competitiveness; and • Would place billions of dollars at risk.



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WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: BRIAN LESLIE THOMAS		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: lesthom79@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 2:26 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am writing as a Resident of Greene County, Missouri for the past two years, and also a resident born and raised in the Ozarks of Missouri. I appreciate the opportunity to present this written testimony. A recent graduate of the New School, and a long time White European American working in community organizing alongside the Asian Community Development Council; I am formally trained in diversity studies and well-equipped to speak on the issue of this abbreviated house action - a mere matter of 'expenditure' the Republicans would suggest: designed to obliterate statewide justice, equity, diversity and inclusion initiatives, and further demoralize queer, trans, Black, migrant and other usually protected Missourians swiftly and uniformly. This is an enormous rollback of civil rights through brevity of language, density of thought and pure slight of hand. I am writing to testify against the blatant state overreach in regulating and rolling back the Missouri ideals of justice, equity, diversity and inclusion. It shocks the conscience that these series of House Bills 2365, 2448, 2569, and 2619; each identical, each less than 225 words, would be so blatantly an attack on what we observe as fundamental and federal level human and civil rights protections. These bills have the audacity to outline traditionally protected classes of people at the state and federal level, 'group of individuals based on race, color, religion, sex, gender, sexual orientation, ethnicity, national origin, or ancestry' (6-7), and then disavows these groups of any such rights and social advances as the bill contends and disavows 'the concept that disparities between groups are solely the result of oppression' (8-9) - a nearly unutterable concept, and a complete rewriting of history. A vicious lie that is held up on the backs of dead Missourians of marginalized identities - marginal by the measure of this bill, only a matter of cost, a simple expenditure. I certainly cannot allow this subversion of justice to go unnoticed in my written testimony. A child of Missouri, I am acutely aware of the 'short hand' deceit of this bill - shown on full display. It parallels a lofty legal term and social good promise: 'intersectional' as an equal to 'divisive identity activism' (4). This is hate tactics on the sly. It does away with protections and funding for the most diverse among Missouri, and then jests existing protections will somehow remain. If the Missouri Republican attack machine is so inclined to refute justice, equity, diversity, and inclusion as inalienable and deliverable, then they should at least provide a counter argument. Representatives Richey, Hudson, Baker and Smith. You should be forced to defend your cultural choice to foreclose on culture in less than 225 words, in strategically insincere bills; give us your impassioned plea for your radical position at least, instead of condensed bullet-points of oppression. You are not clever by omission; though you may hope to be, and I call on the Minority Democrat Leaders, and Moderate Republicans to meet these bills with swift defeat, or no introduction at all. Don't sell hate to the people of Missouri on the cheap, they deserve better. Speaking in St. Louis in 1964, Dr. Martin Luther King Jr. said: "Let us not seek to satisfy our thirst for freedom by drinking from the cup of bitterness and hatred. We must forever conduct our struggle on the high plane of dignity and discipline." These bills are tantamount to physical violence, attacking the oppressed, dismissing their

historic oppression, and over two decades of serious academic work and research on diversity initiatives. These bills look to undo this work and denounce diversity and DEI as niche -or worse. As Dr. King continued: "We must rise to the majestic heights of meeting physical force with soul force." To the Republican few, we see these attacks, and the attacks of the past years, and weeks -for what they are, attacks against the bodies and souls of the LGBTQ+, minority and ethnic communities of Missouri -and the time for silence is long past. Even as you posit 'expenditure' to repel basic human considerations and rights, and use brevity as your silence to hope no is listening. As a community, the LGBTQ+ community meets you with every resource at our disposal, and it must begin with that soulful call for justice, equity, diversity and inclusion found in the Missouri State Constitution. These bills' explicit, abbreviated and emboldened attacks on a diverse society of Missourians reeks of the ancient (and returning) racist and punitive laws that sought to regulate these same exemplars -usually migrants- as outliers, simply by defining them as such, as Other. These bills want to avoid the unpleasant truths of history and redress sins by pretending they never were committed, and wipe out justice for diverse individuals in the process. Say no to these bills. Say no to these rollbacks. Say no to the politics of hate on the sly. Say no to these few Republican's tricks, of less than 225 words -225 words that are destructive in their construction, and require every single breathing, soul-bearing person to pay close scrutiny to today, so they never become law, even slyly -sly in their construction, sly in their language -but devastating in their impact on community resiliency and to maintain equitable outcomes in basic service areas including child and healthcare. Say no to HB 2365. It might be appealing, to some, to want to attack what some have made dizzying buzzwords; diversity, DEI, etc. It is more difficult to lift up those who are different from us, protecting the most vulnerable amongst us, addressing the heart of diversity -not the simplified and denied version available in these bills meant to foreclose on those who call out for justice and equity. Certainly, I hear their cries -you should too, and vote no on these egregious rollbacks to justice and equity, and decency. I will close with a quote by James Baldwin, and let it speak to those who would play so slyly with the bodies of the LGBTQ+ community and other marginalized communities: ""People who treat other people as less than human must not be surprised when the bread they have cast on the waters comes floating back to them, poisoned." Say no to HB 2365.



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WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CAROL A. ELLIOTT		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:	STATE:	ZIP:
EMAIL: cello@socket.net	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 9:01 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am opposed to HB 2365, HB 2448, HB 2560 (withdrawn), and HB 2619. All of these bills reflect a fundamental misunderstanding of diversity, equity, and inclusion (DEI) concepts and the benefits of DEI for organizations. My testimony will clarify what DEI means and how it can benefit Missouri state government and the citizens of Missouri which the state government serves. Why is DEI important to Missouri state government? It is a way to attract and keep top talent. It is a tool to make employees feel valued, welcome, and respected. What is DEI (Diversity, Equity, Inclusion)? What is diversity? Diversity means a wide and varied range of groups within a community or population, in this case the workforce of the state of Missouri. Examples of diversity include ethnicity, religion, abilities, and sexual orientation. What is equity? Equity means the fair and just treatment of all members of the community or population, in this case, the workforce of the state of Missouri, regardless of how they identify. What is inclusion? Inclusion means the active engagement of all members of the community or population, in this case, the workforce of the state of Missouri. How is DEI related to the culture of state government? If implemented correctly, DEI fosters cohesiveness (the ability to work together) among employees and management; creates a healthy work environment, and increases the chance of the work of government succeeding with better results for the people of Missouri the government serves. Here are 9 benefits of correctly implemented DEI programs for the state of Missouri with respect to hiring and keeping top talent in Missouri:

1. A more extensive and inclusive talent pool which can attract top talent from various backgrounds. As the state workforce ages and many workers retire, DEI helps attract and keep younger workers.
2. Diverse workplace teams which perform better. Diverse teams offer a wider range of perspectives, more innovative thinking and decision-making, and can identify new opportunities.
3. Foster sense of belonging for employees
4. Higher employee retention and lower turnover
5. Diverse workplaces foster innovation
6. Improve government decision making
7. Tackle workplace burnout
8. Creates competitive business advantage
9. Protect and foster a healthy government culture within the state of Missouri



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CAROLINE GRACE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: carolinegrace@charter.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:36 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Blocking patients' access to Planned Parenthood health centers will not improve Missourians' health — it will only make things worse. This bill is about blocking Medicaid patients from getting preventive care at Planned Parenthood. This bill is attacking patients & restricting their access to birth control, cancer screenings, and STI testing and treatment. These measures threaten the livelihoods and safety of every Missourian who relies on Medicaid, and also every Missourian who would be surely harmed by the ramifications of this legislation on the entire safety net.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CARTER HANSE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: carterhanse@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 2:09 PM
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I wish to state my opposition.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CATHERINE CHAY		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: cathchay@sbcglobal.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 6:45 PM

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Please don't take away critical health care and DEI programs from Missourians. I want Missouri to be a great place to live.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CATHY RAUCH		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: crauch1949@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 12:54 PM
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Please withdraw these bills limiting diversity equity and inclusion in our state. We've suffered under too much racism and discrimination in Missouri and all steps to correct these disadvantages from here should be encouraged not discouraged or made illegal. In



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CHARLES-ELIZABETH BOYLES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: h.boyles@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 8:37 PM

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One of four identical bills -- a waste of time, and one wonders if the representatives behind them didn't have their feelings hurt by a DEI initiative once.



MISSOURI HOUSE OF REPRESENTATIVES
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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CHERI CROCKETT		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: chericrockett@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:01 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I oppose these bills. DEI training is essential in healthcare. Planned Parenthood provides essential healthcare services to those who cannot otherwise afford care. Their early screening and detection saves the public healthcare system money by catching conditions early thus allowing for less expensive treatment options. Voluntary responsible family planning should be encouraged by fiscally responsible legislators, not defunded.



MISSOURI HOUSE OF REPRESENTATIVES
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BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: CHIFFONTAE ROSS		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: chiffontae.ross@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:02 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CHRISTOPHER FOSTER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: Cmfoster86@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:46 PM
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Diversity, Equity and Inclusion programs are making Missouri workplace better for employees, customers and management. This proposal is inappropriate.



MISSOURI HOUSE OF REPRESENTATIVES
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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CLINTON HUGHES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: stlclint@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:01 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: COLLEEN FAGAN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: colleenfaganphd@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:59 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: COLLEEN TEPEN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: colleentepen81@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/11/2024 1:56 AM

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Diversity, equity, and inclusion is important to make everyone feel safe in our workplaces and schools and makes businesses more profitable. Stop trying to remove it!



MISSOURI HOUSE OF REPRESENTATIVES
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BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CORRI FLAKER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: corri.f@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 3:33 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CRISTA HALLOWS		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: crista.hallows@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:46 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Planned Parenthood provides affordable healthcare that is essential to its patients well being. To take that away would result in dozens more unwanted pregnancies, as access to birth control would become more scarce. More unwanted pregnancies in a state that does not allow for the termination of them, just means more poverty, and more crime. It's an outright IDIOTIC move. Get it together. Hundreds if not thousands of uninsured women will develop detectable/treatable illnesses and cancers that will kill them slowly in hospital visits they can't pay for.



MISSOURI HOUSE OF REPRESENTATIVES
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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DANY LACIO		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: dany@promoonline.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:09 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Blocking patients' access to Planned Parenthood health centers will not improve Missourians' health — it will only make things worse. Let's be clear: This bill is not about blocking access to abortion. This bill is about blocking Medicaid patients from getting preventive care at Planned Parenthood. This bill is attacking patients & restricting their access to birth control, cancer screenings, and STI testing and treatment. These measures threaten the livelihoods and safety of every Missourian who relies on Medicaid, and also every Missourian who would be surely harmed by the ramifications of this legislation on the entire safety net.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DAVA-LEIGH BRUSH		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:	STATE:	ZIP:
EMAIL: dems22blue@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:16 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

DEI initiatives are necessary precisely because of the attitude of fear of change underlying this bill. Marginalized communities are stepping away from the edges and asking for seat at the table. The status quo, which has been created through generations of disenfranchisement, does not have to give up anything; we just need a bigger table. It is not lost on me that the sponsor of this bill and the others like it are middle-aged middle/upper class white males. Of course you don't understand the need for diversity, equity and inclusion initiatives, but I encourage you to open your eyes. Being "woke" isn't really any more than understanding and enlightenment. Meritocracy only works if the playing field starts out level in access. Once access is opened equitably, then succeeding on one's merits is possible. I find it troubling that it is automatically assumed that people in marginalized classes are assumed to be less qualified. What if, and think about this, what IF, there have been MORE qualified individuals in marginalized communities but we missed their brilliance because their access was limited and their "spot" went to a less qualified person in the ruling class? We are not born knowing everything, and DEI programs help folks navigate the nuances of collegiality in ever growing diverse workspaces and learning environments. What some call WOKE, others call common courtesy and decency. There are no "thought police" so people are able to think whatever they want. They might not be able to say whatever they want at work/school. Sometimes common decency is using someone's authentic pronouns. The vague language of "other initiatives" is concerning in that it could jeopardize compliance with federal programs like Title III which governs ESL students. Can DESE complete intradepartmental cultural competency programs to train districts and/or provide resources on their online platforms paid for with government tax dollars? Missouri will move closer to the finish line in the race to the bottom if this discriminatory bill is passed. Brain drain is real. Licensures will be in jeopardy. It boils down to this: this bill doesn't stop discrimination; it perpetuates it.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: DAVA-LEIGH BRUSH		PHONE NUMBER: 314-600-6018
BUSINESS/ORGANIZATION NAME: MISSOURI EQUITY EDUCATION PARTNERSHIP ACTION		TITLE:
ADDRESS: PO BOX 1352		
CITY: ST. CHARLES		STATE: MO
		ZIP: 63303
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DAVID LOUIS EISENBERG		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: eisenbergd@wustl.edu	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:26 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

As a physician caring for people in Missouri, we must embrace policies that celebrate diversity, ensure equitable access to care and includes all patients needs. This bill DOES NOT do that. If you want to help Missourians, please expand access to services, do not hurt my patients with this kind of legislation.



MISSOURI HOUSE OF REPRESENTATIVES
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BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DEBORAH PRICE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: debby.otter.price@charter.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 2:12 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Access to healthcare is severely limited in Missouri. Do not limit access to Planned Parenthood of Missouri. Their care is provided to individuals and families who otherwise would not have access to reproductive care. Our family has been grateful for their services in the past, we will continue to support them. Deborah Price



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: DIANE M. MEEKER		PHONE NUMBER: 573-234-0342	
BUSINESS/ORGANIZATION NAME: MISSOURI NATIONAL ORGANIZATION FOR WOMEN; COLUMBIA AREA NATIONAL ORGANIZATION FOR WOMEN		TITLE: PRESIDENT	
ADDRESS: 2000 W. BUSINESS LOOP 70, STE 118			
CITY: COLUMBIA		STATE: MO	ZIP: 65202
EMAIL: columbiamonow@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:40 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DON CROZIER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: doncrozier@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:52 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.
This bill is bad policy and will lead to the degradation of healthcare education and training.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DOROTHY ROBERTS ARVIZU		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: drarvizu92@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:53 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: EDGAR PALACIOS		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME: REVOLUCION EDUCATIVA		TITLE: FOUNDER
ADDRESS: 2203 LEXINGTON AVE		
CITY: KANSAS CITY		STATE: MO
		ZIP: 64124
EMAIL: edgar@revedkc.org	ATTENDANCE: Written	SUBMIT DATE: 2/11/2024 10:19 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am writing on behalf of Revolucion Educativa to express our strong opposition to the proposed bills HB 2365, HB 2448, HB 2569, HB 2619, and HB 2567. As an organization committed to advancing educational equity and fostering inclusivity, we believe that these bills are regressive and detrimental to the progress we have made in ensuring that all individuals have equal access to opportunities regardless of their race, gender, religion, sexual orientation, or other characteristics. HB 2365, HB 2448, HB 2569, and HB 2619 seek to prohibit state departments from utilizing funds for programs related to diversity, equity, and inclusion (DEI), as well as similar initiatives. These bills aim to prevent initiatives that promote preferential treatment based on various factors and restrict the discussion of systemic oppression and intersectionality. By limiting the ability of state departments to address issues of inequality and discrimination, these bills undermine efforts to create environments where all individuals feel valued and supported. Furthermore, these bills restrict the freedom of conscience, thought, and speech by censoring discussions on important social issues and preventing the implementation of initiatives aimed at promoting diversity and inclusion. In a diverse and multicultural society, it is essential that individuals have the opportunity to engage in open dialogue and learn from different perspectives.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ELIZABETH HOGAN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: elizabeth.hogan@gatheringnow.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:40 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am writing to you in opposition of HB 2365, which will have a direct impact on multiple state departments and programs by eliminating their ability to fund programs related to diversity, equity, and inclusion. If this bill becomes law, health care including state-funded senior services and mental health programs would not be able to provide the highest level of care possible, higher education could not give fair access to education to every Missourian, and state agencies would not be able to diversify Missouri's workforce, strengthening our economic development and overall ability for everyone to thrive. Additionally, state departments would not be able to award contracts or do business with any company that prioritizes DEI initiatives. As a pastor who works at a church seeking to increase its awareness of diversity and believing that the call of the Gospel is both inclusive and seeking equity and equality in all matters of justice, I believe that this bill encourages a dangerous stripping away of the ability of organizations and companies to encourage development in these ways. Every single LGBTQ+ Missourian, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Every single Missourian who is a person of color, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Please, do not support this bill.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ELIZABETH KRAMER		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: kramer.liz@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/11/2024 10:08 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am submitting my testimony today in opposition to HB 2365. I am currently an instructor at the college level, and I teach courses about community engagement and design. In my courses, it is critical that students learn the context and the skills to understand people's experiences that are different than theirs — I focus much of my instruction on supporting students to build social empathy, the ability to deeply understand people by perceiving not only their life situation, but also the structural systems that have led to that situation. Without the skills and knowledge to understand and learn about other people's different experiences, there is no way to design systems and solutions that will begin to address the problems we face in Missouri. I have regularly supported students to access programming related to understanding difference (diversity), learning how to respond to difference in group settings (inclusion), and seeking to not have identity be a predictor of outcomes (equity). I've found that students who have the opportunity to learn about these concepts in a variety of settings, including through school and other settings, are able to be better collaborators and problem solvers, working towards addressing the challenges we face in Missouri, including poverty, poor health outcomes, and poor quality of life. Removing access to these programs would hinder our ability to move forward as a state. In addition, I run a small business that does consulting work with government and non-profit partners. Myself, and my other colleagues in consulting to government, regularly prioritize equity — the idea that people do not all start from the same place, and may need different approaches to address their needs — as that is the reality of people's experiences. Limiting our ability to do the work supporting government to make Missouri better and more efficient is counterproductive and limiting to small business.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ELIZABETH MCCLURE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: ebmccclure@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:53 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am writing to you in opposition of HB 2365, which will have a direct impact on multiple state departments and programs by eliminating their ability to fund programs related to diversity, equity, and inclusion. If this bill becomes law, health care including state-funded senior services and mental health programs would not be able to provide the highest level of care possible, higher education could not give fair access to education to every Missourian, and state agencies would not be able to diversify Missouri's workforce, strengthening our economic development and overall ability for everyone to thrive. Additionally, state departments would not be able to award contracts or do business with any company that prioritizes DEI initiatives. As a person who works at a church seeking to increase its awareness of diversity and believing that the call of the Gospel is both inclusive and seeking equity and equality in all matters of justice, I believe that this bill encourages a dangerous stripping away of the ability of organizations and companies to encourage development in these ways. Every single LGBTQ+ Missourian, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Every single Missourian who is a person of color, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Please, do not support this bill.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ELIZABETH WARD		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: ewardhome@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 6:59 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: EMILY CARMEN AZEVEDO		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: ecarmenazevedo@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 2/13/2024 9:49 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

Diversity, equity, and inclusion departments make schools better for all students. They provide important training and resources for all students, such as how to work in diverse environments, which we will all have to do throughout our lives. DEI strengthens schools.



MISSOURI HOUSE OF REPRESENTATIVES
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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: EMILY KOMOREK		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: emilykomorek@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 4:52 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: FRAN WEINTRAUB		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: franweintraub25@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:26 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: HEATHER FLEMING		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ILALYN IRWIN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: ilalyn.irwin@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:54 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JACOB MILLER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: jmn501@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:33 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JANET A. ZOLEZZI		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: midwest6708@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:05 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JARED THOMAS SMITH		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: JSmith03811@fontbonne.edu	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 1:22 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

This bill directly interferes with the goals of the social work field, which is to promote diversity, equity, and inclusion. It's implications will limit the aid social workers can provide, and any further bills related to this one will only continue to confine and restrict the rights of the people in Missouri.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JERE HOCHMAN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: Jhstlny@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:34 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

DIVERSITY We the people. With the exception of Justice Hany, **THE CONSTITUTION RECOGNIZES DIVERSITY EQUITY** - start with the foundation formula and go from there. **EQUITABLE ACCESS TO RESOURCES** is why we have a tax code that provides more state funds to low resourced communities. **INCLUSION - PL 94-142! READ IT! FEDERAL LAW PROTECTS INCLUSION.** Health care workers, university students, and YOU need to understand it. **AMERICA IS ALL ABOUT DIVERSITY, EQUITY, and INCLUSION.** Every department of the State should understand that, model it, and insure protection of all.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JESSICA SHELTON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: jetchie78@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 7:21 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JONI BARNES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: tlbbeg74@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:33 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: JORDAN KADOSH	PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME: ADL	TITLE: REGIONAL DIRECTOR	
ADDRESS:		
CITY: ST. LOUIS	STATE: MO	ZIP: 63105
EMAIL: jkadosh@adl.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 4:15 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

My name is Jordan Kadosh and I am the Regional Director of the Anti-Defamation League’s Heartland Office. Founded in 1913 in response to an escalating climate of anti-Semitism and bigotry, ADL is a leading anti-hate organization with the mission of protecting the Jewish people and securing justice and fair treatment for all. Today, we continue to fight all forms of hate with the same vigor and passion. A global leader in exposing extremism, delivering anti-bias education, and fighting hate online, ADL’s ultimate goal is a world in which no group or individual suffers from bias, discrimination, or hate. Which is why I urge you to oppose House Bills 2365, 2448, 2569, 2619. House Bills 2365, 2448, 2569, 2619 would prohibit the state of Missouri from using funds on “intradepartmental programs, staffing or other initiatives” associated with diversity, equity, and inclusion (DEI). ADL’s work to create a more just and inclusive society would be severely undermined by this legislation. This includes ADL’s training of law enforcement. As the largest non-governmental trainer of law enforcement, ADL teaches about the Holocaust, hate crimes, and other curriculum that discusses the importance of understanding bias. This bill additionally singles out hard-fought religious accommodations for religious minorities in Missouri. At a time of rising hate crimes and anti-Semitic incidents, our elected officials have a greater priority to focus on the needs of the people of Missouri instead of bills that waste this distinguished body’s precious time. I ask that this Committee does not pass House Bills 2365, 2448, 2569, 2619. Respectfully, Jordan Kadosh



MISSOURI HOUSE OF REPRESENTATIVES
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TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JOSEPH ALBERT JEFFERIES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:	STATE:	ZIP:
EMAIL: joe.jefferies@joe4mo48.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:52 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I oppose HBs 2365, 2448, 2569, and 2619, proposed legislation that undermines the principles of diversity, equity, and inclusion (DEI) within Missouri's educational institutions, state departments, and professional environments. These bills not only threaten to eliminate DEI standards but also pose significant risks to the health, well-being, and economic prosperity of all Missourians—particularly those from marginalized communities. Elimination of Essential DEI Standards By seeking to ban DEI programming and requirements, these bills would strip away critical components of our education system and professional training that promote understanding, respect, and equitable treatment for all, regardless of background or identity. This directly attacks efforts to reduce learning and competency disparities that contribute to adverse health outcomes and perpetuate systemic inequities. Impact on Healthcare and Professional Competency The proposed legislation particularly targets medical colleges and universities, risking the quality of healthcare education and service delivery. It restricts the ability of medical professionals to be trained in culturally competent care, directly harming patients by contributing to health disparities across the state. Moreover, it impedes Missouri's ability to attract, retain, and support a highly skilled workforce by discouraging diversity and innovation in one of the most critical sectors of our society. Economic and Workforce Development Ramifications These bills also threaten Missouri's economic development and reputation as a forward-thinking state. Diversity, equity, and inclusion are not merely ethical imperatives but strategic advantages that drive innovation, enhance workforce satisfaction and improve organizational performance. Prohibiting DEI initiatives will make Missouri less attractive to businesses and professionals who value inclusivity and social responsibility. Legal and Educational Consequences Furthermore, these bills jeopardize the legal and educational frameworks designed to ensure that all Missourians, especially the most vulnerable, receive competent and dignified support. From aging services to legal education, DEI principles are embedded in federal and state mandates to enhance all residents' quality of life and justice. Eliminating DEI funding and programming directly contradicts these goals, setting back decades of progress. Call to Action I call upon lawmakers to reject HBs 2365, 2448, 2569, and 2619. These proposals are not only morally indefensible but also economically and socially detrimental. Missouri must remain committed to fostering an environment where every individual has the opportunity to thrive, contribute, and be recognized for their unique value. Let us choose a path that honors diversity, promotes equity, and inclusively builds a stronger, more resilient Missouri for all.



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TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JULIE CAMPBELL ROWE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: 2dandjrowe@att.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 3:43 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JULIE L ADOLPHSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: julie.hydrogenalpha@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/11/2024 3:27 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

VOTE NO HB 2365. As a public servant, including USAF and DOC for 39+ years, I am appalled that Missouri is considering prohibiting Diversity, Equity, and Inclusion Training. I have participated in many of these types of training to help my teams function better, including in life threatening situations. Why would you not want better functioning state offices? Training that I have developed and participated in on diversity, equity, inclusion and belonging are intrinsically linked to the strength and vibrancy of workplace culture. (WebMD Health Services). Inclusivity opens the door to a larger, more diverse workforce. This is critical to public service organizations serving a diverse population.
VOTE NO on HB 2365.



MISSOURI HOUSE OF REPRESENTATIVES
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TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: KARI ANN UTTERBACK		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: kariann.utterback@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:55 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I oppose. DEI and Healthcare are both data driven.



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TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: KATHERINE GLADHART-HAYES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: katherine.gladhart.hayes@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:40 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
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TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: KATIE BAYLIE		PHONE NUMBER: 405-900-4319	
BUSINESS/ORGANIZATION NAME: PLANNED PARENTHOOD GREAT PLAINS VOTES		TITLE: DIRECTOR OF LEGISLATIVE AFFAIRS	
ADDRESS: 4401 W 109TH ST.			
CITY: OVERLAND PARK		STATE: KS	ZIP: 64114
EMAIL: katie.baylie@ppgreatplains.org	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 4:02 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: KATIE GAMBLE		PHONE NUMBER: 573-634-4876
REPRESENTING: AMERICAN COLLEGE OF OBSTETRICIANS & GYNECOLOGISTS, PUBLIC HEALTH EXCELLENCE		TITLE:
ADDRESS:		
CITY:		STATE: MO
		ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: KELLEY ELLIS		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: kelly.ellis@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:56 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

As a longtime white resident of a diverse community, I understand deeply how the diversity I was surrounded by added richness and value to my life. Now as an adult capable of reading and comprehending studies on diversity, I understand that my peers of color do not have the same opportunities as me as a white woman simply due to the color of their skin. The Black girls I shared so many experiences with in high school, all from similar households, economic, and education backgrounds as me faced 3-4 times higher risks of death in pregnancy, birth, and postpartum than I did. The only way to solve the problems our Black and other marginalized communities such as the LGBTQ community and immigrants face is to educate the masses on diversity and give people a boost they need. This is not asking for preferential treatment. This is bringing folks who have been pushed to the back of the proverbial classroom through restrictive actions such as Jim Crow laws, language barriers, and other discriminatory actions such as violence and even name calling by the majority groups in power, up to the front of the classroom so they can see and understand the information they need to pass the class.



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TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: KRISTI ADDIS		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: kristi_beall@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 6:28 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
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TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LAURA BURKHARDT		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: laburkhardt3@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 7:25 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LAURI TEAGAN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: lauriteagan@me.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:51 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. It is critical for the state to financially support Planned Parenthood.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LENORA WRIGHT		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: cwright9939@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 12:21 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LINDA K. WHITED		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: whitedkathy@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:24 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

This is not about blocking access to abortion. You are handicapping poor Missourians who need health care. Planned Parenthood provides much needed cancer screening, STI testing and treatment and birth control. Birth control is the first step to making abortion unnecessary. The state and its legislators will be judged on how we treat the poorest of its citizens!



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COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LINDA KRAM		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: lindakram@charter.net	ATTENDANCE: Written	SUBMIT DATE: 2/10/2024 8:28 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LISA BENNETT		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: benn05@charter.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 7:37 AM
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I regularly vote please take my opinion seriously



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: LISA LAUGHLIN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: alarm.lorn_07@icloud.com	ATTENDANCE: Written		SUBMIT DATE: 2/13/2024 7:20 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: MAGGIE EDMONDSON		PHONE NUMBER:	
REPRESENTING: ABORTION ACTION MISSOURI (FORMERLY PRO CHOICE MISSOURI)		TITLE:	
ADDRESS: 1210 S VANDEVENTER AVE			
CITY: ST. LOUIS		STATE: MO	ZIP: 63110
EMAIL: maggie@abortionactionmissouri.org	ATTENDANCE: Written	SUBMIT DATE: 2/9/2024 5:06 PM	

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Chair, Vice-Chair, members of the committee, thank you for the opportunity to submit testimony on behalf of Abortion Action Missouri in opposition to HBs 2365, 2448, 2569, & 2619 – Discriminatory taxes on Missouri businesses, agencies, institutions and departments. Abortion Action Missouri, formerly Pro Choice Missouri, works to protect and expand every Missourians’ right to bodily autonomy, to access essential reproductive healthcare including abortion care, to access accurate information to make the best decisions for ourselves and our families, and to parent our children in safety and dignity. The language of these bills blatantly jeopardize the licensing and accreditation of programs critical to both the wellbeing of Missourians and our state’s economic competitiveness. Nearly every single Missouri institution, agency, and economic-driving business receives accreditation and/or funding according to diversity, equity, and inclusion standards. These bills place billions of federal dollars at risk. Dollars that Missourians rely on to sustain their families, their small businesses, and their entire communities. Missourians continue to face deep disparities in their health and economic outcomes based on race, ethnicity and gender. For example, Missouri ranks 44th in the country for maternal mortality and Black birthing parents are 3-4 times more likely to die preventable deaths within a year of pregnancy than their white counterparts. Due to structural racism and implicit bias in medicine, the closure of seven rural hospitals in MO since 2014 and a growing number of people falling in the Medicaid gap, the maternal and infant mortality rates in MO continue to rank both nationally and internationally. These bills are dangerous– and blatantly disregard every recommendation, including our state’s own maternal and infant mortality review board’s recommendation, for addressing those deep disparities in health and economic outcomes based on race, ethnicity, and gender. Make no mistake, every single Missourian no matter their race, ethnicity, or gender, would feel the negative impacts of these bills. Abortion Action Missouri, representing more than 60,000 Missourians across the state, opposes the advancement of HB 2567 and urges you to vote NO. Thank you.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MAHREE SKALA		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: skalamahree@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 5:23 PM

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Workplaces are strengthened by DEI initiatives. They do not promote preferential treatment or guilt, but rather foster understanding and workplace collaboration. We all need to work together well to serve the public and DEI initiatives help achieve this. DEI efforts improve the ability to attract a larger pool of qualified applicants. Employees who feel accepted are more engaged and productive. DEI is a good thing and there is no reason to eliminate it.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: MANDY HAGSETH		PHONE NUMBER: 573-636-4060	
REPRESENTING: MISSOURI FAMILY HEALTH COUNCIL		TITLE: DIRECTOR OF POLICY AND EXTERNAL AFFAIRS	
ADDRESS: 1909 SOUTHRIDGE DRIVE			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65110
EMAIL: mhagseth@mfhc.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:45 AM	
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MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MARILYN MARCUS		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: marmarglen@yahoo.com	ATTENDANCE: Written		SUBMIT DATE: 2/13/2024 12:00 PM
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Detrimental to citizens if taken away



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
BUSINESS/ORGANIZATION:		
WITNESS NAME: MARILYN MCLEOD		PHONE NUMBER: 573-239-3708
BUSINESS/ORGANIZATION NAME: LEAGUE OF WOMEN VOTERS OF MISSOURI		TITLE: PRESIDENT
ADDRESS: 8706 MANCHESTER RD., SUITE 104		
CITY: ST. LOUIS		STATE: MO
		ZIP: 63144
EMAIL: marilyn_mcleod@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:40 PM

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This bill would restrict public entities from conducting training or providing initiatives that include diversity, equity and inclusion. Diversity, equity and inclusion are intrinsically linked to the strength and vibrancy of workplace culture. Inclusivity opens the door to a larger, more diverse pool of talent. A diverse workforce reflects the communities in which they operate. Moreover, the consequences of this bill would be wide-ranging and undermine the state's economic and workforce priorities. The League of Women Voters is an organization fully committed to diversity, equity, and inclusion in principle and in practice to all persons, regardless of their race, color, gender, religion, national origin, age, sexual orientation or disability. The League of Women Voters of Missouri goes on record in opposition to this bill.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MARIO MILLSAP		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: mario.millsap@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 4:12 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

As an Occupational Therapist, I see firsthand how denying funding for Diversity, Equity, and Inclusion (DEI) initiatives severely undermines our profession and exacerbates workforce retention challenges in Missouri. DEI goes beyond addressing disparities related to race and gender; it encompasses socioeconomic status, age, disability, sexual orientation, and more, ensuring comprehensive and equitable care for all. In Missouri, where we're already struggling to retain healthcare workers and graduates, ignoring the breadth of DEI's impact only deepens the crisis in healthcare accessibility and quality. Without robust DEI initiatives, we risk widening health disparities and failing in our ethical duty to provide holistic, inclusive care. This issue transcends professional integrity; it's about confronting and solving the looming healthcare accessibility crisis in our state. DEI is not optional—it's essential to our mission as OTs and critical for the health and well-being of Missouri's diverse population across all dimensions of diversity.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MARJORIE STELMACH		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: mstelmach@sbcglobal.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 1:17 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MARY KATHLEEN BROWN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: KathyBrown0112@msn.com	ATTENDANCE: Written		SUBMIT DATE: 2/13/2024 7:19 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MARY KAY NICHOLSON		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: marykaynicholson@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 2/13/2024 2:08 PM
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It is wrong to deny Missourians access to education and diversity.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MAX THEIN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: mthein10@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:50 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MAY HALL		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: MEAGAN HOWERTON		PHONE NUMBER: 573-418-7616	
REPRESENTING: MISSOURI SPEECH-LANGUAGE AND HEARING ASSOCIATION (MSHA)		TITLE: BRENT HEMPHILL & ASSOCIATES	
ADDRESS: 229 MADISON ST.			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL: meagan@brenthemphill.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 2:11 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MELANIE CHURCH		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: meljchurch@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:45 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MELISSA RUTH		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: mbeall522@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 6:40 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MICHAEL WALK		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MONICA BALESTRERI		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: morenomm@icloud.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 3:23 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			
Do NOT ban diversity, equality and inclusion rights!			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: NANCY LITZ		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: nnr@nancynixrice.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:01 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

It is unconscionable to even propose measures that would interfere with Missourians' access to healthcare. Especially those in rural areas where delays in Medicaid expansion caused hospital closures and now force residents to travel farther and farther to access the care they and their families need in order to remain healthy, contributing member of society. We deserve better from our elected representatives.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: NATHAN MADDEN		PHONE NUMBER: 816-393-0105	
REPRESENTING: HEALTH FORWARD FOUNDATION		TITLE:	
ADDRESS: 2300 MAIN STREET, STE. 304			
CITY: KANSAS CITY		STATE: MO	ZIP: 64108
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	

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MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: PATRICIA S DANIEL		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: sdaniel.mo@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:17 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I volunteered at Planned Parenthood for five years so I know the services they provide first hand. They provide low cost annuals to men and women who otherwise would not be able to afford routine care. I oppose cutting off funds to this invaluable organization.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: PHILIP CHAN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: pchan86@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:04 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: RACHEL DAY		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: day.rachelann@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 7:28 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I strongly oppose any bill which undermines equity and inclusion efforts to remove systemic structures of inequity. Make Missouri safe for all human beings.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: REBECCA NOWLIN		PHONE NUMBER: 573-476-5578	
BUSINESS/ORGANIZATION NAME: AGING BEST AND MISSOURI ASSOCIATION OF AREA AGENCIES ON AGING		TITLE: CEO	
ADDRESS: 201 W. BROADWAY SUITE 1-E			
CITY: COLUMBIA		STATE: MO	ZIP: 65203
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: REBECCA ROOK		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: rmrook@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:44 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Do not "defund Planned Parenthood". Many of your constituents rely on this service provider for routine, preventive and critical health care. Restricting their access to these services endangers your constituents.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: REBECCA SHAW		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: rebeccalynnshaw@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:10 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Enriching a work or educational environment with diversity, equity and inclusion training or initiatives helps to expose many people to different people, cultures and experiences for the first time in their lives. Please stop trying to make DEI a bad thing.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: RENATA SLEDGE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: rbsledge@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 9:49 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I urge you to vote no.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: REV. KIM MASON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: kimamason@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 5:40 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

The consequences of this bills would be wide-ranging and undermine the state's economic and workforce priorities: The bill would jeopardize licensing and accreditation of programs within state departments and private health care entities that are critical to both the wellbeing of Missourians and our state's economic competitiveness; and would place billions of federal dollars at risk. Moreover, Missourians continue to face deep disparities in their health and economic outcomes based on race, ethnicity and gender. These bills would undermine efforts to understand and address those disparities. All Missourians deserve the right to thrive.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: RHONDA BEUL		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: mrsbeul@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:55 AM

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These bills hurt patients and create more inequity. Work harder to meet people where they are at. We will all benefit in the long run.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: RIVA E CAPELLARI		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: rivacapellari@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 2:43 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Why is there inclusion in this bill about state departments following employment and anti-discrimination laws, and complying with the Disabilities Act? Is this not already required? Is there a criteria for separating these compliances from those deemed to be based on DEI? This sounds like a Big Brother bill including all kinds of psychological and ideological dictates. This does not represent "freedom of conscience, thought or speech". It dictates the opposite.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
REGISTERED LOBBYIST:		
WITNESS NAME: SAGE CORAM		PHONE NUMBER: 314-652-3114
REPRESENTING: AMERICAN CIVIL LIBERTIES UNION OF MISSOURI		TITLE:
ADDRESS: 906 OLIVE STREET, SUITE 1130		
CITY: ST. LOUIS		STATE: MO
		ZIP: 63110
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SARAH FELTS		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: sarah.felts@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:50 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SARAH LEE SHEPARD		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: ssnowflake96@hotmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 4:46 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SARAH MAYER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: mayer.sarah.j@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 7:56 AM

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I am testifying strongly in opposition to this incredibly harmful anti-healthcare bill. This bill puts all Missourians at risk and is dangerous to us all.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SARAH STONE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: sarah.stone@gatheringnow.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 12:00 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SARAH TURNER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: sarah.turner@gatheringnow.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:34 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I am writing to you in opposition of HB 2365, which will have a direct impact on multiple state departments and programs by eliminating their ability to fund programs related to diversity, equity, and inclusion. If this bill becomes law, health care including state-funded senior services and mental health programs would not be able to provide the highest level of care possible, higher education could not give fair access to education to every Missourian, and state agencies would not be able to diversify Missouri's workforce, strengthening our economic development and overall ability for everyone to thrive. Additionally, state departments would not be able to award contracts or do business with any company that prioritizes DEI initiatives. As a pastor who works at a church seeking to increase its awareness of diversity and believing that the call of the Gospel is both inclusive and seeking equity and equality in all matters of justice, I believe that this bill encourages a dangerous stripping away of the ability of organizations and companies to encourage development in these ways. Every single LGBTQ+ Missourian, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Every single Missourian who is a person of color, just like every other Missourian, deserves access to the best possible health care, education, and work opportunities. Please, do not support this bill



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SEUNG YEON SON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: sysonrt@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 1:45 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SHARI GADDY		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: sgad63@aol.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:25 AM
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MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: SHARON GEUEA JONES		PHONE NUMBER: 573-808-2156	
REPRESENTING: MO STATE CONF NAACP		TITLE:	
ADDRESS: 227 JEFFERSON			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	

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MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SHARON S GIBSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: gibbisu@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 5:54 PM

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Having worked for years as a patient advocate in public health care I know the damage these upcoming bills could do to an already inadequate health care system in Missouri.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: SLOAN SHEFFIELD COWELL		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: sloansheffield13@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 2/12/2024 9:48 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: STEPHANIE WALKER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: stephaniechipwalker@Yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:33 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SUMMER POE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: summersheperd92@icloud.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:39 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: SUSAN GIBSON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: Onesuegibson@protonmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/10/2024 1:08 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Please oppose this pro-discrimination legislation.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: TERESA DANIELEY		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: tkmithen@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/11/2024 4:31 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

What is wrong with you? What are you afraid of? This bill is racist, hateful and fear-based. I am so tired of the Missouri Legislature wasting time and resources on racist, hateful, fear-based bills that do nothing to promote the welfare of Missourians.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: TERI MURRAY		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: teri9488@sbcglobal.net		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 1:07 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

I am testifying in opposition to House Bills 2365, 2448, 2567, 2567, and 2619. These bills, as written, conflict with the 2021 American Association of Colleges of Nursing, which outlines the Essential Standards (Essential Standards) for Professional Nursing Practice. The Essential Standards for Nursing Education Programs across the country identify Diversity, Equity, and Inclusion as a basic concept for nursing practice. The Commission on Collegiate Education, the major accrediting body for nursing education, expects that nursing education programs adhere to the Essential Standards. The Essentials, as well as the Standards for Nurse Practitioner Education, identify diversity, equity, inclusion, and social determinants of health, along with health equity, as essential curricular components. Whether colleges like it or not, they have no choice but to follow these guidelines. A major concern with this legislation is that many of the prohibitions that would be put in place are in direct violation of the guidelines being mandated by the professional associations and accreditation agencies. Additionally, the Joint Commission on Accreditation for healthcare organizations, in its new requirements effective Jan 01, 2023, requires its accredited organizations to “identify healthcare disparities in its patient population by stratifying quality and safety data using the sociodemographic characteristics of the organization’s patients, namely by age, gender, preferred language, race, and ethnicity. Students must be taught to do this. Regarding admissions: Schools need to be able to consider other factors that can demonstrate a student’s ability. The trend in higher education has been to move toward test-optional for admissions into academic programs since it is recognized that a single test is not the best measure of a student’s performance and ability to succeed. Schools need to be able to consider other factors that can demonstrate a student’s ability. Contrary to what many believe, the holistic admissions review process does not lower academic standards. It is a race-neutral practice that examines prospective students' noncognitive, contextual, experiential, and academic factors when making admission decisions. During this review process, each applicant is considered individually and holistically. The holistic admissions review is a fair practice that looks at all students, not just minority students, non-cognitive factors (leadership, resilience, grit). It provides context for how individuals demonstrate success outside of traditional metrics of the standard grade point average and standardized tests. The practice considers each student individually on all pertinent factors regarding their ability to succeed at the institution, to thrive, and contribute to learning to and from peers and contribute to the campus community. Wouldn't we want this for all students? Lastly, health equity simply means every Missourian has a fair and just opportunity to be as healthy as possible. Who would not want that for Missouri citizens? The social determinants of health mean that the conditions where people live, learn, work, and play can impact their health. If you live in a home with lead-based paint, the children are likely to have toxic lead levels or if you live in an environment with pollutants, the families may be prone to asthma. Healthcare providers must understand how environments affect health to provide the necessary healthcare. Understanding environments is

critical to appropriate health screening and healthcare and this information is gained through learning about the social determinants of health.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: TRICIA MCGHEE		PHONE NUMBER: 816-389-1396	
BUSINESS/ORGANIZATION NAME: REVOLUCION EDUCATIVA		TITLE: PARENT ADVOCATE	
ADDRESS: 2203 LEXINGTON AVE.			
CITY: KANSAS CITY		STATE: MO	ZIP: 64124
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: TYLER CURTIS		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: tyler.curtis@gatheringnow.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:34 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

DEI training and policy allows my workplace and many others to be a balanced, fair, and more impactful part of our community. Punishing that, restricting it, or putting barriers to it will continue to divide our community.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: VANESSA WELLBERY		PHONE NUMBER: 314-531-7526	
REPRESENTING: ADVOCATES OF PLANNED PARENTHOOD OF THE ST. LOUIS REGION & SOUTHWEST MISSOURI		TITLE: VICE PRESIDENT OF POLICY & ADVOCACY	
ADDRESS: 4251 FOREST PARK AVE			
CITY: ST. LOUIS		STATE: MO	ZIP: 63108
EMAIL: vanessa.wellbery@ppslr.org	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:03 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: VIANNELLA HALSALL		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: veenusart@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:16 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: VICTORIA GODFREY-ZELLER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: vlgzeller@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 2:53 PM

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What is freedom of speech? Freedom of speech protects the ability to voice our beliefs, views and ideas without the government preventing us from speaking or punishing us for what we say. It is not an unlimited right protecting the ability to say anything, anywhere, any time. It does not apply to private companies or workplaces. But it does severely limit when the government can regulate speech and expression. DEI is not discriminatory. If someone abuses it then punish them not all of us.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2365		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input checked="" type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: AJA BLUE SULLIVAN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: ajabluesullivan@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 5:17 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Aja B. Sullivan, MSN, MBA, RN, CNE, CNRN, PMH-BC, NPD-BC, CHSE Nursing Instructor, Barnes Jewish College Goldfarb School of Nursing BJC Healthcare St. Louis, MO 63110 116 Gibraltar Point Court, Saint Charles, MO, 63304 February 13, 2024 Missouri House of Representatives General Laws Committee House of Representatives Alex Riley, Chair Missouri State Capitol Jefferson City, MO CC: Representative Adam Schnelting, House District 069 Congressman Blaine Luetkemeyer, 3rd Congressional District Senator Bill Eigel, Senatorial District 023 BCC: Governor Michael L. Parson Office of the Governor P.O. Box 720 Jefferson City, MO 65102 The Honorable Josh Hawley United States Senate 115 Russell Senate Office Building Washington DC 20510 The Honorable Eric Schmitt United States Senate 387 Russell Senate Office Building Washington DC 20510 RE: HB 2578, HB 2365, HB 2448, HB 2569, HB 2567, HB 2634 Dear Honorable Members of the Missouri House of Representatives, I am Aja Sullivan, a nursing professor with ten years of experience in the field of nursing education and healthcare. I am writing to express my deep concern over the proposed anti-diversity, Equity, and Inclusion (DEI) legislation and its potential impacts on the state of Missouri—spanning economic repercussions, healthcare outcomes, and the overall well-being of our communities, as a dedicated healthcare professional who has witnessed firsthand the transformative power of Diversity, Equity, and Inclusion (DEI) initiatives in both educational and healthcare settings. My testimony is grounded in my commitment to preparing the next generation of nurses to provide compassionate, competent, and equitable care to all individuals, regardless of their background, race, ethnicity, gender, sexual orientation, or socioeconomic status. The Critical Role of DEI in Nursing Education and Healthcare: In nursing education, DEI initiatives are not optional extras; they are essential to preparing competent, empathetic healthcare professionals capable of serving Missouri's diverse population. These programs enhance understanding, promote empathy, and ensure our graduates are equipped to provide high-quality care to all patients, irrespective of their backgrounds. In addition, The American Association of Colleges of Nursing (AACN), the National Council of State Boards of Nursing (NCSBN), Commission on Collegiate Nursing Education (CCNE), Accreditation Commission for Education in Nursing (ACEN), the National League for Nursing Commission for Nursing Education Accreditation (NLN CNEA) the Association of the American Medical Colleges (AAMC), and the Accreditation Council for Graduate Medical Education (ACGME) are just a few of the national organizations/regulatory bodies that establish the guidelines for our education frameworks. These organizations have core domains and competencies that must be taught in our programs or risk losing accreditation. This is not up to state legislation to decide. Cultivating Empathy and Understanding: Nursing is fundamentally about caring for people. DEI initiatives in nursing education are critical in cultivating empathy, understanding, and the ability to provide culturally competent care. These initiatives prepare our students to meet the diverse needs of the communities they will serve, promoting health equity and improving patient outcomes. Enhancing Team Collaboration: DEI initiatives foster an environment where diverse

perspectives are valued, leading to innovative problem-solving and enhanced team collaboration. In healthcare, where teamwork is paramount, the ability to work effectively in diverse teams can be the difference between life and death.

Addressing Health Disparities: By incorporating DEI principles into our curriculum, we prepare our students to recognize and address health disparities. This is crucial for the advancement of public health and for ensuring that all individuals, regardless of their background, have access to high-quality healthcare.

Reflecting Population Diversity: Our nursing workforce should reflect the diversity of its population. DEI initiatives in nursing education are essential for attracting and retaining students from underrepresented groups in the nursing profession, thereby enriching the profession and enhancing the quality of care provided to diverse populations.

Concerns Regarding Anti-DEI Legislation: The proposed anti-DEI legislation threatens to undermine these crucial efforts by restricting the ability of educational institutions to teach and promote the values of diversity, equity, and inclusion. Such restrictions could have a chilling effect on academic freedom, stifle the development of a culturally competent healthcare workforce, and exacerbate the health disparities that we, as healthcare professionals, have been working tirelessly to eliminate.

Economic Implications of Anti-DEI Legislation: The economic implications of restricting DEI initiatives extend beyond the immediate healthcare sector, potentially affecting Missouri's broader economic landscape. A diverse and inclusive workforce is key to innovation and economic growth. Research has consistently shown that diverse teams are more creative, solve problems more effectively, and are better at identifying and entering new markets. The proposed legislation risks stifling these benefits by undermining DEI initiatives, potentially leading to a less dynamic and competitive economy. Moreover, the healthcare sector, a significant contributor to Missouri's economy, relies on a diverse workforce to address the complex health needs of its population. Limiting DEI efforts could exacerbate workforce shortages, particularly in underserved areas, leading to increased healthcare costs and decreased economic productivity due to poor health outcomes.

Restricting DEI initiatives risks Missouri's economic vitality. Diverse and inclusive workforces drive innovation, with McKinsey & Company (2015) reporting that companies with diverse executive teams outperform their peers in profitability by up to 35%. The proposed legislation threatens to undermine this advantage, potentially leading to a significant brain drain as highly skilled talent opts for more inclusive regions. This could be detrimental to healthcare and across all industries vital to Missouri's economy.

Projected Economic Loss: Quantifying the exact economic loss over the next ten years due to the absence of DEI initiatives is challenging due to the myriad factors influencing economic outcomes. However, we can estimate the potential impact by considering the role of DEI in workforce productivity and innovation. If DEI policies contribute to a 5-10% increase in workforce productivity and innovation—a conservative estimate based on numerous studies—the economic loss to Missouri could be substantial. For illustration, if Missouri's GDP were to grow at an expected rate of 2% annually over the next ten years without DEI initiatives, incorporating the effects of reduced productivity and innovation could lower this growth rate to 1.5% or less. Using Missouri's 2020 GDP of approximately \$300 billion as a baseline, even a 0.5% reduction in growth rate could result in a cumulative loss of over \$15 billion in economic output over the next decade. Again, I want to emphasize this point: The absence of robust DEI initiatives could conservatively lower Missouri's economic growth rate by 0.5% annually over the next decade, translating to a cumulative economic output loss of over \$15 billion. This estimate underscores the importance of DEI in maintaining and enhancing our state's economic competitiveness and prosperity.

The ability of Missouri to attract and retain highly skilled talent is crucial for its economic vitality across all sectors, including healthcare, technology, education, and manufacturing. DEI initiatives are pivotal in creating an inclusive and supportive environment that appeals to a diverse workforce. A 2020 report by McKinsey & Company highlights that companies with ethnic and gender diversity in their executive teams were 36% and 25% more likely to outperform their peers in profitability, respectively. This underscores the link between diversity and superior financial performance.

Failure to foster an inclusive environment due to restrictive DEI policies can significantly impact Missouri's competitiveness. Highly skilled professionals, particularly those from underrepresented groups, may choose to relocate to more inclusive regions, taking their talent, innovation potential, and economic contributions with them. This brain drain can lead to a shortage of skilled workers, stifle innovation, and slow economic growth.

Impact on Healthcare Outcomes: The proposed legislation also stands to worsen healthcare outcomes. DEI initiatives are crucial for addressing health disparities and ensuring equitable healthcare delivery. Research indicates that racial and ethnic minority groups in the U.S. face higher rates of morbidity and mortality compared to their white counterparts. For example, the Centers for Disease Control and Prevention (CDC) reports that Black Americans have a 30% higher death rate from heart disease than white Americans (CDC, 2020). Additionally, a lack of cultural competency among healthcare providers can lead to miscommunication, mistrust, and underutilization of healthcare services, exacerbating these disparities. A study published in the *Journal of Nursing Management* found that DEI training for nursing and healthcare staff significantly improved patient satisfaction scores, particularly among minority patients (*Journal of Nursing Management*, 2019).

the ability to educate future nurses and healthcare professionals on cultural competency, we can avoid perpetuating inequities in health access and outcomes, leading to poorer overall health for Missouri's population. Addressing the Economic and Social Costs of Healthcare Disparities in Missouri: Healthcare disparities present a pressing challenge within Missouri, mirroring national trends that inflict significant economic and social burdens. These disparities, stemming from unequal access to healthcare, variable quality of medical services, and the broader determinants of health, notably impact the well-being of Missourians across various communities.

Economic Implications:• **Heightened Medical Costs:** Health inequities lead to increased utilization of healthcare services, such as emergency visits and hospitalizations, particularly among marginalized groups. Although specific Missouri data is essential for precise analysis, national insights from the Agency for Healthcare Research and Quality (AHRQ) suggest that minimizing health disparities for minority populations could substantially reduce healthcare expenditures. This pattern is echoed in Missouri, emphasizing the critical need for focused efforts to bridge these gaps.

• **Reduced Productivity:** The broader economic impact of health disparities extends beyond direct healthcare spending to include lost productivity due to illness, disability, and premature mortality. As noted by the Economic Policy Institute (EPI), the cumulative economic burden of these disparities nationally is profound, with Missouri undoubtedly experiencing its share of this economic strain. Enhancing health equity is thus a moral obligation and an economic imperative for the state.

Social Considerations:• **Impaired Quality of Life:** Disparities in health outcomes diminish the quality of life for many individuals, manifesting in poorer health statuses and shortened life expectancies among disadvantaged populations. While detailed state-specific statistics would offer a clearer picture, the Centers for Disease Control and Prevention's (CDC) findings on racial and ethnic health disparities reflect similar challenges within Missouri, underscoring the urgency of addressing these issues.

Exacerbated Inequalities: The persistence of healthcare disparities amplifies existing social and economic inequalities, perpetuating a cycle of disadvantage across generations. Proactively tackling these health disparities is vital for fostering social justice and promoting a more equitable society in Missouri.

Illustrative Insight: Reflecting on the broader national context, where racial and ethnic minorities disproportionately suffer from chronic conditions like diabetes and hypertension, Missouri stands to benefit significantly from initiatives aimed at reducing health disparities. By focusing on equitable disease management and prevention, the state can improve health outcomes for its residents and alleviate the associated healthcare costs, marking a stride towards both economic savings and enhanced public health.

Urgent Call for Action: Given these considerations, it is imperative that the Missouri House of Representatives understands the broader implications of anti-DEI legislation. Not only does such legislation threaten the integrity of nursing education and the quality of healthcare delivery, but it also poses significant risks to the economic well-being of our state and the health outcomes of our population. I urge you to consider the long-term economic and social benefits of DEI initiatives and oppose any legislation restricting our ability to foster an inclusive, equitable, and prosperous Missouri. As a nurse and an educator, it is my duty to serve the best interests of my patients and students, as it is your sworn duty to act in the best interest of all Missourians by promoting policies that support diversity, equity, and inclusion- instead of political ideology. Thank you for considering my testimony on this critical issue. I am available for further discussion and to provide additional insights based on my experience in nursing education and healthcare.

Sincerely, Aja B. Sullivan, RNPhD Student, Psychologyajabluesullivan@outlook.com 314-749-7088



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WITNESS APPEARANCE FORM

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