

DEI in the Sciences Fact Sheet

NATIONAL
ASSOCIATION
of SCHOLARS

Government Policymakers

Government policymakers, both at the federal and the state levels, should work to remove “diversity, equity, and inclusion” (DEI) policies and programs from our universities. They also should work to restructure American science funding to mitigate the corrosive effects of DEI on American scientific research. Federal policymakers, above all, should condition the vast flows of federal research money on how effectively DEI ideology has been removed from academic science.

- *DEI Ideology:* To remove DEI ideology from university sciences, we recommend four model bills for state policymakers:
 - the [College Finances Act](#), which requires budget transparency in public universities, especially regarding DEI funding;
 - the [Campus Intellectual Diversity Act](#), which prohibits political discrimination and protects intellectual diversity;
 - the [Universities Nondiscrimination Act](#), which prohibits universities from discriminating by race, sex, or other group identity and prohibits discriminatory concepts in administrative trainings; and
 - the [Professional Association Liberty Act](#), which prohibits all state funding or support for any professional association that requires commitments to discriminatory concepts, imposes censorship, or requires abridgement of First Amendment rights, including compelled speech.

Federal policymakers also might pass similar bills to remove DEI from institutions of higher education (IHEs).

- *Finances:* In the long run, both government and academic science would be better for a redirection of government research funds away from academic research and toward supporting research through philanthropic and institutional funds. In the short run, federal policymakers should ensure that federal funds do not allow the subsidy of DEI bureaucracies and policies in the university. We recommend two model bills to achieve this goal:
 - the [Indirect Costs Act](#), which caps university indirect costs surcharges on research grants at a maximum of 10% of the direct costs of the program; and
 - the [Science Depoliticization Act](#), which forbids federal science agencies from funding research at institutions that impose DEI policies or identity-group discrimination.

State policymakers also might pass similar bills regulating their financial support for public universities.

- *Irreproducibility Crisis*: Federal and state policymakers should act to address the irreproducibility crisis. The flood of irreproducible science not only wastes research dollars but also is facilitated by a network of professional incentives that has built up around a funding regime that incentivizes metrics of research productivity rather than discovery. DEI ideology has ridden these perverse incentives to penetrate deeply into university science. We recommend seven model bills in our [Model Science Policy Code](#) to achieve this goal, but above all these two:
 - the [Reproducible Policy Act](#), which requires federal agencies to use only publicly accessible research which (in appropriate disciplines) meets Good Laboratory Practice Standards in the most important regulatory actions and scientific inventories; and
 - the [Reproducible Grants Act](#), which restricts new federal grant funding to publicly accessible research.

University Administrators

University administrators are primarily responsible for the imposition of DEI ideology on universities, so the present body of administrators presumably knows what could be done to rid their universities of DEI. That DEI ideology persists is *prima facie* evidence that they just don't wish to, so they must be forced to do so. They should be required by law and policy to undertake these reforms.

- *Fire the DEI Bureaucrats*. The bloated DEI bureaucracy that afflicts most universities has proven very difficult to dislodge. These bureaucracies are parasitic: the only thing DEI bureaucrats know how to do is impose DEI. If you give them another job, they will turn it into a DEI machine—and they will rally resistance to you. Find out who the DEI bureaucrats are and terminate their employment.
- *Oversee Faculty Hiring and Student Admissions*. Recruitment and retention of faculty and students have traditionally focused on principles of [Merit, Fairness, and Equality](#) (MFE). DEI advocates have subverted this by seizing control of faculty hiring and student admissions. Administrators should monitor both of these processes in detail, and where adherence to DEI ideology has been made a condition for recruitment and retention, take steps to intervene to refocus recruitment and retention on principles of MFE.
- *Remove Faculty Who Explicitly Promote Scientific Misconduct*. DEI ideology promotes scientific misconduct by directing research to narrow political goals and away from querying nature. Too many professors now favor [outright research misconduct in the name of DEI activism](#). Professors who promote scientific misconduct in the name of DEI ideology have committed an offense that merits revocation of tenure and removal from university employment.