



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
| COMMITTEE: Emerging Issues | | |
| 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: AMY DECLUE | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: aemd07@aol.com | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 5:39 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

**Hiring or awarding individuals based upon color, beliefs, or sex is racist, and sexist, and wrong.
People should be hired, promoted, etc based upon merit alone.**



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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: ARNIE C. "HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCAT | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: arniedienoff@yahoo.com | ATTENDANCE: In-Person | SUBMIT DATE: 1/22/2025 11:33 PM | |
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I am in Support of this Bill. All Missourians shall and must be treated equally and fairly regardless of status, income, race, sex, religion or other factors. This is reasonable Legislation and will save the State a large expense of Staff Salaries, Benefits, Pension and Program Operation Costs that are not working in light of the Decision by the United States Supreme Court Decision.



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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: BEV EHLEN | | PHONE NUMBER: 314-608-0168 | |
| BUSINESS/ORGANIZATION NAME: WARREN COUNTY REPUBLICAN COMMITTEE | | TITLE: CHAIRMAN | |
| ADDRESS: 19335 PRIMROSE RIDGE | | | |
| CITY: WARRENTON | | STATE: MO | ZIP: 63383 |
| EMAIL: bevehlen@yahoo.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 7:09 AM | |
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| The members of the Warren County Republican Committee are in support of HB742. | | | |



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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: BYRON KEELIN | | PHONE NUMBER: 314-402-0655 | |
| BUSINESS/ORGANIZATION NAME: FREEDOM PRINCIPLE MO | | TITLE: PRESIDENT | |
| ADDRESS: PO BOX 2 | | | |
| CITY: BALLWIN | | STATE: MO | ZIP: 63022 |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: CATHLEEN PROTTE | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: catranhome@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:18 AM |
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| WITNESS NAME | | |
| REGISTERED LOBBYIST: | | |
| WITNESS NAME: JAMES HARRIS | | PHONE NUMBER: 573-761-7875 |
| REPRESENTING: OPPORTUNITY SOLUTIONS PROJECT | | TITLE: |
| ADDRESS: 122 E HIGH STREET, SUITE 200 | | |
| CITY: JEFFERSON CITY | | STATE: MO |
| | | ZIP: 65101 |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: JENNIFER HOUCEK | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM | |
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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: JENNY SPENA | | PHONE NUMBER: 816-536-0398 | |
| BUSINESS/ORGANIZATION NAME: FREEDOM PRINCIPLE MO | | TITLE: | |
| ADDRESS: 13305 E PRAIRIE DR | | | |
| CITY: PECULIAR | | STATE: MO | ZIP: 64078 |
| EMAIL: jennyspena@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:18 AM | |

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Please support this bill and remove DEI provisions from the state budget and any other legislation that might be considered. Look at an individual's skills and experience that would apply to job qualifications not at race or sexual orientation or gender etc.



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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: JESSICA BLAIR GANT | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: jgantpw@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 10:50 AM |

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DEI leads to more competent and better prepared workers in the work place. Why wouldn't the state want educated and compassion employees?



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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: MELISSA SEELIG | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: melissa.seelig22@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:54 AM |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: MICHAEL | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: libertytree.cottage976@passinbox.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 4:40 PM |
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I emphatically support HB 742!!!



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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: SANDY KARNES | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: sandyj325@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:38 AM |

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I am in favor of HB742, to stop the funding as well as any and all implementation of DEI in all State departments and private sectors. We have anti-discrimination laws but promoting and mandating DEI is discriminatory towards anyone who does not fall into those categories. Stop forcing and incentivizing DEI in all areas of business. Please support HB742



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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: SHANNON SANTSCHI | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: | ATTENDANCE: | | SUBMIT DATE: 1/22/2025 12:00 AM |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: TIMOTHY FABER | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: tfaber@mobaptist.org | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 5:59 PM | |
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I would like to go on record as supporting HB742. As this bill clearly states, it will prohibit state funding for preferential treatment. Sure we can add a lot of adjectives and such to this, but when we boil it down, that's what it is doing. I hope that we can all agree that the state should not be promoting or funding any type of preferential treatment, but rather should treat everyone fairly and equally. Policies and programs that are often referred to as "DEI" are attempts at giving everyone an equal outcome, not an equal opportunity. But in order to provide an equal outcome, some must be given preferential treatment. But real-life dictates that every individual has strengths and weaknesses, advantages and disadvantages. When I was in high school I wanted to try out for basketball. I am plenty tall enough. But I was also rather clumsy and not agile enough nor fast enough to play basketball competitively. I recognized that after just a few week of grueling practices and re-directed my energies elsewhere before the coach had the opportunity to cut me from the team. I also learned that I excelled in writing, and in other areas, and have had higher than average success in these other pursuits. But if the coach or the school had cut someone else who is a better basketball player in order to make room for me simply because I was at some sort of disadvantage, it would not have been fair to that other student; and quite honestly it would not have been fair to me – to tell me I had a shot at something I was not qualified for. For the government (in this case the state) to pick winners and losers based on something in someone's background – particularly artificially giving them some form of advantage in order to counter some disadvantage is unfair to both the one being given the "opportunity" and the one for whom the opportunity was taken away. Life is full of struggles – we all face them. And it is by facing these struggles, overcoming challenges, and a times re-directing our efforts to those things we are more competent in, that we become stronger, wiser, and more able to contribute to the broader society. Our entire American Experience is built upon overcoming struggles and challenges – from poor backwoods colonies throwing off the shackles of British tyranny, to defeating Nazism and fascism in WWII, to putting man on the moon, to the struggles we face today. To bring this back to the bill under consideration . . . should the state government give preferential treatment to certain individuals because they are in a certain "classification" of persons? Or should the state government treat all persons according to their competence, or ability to do their job regardless of which "classification" they may be a part of – or no classification at all. I reject the former and uphold the latter. PS – a member of the committee mentioned in the hearing today, that women are paid 83 cents on the dollar compared to men. If that is comparing persons of equal training, experience, ability, tenure, then I would totally agree – that should not happen. And in fact, I am sure that this representative is making the same basic salary as every other member of the Missouri House. And that is what this bill would ensure. Without this bill, using the principles commonly associated with DEI, the state would pay each legislator differently based on certain "classifications" that are broadly applied and determined by others who may or may not even be familiar with each legislators own story. Its impractical, creates

**jealousy and suspicion, and is not conducive to truly building a society where all are equally valued.
Please vote YES on HB742**



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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: ALLISON VOLLMAR | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: allisonvollmar@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 9:39 PM |
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As someone who works in the construction industry for a general contractor, our business relies on small MWBE firms to provide us with subcontracted work. If the state wants to continue to support small businesses and keep them afloat, it needs to continue to contract a percentage of its work to DBE firms.



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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: AMANDA MICHEL | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: amanda.michel@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/21/2025 9:08 PM |
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This is bigotry. We are sick of it. Just stop. We know you're a homophobic white supremacist. You've made that clear. Just resign and go live in a cave. The rest of the state honors diversity. And we are tired of our tax dollars supporting your ignorant, small minded way of life.



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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: AMBER BENGE | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: amber.benge0605@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 5:59 PM |
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I do not support this bill.



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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: AMY KUO HAMMERMAN | | PHONE NUMBER: 314-993-5181 | |
| BUSINESS/ORGANIZATION NAME: NATIONAL COUNCIL OF JEWISH WOMEN ST. LOUIS | | TITLE: STATE POLICY ADVOCATE | |
| ADDRESS: 295 N. LINDBERGH BLVD. | | | |
| CITY: ST. LOUIS | | STATE: MO | ZIP: 63141 |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM | |
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: AMY MCLAUGHLIN | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: ajbbc@charter.net | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 11:37 AM |
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I am in opposition to this bill.



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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: AMY WILKINSON | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: wilkinsonlamy@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 9:03 PM |

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State departments should not be prohibited from spending money on diversity, equity and inclusion initiatives. I am a lifelong Missouri resident and I had little education on the history of Black and other people of color throughout my public schooling. Now I find these histories to be an important part of my life in helping me to understand other people groups outside my own. DEI recruits Black, indigenous and other people of color to our state and to our school districts. Our students need to see themselves and other cultures represented in our schools to be better prepared and empathetic adults. I did not have a Black teacher until I was in college. Germany teaches its students their full history. The U.S. should too. We need inclusive curriculums that represent all people. Not only other races and cultures but the lgbtqia and disabled communities should also be represented in our state and school districts. These communities not only need representation but protection as well. The lgbtqia and immigrant populations are at risk and it is the job of those outside these groups to protect them. There are important people from these groups that contributed to our country and our students should be allowed to learn about them. If we take these steps we will recruit high quality and educated people and companies to our state. It will improve our reputation as a state and as public school providers. Our students will be better prepared for working or attending college in our diverse nation. We will better prepare our children to contribute to our society. Sincerely, Amy Wilkinson Mom of three public educated Missouri kids and public school district educator



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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: ANN M. ELWELL | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: ann.dana.elwell@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:04 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

As a former member of the leadership team at the Springfield (MO) Area Chamber of Commerce, I am keenly aware of the need for a strong workforce. We know Missouri employers now struggle to fill staff openings--and struggle even more to find talent and expertise for those openings. A proven fact is that inclusivity opens the door to a larger, more diverse talent workforce. Please don't push Missouri backwards. Instead, vote to oppose HB 742 and thereby allowstate departments to budget for diversity, equity and inclusion initiatives.



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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: BENJAMIN GREENE | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: bgtranstalks@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:44 AM |
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There are real issues that Missourians are facing. There is a crisis of cost of living, education, and so many other things that are genuinely impacting Missouri citizens. I have been positively impacted by Diversity, Equity, and Inclusion trainings, though I know that's not something you're likely interested in hearing about. These bills and hearings are a tremendous waste of our time and tax dollars—truly a solution in search of a problem. It is an insult to Missouri voters to assume this is their greatest need right now.



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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: BRITTA THORNTON | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: britta.thornton@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 7:39 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

This bill demonstrates the outright hatred carried by Missouri legislators against people who aren't white, cis, heterosexual and wealthy. The State of Missouri will not benefit economically from this bill, which means the only reason it is being presented is to enact discrimination against the most vulnerable people in our communities. This is a dog whistle of a bill aimed to appease white supremacists and Christian nationalists like the KKK. You can't hide your white hoods. I know my testimony won't matter, and this bill will likely pass because the people in power in this State are heartless and selfish, relying on fear and hatred to maintain that power. My hope is merely that one of those legislators will pause for a minute to consider the harm they're actively choosing to do against their fellow humans. If you support this bill, you cannot complain about how divided this country is and lament the division because YOU are the cause. Shame on the sponsor of this bill and the supporters of this bill. Missouri deserves better.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
| COMMITTEE: Emerging Issues | | |
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: BRITTANY KIEFER | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: brittany.kiefer@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:48 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

I OPPOSE HB 742 because DEI programs and initiatives are necessary to confronting discrimination in our institutions and play an important role in ensuring folks have opportunities that they have historically been blocked from. Anti-DEI initiatives are rooted in racism, sexism, and ableism and threaten progress in Missouri.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: BROOKE HUBER | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: bhuber@agingahead.org | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:29 AM |

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

Representative Baker, I've been a Missourian most of my life and am proud to say that our state offers programs that allow its citizens to receive supportive services. I'm also proud to say I work for a program that provides those supportive services to those who are considered "most vulnerable". Included in this population are people from diverse backgrounds, including race, gender and sexual orientation, ethnicity, religious affiliations, and those with disabilities. I will never fully understand the perspective of each person in these populations as I have never lived from their perspectives, which is why I believe diversity, equity, and inclusion efforts are so valuable. Please take this opportunity for Missouri to continue to support the humanity of all citizens of the state by supporting efforts that will allow diversity, equity, and inclusion efforts to continue. Recognizing that more for some is not less for others is how we can allow even more creative ideas, greater perspective on issues impacting your constituents, and legislation that benefits all Missourians. There is harm in removing diversity efforts and there is harm in not "sharing the table" with those around us to provide space for all voices to be heard. I am fearful that, by removing these efforts, there will be more opportunities for voices to be silenced in the name of doing what is "most convenient" or taking actions that do not fit for all Missourians. All of the people from different walks of life listed above deserve to be represented and their value shown by creating efforts that uplift their voices and make room for all. Please oppose HB 742.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: BROOKE TAYLOR | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: bythebrooke@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 8:31 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

I am opposition to a bill that would limit or prevent expenditures on DEI. I am not sure what our lawmakers think "equity" means, but it means equal opportunities for all, and this is especially important in education. All children deserve to have the opportunity to learn, even if they are not starting from the same level of preparation, ability, or support. We need to improve diversity, equity, and inclusion in the state of Missouri. These words are not meaningless things that support some kind of liberal agenda. These are methods of reaching all children who deserve education and empathy and to feel like they are part of their school communities.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: CALVINO HAMMERMAN | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: | ATTENDANCE: | | SUBMIT DATE: 1/22/2025 12:00 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: CAMERYN LAMARE | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: brigademaide@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:43 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: CAROLYN TRACHTOVA | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: jctrachtovi@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 8:48 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

I am very concerned about HB 742 which would eliminate diversity equity, and inclusion standards across state agencies and prevent the state from awarding contracts to companies with DEI initiatives. I recently attended a presentation on diversity and inclusion, where the presenter quoted Cornell University: "People who experience inclusion, experience a true sense of belonging while also feeling that they are valued by others." Diversity and inclusion programs in organizations and business exist to help create a working environment that is comfortable for all the people who work there. Feeling a sense of belonging grows pride and loyalty. Feeling excluded and undervalued creates a working environment that causes turnover and low productivity. It doesn't make good business sense to eliminate programs that empower companies and organization to bring about positive approaches to creating unity in the workplace.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: CATHERINE PITLYK | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: misccmp@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/21/2025 11:09 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

Dear Dr. Hruza, When you came to my home campaigning for the primary, even though you were unopposed, you asked me what concerns I had. And I told you the Republican Party was my main concern. And you told me then that you wanted to bring back the "old" Republican Party - small government, lower taxes and encourage business growth. I feel that house Bill 742 would definitely NOT encourage business growth. Limiting what companies the state would do business with based on the racist idea of DEI is both immoral AND bad for business. Thank you for taking the time to read my response.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: CATHY M HODGSON | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: charriecathy@sbcglobal.net | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 7:05 PM |
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Vote NO on HB 742! The inclusion of all is the reason we should support DEI. To pretend that such initiatives are dangerous is ridiculous. It is time the legislature deals in issues affecting our communities instead of building distrust and fear based on inaccuracies. This bill needs to be defeated without further discussion. I stand with increasing our support of DEI programs encouraging understanding of all.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
| COMMITTEE: Emerging Issues | | |
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: CHLOÉ RAY | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: chloeray01@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:07 AM |

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

With this bill, it would be extremely harmful to marginalized communities. It would harm LGBTQ+ people, take away opportunities for workers, and send the message that some people in this state are less than. This is unacceptable. "Social inequities have long impacted access to higher education for students of color, poor students, and other marginalized groups – such as economic inequality, segregation and academic inequity in K-12 schools. This has led to the continued underrepresentation of these groups in four-year institutions," Kiara Alfonseca, ABC News. Without these DEI programs in place, we won't see an accurate representation in Missouri. You are doing Missouri a disservice by passing this bill. Disregarding the human decency aspect, this will be bad for schools, businesses, and organizations in Missouri.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: CHRIS HUMPHREY | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | STATE: | ZIP: |
| EMAIL: malestormchaser@aim.com | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 10:48 PM |

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

Dear Honorable Members of the Missouri House of Representatives, I am writing to express my strong opposition to House Bill 742, as I believe it would be deeply harmful to the LGBTQ community in Missouri. This bill threatens the fundamental rights and dignity of LGBTQ individuals and undermines the progress we have made toward equality and inclusion in our state. HB 742, as proposed, would create an environment of discrimination, stigmatization, and exclusion for LGBTQ people. The impact on young people, in particular, could be devastating, as it could restrict access to life-saving healthcare, prevent inclusive education, and foster an environment where LGBTQ individuals are marginalized and silenced. Missouri has long been a place where we strive to uphold values of fairness, kindness, and equal treatment for all. By supporting legislation like HB 742, we risk reversing our progress in building a more accepting and diverse society. This bill stands in direct contrast to the ideals of justice and equality that Missourians hold dear, and it would inflict real harm on the most vulnerable members of our community. I urge you to reject HB 742 and instead focus on creating policies that protect and support all people, regardless of their sexual orientation, gender identity, or background. The LGBTQ community deserves the same rights, protections, and respect as anyone else, and we must ensure that our state laws reflect that commitment. Thank you for your attention to this critical issue. I respectfully ask that you vote against HB 742 in order to stand in solidarity with the LGBTQ community and uphold the values of equality and fairness. Sincerely, Chris Humphrey



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: CHRISTIAN YOUNG | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: sphericalhorse@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 8:50 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

As a person involved in my church, in business, and with a work history including retail and education, I have seen firsthand how beneficial trainings that promote a understanding and inclusion are for promoting trust, fairness, and buy-in to a company mission, workplace goals, and overall success. This is short-sighted, foolish, and frankly pandering to our worst impulses.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: CHRISTOPHER LEHMAN | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: chris.rmizz@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 6:48 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

Diversification... it's a term we hear in many spaces & amongst many situations. One definition is to broaden one's assets or offerings, while the better one for this is to ensure that opinions are maximized & fairness is achieved. DEI should be welcomed, encouraged & desired by Missouri administration, office opportunities & holdings because it strives towards ultimate advancement. Racial diversity, gender diversity, marriage status diversity, religion diversity, socioeconomic diversity, upbringing diversity & post-secondary education diversity are key aspects that make up each & every one of us. Without these identifiers, personality offerings or fibers of our being, we're setting up Missouri to attend Christmas dinner with empty plates, so to speak. How we look, feel, worship, love, express joy or sadness is how Missouri maximized output & progress. I ask you to take a stand in opposition to House Bill 742 as it harms Missourians, Missouri's progress, Missouri's beauty & form.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: CHRISTY SINGER | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: jcsinger@yahoo.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 7:29 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

HB 742 would prevent the government from engaging in contracts with the most competitive bidder. This is not in the financial interest of the state or the people of Missouri. Our contracts should be considered based upon the bid and irrelevant of the company's DEI status. PLEASE VOTE NO ON HB 742



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: CYNTHIA ERB | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: cynerb@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 12:53 PM |

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I want to express opposition to HB 742, a bill that would prevent the State from investing in DEI programs and would obstruct the awarding of contracts to companies with DEI initiatives. DEI, which is really about a kind of inclusivity that makes companies stronger, has come under attack across the nation. I believe this is mostly about misinformation. This kind of attack happened with both Costco and Apple, very popular and successful companies that have stood up for DEI in the conducting of their businesses. Missouri needs the most help and support for businesses, as well as their employees. When people learn what DEI actually is, they are happy to be educated, and they support having inclusive policies. HB 742 is shortsighted, and my hope is the State will not take this on.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: CYRUS MARRINER | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: cyrus.marriner@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 10:02 AM |

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The part about "oppression as the sole cause of disparities" is a little vague, perhaps the bill could elaborate on the other causes of disparities between individuals of differing "race, color, religion, sex, gender, sexual orientation, ethnicity, national origin, or ancestry" that must be acknowledged? Is this referring to inborn genetic traits of a particular race? Cultural or moral deficiencies between different religions? Does differing access to resources such as education and food count as "oppression"? It would be helpful to know what exactly the state believes causes disparities between these different groups, particularly along racial lines, to ensure that, should this law be passed, it can be properly arbitrated. Specific examples would be extremely helpful as well.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: DANIELLE MEERT | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: danielle.meert@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 6:23 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: DANIELLE PERKINS | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: dperkins2315@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 4:52 PM | |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

I'm writing to express my opposition to HB742, which seeks to prohibit funding for diversity, equity, and inclusion (DEI) programs across entities receiving State funding. This bill would have far-reaching and harmful consequences for public institutions, organizations, and communities they serve throughout Missouri. DEI PROGRAMS ARE ESSENTIAL TOOLS THAT HELP ENSURE FAIRNESS COMMON EQUITY, AND ACCESS ACROSS SECTORS SUCH AS HEALTHCARE, EDUCATION, PUBLIC SAFETY, AND ECONOMIC DEVELOPMENT. THESE INITIATIVES WORK TO ADDRESS DISPARITIES, ELIMINATE BARRIERS, AND CREATE ENVIRONMENTS WHERE EVERYONE- regardless of race, gender, ability, or background- can thrive. In healthcare, dei efforts ensure that providers are trained to deliver equitable Care, reducing disparities and maternal and infant mortality, chronic disease management, and overall health outcomes. In education, DEI programs promote inclusive classrooms in curricula that empowers students from all walks of life to succeed. These initiatives also strengthen public institutions, making them more effective and serving diverse communities and fostering trust between government entities and the people they serve. Defunding DEI programs wouldn't hinder Missouri's progress toward equity and Justice, harm historically underserved populations, and send the message that state does not value inclusivity or fairness. These programs are not about preferential treatment - they are about ensuring that state-funded entity serve all missourians equitably. I urge you to reject HB742 and support the continuation of programs at advance equity and improve outcomes for every community in Missouri. Thank you for your attention to this critical issue. Danielle Perkins, St. Louis, MO



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| 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: 1/22/2025 5:26 PM | |

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As 25 year plus veteran educator I know how valuable DEI initiatives are for educators to learn how to address the needs of all students. As a woman, I know how important such initiatives are to get a fair shot. Rep. Baker couldn't give a concrete example of harm done by DEI, but I can give a couple for not. I was one of two finalists for a teaching position. I had 20 years of experience, 15 of it in the exact grade and course, had served in building and union leadership, on MAP design and implementation, piloting a successful classroom management system, served on regional committees, secured grants and lost the job to a white man with 3 years experience because the admin felt they needed another male presence on the floor for stability. They didn't tell me this directly because they couldn't but once I got a different job in the school, I found out from the lesser qualified man. DEI initiatives train agencies and districts, etc how to be accountable and avoid costly HR and CR lawsuits for violating the law. Rep Price is right: we didn't have equality before Brown v. Board, the Civil Rights Act, the IDEA and a host of other federal initiatives. Rep. Fuchs is spot on with her analysis that the DEI initiatives and funding create programming to ensure the policies are followed. However the Rep whose name I missed who asked if you're having a heart attack do you want the best heart doctor or the best doctor for bodies and the answer is if you're a woman, you want someone who understands that cardiac symptoms present very differently in men and women and until DEI initiatives compelled schools to study women's bodies, more women died of cardiac events than men. My mother was almost one of them but thankfully the ER doc knew that a STMi in a woman can present as mid-back pain and not chest/arm pain and looked closely at the EKG and rushed her into surgery. I myself was sent away multiple times for "anxiety" until a hospitalist trained in the same did a different blood test and determined my cardiac issues weren't panic attacks but severe anemia. Furthermore, the maternal and infant mortality rates among women of color are far higher than other populations because criteria set over 100 years ago indicating they have higher pain thresholds among other things. To see this disparity simply look at some of the bills proposed and ask your colleagues of color for their perspectives. This bill, to me, speaks to a fear that white people, specifically men, are afraid they will no longer be viable for jobs based on merit because some of that "merit" has historically been bestowed based on their skin color and gender. DEI initiatives and their funding may seem divisive and/or punitive but they are not. They are simply holding employers and systems accountable to know how to create appropriate environments and practices.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
| COMMITTEE: Emerging Issues | | | |
| TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES | | | |
| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: DAVA-LEIGH BRUSH | | PHONE NUMBER: 636-287-6013 | |
| BUSINESS/ORGANIZATION NAME: MOEEP (MISSOURI EQUITY EDUCATION PARTNERSHIP | | TITLE: PAL TEAM LEADER (VOLUNTEER) | |
| ADDRESS: PO BOX 1352 | | | |
| CITY: ST. CHARLES | | STATE: MO | ZIP: 63302 |
| EMAIL: dlb@missouriequity.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 5:00 PM | |

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

The Missouri Equity Education Partnership strongly opposes HB 742 because we believe DEI initiatives, staff and the necessary funding is crucial to creating welcoming and safe school environments for all students, including those who are marginalized. We believe that professional development and training is necessary to allow educators to learn how to serve stakeholders who might have different lived experiences, needs, and cultures. We are not born knowing everything, so having cultural competency is critical. We agree with Representative Fuchs’s statement that DEI isn’t “preaching divisiveness but raising awareness.”The reality is there are still inequities embedded in our system, and those who do not directly experience them might not recognize them. Representative Thomas and Katy Erker Lynch highlighted this with their lived experiences. We cannot remedy what we do not know and/or understand. DEI initiatives bring that awareness and funding for such should remain in the state budget, not just for professional development in school but for critical state agencies that intersect with them.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: DAVID H YOUNG JR | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: dhyoung@swbell.net | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 11:44 AM |
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I am firmly opposed to any initiative that will encourage discrimination and bigotry in our government. In my opinion, opposing diversity and inclusion is equivalent to governmental endorsement of discrimination.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: DEBORAH REINHARDT | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: deborahreinhardt@att.net | | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 5:58 PM |

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

Chairman Christ, members of the House Emerging Issues Committee: My name is Deborah Reinhardt, my pronouns are she/her, and I am a resident of Wildwood. I'm here as a concerned citizen who believes Missouri's, indeed any state's strength, lies in the diversity of its citizenry. Although I retired from AAA Auto Club of Missouri in 2020 after 33 years of service, it is a company that values DEI. I worked with people of color, LGBT+ people, as well as other women, and my work experience was richer because of it. When I was a student at Meramec Community College (MANY years ago), it was part of a diverse student body. This exposure was definitely part of my education there. A member of my family works for MasterCard and often talks about how much they enjoy the diverse corporate culture there. It has added to their experience; I've never seen them so excited for a job! Certainly, this committee must realize that DEI programs were set in place to give more people a chance at more opportunities. Contemporary studies (McKinsey, 2020) show that 72 percent of employees would more likely stay with an organization committed to DEI. Ladies and gentlemen, our differences are our superpowers. But I'm concerned the Rep. Baker's HB 742 will weaken those powers considerably, reducing opportunities for all Missourians, especially those of marginalized identities. And I have to say as a senior citizen (60+ years old), I'm concerned for my fellow seniors. HB 742 would prevent the Area Aging Agencies from training staff to ensure ALL seniors get competent support. For these reasons, I respectfully ask you to vote against HB 742. Thank you for your time and consideration.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: DEJA MYYERS | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: dejamyers1993@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 2:26 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

I am writing to express my opposition to HB742, which seeks to prohibit funding for diversity, equity, and inclusion (DEI) programs across entities receiving state funding. This bill would have far-reaching and harmful consequences for public institutions, organizations, and the communities they serve throughout Missouri. DEI programs are essential tools that help ensure fairness, equity, and access across sectors such as healthcare, education, public safety, and economic development. These initiatives work to address disparities, eliminate barriers, and create environments where everyone—regardless of race, gender, ability, or background—can thrive. In healthcare, DEI efforts ensure that providers are trained to deliver equitable care, reducing disparities in maternal and infant mortality, chronic disease management, and overall health outcomes. In education, DEI programs promote inclusive classrooms and curricula that empower students from all walks of life to succeed. These initiatives also strengthen public institutions, making them more effective in serving diverse communities and fostering trust between government entities and the people they serve. Defunding DEI programs would hinder Missouri’s progress toward equity and justice, harm historically underserved populations, and send the message that the state does not value inclusivity or fairness. These programs are not about preferential treatment—they are about ensuring that state-funded entities serve all Missourians equitably. I urge you to reject HB742 and support the continuation of programs that advance equity and improve outcomes for every community in Missouri. Thank you for your attention to this critical issue. Sincerely, Deja Myers Saint Louis, Missouri



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: DENISE LIEBERMAN, ESQ. | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | STATE: | ZIP: |
| EMAIL: denise@deniselieberman.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:58 PM |

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

My name is Denise Lieberman. I am a Missouri attorney and an adjunct professor of law at Washington University Law School. I write in my personal capacity, in opposition to HB742. HB742 would prohibit state departments from requiring, implementing or providing funds for, diversity, equity and inclusion programs. Since November 2019, the Missouri Bar requires all attorneys licensed in Missouri to complete Elimination of Bias training every year, a Diversity, Equity & Inclusion (DEI) initiative. Failure to complete this training risks suspension of the attorney’s license to practice law. ?Why? The Missouri Bar works believes attorneys must actively work to combat implicit and explicit bias within the legal profession. Its mission includes promoting a more diverse, inclusive, and equitable practice where all clients and lawyers are treated fairly, regardless of background or identity. Nationally, the American Bar Association strongly and expressly advocates DEI programs to advance ABA Goal III—to eliminate bias and enhance diversity in the justice system. This goal — and model rules promoting disciplinary action against lawyers who violate its provisions — is rooted in data demonstrating underrepresentation of women and racial and ethnic minorities in the legal profession and its positions of power It’s 2024 annual report on this issue can be found at: <https://www.americanbar.org/content/dam/aba/administrative/diversity-inclusion-center/2024-goal-3-report.pdf>. In short, Missouri citizens, as well as its public institutions and professions benefit from diversity that DEI programs incorporate and state lawmakers should be promoting, not eliminating these programs. Accordingly, I urge the committee to to vote NO on HB 742.Sincerely ?Denise Lieberman, Esq.denise@deniselieberman.com(314) 780-1833



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: DIANE MARIE MEEKER | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: MISSOURI CHAPTER OF THE NATIONAL ORGANIZATION FOR WOMEN; COLUMBIA CHAPTER OF THE NATIONAL ORGANIZATION FOR WOMEN | | TITLE: PRESIDENT | |
| ADDRESS: 109 N KEENE ST. APT. 311 | | | |
| CITY: COLUMBIA | | STATE: MO | ZIP: 65201 |
| EMAIL: columbiamonow@yahoo.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 3:46 AM | |

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

This bill is yet another attempt to maintain systemic discrimination and hinder our progress towards Missouri becoming a place in which every resident is allowed to develop their full human potential. DEI programs and initiatives are not aimed at hiring unqualified workers because they belong to minority groups, but rather ensuring that employers do not hire unqualified workers simply because they belong to the majority group. These programs widen the pool of applicants and enable those who are truly talented to rise to the level of their abilities instead of being passed over due to being a member of a marginalized population. In the interests of true fairness and equality, I urge that you not pass this bill. Thank you.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: DON CROZIER | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: doncrozier@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:44 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

HB 742 is an attempt to distract from real issues facing Missourians as are all attacks on diversity, equity, and inclusion initiatives. It has been demonstrated over and over again that a diverse workforce is a successful workforce. Today's problems demand solutions besides the same old tired white-bread approaches proposed by monolithic non-diverse participants.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| COMMITTEE: Emerging Issues | | | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: DR. JANE BRAWLEY | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: terry.jane@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 3:23 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

Diversity, equity, and inclusion are intrinsically linked to the strength and vibrancy of workplace culture (WebMD Health Services) Inclusivity opens the door to a larger, more diverse talent workforce (360learning) Employees who feel included and accepted are more engaged and productive feel that this point is very important: It makes sense that diverse workforces reflect the communities in which they operate



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: ELIZABETH FRANKLIN | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: eafrank711@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:36 AM |
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Thank you, Representative Christ and Members of the Committee, for the opportunity to testify. I do not support HB 742 and am submitting testimony in opposition. In 1948, then President Truman signed Executive Order 9981 mandating the desegregation of the U.S. military. As a veteran, I have first hand experience in serving with Black and Brown soldiers. As a woman, I was also one of the first to serve in combat heavy engineer units in 1986 as that door was opened to include women. I do not support any efforts to cease the efforts to diversify our workforces. The state of Missouri should be proud and be an example of what President Truman did over 70 years ago. Our military is a shining example of great talent, strength, and diversity.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
| COMMITTEE: Emerging Issues | | |
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: EMILY DATZ | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: ekbrennan14@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:20 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

I am writing today to express my opposition to house bill 742 and encourage lawmakers to reject it. Diversity, equity, and inclusion programs are critical to ensuring all Missourians have the opportunity to grow and thrive in our state. They help all of us to become the best versions of ourselves, to better understand our fellow Missourians, and to achieve our highest potential. I have seen firsthand how these programs help organizations educate teams and ensure the best people for the job are able to get into that job in the first place. Please vote in the interest of all your constituents across the state and reject this harmful bill.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: EMILY HORNSTRA | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: emlife@att.net | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 5:55 PM |
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I am concerned what this bill will do to the state's ability to research and address the disparities in health outcomes. For instance, historically medical research has focused on males leading to disparities in outcomes in women for cardiac care. Similarly, our state's maternal mortality rate is in crisis especially impacting Black mothers. I'm concerned lawmakers are going into these culture wars without thinking through the fall-out.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: ERIC MORSE | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: mrericmorse@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 11:31 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

As a Missouri taxpayer, I find this bill unnecessarily anti-growth and anti-capitalistic. It hampers competition and inhibits the state's ability to get the best contracts with the highest quality providers possible, all to make a silly political statement. I hope that our legislature has the best interest of Missouri taxpayers at heart when they weigh the merits of this bill. Scoring cheap "gotcha" points against a political opponent isn't worth sacrificing quality and potentially paying more for services.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: GARY CRONIN | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: garycronin@att.net | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 7:40 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

DEI helps promote an understanding and respect for other individuals and their feelings and beliefs. People need to feel that they are valued and included. In order for the Area Agencies to be effective and support people as they age, Diversity, Equity and Inclusion has to be supported by all from the state level all the way to the local level.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: GLORIA YOUNG | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: anthronerdy@yahoo.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 12:07 PM |

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

My name is Gloria Young and I am anthropologist, a social scientist. My background is in researching how different groups respond to meet community needs and how to utilize strategies to support cross group and cross organizational function. I can tell you that this bill will be a disaster for Missouri and the businesses attempting to operate here. DEI programs are significant for a number of reasons many of which the sponsors of this bill are clearly unfamiliar. DEI programs improve organizational function by enhancing communication and group cohesion. Inclusive policies support employee wellness and improve job satisfaction. It is troubling that this bill is presented with no apparent thought to how it will impact the ability of businesses that operate in multiple states, the goal then, is not benefit businesses but rather to malign specific business initiatives that are not well understood by the sponsors or authors.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: HANNAH E GOOD | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: charliegood367@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/21/2025 7:56 PM |

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DEI has helped me feel valued and empowered to share my voice. Being in inclusive spaces has broadened my perspective, deepened my empathy, and inspired me to advocate for others.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: IAN K. HORNSTRA | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: ianhornstra@msn.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 5:57 PM |
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MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: JAMES KENNEDY | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: jark10@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:49 AM |
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This is wrong



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WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: JAMIE KELSEY | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: jamiekelsey1@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:28 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

My name is Jamie Kelsey. I'm a white woman who values diversity, equity, and inclusion in ALL aspects of private and public life, especially education. This bill sends a clear message that Missouri does not value any of these ideals or the people they represent. Let's not forget that many of our not-so-distant white ancestors were once considered minorities. As a side-note, please let this statement remind those representing our state that these values should be extended to ALL residents of the state of Missouri, including those perceived as not having "proper" documentation. Education, especially, needs to be equitable and inclusive for all stakeholders, and reflect the diversity of our population. This means that we need to fund DEI initiatives in our state to ensure we not only succeed but thrive.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
| COMMITTEE: Emerging Issues | | | |
| 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: JEANETTE MOTT OXFORD | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: jmo.mott.oxford@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 3:32 PM | |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

I am a 70-year-old Missourian, living with a disability, and I spent more than four decades working on public policy issues, mostly related to the harms caused by poverty. I also served in the Missouri House of Representatives from 2005-2012. I write you in opposition to HB 742. I am sad to see programs that promote diversity, equity, inclusion, and belonging under attack. I have participated in many such programs since 1996, and I want you to know that each of these contributed to my physical, mental, emotional, and spiritual well-being - instead of producing "collective guilt" or "division." I have been better able to work with people of other racial or ethnic identities, religions, ages, sexual orientations, etc. due to attending this programming. I have felt more appreciated in the workplace, and I find myself acting in unity with a wider cross section of my neighbors because of what I have learned. I think there is something that our General Assembly does not understand about DEIB programs - based on the good that they have done for me and a number of the workplaces in which I have served. I ask you to vote no on HB 742.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: JEFF DEWALD | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: injeffective@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:37 PM |

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DEI is not just about equal opportunity in hiring practices, it's also about representation. Why is it such a bad thing to want your government to understand and collaborate with a significant amount of the state's population? If the legislature is so worried about a certain aspect of DEI then address it directly rather than taking the easy way out and banning it outright. I suggest forming a committee to help understand why DEI was originally formed, at which point the group can discuss the perceived changes over time (compared with actual practices) to see what components of DEI have become "preferential" vs the advantages of having a diverse agency that can address the true concerns of the people.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: JENNIFER GROVE | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: jenn.grove@sbcglobal.net | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 7:40 PM |
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The bill undermines the progress we've made as a society to provide marginalized groups the opportunities non-marginalized groups receive



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: JENNIFER VORACHACK | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: jennifervorachack@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:38 AM |

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Limiting the state's ability to award contracts to agencies which prioritize DEI initiatives will have grave consequences on the quality of available competitive bids. For agencies in the human and social sectors, DEI is a non-negotiable part of the work we do and these agencies provide the back-bone of care for citizens across MO. If the state of MO truly believes investing in equitable, inclusive, and diverse agencies is a detriment to society or a misuse of tax dollars, then perhaps removing any contract requirements around DEI initiatives is a better option rather than prohibiting the investment in agencies which prioritize the work. For example, instead of asking about DEI initiatives in contracts or RFPs, leave that verbiage out and allow agencies to demonstrate how they meet the requirements of the RFP, have a successful history delivering the services, the impact on communities and stakeholders, and how the agency is the most financially competitive bid. The state of MO should allow individual agencies to decide how much emphasis to place on DEI for their own internal purposes. And then allow those agencies to decide if their operations, mission, and strategic initiatives line up with contracts or RFP the state issues. Furthermore, the enforcement of such a bill (limiting the state's ability to invest in agencies committed to DEI work) seems incredibly challenging. What threshold would need to be met for an agency to be deemed "too committed to DEI" and thus ineligible for a state contract? And who sets those standards? This bill is doing nothing to support the health and well-being of MO citizens, but places undue burden on systems already stretched too thin.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME: JENNIFER WYATT | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: jenfire777@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 7:24 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

Dear Senators, I hope this letter finds you well. I am writing as both a concerned Missourian and someone who values the principles of justice, equity, and compassion—principles deeply rooted in the teachings of faith. I am writing in opposition of HB 742 that is being proposed to eliminate diversity, equity, and inclusion (DEI) programs, and I urge you, as both a leader and a preacher, to consider the profound harm such a measure would inflict on the communities you serve and the entire State of Missouri. Scripture calls us to love our neighbors as ourselves and to stand with the marginalized. DEI programs are not about division or preference; they are about ensuring fairness and opportunity for everyone, particularly for those who have been historically excluded or disadvantaged. These initiatives work to create environments where all individuals—regardless of race, gender, socioeconomic status, or background—can thrive. Eliminating DEI programs would:

1. **Harm Vulnerable Communities:** These programs often provide critical resources and opportunities for underrepresented groups. Without them, inequities in education, employment, and access to essential services will worsen, disproportionately affecting marginalized individuals.

2. **Undermine Unity:** Far from sowing division, DEI efforts foster understanding and collaboration by breaking down barriers of prejudice and misunderstanding. Removing these initiatives risks further isolating communities and perpetuating societal divides.

3. **Hinder Economic Growth:** Studies consistently show that diversity strengthens businesses and institutions by fostering innovation and creativity. Inhibiting DEI programs could harm our state's competitiveness and economic well-being. As a preacher, you are undoubtedly familiar with Micah 6:8, which reminds us to "act justly, love mercy, and walk humbly with our God." Supporting diversity and equity is an act of justice and mercy, ensuring that every individual in our community is treated with dignity and given the opportunity to succeed. I implore this committee to reflect on the teachings of compassion and fairness as you consider this bill. Standing against the elimination of DEI programs is not a political decision; it is a moral one that aligns with the values of love and justice we hold dear. Thank you for your service and for taking the time to hear my concerns. I am hopeful that you will use your position to advocate for policies that uplift all your constituents and reflect the values of inclusivity and equity.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: JERE HOCHMAN | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: jhstlny@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 12:45 PM | |
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I read that you are opposed to "promote preferential treatment." Agree or disagree, I understand that is your objective. If that is the case THEN WRITE A BILL THAT CONTRACTS AND HIRING SHOULD NOT PROMOTE PREFERENTIAL TREATMENT. PERIOD. Promoting preferential treatment is NOT CORRELATED TO DIVERSITY, EQUITY, AND INCLUSION. Preferential treatment is based on DECISIONS PEOPLE MAKE IN INSTITUTIONS THAT MAY OR MAY NOT PROMOTE... PREFERENTIAL TREATMENT. The bill infers the action you seek is to eliminate diversity, equity, and inclusion in organizations. It infers you are opposed to the presence of diversity population, equitable access to resources, and inclusion regardless of differences. If so, then state it. Organizations, schools, HR offices, government offices can insure there is no preferential treatment in hiring, enrolment, and other actions. If you want to ensure that, state it. Again, plain and simple: Are you against preferential treatment based on particular characteristics or you against a diverse population, inclusive organizations, and access to be a part of that organization? You cannot rewrite history and eliminate WPA projects, Social Security, the School Foundation Formula You cannot ignore FEDERAL LAW and COURT DECISIONS (Title IX, IDEA) You cannot restrict some individuals from enrolling in a class, applying for a job, or access to resources in a public institution If it's preferential treatment, write a bill to eliminate it. Leave out the code, the inferences, and attention-getting jargon.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: JOHN LANNIN | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: johnlannin2@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 9:24 AM |
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This bill provides an unnecessary intrusion into private business practices. We don't need more regulations that tell businesses what to do or what not to do.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: JOSIE HOOVER | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: jahoover18@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 7:18 AM | |

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I am writing to urgently express my concerns regarding the proposed pullback of DEI (Diversity, Equity, and Inclusion) funding to businesses with DEI programs. As someone who comes from a low-income background and as a woman with mental health challenges, I have directly benefited from workplace protections and DEI initiatives that have allowed me to rise, maintain my position, and thrive in industries where such support was crucial. Throughout my career, I have worked across various industries and organizations that value DEI initiatives. These programs have not only provided me with job security but also ensured that I am given fair opportunities to succeed, despite my mental health challenges, such as PTSD and anxiety. Without these protections, I fear that employers may unjustly question my ability to perform, putting my job at risk. My experiences have shown that, far from being a hindrance, my mental health has strengthened my work ethic and my determination to succeed. I urge you to consider the broader implications of removing DEI funding. If your own child were born with a disability or faced similar challenges, would you want them to have fewer opportunities and less protection in the workplace? The elimination of DEI funding will disproportionately impact individuals like me—those who rely on such protections to secure and retain gainful employment. Moreover, it will make it harder for many Missourians to find and maintain jobs that offer a living wage, thus raising the risk of higher unemployment rates. The livelihoods of countless Missouri residents depend on the continued support of DEI programs. Please reconsider this decision, as the consequences will be far-reaching, and the loss of these protections will harm thousands of hardworking individuals across our state. Thank you for your attention to this critical matter. I trust you will carefully weigh the impact of this proposal on Missouri's workforce and the future of its residents.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: JOY WEESE MOLL | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: joyweesemoll@yahoo.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:07 AM |
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Training of employees is a decision to be made by organizations, based on organizational needs -- not by legislators based on political whims.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: JULIE SCOTT | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: jules1219@yahoo.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 5:03 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

I urge you to oppose HB 742. DEI initiatives are critical to fostering equitable opportunities and environments in Missouri. This bill threatens to undermine progress by restricting funding for DEI programs and imposing unnecessary constraints on state contracts and businesses. Equitable education, inclusive workplaces, and policies that reflect the diversity of our population are essential for Missouri's success. By defunding DEI initiatives, this bill jeopardizes our ability to thrive as a state that values fairness and opportunity for all.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
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| WITNESS NAME: KAREN SICHENER | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | STATE: | ZIP: |
| EMAIL: sichenederk@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 3:37 PM |
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Representatives, Today I had the opportunity to listen to the hearing on HB 742 but was unable to be there for testimony today. After listening to what other people had to say about these issues, I felt it was important to share my own experiences with discrimination in the workplace since I think people fundamentally believe it doesn't exist. I am speaking in opposition to this bill. I want to start by saying that a lot of the actions people take towards others are not intentional or even done consciously. Sometimes the impact of a person's actions doesn't line up with their intent, but it is important to discuss the impact in the real world. And biases towards people are not always intended or on the surface of their mind. Often, people believe stereotypes about a group of people that may or may not be true. For example, the belief that women are emotional but men are not is an untrue stereotype. Men have the same emotions that women have, express them in much the same way, and often are worse about controlling their emotions due to a lack of upbringing focused around "not being too emotional". But repeating the idea that women are emotional while men are not is untrue and harmful to women. And with such a bias, women are often not called for job interviews for specific positions thinking that the emotions of a woman will upset the existing work environment. This is why DEI programs are important. Some of the issues I have experienced in the workplace include being written up and denied a raise due to not presenting data in a way that was "sweet" enough. That was written in the report, that I was not sweet enough when I presented numbers on engagement in social media. The reality is that the actual numbers were at odds with the feelings of individuals and when presented with information that showed they were wrong about something, they felt the delivery of that was my fault because they felt embarrassed. I don't have the power to make anybody feel anything including embarrassment, guilt, or any other negative attribute that people would like to make my fault. I often ask men "When was the last time you were written up for not being sweet enough?" It is not my job to be sweet, it is my job to be accurate. Likewise, it is vital that we have education about these kinds of issues as they pop up. Education contributes to empathy and understanding of issues that you yourself may have never faced. But without hearing about how things affect other people, a person might believe problems don't even exist or that their problematic actions are acceptable. This is why DEI programs are important. When we exclude marginalized people from conversations, from positions, from committees, and from representation, we lose a valuable voice about different lived experiences and we don't address problems that currently exist. I would like to challenge you to talk with a colleague who looks different from yourself and ask them whether or not they have experienced discrimination and to share an example with you. These conversations are important, assuming that you respect people who look different from yourself. The language I heard in today's hearing demonstrated contempt for people who are not straight, white, and male and that white men are simply complaining about being passed over for jobs rather than taking feedback and working hard to improve themselves to increase their value to potential employers. Many of us who are not white and

male have worked very hard to do just that. Thank you for your time



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: KATHIE ALLISON | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: katiea@planetkc.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:45 AM |

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America has become a diverse country. Diversity - inclusion- and equity are the foundation that allows full participation of all citizens. we need this diversity to be competitive in our workforce.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: KATHRYN CHIPPERFIELD | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: kathrynachipperfield@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:53 AM |
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This bill discriminates against Missourians. I am in support of DEI programs and the LBGTQIA community.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME: KATHRYN FECHTER | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: katie@thefechters.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 9:54 AM |
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The moral thing to do is vote NO on HB742. I would hope that as a new representative, you would work to promote the fair treatment and full participation of all people, particularly groups who have historically been underrepresented or subject to discrimination on the basis of identity or disability.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
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| WITNESS NAME: KATHRYN LAUDEL | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: schottkathryn@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 8:52 PM |

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I am a 31 year old white woman living in St. Louis County. Diversity, equity, and inclusion should be pillars of our Missouri community. I want to be known as a state who values all types of people. Diversity is defined as "the practice or quality of including or involving people from a range of different social and ethnic backgrounds. Equity refers to fair treatment for all people, so that the norms, practices, and policies in place ensure identity is not predictive of opportunities or workplace outcomes. Inclusion refers to how the workforce experiences the workplace and the degree to which organizations embrace all employees and enable them to make meaningful contributions" (1). Historically speaking and even in the present, our state departments have been largely dominated by white men. Diversity allows other voices to be brought to the table. "Dozens of studies and decades of research have found that diverse teams tend to be smarter than homogeneous teams: they often think more logically, are more creative, and are more adept at identifying errors in thinking" (2). We should be striving to value others. We should be striving to hear minority perspectives so that we can make the most informed decisions that benefit the most people. When I consider where to buy a home in the St Louis area, where I want to raise my daughter, I consider which neighborhoods are the most diverse. That takes as much priority as the public school district she'd attend. St Louis suffered tremendously from red lining and is still a very segregated county today. It is a top priority for me to raise my daughter to believe in valuing people with all types of identities: ages, races, genders, sexual orientations, religions, abilities, etc. I don't want her growing up in a bubble of homogeneity. As a teacher, I prioritize working for a district that values DEI. I left my old district because of the closed-mindedness and community resistance to valuing minority identities. I take great pride in now working for a district that does value all people and prioritizes DEI. Us teachers serve all people in our school community. We have a duty to ensure that all students are welcomed and loved, so that they can feel supported enough to have self-esteem and grow academically. Minorities are already under more stress than their peers with majority identities and often have mental health issues as a result. Missourians should make it our duty to alleviate that stress by supporting DEI programs that show we value all people. DEI does not mean that we teach white students to feel bad about themselves. DEI means that we make an effort to make sure our students of color, our students with disabilities, our students who identify as LGBTQ+, our non-Christian students, and our students living in poverty (to name a few) all feel just as valued as the white, able-bodied, straight, Christian students. Everyone has value and is worthy of respect, especially marginalized students. I do not understand why DEI has become weaponized. It seems to be a remnant of our racist past. "DEI hires" are not stealing jobs from white people. Institutions have historically overlooked minority applicants, so DEI initiatives simply help to make sure non-white, equally qualified applicants are not overlooked. Empathy is so important for humanity, for living in peaceful and respectful communities. I hope you will reflect on why people with historically oppressed identities SHOULD be treated with dignity and respect, and why this bill

would be harmful and degrading to Missourians. 1 - <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion2> - <https://neuroleadership.com/your-brain-at-work/why-diverse-teams-outperform-homogeneous-teams/#:~:text=The%20friction%20that%20arises%20out,find%20more%20creative%2C%20innovative%20solutions.>



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
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| TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES | | |
| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: KATHRYN SMITH | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: smithk2841@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 6:26 PM |
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I believe DEI practices should be kept. We need them for a better society.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
| COMMITTEE: Emerging Issues | | |
| TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES | | |
| WITNESS NAME | | |
| BUSINESS/ORGANIZATION: | | |
| WITNESS NAME: KATY ERKER-LYNCH | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: PROMO | | TITLE: EXECUTIVE DIRECTOR |
| ADDRESS: 2200 GRAVOIS AVE | | |
| CITY: ST. LOUIS | | STATE: MO |
| | | ZIP: 63104 |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM |
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MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| REGISTERED LOBBYIST: | | | |
| WITNESS NAME: KELVIN SIMMONS | | PHONE NUMBER: 816-213-4460 | |
| REPRESENTING: HEALTH FORWARD FOUNDATION OF KANSAS CITY | | TITLE: | |
| ADDRESS: 2300 MAIN ST. #304 | | | |
| CITY: KANSAS CITY | | STATE: MO | ZIP: 64108 |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM | |
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MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: KERRI VANMEVEREN | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: kerri@amazingtraditions.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:45 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

I am submitting written testimony to state my strong objection to this bill being passed. This bill if became law would create hardship for all working class citizens across the state of MO. Simply by selling this as a flat tax give the false impression that just because this may result in lower individual taxes, that there are no other harmful outcomes. This will result in less revenue for the state to be able to continue funding programs that protect the elderly and vulnerable populations who are at risk of housing and food insecurity as well as other important social safety net programs. It is more harmful for lower income people because the larger portion of a lower-income tax goes to that tax. Everyone complains about the homeless populations but yet the citizens are continuing to be attacked by reckless politicians that fail to understand that without providing better support for livable wage jobs, educational opportunities and affordable housing, this bill if became law would only exacerbate the already growing challenges in communities across Missouri!



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: KIMBERLY WALLIS | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: kimberly.t.wallis@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 8:31 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

As someone who has seen firsthand the positive impact of Diversity, Equity, and Inclusion (DEI) initiatives in the workplace, I can confidently say that these efforts are not just a moral imperative, but a business advantage. I work for a consulting company with 8,000 employees and \$1.55B in revenue. We have a strong emphasis on diversity, equity, and inclusion. We are not all the same - and that is our greatest strength. Having colleagues from different walks of life brought fresh ideas and solutions to the table, and it sparked my own growth. I felt empowered to share my thoughts more openly, knowing they would be listened to and considered. DEI isn't just about checking boxes—it's about creating a culture where everyone can thrive and contribute to their fullest potential. It's a commitment that made me feel like I truly belonged, and it's made me a stronger, more engaged team member. We have employee community networks (ECNs) ranging from veteran, Black, Asian, women, and disabled. By fostering an environment where diverse perspectives are valued, companies unlock greater creativity, enhance problem-solving, and improve decision-making. Employees feel more engaged and respected, leading to higher job satisfaction, retention, and overall productivity. DEI also helps companies better understand and serve a diverse customer base, driving innovation and growth. Investing in DEI isn't just about doing the right thing—it's about creating a stronger, more resilient organization that thrives in today's global, interconnected world.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: KORTNIE HUDDLESTON | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: kortniehuddleston@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:09 PM |

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

I urge you to reject HB 742, a bill that threatens to erase the progress we've made toward a more just and inclusive Missouri. This legislation doesn't just cut funding for diversity, equity, and inclusion initiatives—it silences the voices of those who have been marginalized for far too long. It tells our neighbors, friends, and family members who face systemic barriers every day that their struggles don't matter. DEI programs are lifelines for countless Missourians, offering hope and opportunity where there was once only exclusion. To strip these programs away is to turn our backs on the very people who need us most. This bill doesn't just hurt individuals—it hurts all of us. It sends a chilling message to the world that Missouri values division over unity, ignorance over understanding, and stagnation over progress. Our communities are stronger when we embrace our differences and work together to lift each other up. HB 742 does the opposite, sowing fear and division where there should be compassion and collaboration. I beg you to consider the human cost of this bill and to stand on the right side of history. Reject HB 742, and let us build a Missouri where everyone, no matter who they are or where they come from, has a fair shot at a better future.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: KRISTA JARVIS | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: kristanicholejarvis@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 11:44 PM |

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

As a lifelong Missouri resident and business owner, I believe this bill is exceptionally unconstitutional and unpatriotic. To exclude businesses with DEI initiatives from state contracts is absurd. So, someone is going to be pouring through websites and mission statements to see who has DEI and who doesn't? This is a blatant waste of government time and taxpayer money. It's time politicians stop wasting time on identity politics and get to work on something that would actually help everyday people. Sincerely, Krista Jarvis



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: KYLE | | PHONE NUMBER: 816-419-0099 | |
| BUSINESS/ORGANIZATION NAME: LYRIK's INSTITUTION | | TITLE: CEO | |
| ADDRESS: 300 E 39TH ST | | | |
| CITY: KANSAS CITY | | STATE: MO | ZIP: 64133 |
| EMAIL: Kylehollins@lyriksinstitute.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 11:45 AM | |

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

I am writing to express my deep concern and opposition to HB 742, which is set to be heard tomorrow in the House Emerging Issues Committee. As the leader of Lyrik's Institution, an organization dedicated to reducing violence and empowering at-risk youth through cognitive behavioral modification and trauma-informed approaches, I witness firsthand the critical importance of diversity, equity, and inclusion (DEI) initiatives in creating pathways to opportunity for vulnerable populations. This harmful legislation threatens to dismantle DEI programs that are essential for addressing systemic barriers faced by the very communities I serve—primarily youth of color, those living in poverty, and individuals navigating generational trauma. Prohibiting state departments from investing in DEI efforts would have ripple effects, amplifying disparities in education, employment, health care, and public safety, particularly in urban and rural areas where resources are already scarce. At Lyrik's Institution, we see every day how DEI-focused programming creates transformative opportunities for young people and their families. These initiatives foster critical thinking, self-awareness, and emotional intelligence, equipping youth to contribute meaningfully to their communities. Without state support for DEI, the progress we've made could be reversed, leaving our most vulnerable populations even further behind. Research, such as the Perryman Group report, has clearly demonstrated the economic and social harm that anti-DEI legislation inflicts. It would not only undermine equity but also negatively impact Missouri's economic growth by signaling that inclusivity is not a priority in our state. This could deter businesses, organizations, and talent from engaging with Missouri. I urge the committee to reject HB 742 and stand for policies that strengthen, not weaken, our communities. I also encourage my colleagues, partners, and allies in this important work to submit testimony and stand united against this damaging legislation. Thank you for your attention to this critical issue. Should you have questions about the specific impact on the youth and families I serve, I would be happy to provide further insight.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: KYRA BETTS | | PHONE NUMBER: 314-387-8181 | |
| BUSINESS/ORGANIZATION NAME: GENERATE HEALTH STL | | TITLE: MANAGER OF POLICY AND ADVOCACY | |
| ADDRESS: | | | |
| CITY: SAINT LOUIS | | STATE: MO | ZIP: 63110 |
| EMAIL: kbetts@generatehealthstl.org | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 2:16 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

On behalf of Generate Health, I am writing to express our strong opposition to HB742. This bill, which seeks to prohibit funding for diversity, equity, and inclusion (DEI) programs, threatens to undermine the health, well-being, and equity of Missouri’s communities. DEI initiatives are essential tools in reducing disparities and ensuring that historically excluded individuals are provided fair opportunities to succeed. Missouri continues to grapple with significant health inequities, including alarming maternal and infant mortality rates. Black women in our state are nearly three times more likely to die from pregnancy-related causes than white women, and Black infants face mortality rates nearly twice as high. These disparities are not due to biological differences but rather systemic inequities, implicit bias, and a lack of culturally competent care—issues that DEI initiatives directly address. DEI programs ensure that all qualified individuals have access to opportunities by addressing systemic barriers that disproportionately exclude individuals based on race, ethnicity, gender, and socioeconomic background. These initiatives do not lower standards; they expand access, promote fairness, and create systems better equipped to serve all communities equitably. Furthermore, DEI efforts in healthcare and public institutions are critical for Missouri to achieve the Healthy People 2030 non-partisan national objectives to improve health and well-being over the next decade. Passing HB742 would dismantle these efforts, making it even harder for Missouri to address health disparities, foster equity, and meet the goals set forth in Healthy People 2030. We urge you to reject this harmful bill and to support policies that advance health equity and improve the lives of all Missourians. Thank you for your consideration.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| COMMITTEE: Emerging Issues | | | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: LAKISHA REDDITT | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: lakisha.redditt2009@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 1:29 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

I am writing to express my opposition to HB742, which seeks to prohibit funding for diversity, equity, and inclusion (DEI) programs across entities receiving state funding. This bill would have far-reaching and harmful consequences for public institutions, organizations, and the communities they serve throughout Missouri. DEI programs are essential tools that help ensure fairness, equity, and access across sectors such as healthcare, education, public safety, and economic development. These initiatives work to address disparities, eliminate barriers, and create environments where everyone—regardless of race, gender, ability, or background—can thrive. In my regular everyday life, I serve my community as a Doula and Community Health Worker—and in healthcare, DEI efforts ensure that providers are trained to deliver equitable care, reducing disparities in maternal and infant mortality, chronic disease management, and overall health outcomes. In education, DEI programs promote inclusive classrooms and curricula that empower students from all walks of life to succeed. These initiatives also strengthen public institutions, making them more effective in serving diverse communities and fostering trust between government entities and the people they serve. Defunding DEI programs would hinder Missouri’s progress toward equity and justice, harm historically underserved populations, and send the message that the state does not value inclusivity or fairness. These programs are not about preferential treatment—they are about ensuring that state-funded entities serve all Missourians equitably. I urge you to reject HB742 and support the continuation of programs that advance equity and improve outcomes for every community in Missouri. Thank you for your attention to this critical issue.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: LAURA BURKHARDT | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: aplomb-grove0n@icloud.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:35 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

The sponsor of this bill has sat through countless hearings over the past 6 years on bills just like HB 742. These bills always involve DEI. Unfortunately, through all of those incredibly informative hearings, the representative still doesn't seem to grasp exactly what DEI entails. Or maybe he does and he just doesn't like it. There is such an opportunity for learning in these conversations, but instead of learning from each other, you're spending our tax dollars on these "critical" bills, so you can say you "ended woke." DEI, when implemented thoughtfully, benefits us all. Every single one of us. I'm asking you to vote no on this performative bill, and encourage your colleague to find a better use for our tax dollars.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: LENSI ARMSTRONG | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: lendsixarmstrong@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:07 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

The opposition of DEIB standards is rooted in the societal issues that are being enforced by those who feel threatened by the prior status quo of years past changing, and aims to cloud and misconstrue the reasoning behind why DEIB standards came about in the first place. A workplace that is openly inclusive to peoples of varying races, identities and upbringings is a workplace that feels safe especially to the individuals of marginalized communities, and stripping away those standards and protections will ultimately harm more than it will help. Standing in opposition of these standards being dismantled is standing with those who would be the most affected by it.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: LINDA KRAM | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: lindakram@charter.net | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 5:40 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: LISA LIDGUS | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: rabbitstick@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 12:51 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

HB 742 is a harmful bill that will reduce the ability for people to thrive within our state. DEI programs help ensure ALL Missourians are seen, heard, and have an equal chance at making a positive impact on our communities. Removing and reducing DEI programs benefits no one and only weakens Missouri.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: LORI M MARTIN | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: ptmartin@charter.net | ATTENDANCE: Written | | SUBMIT DATE: 1/21/2025 6:00 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

Missouri is made up of all types of people. To try and cut out representation of some of them is not what makes our state strong. It takes knowing about all people to make a great Missouri!



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: LUCAS MORIN | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: luke.morin@outlook.com | ATTENDANCE: Written | | SUBMIT DATE: 1/21/2025 8:01 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

This bill restricts our rightful access to information: history, experience, context. We should be striving to better understand each other and work together to make everyone's lives better. Instead, you're trying to score political points and make headlines. It's going to backfire. Your actions always end up hurting the people you pretend to support.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: LYNDSE MCPHEETERS | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: lyndse.mcpheeters25@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 9:42 PM |

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Having diversity equity inclusion programs in the workplace, government or otherwise, provides a safe space for all people in Missouri and hurts no one! It helps open minds and creates an environment of growth. Taking away funding will hurt a lot of people for no reason other than bigotry, fear, and hate. Why? What's the point? The workplace is another way for people to grow and become better. Taking away funding because of these types of programs is going to deter good hard-working people from taking jobs in Missouri and it's going to ultimately hurt Missouri's economy. Rep. Baker, you can shove this up your ass!!



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: LYNN MARIE BECKER | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: lmfelts@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:27 AM |
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I believe this bill is racist, please vote no. I believe this bill is anti-capitalist, please vote no.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| REGISTERED LOBBYIST: | | | |
| WITNESS NAME: MAGGIE EDMONDSON | | PHONE NUMBER: 314-368-1137 | |
| REPRESENTING: ABORTION ACTION MISSOURI | | TITLE: | |
| ADDRESS: 1210 S VANDEVENTER AVE | | | |
| CITY: ST. LOUIS | | STATE: MO | ZIP: 63110 |
| EMAIL: maggie@abortionactionmissouri.org | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 5:33 PM | |

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

Chair, Vice-Chair, members of the committee, thank you for the opportunity to submit testimony on behalf of Abortion Action Missouri in opposition to HB 2569 – Discriminatory taxes on Missouri businesses, agencies, institutions and departments. Abortion Action 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. 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

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
| COMMITTEE: Emerging Issues | | |
| TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES | | |
| WITNESS NAME | | |
| BUSINESS/ORGANIZATION: | | |
| WITNESS NAME: MARILYN MCLEOD | | PHONE NUMBER: 573-239-3708 |
| BUSINESS/ORGANIZATION NAME: LEAGUE OF WOMEN VOTERS OF MISSOURI | | TITLE: PRESIDENT |
| ADDRESS: 8706 MANCHESTER RD., SUITE 104 | | |
| CITY: ST. LOUIS | | STATE: MO |
| | | ZIP: 63144 |
| EMAIL: marilyn_mcleod@yahoo.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 4:17 PM |

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This bill would restrict public entities from conducting training or providing initiatives that include diversity, equity and inclusion. Diversity, equity and inclusion are intrinsically linked to the strength and vibrancy of workplace culture. Inclusivity opens the door to a larger, more diverse pool of talent. A diverse workforce reflects the communities in which they operate. 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
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: MARY CHADWELL | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: chadwell.mary027@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 12:42 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

As a Missourian who pays taxes and interacts as a member of society I do not support HB 742. I am a part of the LGBTQ+ community and it would infringe on my rights as an American to express my individuality as well as others within our community. I want a state/country where I don't have to fear for the lives of my children as they grow up into functioning members of society. Thank you for your time.



MISSOURI HOUSE OF REPRESENTATIVES
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: MARY ELLEN TIPTON | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: elleytipton0406@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/21/2025 7:36 PM |
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HB 742 would harm LGBTQ+ people and marginalized communities, reduce opportunities for workers, and send a message that all people are not valued in this state.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: MARY WESCHE | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: mwesche803@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 9:22 AM |

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There is a need to include diversity, equity and inclusion in all aspects of state government to ensure that it is a government of ALL the people, by ALL the people and for ALL the people.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: MEGAN SKYRME | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: meganskyrme@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 2:07 PM |

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DEI has helped me feel valued and empowered to share my voice. Being in inclusive spaces has broadened my perspective, deepened my empathy, and inspired me to advocate for others.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: MICHAEL DREYER | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: mdreyer93@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:06 PM |

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

I strongly oppose HB 742, a bill that prohibits state departments from funding diversity, equity, and inclusion (DEI) initiatives. DEI programs are essential for addressing systemic inequities and ensuring equal opportunities for all Missourians, particularly marginalized communities. These initiatives are not about preferential treatment but about leveling the playing field and fostering understanding. By dismantling DEI efforts, this bill ignores the realities of discrimination and inequality, stifles progress, and sends a message that Missouri is unwilling to confront these critical issues. Furthermore, HB 742 harms our state’s economic and social well-being. Businesses and institutions thrive when they embrace diversity and inclusion, yet this bill discourages such practices, putting Missouri at a competitive disadvantage. It also contradicts its own claim of protecting “freedom of thought and speech” by censoring important conversations about systemic oppression. Instead of fostering division, we should be working to create a more inclusive and equitable Missouri. I urge you to reject HB 742 and support policies that promote fairness, opportunity, and unity for all.



MISSOURI HOUSE OF REPRESENTATIVES
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: MICHAEL R WALK | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: athos467@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 7:44 AM |

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

DEI initiatives help foster understanding among different people. It is important to consider all citizens when creating or implementing policy, not just those who we identify with most easily. Elimination of DEI from our society is divisive and unhelpful. DEI comes with minimal cost and a great deal of benefit. Please vote no on this bill, and keep Missouri inclusive and strong.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: MICHAEL WESTPHAL | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: mwestphal28@yahoo.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:02 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

To take away DEI funding is a gateway to reverting back to outward homophobia, transphobia, and attacks against the LGBTQ+ community. As a gay man, I don't want to see my friends hurt or discouraged from being themselves. They deserve to be wholly themselves, and this bill tells them that they are not allowed to. All under the guise of reducing expenditures. I stand in intense opposition to this bill.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: MILES MOIT-COUNTS | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: theolympianmmc@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:12 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

As a resident of Saint Charles, MO who works closely with the LGBTQ+ community and as a member of said community. Doing away with DEI programs in Missouri I believe would cause greater harm than good. I firsthand have seen all the good it can do. I am asking Rep. Baker and all others who are considering this bill to go directly to the people who would be affected by this action and see how they would feel about it.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: NADINE BALL | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: 19ball.nadine58@gmail.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:21 AM |

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Recognition of how our social interactions affect others is fundamental for any public or private citizen to live as a responsible member of civil society. DEI initiatives educate all members of a private or public entity to the realities of how our actions—intended and unintended—affect others. Many members of our State already experience discomfort daily. The language in this bill reflects the voice of a few individuals who rarely experience such discomfort, and misinterpret, overgeneralize, or take offense at valid, research-based information about how people in different demographic groups experience our society. It is imperative that we all learn how to interact—personally and professionally—in more equitable ways. Such learning is messy and uncomfortable. It is also essential. It is time for the MO Legislature to step back and allow private and public entities to ensure that such initiatives proceed. Missouri citizens deserve the best and most qualified individuals serve them. Ignorance of social interactions that you subsume under “DEI” are essential to that service.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: NANCY GOTH | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: ngoth02@hotmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 2:49 PM |

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Support DEIListen to the Democrats members of the committee. They spoke wisely today.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: NATHAN MADDEN | | PHONE NUMBER: 816-393-0105 | |
| BUSINESS/ORGANIZATION NAME: HEALTH FORWARD FOUNDATION | | TITLE: IMPACT STRATEGIST - POLICY | |
| ADDRESS: 2300 MAIN ST | | | |
| CITY: KANSAS CITY | | STATE: MO | ZIP: 64108 |
| EMAIL: nmadden@healthforward.org | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:33 AM | |

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

Chairman Christ and Members of the Committee -On behalf of Health Forward Foundation (Health Forward), I submit this written testimony in opposition to House Bill 742. Health Forward works to support and build inclusive, powerful, and health communities characterized by racial equity and economically just systems. We oppose this bill as it would cause direct harm to rural communities and communities of color that have direct investment economically or through programs to promote health. HB 742 would have a detrimental impact to the overall economy of Missouri. According to research by the Perryman Group, laws targeting diversity, equity, and inclusion programs would weigh down the economic output by \$2.6 billion and cost upwards of 24,000 jobs through 2030 (<https://healthforward.org/wp-content/uploads/2024/02/PerrymanReport-AntiDEI-EconomicImpact-MO-KS.pdf>). Additionally, in the way the law is written, it is likely that any tax incentive or program run through any state department with any diversity, equity, or inclusion element would be immediately invalidated. This would jeopardize minority and women business enterprises (M/WBE) from receiving tax credits that fuel and stimulate economic growth. Programs like the MOBucks loan program would be at risk, which invested over \$100 million in qualifying M/WBE entities as of the most recent report (https://treasurer.mo.gov/CommitteeAnnualReports/MLDP_Annual_Report_2024.pdf). This would further harm hard working Missourians by locking them out of resources and instead concentrates those in large corporations with no ties to our home state. Finally, this legislation would immediately harm rural communities all across the state. It's a well-known fact that rural communities suffer from health inequities like higher death rates from suicides, kidney disease, diabetes, cancer, and other diseases than urban communities, according to the Department of Health and Senior Services Biennial Report on Health in Rural Missouri (<https://health.mo.gov/living/families/ruralhealth/pdf/biennial2022.pdf>). There are a wide range of programs and organizations in rural communities funded through dollars that this legislation would immediately cancel - harming Missourians in rural areas that already have been overlooked and disinvested in. Health Forward again asks legislators on this committee to vote NO on HB 742. This legislation would directly harm Missouri's economy with no clear benefit to its adoption. Let's keep these important resources flowing to all communities across the state. If you have any questions or would like any additional resources, please feel free to reach out to me at nmadden@healthforward.org. Respectfully, Nathan J. Madden, Ph.D. Impact Strategist - Policy Health Forward Foundation



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: NICOLE REEDS | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: nicoleereeds@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 11:01 AM | |

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I am concerned about this bill's impact on one of our most vulnerable populations included in DEI initiatives- the valued members of our military, veterans, and their spouses, of all races and gender, of all orientation. Despite the bachelor's degree obtained in service, I still had to financially support and house my ex-spouse for nearly three years, because he couldn't find more than a part time job to accommodate him and his injuries post-service, until hired under a "Collective Guilt Ideology". What will come of the elimination of MO Heroes Connect? Are sights being set on undermining of USERRA and VEVRAA? I feel that's frankly unconscionable. Nearly 10% of our valued veterans are LGBTQIA+, and over a third are not white- potentially excluding them from veterans hiring initiatives, if such a thing were to exist after this bill, because of their intersectional identity is abhorrent.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: NICOLE VALADEZ | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: almaguer.nicolev@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 11:57 AM |
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DEI hiring practices have been shown to be important in creating a better and more successful workplace while reducing the risk of discriminatory claims.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: PERI HERMAN | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: turquoisedoran@yahoo.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:31 AM |
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We as a State, Country, and planet need people from different backgrounds with different life experiences to find creative solutions to the problems facing us today. Climate change isn't going to cease to be a problem just because the people in power don't believe in it. Public health issues will continue to arise. We need to look for solutions that will help us in the long term and to do that we need to come at these problems from multiple directions. Having people coming in from a variety of backgrounds increases our chances of finding solutions.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| BUSINESS/ORGANIZATION: | | | |
| WITNESS NAME: REBECCA NOWLIN | | PHONE NUMBER: 573-443-5823 | |
| BUSINESS/ORGANIZATION NAME: MISSOURI ASSOCIATION OF AREA AGENCIES ON AGING | | TITLE: | |
| ADDRESS: 2027 CHRISTY DR. | | | |
| CITY: JEFFERSON CITY | | STATE: MO | ZIP: 65101 |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM | |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: REBEKAH MASSMANN | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: rmassmann@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:56 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

I work for a Fortune 500 company headquartered in the St. Louis area, in the area of corporate Learning and Development. I am writing this testimony on behalf of myself and my own experiences, and do not represent the views of my organization. In today's dynamic and interconnected global marketplace, Diversity, Equity, and Inclusion (DEI) initiatives are not just ethical imperatives but strategic advantages for corporations. These initiatives foster a culture of respect, innovation, and continuous improvement, which are essential for the sustainable growth and success of any organization. The efforts that we work on are focused on teaching employees and managers how to foster innovation through embracing diverse ideas from a diverse group of individuals -- and not just focused on demographic differences, though that is part of it. What can a former stay-at-home mom bring to the table based on her community interactions and household management? We strongly support veterans at my organization - what can they bring to the table to help us thing differently? "DEI" is not a scary word...it's just an acronym that describes efforts to make sure every single employee at our company feels safe, supported, and included. As a private business, we absolutely do not need the state of Missouri telling us what kind of training will benefit our employees and our profitability. We know our people and culture best, and we will deliver what is needed. Don't handicap employers in Missouri with additional regulations, please. I don't think that's what most of you stand for when you say you support businesses. We need to be able to continue the work that we are doing, which has been shown to increase employee engagement and retention and better business outcomes, among other KPIs.



MISSOURI HOUSE OF REPRESENTATIVES
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: RIVA E CAPELLARI | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: rivacapellari@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:30 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

All state departments should employ people who represent the diversity of the citizens of Missouri. People from diverse backgrounds, races, etc create a more robust department that can respond to the needs of all Missourians.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: ROBERT GOOD | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: robgood82@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 8:45 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

I am writing to urge you to oppose HB 742, particularly the provisions that seek to limit DEI programming in any business receiving a state contract. A recent study by the Perryman Group (<https://healthforward.org/news/new-report-reveals-high-economic-risk-of-anti-dei-laws-in-kansas-and-missouri/>) in 2024 noted that the unintended consequences of such legislation would have a negative economic impact of \$2.6 billion and cost over 23,000 jobs.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
| COMMITTEE: Emerging Issues | | |
| 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: ROBERT PIEPER | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: RFPieper@outlook.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:41 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

Please accept this testimony in opposition to HB742.As written, the legislation is overly broad and littered with undefined or inadequately defined terms (e.g: “collective guilt ideologies,” “Intersectional or divisive identity activism” or “limiting of freedom of conscience, thought, or speech”).It would therefore serve little purpose other than to needlessly involve Missouri in years of expensive and time-consuming court challenges.In fact, the legislation is so poorly written that it would appear to be a deliberate attempt to involve the state in lengthy, high profile court cases – thereby effectively providing publicity and advancing the public profiles of the sponsoring legislators or other state office holders. Thanks for your consideration.Bob Pieper1214 Murphy Ave.St. Louis, Mo. 63117314-781-5282



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: ROBERT SEGARD | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: dayton.segard@yahoo.com | | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 8:24 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
| COMMITTEE: Emerging Issues | | | |
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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: ROSALIE METRO | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: rose.metro@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 9:11 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

The hysteria around the words "diversity, equity, and inclusion" is ridiculous. Please don't throw the baby out with the bath water. In my field, education, DEI is particularly important. Of course we want to include students with special needs! Of course we want our English Learners to learn English as well as math, science, & social studies, even if that means they need extra help! Just a couple of years ago Gov. Parson explained that there's nothing radical or scary about DEI. Please don't jump on the bandwagon with this issue--you will hurt students around the state.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 | |
| COMMITTEE: Emerging Issues | | | |
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| WITNESS NAME | | | |
| REGISTERED LOBBYIST: | | | |
| WITNESS NAME: SAGE CORAM | | PHONE NUMBER: 314-669-3425 | |
| REPRESENTING: AMERICAN CIVIL LIBERTIES UNION OF MISSOURI | | TITLE: | |
| ADDRESS: 906 OLIVE ST., #1130 | | | |
| CITY: ST. LOUIS | | STATE: MO | ZIP: 63101 |
| EMAIL: scoram@aclu-mo.org | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 10:46 PM | |

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

On behalf of the American Civil Liberties Union of Missouri and our approximately 15,000 members statewide, I would like to express our strong opposition to HB 742. The proposed bill raises serious vagueness and due process concerns under the First Amendment. The vaguely-worded “collective guilt ideologies” and “intersectional or divisive identity activism” will create confusion and lack a uniform understanding of what crosses the line into prohibited conduct or initiatives. As a result, the vague language will cause a variety of professionals and state employees to steer clear of complex topics, chilling free speech and impacting the ability of adults to work, lead, and succeed across the state. Attempting to censure state departments and their staff from engaging in “diversity, equity, and inclusion” programming or conversation in a way that legislators do not approve of is an affront to free speech and restricts opportunity within our state. A prohibition on talking honestly about historical context or societal inequities hurts all Missourians. Legislative attempts such as the proposed bill seek to erase reality, lived experience, and relevant professional expertise – and will disproportionately impact historically marginalized communities. As the ACLU of Missouri, we stand with everyone’s right to work in environments free from discrimination or censorship. The First Amendment protects the right to share ideas, including the right of listeners to receive information and knowledge. We must protect this right. For these reasons, we urge you to vote no on HB 742.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: SARA SCHMIDT | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: sarajschmidt@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 8:31 PM |

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Please do not eliminate DEI programs. These programs help provide more equitable opportunities for all Americans. Research confirms that there is heavy bias among hiring departments toward white, cis people and these programs help reduce the bias in the system. We Americans are in support of these programs and urge you to protect them.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| BILL NUMBER: HB 742 | | DATE: 1/22/2025 |
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| WITNESS NAME | | |
| REGISTERED LOBBYIST: | | |
| WITNESS NAME: SARAH SCHLEMEIER | | PHONE NUMBER: 573-634-4876 |
| REPRESENTING: AMERICAN COLLEGE OF OBSTETRICIANS AND GYNECOLOGISTS | | TITLE: |
| ADDRESS: | | |
| CITY: JEFFERSON CITY | STATE: MO | ZIP: 65101 |
| EMAIL: sgh@mobby.com | ATTENDANCE: In-Person | SUBMIT DATE: 1/22/2025 12:49 PM |
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MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: SCOTT MCMASTERS | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: scotty.mcm93@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 12:10 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

Without diversity, equity, and inclusion initiatives, our state and local governments have no way to check if there is racist, sexist or prejudice actions taken against Missouri citizens. These initiatives are designed to prevent exclusion not arbitrary inclusion.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| REGISTERED LOBBYIST: | | | |
| WITNESS NAME: SHARON GEUEA JONES | | PHONE NUMBER: 573-808-2156 | |
| REPRESENTING: MO NAACP | | TITLE: | |
| ADDRESS: 227 JEFFERSON | | | |
| CITY: JEFFERSON CITY | | STATE: MO | ZIP: 65102 |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM | |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: SHERRY L BUCHANAN | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: sherrybuchanan66@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 11:06 AM | |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

DEI opposition is a unnecessary distraction from important work that the MO Legislature should be doing. Decisions about how to use DEI initiatives and training should be left to the individual businesses and organizations that see value in a DEI focus. Examples: Diversity, equity, and inclusion are intrinsically linked to the strength and vibrancy of workplace culture (WebMD Health Services). Inclusivity opens the door to a larger, more diverse talent workforce (360learning). Employees who feel included and accepted are more engaged and productive. Diverse workforces reflect the communities in which they operate



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| BUSINESS/ORGANIZATION: | | |
| WITNESS NAME: STEPHANIE NULL | PHONE NUMBER: 417-372-5463 | |
| BUSINESS/ORGANIZATION NAME: ST. LOUIS ANTI-VIOLENCE PROJECT | TITLE: EXECUTIVE DIRECTOR | |
| ADDRESS: | | |
| CITY: ST. LOUIS | STATE: MO | ZIP: 63112 |
| EMAIL: stephanie@stlavp.org | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 9:45 AM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

St. Louis Anti-Violence Project is dedicated to bringing awareness of relational and sexual violence within and to the LGBTQIA+ community. As an agency dedicated to ensuring there are safe, inclusive spaces for the LGBTQIA+ community, it is imperative that we partner with not only nonprofits but government entities to improve equal access to needed services. According to the CDC's National Intimate Partner Surveys from 2016/2017 released in October 2023, lesbian, gay, bisexual, and transgender (LGBT) adults experience higher rates of violence victimization in comparison to their heterosexual peers. (<https://www.cdc.gov/nisvs/documentation/nisvsReportonSexualIdentity.pdf>) DEI training and programs are imperative to ending long standing biases and improving such access to those who are most vulnerable by increasing knowledge of various identities and their specific obstacles while improving necessary tools (and skills) to support these communities. Without safe, inclusive programs throughout our sectors, we can expect marginalized communities to see higher rates of violence and poverty, ultimately impacting the well-being of all of our communities in the state of Missouri.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: SUMMER TROTTIER | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: sumtrot@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 11:22 AM |

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The arguments regarding HB 742 are incredibly hypocritical. If we are truly concerned about merit-based opportunities, why not allow private businesses to pursue what works for them. If republicans are the party of small government (which they continue to disprove every second) and free enterprise, wouldn't they prefer to let the free market dictate how companies and organizations prioritize their hiring? We are all so incredibly tired of politicians making social problems where there are none and not actually being productive to help citizens of this state with REAL ISSUES like poverty and education. Stop making solutions for problems that don't exist. This bill does NOTHING to help our state and only serves to make headlines for this particular legislator built on empty us vs. them culture war propaganda. DO BETTER.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: SUSAN GIBSON | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: Onesuegibson@protonmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 7:41 PM |

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Nothing illuminates the insecurity of mediocre white men like an effort to end DEI policies. Please oppose this nonsense.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: SUZANNE MCGINNIS | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: suzmas4@yahoo.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 1:52 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

It is easy for white males to be against DEI. To them they feel they have been harmed by it. While others see it as leveling the playing field and taking away some of the natural bias. As questioned, if race and gender don't matter, why is it on the form? Why not make it illegal to have those on the application. A DEI hire still has to be qualified to do the job. Also the bigger part of DEI is the instruction. When you grow up in a community without diversity, you need to learn a little about other culture norms and ideals. It is good to know differenes. Please do not end DEI funding.Thank you



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: SUZY LATARE | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: suzylatare@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/21/2025 9:21 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

Please do not discontinue funding for diversity, equity, and inclusion programs in our state agencies. These programs may make some uncomfortable, but they're critical to building understanding, and therefore a more respectful workplace, among professional colleagues. HB 742 would harm LGBTQ+ people and marginalized communities, reduce opportunities for workers, and send a message that all people are not valued in this state.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: THOMAS JOHN BENOIST | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: tjbenoist@gmail.com | ATTENDANCE: Written | | SUBMIT DATE: 1/22/2025 12:48 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | | |

This bill is being a bill designed only to further disparage the diverse communities of the State, taking away the ability of our State Departments to accurately model and serve the incredibly diverse communities of the State. Putting aside this as an attempt just to further the status quo and prevent programs to assist diverse communities, it is not a well written bill. It lacks definitions, it lacks clarity, and is an all around bad bill.



MISSOURI HOUSE OF REPRESENTATIVES
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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: TONYA | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | TITLE: | |
| ADDRESS: | | |
| CITY: | STATE: | ZIP: |
| EMAIL: mfatt70@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/22/2025 3:27 PM |

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

I am writing to express my opposition to HB742, which would prohibit funding for diversity, equity, and inclusion (DEI) programs. As someone deeply concerned about the health of our communities and the future of medical education in Missouri, I believe this bill would have devastating consequences. In medical education, DEI initiatives prepare future healthcare professionals to provide equitable unbiased care to all patients, regardless of race, ethnicity, or background. These programs help train providers to recognize and address implicit bias, build trust in underserved communities, and ensure a more diverse workforce that reflects the populations they serve. By defunding DEI efforts, HB742 would set back progress in reducing health disparities and undermine the quality of healthcare training in Missouri. This bill would leave future healthcare providers ill-equipped to meet the needs of an increasingly diverse patient population and exacerbate existing inequities. I urge you to stand against HB742 and support initiatives that advance health equity and strengthen medical education. Together, we can create a healthier, more just future for all Missourians.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | |
| INDIVIDUAL: | | |
| WITNESS NAME: WINIFRED WRIGHT | | PHONE NUMBER: |
| BUSINESS/ORGANIZATION NAME: | | TITLE: |
| ADDRESS: | | |
| CITY: | | STATE: ZIP: |
| EMAIL: winifredmwright@gmail.com | ATTENDANCE: Written | SUBMIT DATE: 1/21/2025 6:33 PM |
| THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo. | | |

HB 742, filed by Rep. Ben Baker, aims to eliminate diversity, equity, and inclusion standards across state agencies. It also prevents the state from awarding contracts to businesses who prioritize DEI initiatives. This is anti-democratic and goes against everything that America stands for. As a Patriot and citizen of this country and of the great state of Missouri, I cannot allow these protections to be removed. I oppose this bill.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

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| WITNESS NAME | | | |
| INDIVIDUAL: | | | |
| WITNESS NAME: ZARIA CHANEY | | PHONE NUMBER: | |
| BUSINESS/ORGANIZATION NAME: | | TITLE: | |
| ADDRESS: | | | |
| CITY: | | STATE: | ZIP: |
| EMAIL: | ATTENDANCE: | SUBMIT DATE: 1/22/2025 12:00 AM | |
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