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KEN PAXTON
ATTORNEY GENERAL OF TEXAS

April 3, 2025

To Whom It May Concern:

On March 17, 2025, the Acting Chair of the Equal Employment Opportunity Commission (“EEOC”) sent your law firm a letter requesting information about diversity, equity and inclusion (“DEI”) related employment practices.¹

Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e, *et seq.*, prohibits an employer from discriminating on the grounds of race, color, religion, sex, or national origin. In addition to employment protections under federal law, state laws reinforce those same protections.

EEOC’s letter to your firm flagged potential violations of employment discrimination laws, both at the federal and state levels—specifically, touting hiring practices that include diversity fellowships, setting hiring goals with targets for greater representation of minority groups, and DEI programs that entail unlawful disparate treatment in terms, conditions and privileges of employment. These practices indicate possible violations of Title VII and state statutes. They may also violate state laws against deceptive trade practices.

Under the Civil Rights Act of 1964, States have authority to enforce employment discrimination laws that ensure DEI and other policies that promote the employment of a person based on race, color, religion, sex or national origin are not being used. The publicly released information flagged in EEOC’s letter indicates that your firm may have acted in violation of Title VII. This information may also warrant action from state authorities empowered to investigate employment discrimination and other violations of state law.

Your firm should comply with EEOC’s letter requesting more information and send the same responsive information to the offices of the undersigned attorneys general. All of

¹ See *Review of Compliance with Title VII of the Civil Rights Act of 1964*, available at https://www.eeoc.gov/sites/default/files/2025-03/Law_Firm_Letters_-_03.17.2025.pdf.

these responses and supporting documentation should be made by **April 15, 2025**. Only through transparency can we be assured that Title VII and state laws are complied with, and that applicants are not being illegally discriminated against by policies that promote racial quotas and DEI.

Respectfully,



Ken Paxton
Texas Attorney General



Steve Marshall
Alabama Attorney General



Treg Taylor
Alaska Attorney General



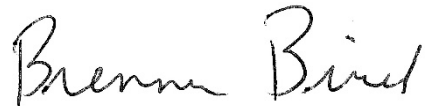
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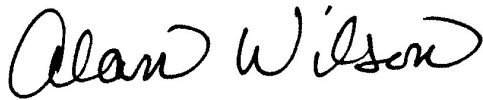
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