



# CATHOLIC LEAGUE

*For Religious  
and  
Civil Rights*

January 17, 2025

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Dear Corporate Leaders:

As you know there is a movement away from corporate DEI (diversity, equity and inclusion) policies. With good reason: they not only do not achieve their purported goals, they are counterproductive, inducing a corporate climate that is hostile to many workers.

Companies that have abandoned DEI include Amazon, Meta, Walmart, Ford, Harley-Davidson, John Deere, Lowe's, Molson-Coors, Stanley Black & Decker, Boeing, Brown-Forman, Caterpillar and McDonalds.

It is time for all corporations to discontinue DEI policies, while taking steps to ensure that all employees are treated fairly.

This letter is being sent to 552 corporations across the nation. The list is based on those corporations which received a rating of 100 by the Human Rights Campaign (HRC) in its 2023-2024 "Corporate Equality Index" report. While this document focuses on LGBTQ issues, HRC's commitment to DEI extends to racial issues.

On November 25, 2024, the Network Contagion Research Institute and Rutgers University Social Perception Lab published a study, "Instructing Animosity: How DEI Pedagogy Produces the Hostile Attribution Bias." It examined a wide range of studies on how effective DEI policies have been in combating prejudice and discrimination in the workforce.

"The evidence presented in these studies reveals that while purporting to combat bias, some anti-oppressive DEI narratives can engender a hostile attribution bias and heighten racial suspicion, prejudicial attitudes, authoritarian policing, and support for punitive behaviors in the absence of evidence for a transgression deserving of punishment."



Two scholars, Jay P. Greene and James D. Paul, reviewed the literature on this subject and concluded that these programs make things “worse” rather than better. Political scientist Scott Yenor came to the same conclusion after studying the impact of these policies at Texas A&M University.

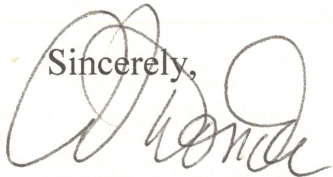
Meta’s vice president of human resources, Janelle Gale, recently wrote that “DEI” has become “charged” because some believe it suggests “preferential treatment of some groups over others.” That is certainly true of Christians in the workplace. They are not only being badgered with baseless claims of “Christian privilege,” they are being marginalized by aggressive LGBTQ policies.

Business professor and author David Goetsch studied this phenomenon and concluded that anti-Christian harassment is gaining ground in the workplace. The conflict between religious rights and LGBTQ rights is unnecessary he says, arguing that “the workplace is not the place to fight the battle of the LGBTQ agenda.”

As a sociologist who has written on the subject of free speech, I learned that Christians are the most likely to say they are being intimidated from speaking freely at school or in the workplace. To be specific, those who hold to traditional moral values are subjected to more intolerance than any other demographic group. Ergo, LGBTQ policies designed to create tolerance for those workers may increase intolerance for Christians.

Again, this is not a request to retreat from enforcing policies that ensure justice in the workplace. It is a request to stop politicizing it.

Sincerely,

A handwritten signature in black ink, appearing to read "William A. Donohue". The signature is fluid and cursive, with a large initial "W" and "D".

William A. Donohue, Ph.D.  
President