



April 6, 2022

Elon R. Musk  
Twitter, Inc.  
1355 Market Street  
San Francisco, California 94103

RE: Shareholder Proposal No. 7 on Twitter's 2022 Proxy Statement

Dear Mr. Musk,

Your uncompromising commitment to free speech, and sizable investment in Twitter to correct its practice, is exactly the kind of shareholder activism that has long been needed to counter the woke tech-tyrants in Silicon Valley.

Thank you for putting your money where your mouth is. When casting your proxy votes on the shareholder proposals listed in Twitter's [2022 Proxy Statement](#), we trust that you will continue to defend basic American values by putting your mouth where your money already is through voting in favor of [shareholder proposal no. 7](#), which addresses another woke degradation of America, one that has infiltrated Twitter: the new racism and sexism that goes under the name "equity," and is informed by toxic and bigoted critical social justice theories.

As a Twitter shareholder, our organization, the [Free Enterprise Project](#) (FEP) of the National Center for Public Policy Research, has a stake in clarifying where Twitter stands on workplace discrimination, and in pushing it way from equity-based bigotry. Twitter boasts about its commitment to [Diversity, Equity & Inclusion](#) (DEI); [race-based hiring](#) practices; "elevation of voices" based on skin color and sex; financial [contributions](#) to unaccountable and corrupt organizations such as Black Lives Matter; a [black-only](#) official Twitter account (as well as [others](#) for Asians, Arabs, women, "LGBTQIA+" and "Latinx," but none for men or whites); and [employee trainings](#) in these exclusionary company policies. Rooted in Marxist critical theories, these policies are clear-cut infringements on the Civil Rights Act of 1964, are incredibly divisive, and are being instituted at Twitter at shareholder expense, and at great risk to company - and shareholder - value.

Critical race theory, as it manifests itself in Twitter policy, discriminates against white people by assuming that they are all inherently and irredeemably racist oppressors. It's even more bigoted against black people by positing that they are all inherently and irredeemably powerless victims who can't succeed without special privileges granted by whites. It's the bigotry of no

expectations. And it also discriminates against all other ethnicities who get used as a political football whenever it is advantageous to the acceleration of this Marxist race struggle. This ideology is a complete assault on merit, truth and liberal American values. It replaces content of character for characteristics that are skin deep, and then weaponizes those immutable characteristics to intentionally sow division.

For these reasons, we submitted a shareholder proposal – no. 7 on the proxy statement – which requests that Twitter perform an audit to analyze the ways in which its DEI and other programs discriminate against groups the company has not honored with the label “diverse,” and the risks that arise from such discrimination and the failure to guard against it. If it is true, as Twitter claims, that its policies are in place to prevent discrimination, then Twitter shouldn’t be shy about conducting this analysis. But the dishonesty of Twitter’s claims are evident from CEO Parag Agrawal’s own inaugural statements in the role, including his assertion that he would craft Twitter policy not with an eye toward free and open exchange, but for the protection and promotion of “women, activists, dissidents, and members of minority communities.” This is discriminatory on its face, and we suspect that we have a pretty good idea of who Agrawal & Company will consider “activists and dissidents,” and who he will ban as spreaders of “hate and misinformation.”

Mr. Musk, we are delighted to vote for your retention on Twitter’s board and look forward to the possibility that you will do what is right for Twitter, its shareholders, and America by supporting our effort to render true Twitter’s assertions about standing for equality of treatment and participation.

Sincerely,

A handwritten signature in black ink, appearing to read "Scott Shepard". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Scott Shepard  
Director

A handwritten signature in black ink, appearing to read "Ethan Peck". The signature is cursive and somewhat stylized, with a long horizontal stroke extending to the right.

Ethan Peck  
Associate  
Free Enterprise Project  
National Center for Public Policy Research