



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>BYRON KEELIN</b>		PHONE NUMBER: <b>314-402-0655</b>	
BUSINESS/ORGANIZATION NAME: <b>FREEDOM PRINCIPLE MO</b>		TITLE: <b>PRESIDENT</b>	
ADDRESS: <b>PO BOX 15095</b>			
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>	ZIP: <b>63110</b>
EMAIL: <b>freedomprinciplestl@protonmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:38 AM</b>	

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

**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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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>JAMES HARRIS</b>		PHONE NUMBER: <b>573-761-7875</b>	
REPRESENTING: <b>CICERO ACTION, OPPORTUNITY SOLUTIONS PROJECT</b>		TITLE:	
ADDRESS: <b>122 EAST HIGH STREET, SUITE 200</b>			
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>	ZIP: <b>65102</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>	
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>JANA R MEYER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>janameyer6565@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:46 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



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<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>RAHEEM J. WILLIAMS</b>		PHONE NUMBER: <b>904-343-1597</b>	
BUSINESS/ORGANIZATION NAME: <b>DO NO HARM</b>		TITLE: <b>SR. FELLOW</b>	
ADDRESS: <b>1515 RICHMOND HWY #308</b>			
CITY: <b>ARLINGTON</b>		STATE: <b>VA</b>	ZIP: <b>22202</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>	
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ADAM D BAKER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>iamadambaker@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:32 AM</b>

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

I am writing to you in opposition of HB 2448, 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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>AJ ROBINSON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>ajrobinson509@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/12/2024 4:28 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>AMANDA MICHEL</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>amanda.michel@gmail.com</b>	ATTENDANCE: <b>Written</b>		SUBMIT DATE: <b>2/10/2024 8:05 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			

**Stop using our government to promote hate and intolerance.**



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<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>AMY HAMMERMAN</b>		PHONE NUMBER: <b>314-494-5410</b>	
BUSINESS/ORGANIZATION NAME: <b>NATIONAL COUNCIL OF JEWISH WOMEN ST. LOUIS</b>		TITLE: <b>STATE POLICY ADVOCATE, NCJW ST. LOUIS</b>	
ADDRESS: <b>295 N. LINDBERGH BLVD.</b>			
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>	ZIP: <b>63141</b>
EMAIL: <b>akuo.hammerman@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:42 PM</b>	

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

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

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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ANDREA PITTMAN</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>ajpitt06@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 2:14 PM</b>
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ANGELA MAYER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>angelamayer17@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:04 AM</b>

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

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Missouri will not become a worldwide leader of commerce, retail and technology without first acknowledging and then correcting 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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ANNIE FONCANNON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>kisscr8tive@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/12/2024 1:26 PM</b>

**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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ANNIE WATSON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>anniewatsonkc@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/12/2024 8:00 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>APRIL SWANSON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>april.swanson@coxcollege.edu</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 7:52 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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 that would limit diversity, equity, and inclusion to honor all lives.



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

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

I am writing to you in opposition of HB 2448, 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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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>BRIAN COLBY</b>		PHONE NUMBER: <b>206-769-3497</b>	
REPRESENTING: <b>MISSOURI BUDGET PROJECT</b>		TITLE: <b>VP OF PUBLIC POLICY</b>	
ADDRESS: <b>6441 VALLEY ROAD</b>			
CITY: <b>KANSAS CITY</b>		STATE: <b>MO</b>	ZIP: <b>64113</b>
EMAIL: <b>bcolby@mobudget.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:59 AM</b>	

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

**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, by the measure of this bill. 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 2448. 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 2448.



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>CAROL A. ELLIOTT</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>cello@socket.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/12/2024 9:01 PM</b>	

**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  
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<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>CAROLINE GRACE</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>carolinegrace@charter.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:36 AM</b>

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

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Please make Missouri a great place to live, don't hurt my neighbors.



MISSOURI HOUSE OF REPRESENTATIVES  
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COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>CATHY RAUCH</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>crauch1949@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/12/2024 12:54 PM</b>
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MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>CHARLES-ELIZABETH BOYLES</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>h.boyles@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/12/2024 8:37 PM</b>
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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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<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>CHERI CROCKETT</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>chericrockett@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:01 PM</b>
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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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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>CHIFFONTAE ROSS</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>chiffontae.ross@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:02 AM</b>
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<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>CHRISTOPHER FOSTER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>Cmfoster86@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:46 PM</b>

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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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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>CLINTON HUGHES</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>stlclint@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:01 PM</b>
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>COLLEEN FAGAN</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>colleenfaganphd@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:59 PM</b>
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BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>COLLEEN TEPEN</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>colleentepen81@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/11/2024 1:56 AM</b>
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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!**



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COMMITTEE: <b>General Laws</b>			
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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>CORRI FLAKER</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>corri.f@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 3:33 PM</b>
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COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>CRISTA HALLOWS</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>crista.hallows@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:46 AM</b>

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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.



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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>DANA MALLORY</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>mallory.dana1@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:45 AM</b>
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>DANY LACIO</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>dany@promoonline.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:12 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

**This bill that reduce learning, hurt patients, and contribute to negative health outcomes and health disparities by banning DEI criteria and standards. Instead of learning more so that we can serve and engage with more communities this bill wants to restrict that. Ignorance is not the answer here.**



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

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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  
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COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>DAVA-LEIGH BRUSH</b>		PHONE NUMBER: <b>314-600-6018</b>	
BUSINESS/ORGANIZATION NAME: <b>MISSOURI EQUITY EDUCATION PARTNERSHIP ACTION</b>		TITLE: <b>PAL TEAM LEADER</b>	
ADDRESS: <b>PO BOX 1352</b>			
CITY: <b>ST. CHARLES</b>		STATE: <b>MO</b>	ZIP: <b>63303</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>	
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<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>DAVID LOUIS EISENBERG</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>eisenbergd@wustl.edu</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:26 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

**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  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>DEBORAH PRICE</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>debby.otter.price@charter.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 2:12 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>DIANE M. MEEKER</b>		PHONE NUMBER: <b>573-234-0342</b>	
BUSINESS/ORGANIZATION NAME: <b>MISSOURI NATIONAL ORGANIZATION FOR WOMEN; COLUMBIA AREA NATIONAL ORGANIZATION FOR WOMEN</b>		TITLE: <b>PRESIDENT</b>	
ADDRESS: <b>2000 W. BUSINESS LOOP 70, STE 118</b>			
CITY: <b>COLUMBIA</b>		STATE: <b>MO</b>	ZIP: <b>65202</b>
EMAIL: <b>columbiamonow@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:40 AM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			





MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

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

**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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>DOROTHY ROBERTS ARVIZU</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>drarvizu92@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:53 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>EDGAR PALACIOS</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME: <b>REVOLUCION EDUCATIVA</b>		TITLE: <b>FOUNDER</b>
ADDRESS: <b>2203 LEXINGTON AVE</b>		
CITY: <b>KANSAS CITY</b>		STATE: <b>MO</b>
		ZIP: <b>64124</b>
EMAIL: <b>edgar@revedkc.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/11/2024 10:19 AM</b>

**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**

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

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

I am writing to you in opposition of HB 2448, 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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>ELIZABETH KRAMER</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>kramer.liz@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/11/2024 10:08 AM</b>

**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  
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COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ELIZABETH MCCLURE</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>ebmccclure@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:53 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

I am writing to you in opposition of HB 2448, 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  
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BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>ELIZABETH WARD</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>ewardhome@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 6:59 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>EMILY KOMOREK</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>emilykomorek@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 4:52 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		





MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>FRAN WEINTRAUB</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>franweintraub25@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:26 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>HEATHER FLEMING</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: <b>2/13/2024 12:00 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>ILALYN IRWIN</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>ilalyn.irwin@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:54 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>JACOB MILLER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>jmn501@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:33 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>JANET A. ZOLEZZI</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>midwest6708@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:05 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
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BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>JERE HOCHMAN</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>Jhstlny@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:34 PM</b>

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



MISSOURI HOUSE OF REPRESENTATIVES  
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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>JONI BARNES</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>tlbbeg74@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:33 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			





MISSOURI HOUSE OF REPRESENTATIVES  
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<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>JORDAN KADOSH</b>	PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME: <b>ADL</b>	TITLE: <b>REGIONAL DIRECTOR</b>	
ADDRESS:		
CITY: <b>ST. LOUIS</b>	STATE: <b>MO</b>	ZIP: <b>63105</b>
EMAIL: <b>jkadosh@adl.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 4:15 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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

**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.



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>JULIE CAMPBELL ROWE</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>2dandjrowe@att.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 3:43 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>KARI ANN UTTERBACK</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>kariann.utterback@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:55 AM</b>
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I oppose. DEI and Healthcare are both data driven.



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>KATHERINE GLADHART-HAYES</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>katherine.gladhart.hayes@gmail.com</b>	ATTENDANCE: <b>Written</b>		SUBMIT DATE: <b>2/13/2024 10:40 AM</b>
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MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>BUSINESS/ORGANIZATION:</b>			
WITNESS NAME: <b>KATIE BAYLIE</b>		PHONE NUMBER: <b>405-900-4319</b>	
BUSINESS/ORGANIZATION NAME: <b>PLANNED PARENTHOOD GREAT PLAINS VOTES</b>		TITLE: <b>DIRECTOR OF LEGISLATIVE AFFAIRS</b>	
ADDRESS: <b>4401 W 109TH ST.</b>			
CITY: <b>OVERLAND PARK</b>		STATE: <b>KS</b>	ZIP: <b>64114</b>
EMAIL: <b>katie.baylie@ppgreatplains.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/12/2024 4:02 PM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>KATIE GAMBLE</b>		PHONE NUMBER: <b>573-634-4876</b>	
REPRESENTING: <b>AMERICAN COLLEGE OF OBSTETRICIANS &amp; GYNECOLOGISTS, PUBLIC HEALTH EXCELLENCE</b>		TITLE:	
ADDRESS:			
CITY:		STATE: <b>MO</b>	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>KRISTI ADDIS</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>kristi_beall@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 6:28 PM</b>
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MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>LAURA BURKHARDT</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>laburkhardt3@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 7:25 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>LAURI TEAGAN</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>lauriteagan@me.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:51 AM</b>
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**These programs are important and should not be defunded.**



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>LENORA WRIGHT</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>cwright9939@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 12:21 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>LINDA K. WHITED</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>whitedkathy@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:24 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>LINDA KRAM</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>lindakram@charter.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/10/2024 8:30 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>LISA BENNETT</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>benn05@charter.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 7:37 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

**I regularly vote !! Take my opinion seriously !**



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>LISA LAUGHLIN</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>alarm.lorn_07@icloud.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 7:20 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>MAGGIE EDMONDSON</b>		PHONE NUMBER:	
REPRESENTING: <b>ABORTION ACTION MISSOURI (FORMERLY PRO CHOICE MISSOURI)</b>		TITLE:	
ADDRESS: <b>1210 S VANDEVENTER AVE</b>			
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>	ZIP: <b>63110</b>
EMAIL: <b>maggie@abortionactionmissouri.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/9/2024 5:06 PM</b>	

**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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>MANDY HAGSETH</b>		PHONE NUMBER: <b>573-636-4060</b>	
REPRESENTING: <b>MISSOURI FAMILY HEALTH COUNCIL</b>		TITLE: <b>DIRECTOR OF POLICY AND EXTERNAL AFFAIRS</b>	
ADDRESS: <b>1909 SOUTHRIDGE DRIVE</b>			
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>	ZIP: <b>65110</b>
EMAIL: <b>mhagseth@mfhc.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:45 AM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>MARILYN MARCUS</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>marmarglen@yahoo.com</b>	ATTENDANCE: <b>Written</b>		SUBMIT DATE: <b>2/13/2024 12:00 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b> Detrimental if taken away			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>MARILYN MCLEOD</b>		PHONE NUMBER: <b>573-239-3708</b>
BUSINESS/ORGANIZATION NAME: <b>LEAGUE OF WOMEN VOTERS OF MISSOURI</b>		TITLE: <b>PRESIDENT</b>
ADDRESS: <b>8706 MANCHESTER RD., SUITE 104</b>		
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>
		ZIP: <b>63144</b>
EMAIL: <b>marilyn_mcleod@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:40 PM</b>

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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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>MARIO MILLSAP</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>mario.millsap@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 4:12 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>MARJORIE STELMACH</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>mstelmach@sbcglobal.net</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 1:17 PM</b>
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MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>MARY KATHLEEN BROWN</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>KathyBrown0112@msn.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 7:19 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>MARY KAY NICHOLSON</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>marykaynicholson@gmail.com</b>	ATTENDANCE: <b>Written</b>		SUBMIT DATE: <b>2/13/2024 2:08 PM</b>

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It is wrong to deny Missourians access to education and diversity.



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>MAX THEIN</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>mthein10@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:50 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			





MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>MAY HALL</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>MEAGAN HOWERTON</b>		PHONE NUMBER: <b>573-418-7616</b>	
REPRESENTING: <b>MISSOURI SPEECH-LANGUAGE AND HEARING ASSOCIATION (MSHA)</b>		TITLE: <b>BRENT HEMPHILL &amp; ASSOCIATES</b>	
ADDRESS: <b>229 MADISON ST.</b>			
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>	ZIP: <b>65102</b>
EMAIL: <b>meagan@brenthemphill.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 2:11 PM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>MELANIE CHURCH</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>meljchurch@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:45 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>MELISSA RUTH</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>mbeall522@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 6:40 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>MICHAEL WALK</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>NANCY LITZ</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>nnr@nancynixrice.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:01 AM</b>

**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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>NATHAN MADDEN</b>		PHONE NUMBER: <b>816-393-0105</b>	
REPRESENTING: <b>HEALTH FORWARD FOUNDATION</b>		TITLE:	
ADDRESS: <b>2300 MAIN STREET, STE. 304</b>			
CITY: <b>KANSAS CITY</b>		STATE: <b>MO</b>	ZIP: <b>64108</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>PATRICIA S DANIEL</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>sdaniel.mo@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:17 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>	
COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>PHILIP CHAN</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>pchan86@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:04 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>RACHEL DAY</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>day.rachelann@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 7:28 AM</b>

**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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>REBECCA NOWLIN</b>		PHONE NUMBER: <b>573-476-5578</b>
BUSINESS/ORGANIZATION NAME: <b>AGING BEST AND MISSOURI ASSOCIATION OF AREA AGENCIES ON AGING</b>		TITLE:
ADDRESS: <b>201 W. BROADWAY SUITE 1-E</b>		
CITY: <b>COLUMBIA</b>		STATE: <b>MO</b>
		ZIP: <b>65203</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>REBECCA ROOK</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>rmrook@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:44 AM</b>

**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: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>REBECCA SHAW</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>rebeccalynnshaw@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:10 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

I oppose any bill trying to remove DEI. 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.



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>RENATA SLEDGE</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>rbsledge@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/12/2024 9:49 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

I urge you to vote no.



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>REV. KIM MASON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>kimamason@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 5:40 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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  
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BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>RHONDA BEUL</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>mrsbeul@yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:55 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		

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



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

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



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

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



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

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

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

I am writing to you in opposition of HB 2448, 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  
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<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>SEUNG YEON SON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>sysonrt@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 1:45 PM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

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COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>SHARI GADDY</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>sgad63@aol.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:25 AM</b>
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>		



MISSOURI HOUSE OF REPRESENTATIVES  
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COMMITTEE: <b>General Laws</b>			
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>SHARON GEUEA JONES</b>		PHONE NUMBER: <b>573-808-2156</b>	
REPRESENTING: <b>MO STATE CONF NAACP</b>		TITLE:	
ADDRESS: <b>227 JEFFERSON</b>			
CITY: <b>JEFFERSON CITY</b>		STATE: <b>MO</b>	ZIP: <b>65102</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>	
<b>THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.</b>			





MISSOURI HOUSE OF REPRESENTATIVES  
**WITNESS APPEARANCE FORM**

BILL NUMBER: <b>HB 2448</b>		DATE: <b>2/13/2024</b>
COMMITTEE: <b>General Laws</b>		
<b>TESTIFYING:</b> <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>SHARON S GIBSON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>gibbisu@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 5:54 PM</b>

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



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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>SLOAN SHEFFIELD COWELL</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>sloansheffield13@gmail.com</b>	ATTENDANCE: <b>Written</b>		SUBMIT DATE: <b>2/12/2024 9:48 AM</b>
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<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>STEPHANIE WALKER</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>stephaniechipwalker@Yahoo.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:33 AM</b>
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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>SUMMER POE</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>summersheperd92@icloud.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 9:39 AM</b>
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<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>SUSAN GIBSON</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:      ZIP:
EMAIL: <b>Onesuegibson@protonmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/10/2024 1:08 PM</b>

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**Please oppose this pro-discrimination legislation.**



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<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>TERESA DANIELEY</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>tkmithen@gmail.com</b>	ATTENDANCE: <b>Written</b>		SUBMIT DATE: <b>2/11/2024 4:31 PM</b>
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**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.**



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<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>TERI MURRAY</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>teri9488@sbcglobal.net</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 1:07 PM</b>
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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.**





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<b>WITNESS NAME</b>		
<b>BUSINESS/ORGANIZATION:</b>		
WITNESS NAME: <b>TRICIA MCGHEE</b>		PHONE NUMBER: <b>816-389-1398</b>
BUSINESS/ORGANIZATION NAME: <b>REVOLUCION EDUCATIVA</b>		TITLE: <b>PARENT ADVOCATE</b>
ADDRESS: <b>2203 LEXINGTON AVENUE</b>		
CITY: <b>KANSAS CITY</b>		STATE: <b>MO</b>
		ZIP: <b>64124</b>
EMAIL:	ATTENDANCE:	SUBMIT DATE: <b>2/13/2024 12:00 AM</b>
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<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>TYLER CURTIS</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
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CITY:		STATE:      ZIP:
EMAIL: <b>tyler.curtis@gatheringnow.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 11:34 AM</b>

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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.



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<b>WITNESS NAME</b>			
<b>REGISTERED LOBBYIST:</b>			
WITNESS NAME: <b>VANESSA WELLBERY</b>		PHONE NUMBER: <b>314-531-7526</b>	
REPRESENTING: <b>ADVOCATES OF PLANNED PARENTHOOD OF THE ST. LOUIS REGION &amp; SOUTHWEST MISSOURI</b>		TITLE: <b>VICE PRESIDENT OF POLICY &amp; ADVOCACY</b>	
ADDRESS: <b>4251 FOREST PARK AVE</b>			
CITY: <b>ST. LOUIS</b>		STATE: <b>MO</b>	ZIP: <b>63108</b>
EMAIL: <b>vanessa.wellbery@ppslr.org</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:03 PM</b>	
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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>VIANNELLA HALSALL</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>veenusart@yahoo.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 10:16 PM</b>
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<b>WITNESS NAME</b>			
<b>INDIVIDUAL:</b>			
WITNESS NAME: <b>AJA BLUE SULLIVAN</b>		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: <b>ajabluesullivan@gmail.com</b>		ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 5:17 PM</b>

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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). With

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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<b>WITNESS NAME</b>		
<b>INDIVIDUAL:</b>		
WITNESS NAME: <b>EMMA SEAMAN</b>		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE:                  ZIP:
EMAIL: <b>emmie1026@gmail.com</b>	ATTENDANCE: <b>Written</b>	SUBMIT DATE: <b>2/13/2024 8:29 AM</b>
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