

**Loretta Aggrey**

2/10/2025

**To:** North Dakota Legislative Committee

**Subject: Testimony in Opposition to SB 2392 – Regulation of Prohibited Discriminatory Practices**

My name is Loretta Aggrey, and I am a concerned citizen currently residing in Horace, North Dakota. I am writing to express my strong opposition to the Senate Bill 2392 because this bill fails to support true equity. If enacted, this bill will not only fail to address existing concerns but will, in fact, contribute to inequitable outcomes and further disparities in communities that have historically faced barriers to opportunity.

### **Background & Concerns**

As a beneficiary of Diversity, Equity, and Inclusion (DEI) initiatives and scholarships in North Dakota, I have witnessed how these programs provide pathways for individuals from underrepresented backgrounds to excel in employment, leadership, and education. These practices are not established with the intention of providing unfair advantages. Rather, these initiatives are to help create some equity for individuals that would normally never have a chance at getting the same opportunity as their peers. SB 2392 threatens to undo all this progress and eliminate programs that have truly made equity a reality for me and many others.

I am a first-generation college graduate and a person of color. I know what it is like to enter a room and feel like I do not belong. I have to work harder and prove myself time and again because people like me do not always get the same opportunities. However, DEI practices have played a huge role in my journey and minimize barriers that so many like me face. DEI does not perpetuate discrimination but rather promotes accessibility. Without these programs, the challenges of being a first-generation college graduate would have been even greater. If SB 2392 had been enacted four years ago, I fear many doors of opportunities would have been shut for me—or countless others like me. This bill sends a message that efforts to create fairness are no longer welcome in North Dakota because it is, in itself, contradictory to its purpose. It will only create the illusion of a level playing field.

### **Other Related Concerns**

Senate Bill 2392 lacks clear guidelines on how the bill will be enforced and implemented.

Businesses are looking for diverse, talented workforces. If we send a message that inclusion doesn't matter, companies may think twice about investing in North Dakota.

### **Conclusion**

I love North Dakota, and I want more than anything for people from all walks of life to have a chance to succeed, just as I did. So, in light of these concerns, I respectfully urge you to vote against SB 2392 and instead consider solutions that will foster equity in North Dakota. Thank you for your time and consideration. I am happy to provide further information or answer any questions you may have.

Sincerely,  
Loretta Aggrey

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