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**Subject:** FW: Comment on the proposed amendment to APR 11  
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**From:** JOSEPH HARPER [mailto:harperlawoffices@comcast.net]  
**Sent:** Thursday, April 29, 2021 6:35 PM  
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**Subject:** Comment on the proposed amendment to APR 11

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Regarding the proposed amendment to APR 11 adding 1 hour of required Diversity, Equity, and Inclusion ("DEI") training for Ethics credits requirements, I would oppose this proposed change for the following reasons and believe the Court should reject the proposal.

Most CLE courses now include this topic anyway regardless of the overall subject, and mandating this will not add any additional benefit. I also oppose the proposed amendment as I find the subject ironically tends to encourage segregation and racial animosity. It does not recognize or encourage the inherent value in each and every individual. It also has a tendency to excuse personal responsibility for ones actions in favor of a group dynamic, which contributes to greater social harms and injustices. If each individual person would instead work on their own character and relationships with others, the greater the impact would be for achieving justice. By reducing everyone to mere groups and considering society only on those terms, we will never reach any kind of justice or acknowledge any personal responsibility. This is something that simply is not workable in any society without accepting widespread injustice as a norm. DEI sounds nice, but it is like antifreeze - it tastes very sweet, but is a deadly poison. This is not something our Bar, or our legal system, ought to strive for, but the exact opposite. Justice for all means justice for each and every unique individual, not for one group or another.

Thank you,  
Joseph T. G. Harper

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