

Lowe's Shareholder Meeting
Statement in Support of Proposal 8
Scott Shepard, Director, Free Enterprise Project
National Center for Public Policy Research, May 27, 2022

We are asking the company for a report that focuses on whether, in its myriad diversity, inclusion and equity efforts, the company discriminates against employees it has not honored with the label “diverse.” And we asked that in compiling the report, the company consult with experts from a wide range of viewpoints, including those of the center/right, representing the majority of Americans and almost certainly the majority of both ultimate Lowe’s shareholders and employees.

In its statement opposing our proposal, the company neglects to inform shareholders of the programs and programming that render our proposal so necessary.

Lowe’s was a sponsor of a critical race theory- and equity-based employee-training program produced by the United Way of Central Carolina that taught that racism is bad, that all white people are racist, that no non-white people are not racist and that white people are uniquely bad. It taught that white people needed to play a subordinate role at work, now and in the future, “ced[ing] power to people of color.” It taught that the only acceptable response by whites to all of this race hate against them was to embrace it fully and to apologize for themselves forever.

This employee training was then offered to Lowe’s employees. No counterprogramming, no alternative non-racist rebuttal, was offered.

All employees not only have civil rights, but have the *same* civil rights as all other employees. As a result, all employees enjoy legal protections against being discriminated against at work, and against having to work in racially hostile work environments.

This programming created an illegally hostile work environment. If you have any doubt at all, imagine what would have been the national response if Lowe’s had been caught telling non-white employees that they were uniquely evil and had to step aside for the good of other races.

Because we all have the same civil rights, this programming was just as evil, and just as wrong.

Consider as well Lowe’s absurd program to support small businesses, the primary purpose of which appears to be discrimination against straight white guys. All small businesses are invited to participate, except those run by white men. The apparently inferior white men and their businesses can only participate if they make the additional showing – required of no other participants – that they have either served in the military or are sexual-orientation minorities.

This is some of the starkest, and dumbest, discrimination imaginable. It treats straight white guys as inferior on the basis of their race and sex for no imaginable valuable purpose.

The law protects all Americans from discrimination by race, sex, orientation and other protected categories, whether or not Lowe’s or hard-left critical theory honors them with the label “diverse.” Too many Lowe’s programs ignore this basic fact. All shareholders must be worried

when the company spends their money to create such massive legal, regulatory, litigational and reputational risks.

Lowe's executives must recognize that no Americans may be discriminated against on the basis of race, sex or orientation in any way – or those executives must go, to be replaced with those who understand how the Constitution works.

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