

**Home Depot Shareholder Meeting Question**  
**Ethan Peck, Associate, Free Enterprise Project**  
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A Home Depot in Canada was caught distributing materials that shamed white employees for their supposed “white privilege.” Although the Diversity, Equity & Inclusion (DEI) department of Home Depot’s American headquarters distanced itself from this content following the leak, the company’s current – and very public – DEI policies are still based on those same woke ideas. If you felt the need to distance yourself from those materials, then why not scrap DEI programs altogether? For clarification, can you please explain the difference between that Canadian document and corporate-approved DEI curriculum. Since you champion “equity,” can you please clarify what “equity” means?

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