



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ANDREW MUNDWILLER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ANGELA LEDBETTER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: angelaledbetter@hotmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 9:07 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I am a grieving parent with Angel Parents Over St Louis and Abroad. I support Jax's Law!



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: BRIGIT BROOKS		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: CHRISTINE KENT		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DAVA-LEIGH BRUSH		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: dems22blue@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:16 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

The position of the state agency here makes no sense. If an unborn child is not considered a child for purposes of compensation, then how is it a child when arguing that unborn children matter from conception? This is makes a stellar case for the pro-choice initiative and I wonder what the pro-life folks think about it. If you're going to do mental, ethical gymnastics like this, stretch well or you'll pull a muscle.If the child is an employee, then what is it's pay rate, retirement money and how does this fit into child labor laws?That the State is fighting this is just one more instance of the State of MO not caring about Missourians.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: DAVID JARVIS		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: DENISE BECKMANN		PHONE NUMBER: 636-208-4439	
BUSINESS/ORGANIZATION NAME: ANGEL MOMS OVER ST. LOUIS MO		TITLE:	
ADDRESS: 2730 FLAMINGO DR.			
CITY: FLORISSANT		STATE: MO	ZIP: 63031
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: DINA RIGHT		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: dina@drawcreative.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 8:04 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I am in support of jaxx's law. No business should ever ever be able to claim a mother's unborn baby as their employee. It's literally the most incredibly absurd and cruel event for a business to claim someone's unborn baby. I am a Angel Parent and know first hand the very deep and horrendous pain of losing a child. Accountability is of the utmost importance when a tragedy of this epic proportion happens. I firmly stand behind the new law being enacted.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JANA R MEYER		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: janameyer6565@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:46 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: JANET ELAINE RATLIFF		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: JanetRatliff1@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/10/2024 5:02 PM

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

It is with a heavy heart that I write this statement. In reflecting back on the event that took the lives of Kaitlyn, Baby Jaxx, another MO DOT employee and seriously disabled one more, I have witnessed the disregard for human lives. Companies hold the responsibility of Loss Prevention and providing a safe work environment for employees while in the scope of their jobs. This obviously did not happen. They, MO DOT, are now facing the consequences of their error. May I as everyone to stop and reflect on why any Company would suggest a 6 month developing baby it its Mothers womb would be considered to be an employee if not only for the sake of monetary reasons?? Please do the right thing!! Implementing "Jaxx Law" will validate ALL human lives within the workplace.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: JENNIFER PROTZ		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: KAYLIN MOORE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: LORI ANN CARNELL		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: Carnellori944@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 5:42 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

JAXX LAW I am a parent, not only a parent but an angel parent, a grieving parent and I support **JAXX LAW** no parent should be employed and lose their child let alone while on the job and an employer not be responsible for their unborn child! If a mother is pregnant and employed an employer shall be responsible for her unborn child, we have to have safety measures to protect that child just like the parent/employee should be covered. An unborn child in the state of Missouri has no say so, no protection from negligence. No parent in the state of Missouri should be pregnant and have to go to work and worry if some accident happens to their child no one is responsible. Abortions have become illegal because it's considered killing a child and being employed the employer should also be responsible for that child's loss and should be held responsible. **JAXX** was not only killed that horrible day but also was his mother Kaitlyn and James. Modot should have been held responsible! Child loss is the single most painful grief a parent can go through as I know I lost my beautiful daughter at the hands of a negligent driver. **JAXX LAW** is so important to make sure this never happens to another family in our state! I am asking the state of Missouri to please support and make **JAXX LAW** a law and protect our children. We need stricter laws for Modot workers they shouldn't have to go to work and worry about losing their life or their unborn child. No parent should ever have to endure what us Angel Parents do it's a daily battle it's like still breathing but dying inside. As a mother who has lost a child I am supporting **JAXX LAW** & Tanya please we are begging and asking to make **JAXX LAW** a Law!! Thank you



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MARGARET CAMMARATA		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: cancersucks2013.mc@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 2/12/2024 9:51 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

I am a grieving parent of the St Louis MO Moms and abroad.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MARIANNE LEONITA MANGRUM		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: mangrummarianne@gmail.com	ATTENDANCE: Written		SUBMIT DATE: 2/12/2024 3:53 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

This law needs to be in effect for the reason no unborn child should be considered as an employee. That's ludicrous and the mother who lost her child and grandchild, shouldn't have to suffer anymore. That unborn child didn't receive a paycheck, how is it an employee? Please pass Jaxx law. Thank you!



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MICHAEL BROWN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: MIN. HOLLY DIXON		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: sunshinedixon62@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/9/2024 3:28 PM

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

As a mother that has lost a child ...although not in the same way. I support Tonya Kay and changing the laws, Kaitlin and her unborn son Jazz should not have to be an example for your downfalls....we would rather have our children and grands here!!! A mother should never have to bury her child!!!



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: OLGA MISTER		PHONE NUMBER: 314-277-7387	
BUSINESS/ORGANIZATION NAME: TJS STORY		TITLE:	
ADDRESS: 7 CANTABRIAN CT			
CITY: FLORISSANT		STATE: MO	ZIP: 63033
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: PAMELA A. BONO		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: pambono49@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:51 AM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.
As a member of Angel Moms over St. Louis, I support this bill.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: STEPHANIE MORALES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: Carlostheranger@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:26 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

I am a grieving parent in the State of Missouri and I wish to support Jaxx Law. I cannot attend in person, but want to voice my support for this important measure please.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: TABATHA MOORE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: TISHA LAM		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: TONYA MUSSKOPF		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:	SUBMIT DATE: 2/13/2024 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: VALERIE LEE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL:	ATTENDANCE:		SUBMIT DATE: 2/13/2024 12:00 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: WILLIAM GREGORY RATLIFF		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: greggratliff@yahoo.com	ATTENDANCE: Written	SUBMIT DATE: 2/9/2024 12:06 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Benjamin Franklin stated that “The problem with common sense is that it’s not so common.” We live in a world where our Supreme Court Judge candidate could not define a “woman”. Where men can claim to be woman in order to compete unfairly with women in sports. On the list goes with absurd examples of people and organizations attempting to twist common sense and common understanding to avoid responsibility, most often to avoid monetary responsibility. MODot’s attempt to classify an unborn baby as an employee is a perfect example of this type of thinking. Undoubtedly, this is a desperate attempt to avoid responsibility! This deceased baby and mother deserve more respect than submitting our public to such a ludicrous precedent!



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: AMANDA MICHEL		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: amanda.michel@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/10/2024 8:05 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.
Stop using our government to promote hate and intolerance.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ANDREA L JAMES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: a.l.james@charter.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:52 AM

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.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CAROLINE GRACE		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: carolinegrace@charter.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 10:36 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

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



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CATHERINE CHAY		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: cathchay@sbcglobal.net	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 6:45 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

Please protect my neighbors healthcare and rights



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CATHY RAUCH		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: crauch1949@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 12:54 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CHARLES-ELIZABETH BOYLES		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: h.boyles@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/12/2024 8:37 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

This is a fairly transparent attempt to get around the incredibly broad language Missouri has enshrined into law surrounding abortions, so I suggest that the representatives do what they plan to make anyone capable of bearing a child do and live with the consequences of their actions, however heartless that may seem.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: COLLEEN FAGAN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: colleenfaganphd@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:59 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: CRISTA HALLOWS		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: crista.hallows@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:46 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

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



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: EMILY KOMOREK		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: emilykomorek@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 4:52 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: ILALYN IRWIN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: ilalyn.irwin@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:54 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LAURI TEAGAN		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: lauriteagan@me.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 8:51 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		

These programs are important and should not be defunded.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LENORA WRIGHT		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: cwright9939@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 12:21 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: LINDA K. WHITED		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: whitedkathy@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:24 AM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.		



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: MELISSA RUTH		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: mbeall522@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 6:40 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: NANCY LITZ		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: nnr@nancynixrice.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 11:01 AM

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

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



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024
COMMITTEE: General Laws		
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES		
WITNESS NAME		
INDIVIDUAL:		
WITNESS NAME: REBECCA ROOK		PHONE NUMBER:
BUSINESS/ORGANIZATION NAME:		TITLE:
ADDRESS:		
CITY:		STATE: ZIP:
EMAIL: rmrook@gmail.com	ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 9:44 AM

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

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



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input checked="" type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: AJA BLUE SULLIVAN		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: ajabluesullivan@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/13/2024 5:17 PM

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

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

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

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

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

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

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

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

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

The ability of Missouri to attract and retain highly skilled talent is crucial for its economic vitality across all sectors, including healthcare, technology, education, and manufacturing. DEI initiatives are pivotal in creating an inclusive and supportive environment that appeals to a diverse workforce. A 2020 report by McKinsey & Company highlights that companies with ethnic and gender diversity in their executive teams were 36% and 25% more likely to outperform their peers in profitability, respectively. This underscores the link between diversity and superior financial performance. Failure to foster an inclusive environment due to restrictive DEI policies can significantly impact Missouri's competitiveness. Highly skilled professionals, particularly those from underrepresented groups, may choose to relocate to more inclusive regions, taking their talent, innovation potential, and economic contributions with them. This brain drain can lead to a shortage of skilled workers, stifle innovation, and slow economic growth.

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



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 2578		DATE: 2/13/2024	
COMMITTEE: General Laws			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input checked="" type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: STEPHANIE FORSHEE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: steph.marief74@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/10/2024 10:16 PM

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

I am sorry but you can NOT say the 6 month OLD Baby boy JAXx is an EMPLOYEE OF MODOT , just because Katelyn was pregnant with her baby doesn't give you the right to say he's an employee, THIS precious Baby Boy is an Innocent Child of a Mother trying to do her Job , NOT PROTECTED properly with the proper Safety protection and equipment that is clearly in black and white stated in the paper that the supervisor was wrote up for from her employer, how can you sit there and even begin to believe that, What if thar was your child or grandchildren. This is out absolutely REDICULIOUS..This precious little boy was a child of a MODOT WORKer, not given proper protection to save her life or hers.. YOU OUTTA BE ASHAMED Of yourself. This family has been threw enough don't you think they deserve better then this. modot needs to step up and do better. modot need to stop trying to 6 month old embro on a payroll for God sake.