

February 4, 2019
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Dear Mr President:

I am concerned about civil rights. Your administration is working through several paths to eviscerate the Civil Rights Act by ending the use of disparate impact analysis. Our democracy tries to counter the tyranny of the majority through the hope of enlightened courts and administrators but the most effective tools we have ever had to keep these biases somewhat at bay are The Voting Rights and Civil Rights Acts. In 2013 Shelby vs Holder allowed us to see how essential these protections remain with dozens of discriminatory voting changes being passed immediately after the decision. Without a disparate impact argument most situations clearly involving harmful discrimination can not be prosecuted. My neighbor Prof Penk was lead plaintiff in a sex discrimination class action suit against the Oregon university system where bias was statistically clear and she personally won reparations but they could not show intent and lacked a rule allowing disparate impact arguments leaving women underpaid and under-represented in Oregon universities for decades.

Please assure me that you will back disparate impact rules.

I am very proud to be a US resident and a large part of that derives from our egalitarian society.

Sincerely,
Eric Babson