

# A **DEI** Blueprint You Can Believe In...



## **DIVERSITY:** *Finding Strength in ALL Our Differences*

Diversity should mean embracing differences in thought, economic background, personal experience and professional expertise... not just identity markers.



## **EQUALITY:** *Equal Access to Opportunities*

Equality should mean everyone has access to the same opportunities, and reward merit and effort... not lower standards to ensure equal outcomes.



## **INCLUSION:** *A Culture of Mutual Respect*

Inclusion should mean an environment where all are treated with dignity and respect, regardless of their beliefs, backgrounds, or abilities... not silencing differing viewpoints.

**DIVERSITY** should enrich, not divide.  
**EQUALITY** should empower, not lower standards.  
**INCLUSION** should unify, not conform.





## ORTC D.E.I Blue Ribbon Blueprint

Since the days of Abraham Lincoln, the Republican Party has stood for a unifying, common-sense approach to America's social and civil challenges—grounded in equal opportunity, personal responsibility, and the belief that what unites us is stronger than what divides us. While the issues may evolve, our values remain constant. We've long supported cultural progress that strengthens—not fractures—our communities, state, and nation. Today, D.E.I. has been weaponized by political extremes to divide, distract, and distort. What should foster unity is now used to mislead and provoke. Orange deserves better. As we have for generations, we respond not with noise, but with principle—guided by logic, committed to progress, and rooted in our community's best interests. What follows is not what we oppose—but what we stand for. This is the Orange Republican vision for a principled, inclusive path forward on D.E.I.



### **Diversity:** *Finding True Strength In Our Differences*

True diversity is not just about race or gender but about recognizing differences in perspectives, experiences, abilities, and ideas. A truly diverse educational environment values people for their contributions, skills, and insights rather than using identity markers as the primary measure of inclusion. It embraces diversity of thought, economic background, personal experience, and professional expertise. This approach ensures that people from all walks of life feel valued—not just those who fit into specific demographic categories.

**Framework Illustration:** We support the Open Choice Grant program, meant to give students school choice and the ability to study outside of the district, which provides them with enhanced educational opportunities, and advanced learning outcomes, all while fostering diverse educational environments.



### **Equality:** *Equal Access to Opportunity, Not Equal Outcomes*

Real equality ensures that everyone has the same opportunities, resources, and pathways for success. It does not mean forcing equal outcomes or lowering standards in the name of equity. Instead, it focuses on creating a fair playing field where individuals can succeed based on their abilities, work ethic, and dedication. A strong DEI model rejects the idea of "group-based advantages" and instead promotes policies that uplift individuals based on merit and effort.

**Framework Illustration:** We support preserving leveled and advanced coursework to challenge students by ability, promote excellence, and reject policies that lower standards in the name of equity. We support athletic competition that ensures fair and safe opportunities for both women and men. We support merit-based education that rewards effort and achievement, not group identity or ideology.



## **Inclusion:** *A Culture of Respect, Not Forced Compliance*

A truly inclusive educational environment fosters an environment where all individuals are treated with dignity and respect, regardless of their personal beliefs, backgrounds, abilities or disabilities, and perspectives. It does not mean compelling ideological agreement or silencing viewpoints that differ from the mainstream narrative. This well-balanced approach to inclusion encourages open dialogue, critical thinking, and a shared commitment to fairness. Inclusion should be about embracing differing opinions and perspectives in a way that fosters unity rather than division.

**Framework Illustration:** We believe inclusive education means ensuring that all students, regardless of physical, cognitive, or learning disabilities, are given the opportunity to excel. This requires proper accommodations, full parental involvement, well-supported educators, and dedicated funding that prioritizes student success over bureaucracy.

The ORTC D.E.I. Blueprint is a return to principle over politics. We reject division and offer a path rooted in equal opportunity, individual merit, and mutual respect. Diversity should enrich, not divide. Equality should empower, not lower standards. Inclusion should unify, not conform. These are not partisan ideas—they are common-sense values shared across our community. This blueprint is our commitment: to serve people, not ideology—and to build a stronger Orange by putting students, families, and excellence first.