







# FAQ for Participants: The DE&I Truth and Accountability Project

## What is this project about?

The **DE&I Truth and Accountability Project** is a national effort to expose the gap between corporate *diversity, equity, and inclusion (DE&I) promises* and the reality of *inaction, performative allyship, and systemic failures*. We collect testimonies from employees to:  Document patterns of obstruction, sabotage, and legal non-compliance.  Push for real accountability—not just empty statements.  Advocate for stronger enforcement of DE&I commitments.

## Why should I participate?

Your story matters. Many companies publicly pledge DE&I values but **ignore complaints, retaliate against whistleblowers, or tokenize marginalized employees**. By sharing your experience, you:  **Expose systemic failures** that others may also face.  **Support advocacy** for stronger workplace protections.  **Empower others** to speak up without fear.

## Participation Information

### Will my identity be protected?




**Yes.** You can:

- Submit **without fear of disclosure of PII** (identifiable details will be removed - however, information provided will be vetted to ensure credibility).
- Share **on the record** (if comfortable, with legal safeguards).
- Choose **confidential interviews** (handled by our legal team).

We follow strict privacy protocols to protect participants.

### How can I share my story?

You have options:



-  **Written testimony** (via secure online form).
-  **No Public Disclosure interviews** (voice/video).
-  **Video submission** (after vetting to ensure credibility, participant's face blurred/voice altered if needed).

### Can my employer retaliate?

We take legal precautions to shield participants. However, if you're concerned:

- Consult our **legal team** for guidance before going on the record.

## What happens after I submit?

Your testimony contributes to:  A **public report** analyzing corporate DE&I failures.  **Advocacy campaigns** pushing for policy changes.  **Restorative justice proposals** for organizations willing to reform.