

Addressing a Proposed CRT Commission before City Council—A Model

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Preface

The following is a presentation I made to the Loveland, Colorado City Council when a proposed commission on Diversity, Equity, Inclusion, and Belonging was added to the council's agenda. The title of this presentation is "Addressing a Proposed CRT Commission..." even though the official title of the proposed commission was "Diversity, Equity, Inclusion, and Belonging," the last term a late addition. The reason for the title of this brief presentation is to make it easier for people browsing the Internet and this Website in particular to locate information on [Critical Race Theory](#) (CRT), how to address it, and to provide a model of a presentation they, especially Christians, can use to make their own presentations to speak the truth in love (Ephesians 4:15) in the public square (Jeremiah 29:7; 1 Peter 2:11-12). Permission is hereby given to use the form and any of the content that will be helpful for giving guidance to their city's government.

Our community leaders must understand and recognize the following key issues: (1) The terms Diversity, Equity, Inclusion, and Belonging, together with their specific meanings and applications, are key tenets of the doctrine of CRT, which term is deliberately avoided by its proponents due to its highly controversial and divisive ideology that is unsupported by careful science, logic, natural law, and the Word of God, the latter being the primary source upon which the Founders of the United States of America used to formulate their philosophy of government,* (2) The importance of distinguishing between biological and ideological agendas (e.g., between the legitimate justice issues in biological matters pertaining to race and disabilities and the dangerous ideological agendas being promulgated by LGBTQ+ and other advocates), (3) The importance of distinguishing between true science, which carefully follows each step of the scientific method and tends to produce valid findings, and flawed pseudoscience, which is produced by researchers willing to modify some or all of the steps of the scientific method in order to please their sponsors who want empirical support to promote their own agendas, and (4) To understand that those with an ideologically based agenda are trying to be included along with the biologically based needs in order to establish credibility and an official basis for advancing their agenda at public and private expense, e.g., the public funding of "gay pride" parades and "drag queen story hours" in the public library, and litigation against Christian business owners and others who are willing to serve everyone with products off their shelves but cannot make wedding cakes, floral displays, Websites, and other products and services containing messages that affirm values, behavior, and lifestyles that conflict with the Bible.

You will likely have a time limit on what you can say in such meetings, e.g., at a city council or a school board meeting. The Loveland City Council limits each person to three minutes for his or her presentation with the exception that if a presenter can have four other people present who will relinquish their three-minute time allotment to any speaker, that speaker may have a total of 10 minutes, which was the case in the following presentation. It was therefore helpful to include much additional and essential information in a fact sheet I emailed to each city councilor prior to the meeting. A friend and I also met with as many as possible individually prior to the meeting.

* See "Homosexuality: An Abbreviated Fact Sheet for Speaking the Truth in Love," on the [Current Issues](#) page of my secure [Website](#). See the other resources on this Webpage for more information on the subjects in this document.

Loveland City Council

Tuesday, August 24, 2021

Statement on Proposed Commission on Diversity, Equity, Inclusion, and Belonging [DEIB]

I speak to you as an ordained Christian pastor and graduate school professor with a background in science; my Ph.D. is in social science research from Michigan State University. The Lord Jesus Christ has commanded his followers to love ALL people and to speak the truth in love. Love must reach out to help those making harmful choices.

So it is out of love for the LGBTQ+ people, as well as all others, and the clear understanding of sound science that I'm concerned about the proposed Commission on DEIB. For example, before approving such a commission, I urge the council to include in your study the curriculum content of the TRAINING & EDUCATION component and the CELEBRATION & RECOGNITION component.

Pertaining to TRAINING & EDUCATION, does the curriculum include the extensive empirical research revealing that the LGBTQ+ lifestyle is very unhealthy and contains much violence?

- The average lifespan of homosexual males is only 46, and of females only 47. The median lifespan of homosexual males is 42, which drops to 39 if the cause of death is HIV/AIDS. The median lifespan of lesbians is 45. **45!**
- As recently as the 1990s there were 35 sexually transmitted diseases. Now there are 50, all of which are in the LGBTQ+ subpopulation, and some have no cure, including HIV/AIDS, which is a fast mutating virus.
- Careful scientific research contains both sound statistical data and heartrending illustrative anecdotal data, including anguished stories I, and many others, have heard in counseling sessions with some of the many people who want to leave this lifestyle, and are doing so, some of whom have come to me pleading for help. Only the hardest of hearts could fail to be moved by the tears shed and not want to help.
 - For example, what do you say to the 42-year-old homosexual man dying of HIV/AIDS, who is lying on his death bed all shriveled up, with his fists clenched and through gritted teeth charges, "Why didn't anybody tell me this?" Fellow Loveland citizens, this is someone's son! Or, in many cases, daughter! They bear the image of God, which gives them the strongest basis for being loved and not being mistreated or misled.
- Transgenders are also being misled to believe their gender dysphoria can be cured by a new identity, hormones, and surgery. What they're **NOT** being told is that they can never change their DNA or the permanent XY or XX chromosome with which they were born, and they're making ill-informed, irreversible, and destructive decisions that many

regret throughout their life...if they live that long. Realizing too late what they've done, over 40% of transgenders attempt suicide, with many succeeding. **HOW IS ALL THIS TO BE CELEBRATED!?** Further, in the minds of children and young people who are struggling without wise and informed guidance, such celebration validates and encourages them to make physically, psychologically, socially, and spiritually destructive choices that ruin their lives. What they need is hope and help, not unwarranted affirmation and policies that deceive them.

We can give them that hope and help. Many success stories are on record. In fact, strong research evidence shows that between 80 and 98% of transgenders, who receive no professional intervention, return to and are comfortable with their biological sex at birth, **80% within the first year** and **98%** by early adulthood.

Dr. Michelle Cretella, Executive Director of the American College of Pediatricians, explains the solid science showing why sex is binary, and that males and females cannot alter their genetics—that they remain male or female at the cellular level in all body systems. She further states that transgenderism is an “ideology...it’s child abuse because we are gaslighting our children.”

Therefore, I urge you to carefully distinguish between biology and ideology, as to who’s part of the proposed DEIB. I’m concerned about the promotion, celebration, and recognition, of the LGBTQ+ lifestyle, and the public funding involved as recommended in the staff report this evening and in Slide #18 of the Gemini Group’s report in your March 9 meeting.

While my concern has nothing to do with trying to force people to do something, only the Lord Jesus Christ can change human hearts and minds, and he does so when he is asked in accord with his will, neither do I want to see our local government officially legitimize and position people to force others to comply with their values, as is being done all over the country. For just one of many examples, consider the school girls who are dangerously NOT hydrating themselves, not eating breakfast, and are wearing gym clothes under their regular school clothes, because, aware of the many cases of abuse, they’re afraid to use their own restrooms and locker rooms with biological males who have 15 times the testosterone females do. That’s not good for Loveland.

Love, i.e., being kind and caring toward all people? **YES!** Provide legitimacy and an official basis for the LGBTQ+ activist agenda and with public funds? **NO!**

There are many more data available. If you’d like further information, I’ll be glad to point you to additional trustworthy sources.

- Conclude with a question: *Since sound scientific research reveals that LGBTQ+ practices are very unhealthy and contain considerable violence, as well as being physically, psychologically, socially, and spiritually destructive, **how** is it loving, compassionate, and beneficial to affirm, encourage, validate, legitimize, and promote, much less celebrate, a lifestyle that is so harmful?*

Include If Time Permits

*Yet, while **all people** are created equal and are loved by God, **not all values and behaviors** are equal, indeed many are dangerous and life-threatening, to themselves and others and are opposed to God's will.*

People are allowed to make their choices within the law, and are responsible for and must deal with the consequences of those choices. We can't make any adult believe or do anything he or she doesn't want to do; only the Lord Jesus Christ can change human hearts and minds, and he does so when he is asked in accord with his will. But we can, and must, tell them the truth...in love.

Consider as well how your younger constituents, your and our children, grandchildren, teenagers, young adults, and other loved ones, will be influenced and affected by your decision and by the agenda you legitimize and facilitate. Before you vote, please read, or review, [the fact sheet](#) I emailed to you, containing the documentation of the science to which I've been referring.

Before you cast your vote on this proposed commission, please examine sound data, consult your conscience, and pray for the guidance of God who loves the people whom he has created in his image and does not want them and any others to be misled, mistreated, or harmed in any other way.

<https://cilovelandco.civicweb.net/document/92987/Att%201%20Presentation.pdf?handle=46648438C5934903B1CA369438B901EE>

For example, recall what is going on down in Lakewood to the baker, Jack Philips, who has gladly served his LGBTQ+ customers for decades and is willing to sell them anything on the shelves in his store, but just kindly refuses to make a cake with a statement that is contrary to God's will as revealed in the Bible.

We need to acknowledge that love does not mean agreement, and disagreement does not mean hate.

A Longer Presentation If Time Permits

(The following contains some of the above and additional information.)

I speak as a scientist and as a Christian pastor. My science background includes a Ph.D. in social science research at Michigan State University. As an ordained pastor, the Lord Jesus Christ has called me to proclaim, live by, and help others to know and live by his command to love all people. I want to emphasize that at the heart of this issue is the Biblical principle of speaking the truth in love.

Therefore, I care about LGBTQ+ people, and I affirm that they, and all other people, must be loved, respected, and protected from harm. The main and unassailable rationale and basis for treating all human beings with love and respect is that God has created all people and all bear the image of God, e.g., having the capacity for love, reason, freedom of choice within proper limits,

dominion over lower creation, and living in committed long-term relationships, starting with God. Because I care about all people, I am here tonight to address the proposed commission on diversity, equity, inclusion, and belonging.

Depending on the definition and proposed application of these four terms, they represent values that should apply to everyone. People should be free to make their choices within the law, and to be responsible for and deal with the consequences of those choices. *Nevertheless, we must always remember that while **all people** are created equal and are loved by God, **not all values and behaviors** are equal, and some are counterproductive and even dangerous to their and our well-being and are opposed to God's will, as we see in his Word, the Bible.*

At the same time, we should not promote agendas that include restricting the freedom, safety, livelihood, and wellbeing of others. Thus, I am concerned about the official representation of the LGBTQ+ lifestyle in this commission. I'm concerned for their own sake as well as for others in the city of Loveland and those in our broader surrounding community.

As a scientist, I receive regular reports of data you don't see in the mainstream media. So you can make an informed decision, I present just a few of these data that are only the tip of the iceberg. The scientific literature that has been carefully done, some of which is documented in that fact sheet I emailed you, provides extensive evidence that the LGBTQ+ lifestyle is significantly distinct from the biologically based racial and disability issues being considered for inclusion in this commission. In fact, it is a lifestyle that is counterproductive to one's physical, emotional, social, and spiritual wellbeing. To cite just a few of the many examples I've documented, the **average** age of homosexual males is only 46, and of females is only 47. The **median** age at death of homosexual males is only 42, which drops to 39 if the cause of death is HIV/AIDS. The median age at death of lesbians is 45. How is that something to be proud of?

Transgenders are being misled to believe their gender dysphoria can be cured by a new identity, hormones, and surgery. What they are not being told is that they can never change their DNA or the permanent XY or XX chromosome with which they were born, and they are making ill-informed, irreversible, and destructive decisions that many regret throughout their life...if they live that long. At least 40% of transgenders attempt suicide, with many succeeding. *What they need is hope*, not affirmation and policies that lead them into physically, psychologically, socially, and spiritually destructive choices that ruin their lives. **We can give them that hope and help.** Many success stories have been told. In fact, strong research evidence shows that, depending on their ages and other factors involved, between 80% and 98% of transgenders, who receive no intervention, return to and are comfortable with their biological sex at birth, 80% within the first year and 98% by age 25.

Too many people are engaging in "selective science" in the pursuit of personal concerns. We need to examine all science and discern the difference between sound science and flawed science. For example, in the field of genetics, sound science reveals more than 3,000 genetic differences between males and females. For just one reference, the top two physicians in the American College of Pediatricians, the president of which is a pediatric endocrinologist, cite recent peer reviewed studies showing that "Genetics is why a male who self-identifies as female remains male, and giving estrogen to a male does not transform him into a female...he does not

alter his genetics; he **remains male at the cellular level in all body systems.**” The same is true with giving testosterone to females; hormones do not affect the unchangeable DNA, the permanent XY chromosome that determines maleness and the permanent XX chromosome that determines femaleness. Sound science says more: there are male-female differences in addition to those 3,000 just at the cellular level: **over 6,500 differences between males and females** have been identified.

Good news is that there are many successful ways to help people overcome these identity struggles that do not cause unnecessary irreparable and lasting harm that destroys their lives. Many are successfully overcoming their struggle and leading normal lives.

Careful scientific research includes both sound statistical data and heartrending illustrative anecdotal data, as do their anguished stories I, and many others, have heard in pastoral and other counseling sessions. Only the hardest of hearts could fail to be moved by the tears shed in such sessions and not want to help.

For example, what do you say to the 42-year-old homosexual man dying of HIV/AIDS, whose story I tell in my free eBook on this subject ([*What Is God's Will Concerning Homosexuality? Help for Church Leaders and Others to Speak the Truth in Love*](#)), who is lying on his death bed all shriveled up, with his fists clenched and through gritted teeth rhetorically charges, “**Why** didn’t anybody tell me this?” This is someone’s son or, in many cases, daughter! We cannot let these people down, or fail to let others know the likely outcome of what they are already in, or contemplating getting into. As you vote, please do not fail to consider your answer to this young man’s question and what your vote means to so many others—42 years old!

When people see a hurting person standing on a bridge or a high precipice and planning to jump to his or her death, what do most people do? Do they try to stop the person or do they ask the person if he or she would like a shove? You know the obvious answer; why, then, are so many willing to assist someone to engage in actions that are so counterproductive to his or her wellbeing, even the likelihood of premature death—42, many 39, and 45 median age; 46 and 47 average age? Since many people think that if something is legal, legitimized, and promoted is OK, please check your conscience, even more, God, before you vote on this unwise proposal.

Since many people believe that if something is legal it is moral and spiritually OK, I urge you to not establish a commission that will legitimize a lifestyle that:

1. Is physically, psychologically, socially, and spiritually harmful
2. Results in unjust situations where our daughters and granddaughters avoid breakfast and properly hydrating themselves so they can avoid having to use their school’s restrooms and locker rooms with biological males
3. Subjects business people to unending litigation because they won’t use their skills and talents to make special messages affirming a lifestyle that goes against God’s will, even though they are glad to have all people be their regular customers
4. And deals with a host of other attempts to cancel their First Amendment freedoms.
5. Where is our compassion for them?

As you consider your vote, consider also your conscience, and most of all God's will. Consider the many others who are headed to much pain like this 42-year-old man; your decision will affect many people, especially those whose only standard for right and wrong is government legitimization. Just because something is made legal doesn't mean it is right, wholesome, or beneficial. On the contrary, much that is legal is harmful. On this matter see my [eBook](#). Consider as well how your younger constituents, your and our children, grandchildren, teenagers, young adults, and other loved ones, will be influenced by your decision and by the LGBTQ+ agenda you legitimize and facilitate. Before you vote, please read, or review, [the fact sheet on LGBTQ+](#) that I emailed to you.

Female students are not properly hydrating themselves and eating breakfast, and wearing gym clothes under their regular school clothes, because they do not want to have to use their restrooms and locker rooms with biological males. How is that just for girls? Do not fail to consider God's command as recorded in Deuteronomy 16:20, "Justice and only justice you shall follow...." One of the founding principles of our country, which has made it great and which attracts so many people to want to be American citizens is the principle of majority rule. How is it just to allow less than 1% of our population to not only inconvenience but endanger 52% of our population? By giving that 1% legitimization and political leverage for more injustice, such as in sports, how is that just? Furthermore, the injustices are mounting daily. In addition to those mentioned in the fact sheet, for just one more example, city officials in Anchorage are trying to shut down a homeless shelter that will not let males sleep next to women who have been horribly abused by, **and who are fearful of**, men. How is that being loving, including compassionate? And this legal harassment is going on all over the country constantly, and would be leveraged by the legitimacy provided by inclusion in this proposed commission.

The LGBTQ+ orientation is a choice, which the scientific literature also shows many are choosing to leave, due to its being extremely unhealthy and counterproductive to physical, emotional, spiritual, and other well-being. Much good help is available for those who want to leave. *That lifestyle should **not** be legitimized, established, and promoted, which would occur by their involvement in such a commission. In your study and deliberations, if you conclude that the important matters involving people of different races, and those with disabilities, are not sufficiently addressed by existing commissions and that this proposed commission is needed, then use **biology, not ideology**, as a governing principle for inclusion.* However, be careful with this decision as well, since the philosophy of Critical Race Theory, upon which the terms Diversity, Equity, and Inclusion are based, is intentionally divisive and not truthful, healing, or uniting. There are effective ways to address these important matters, but CRT is not one of them.

The LGBTQ+ issues in this proposed commission would give official approval and a forum for advocating *and a basis for enforcing an agenda* that is counterproductive to their own and our community's well-being. I urge you to not provide such a forum. I also urge you to **not** provide public funding for the LGBTQ+ agenda (such as advocated by the Gemini Group in their Slide #18, which they presented to this council in the previous study session on this issue).

Therefore, my concern is that while LGBTQ+ people should be treated with love and respect, as with all human beings, because they, too, bear the image of God, the most effective way to

protect and help LGBTQ+ people is to facilitate the changing of human hearts and minds, which occurs by work of the Lord Jesus Christ's sending of the Holy Spirit. No one's heart is changed by external force, coercion, laws, regulations, or any other external means. The old adage is true: "A man convinced against his will is of the same opinion still."

Yet, since sound science is clear that their lifestyle is counterproductive to their own and others' physical, emotional, social, spiritual, and other well-being, we observe one of the reasons why we read in God's Word, the Bible, that the LGBTQ+ lifestyle is contrary to God's will. Therefore, I urge you to NOT establish a commission that would give official approval and a forum for PROMOTION of that lifestyle. We need to love and respect them, but do not provide a forum to foster that lifestyle and **leverage to force compliance** of their agenda on others, e.g., those whose faith in God does not permit them to comply with all their requests, such as the owners of certain businesses to use their skills to celebrate and promote behavior that is contrary to God's Word and will and contrary to the First Amendment guarantee of freedom of religion and requiring shelters who house horrifically abused women to allow biological males who can never get rid of or mitigate the powerful testosterone and other male androgen producing XY chromosome to sleep in the same quarters with women who are struggling with huge fear of men. How is that being compassionate, fair, and just for them?

Further Comments If Needed and Time Allows

Are not the important and legitimate issues pertaining to race and disabilities dealt with by the federal, state, and other local laws, commissions, and other governmental divisions?

Is this proposed commission on diversity, inclusion, and equity focused only on biologically-based matters of race, pertaining to "the challenges or opportunities facing Black, Indigenous, or other People of Color (BIPOC)," as reported in today's issue of the *Reporter-Herald* (P. 2A) and as indicated in the Loveland staff presentation at this meeting? Or, is this an umbrella designation that will also include other groups, now or later? If so, what other groups will be represented? In her opening presentation, Ms. Bruno indicated that racial concerns may not be the only matters included, as did the presentation by the Gemini Group (LGBTQIA [lesbian, gay, bisexual, transgender/transsexual, queer/questioning, intersex, asexual/allies +] and in other slides such as the reference to "other protected classes," including gender, and as Councilor Samson mentioned in her reference to the LGBTQ "community"). Relatedly, if this proposed commission is approved, will there be any definitive parameters stipulated to limit the focus of the commission on what has been approved? Depending on the answer to my question, I'd like to reserve the rest of my allotted minutes if needed.

I refer you to the fact sheet that I sent you. As Councilors Olson and Overcash have well said, this matter is not a superficial one. Since it involves profound matters, which cannot be addressed in a three minute time limit, I have sent you this fact sheet. As both a scientist and a Christian pastor, I urge you to please give it careful attention, since it is based on the related scientific research that has been carefully done as well as moral and spiritual issues at the heart of the matter.

As a scientist, I want to emphasize the importance of distinguishing between sound science that has carefully followed the scientific method and faulty science which produces flawed and misleading information. Speaking as a Christian pastor, I want to emphasize that at the heart of this issue is speaking the truth in love. We obtain the truth from both careful science and God's Word, as we just reiterated in our pledge of allegiance of this nation under God and we obtain love from God, who, the Bible reveals, is the giver of every good and perfect gift. (James 1:17)

The main reason we care about all people, is that they are human beings who are made in and bear God's image, and the Lord Jesus Christ has commanded that we love all people. The Bible defines that love in part as being "patient and kind, not jealous or boastful, arrogant or rude...." This love also involves not wanting to do, allow, or facilitate anything that will harm anyone. We obtain the truth on scientific, moral and spiritual issues from careful science and from God's Word; we need to consult both.

I am not advocating restricting the First Amendment freedoms of anyone, including the LGBTQ+ people. Neither am I advocating legal action against those in the LGBTQ+ orientation. Government, laws, and regulations do not change the human heart. The main source the Founders of our nation drew upon to shape their philosophy of government, was the Bible, and the Bible clearly reveals that only Jesus Christ can change human hearts. Therefore, I want to protect everyone's God-given and First Amendment freedom.

It is very important to think carefully about the groups represented by such a commission. If this proposed commission on diversity, equity, inclusion, and belonging focused on biologically-based matters such as disabilities, or race, pertaining to "the challenges or opportunities facing Black, Indigenous, or other People of Color (BIPOC)," that is significantly different from groups based on an ideology. In spite of their many attempts, there is no genetic basis in sound science for LGBTQ+ and thus no basis for any legitimate claim for their activist agenda to be included in a DEIB commission.

Pertaining to race: Are you saying that all people are racist? If so, the first question a scientist asks is, "Where are your data?" And the second question is, "Please cite your sources; I need to ascertain the credibility of the origin of your data." Cf. Councilor Olson's urging to avoid superficial generalizations; look deeper.

Pertaining to equity: Is there a value on hiring the best person for the job?

Notice the NLC (National League of Cities) Website information presented by Councilor Fogle that also includes LGBTQ+ LO. Fogle urges the city council to use these resources for which we are already paying.