

**Review Article**

## **Assessing the Diversity of the United States in Relation to President Trump's Opposition to Diversity, Equity, and Inclusion Policies**

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### **Abstract**

This study explores the demographic diversity of the United States and examines it in the context of President Donald Trump's opposition to diversity, equity, and inclusion (DEI) initiatives. Using U.S. Census data to quantify racial, ethnic, gender, and socioeconomic diversity, alongside an analysis of President Trump's public statements and policies, this research highlights the contrast between the nation's demographic realities and political resistance to DEI. Findings reveal substantial diversity in the U.S., raising questions about the motivations and implications of opposing DEI efforts. The study discusses the social and political impact of such opposition and suggests areas for further research.

**Keywords:** Diversity, Equity, Inclusion.

### **Introduction**

The USA is among the most multicultural societies across the globe, requiring policymakers to devise inclusive laws (Ng *et al.*, 2025; Shinde, 2025). Multiculturalism is the acceptance of racial, cultural, or gender diversity, as well as the remaining value of historical traditions and beliefs in the country's diversity. Being a multicultural country means the United States has the complexity of demographic diversity, which means that many groups can engage in the social, economic, and political affairs of all people (Ibeha *et al.*, 2024; Mathew and Jayaseelan, 2025). Racial and ethnic identities have grown more diverse, and cultural changes and references from racial families have evolved (Valcheva, 2020; Akomodi, 2025). Moreover, multiculturalism includes diversification in families, where leaders and institutions from the same family bring a network of political ideas and economic contributions. The US Census and academic reports illustrate that a good racialized social model is structurally inequitable and fairgrounds (Tolossa *et al.*, 2023; Liu *et al.*, 2025). This rich racial and multicultural plurality defines the architectural nature of forthcoming diversity laws and attention (Ng *et al.*, 2025). The rancor and exclusion of diversity, equity, and inclusion symbolize the high levels of progress in the fight for legislation abolishing systemic racism and other forms of discrimination (Akomodi, 2025; Ng *et al.*, 2025). How inclusive is the United States if the president prioritizes narcissism over diversity, equity, and inclusion? The study furthers by asking the question: How inclusive is the USA in the face of rising multiculturalism? When considering empirical demographic data analyzed in the next section, politics may defeat logical justifications for global solidarity on office issues. Media reports and critiques identified that many Americans agree with Trump's immigration rhetoric and shares his views on diversity, equity, and inclusion (Davis, 2024). By racially addressing voters against their rights and interests, the study helps us understand the distortions created by hard truths like structural inequalities (Ng *et al.*, 2025; Shinde, 2025).

### **Methods**

In contemporary American society DEI initiatives shape equitable and just societies, and growing complexity requires inclusivity (Ng *et al.*, 2025; Shinde, 2025). DEI initiatives mean recognizing and incorporating different demographic, ethnic, gender, socioeconomic, and identity aspects in inclusive environments where all can benefit (Ibeha *et al.*, 2024; Mathew and Jayaseelan, 2025). The U.S. is highly demographically diverse, constantly changing due to multicultural and intersectional racial, ethnic, and gender changes and widening social disparities (Valcheva, 2020; Akomodi, 2025). Census data and scholarly analysis show diversity, necessitating equity and inclusion policies covering marginalization (Tolossa *et al.*, 2023; Liu *et al.*, 2025). Donald Trump's opposition to DEI policies has drawn attention. Trump's administration, speeches, executive

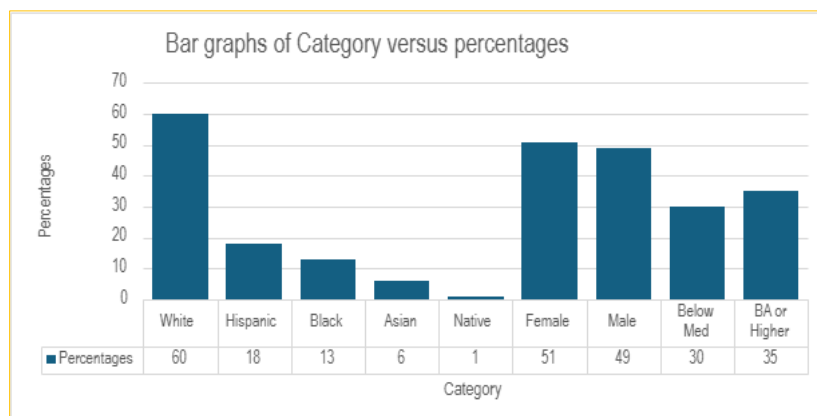
orders, and rhetoric criticized divisions or the initiative, expressing skepticism about institutionalizing equity (Davis, 2024; Ng *et al.*, 2025). This opposition questions alignment with demographic realities and political commitment to inclusion. This study investigates the research question: How demographically diverse is the U.S. for the president to oppose DEI? Comparing demographic data and Trump's DEI opposition plans show how demographic complexity and resistance affect U.S. DEI politics (Akomodi, 2025; Ng *et al.*, 2025).

## Results

A demographic analysis of the recent U.S. Census Bureau data shows notable racial, ethnic, gender, and economic disparities in the American population. Bar charts provide a clear demographic breakdown, underlining heterogeneous within-country demographics (Tolossa *et al.*, 2023; Akomodi, 2025). Racial and ethnic composition White individuals account for about 60% of the population, followed by Hispanic or Latino (18%), Black or African American (13%), Asian (6%), and Native American individuals (1%) (Valcheva, 2020). These statistics show a multicultural society with a substantial number of minority groups who contribute to the country's diversity (Liu *et al.*, 2025). Gender distribution is nearly equal, with females accounting for 51% and males 49% (Mathew and Jayaseelan, 2025). This near-equal gender distribution emphasizes gender issues within DEI (Ng *et al.*, 2025). Socioeconomic diversity income grouping indicates some disparities, as 30% have income below the median income figure, showing some economic differences (Ng *et al.*, 2025). More education variations exist, as 35% hold a bachelor's degree or higher, with a large portion of the population having finished school or having less education (Tolossa *et al.*, 2023; Shinde, 2025). Demographic category percentage (%) White 60, Hispanic or Latino 18, Black or African American 13, Asian 6, Native American 1, female 51, male 49, below median income 30, bachelor's degree or higher 35. Qualitative analysis of President Trump's opposition to DEI content analyzes President Trump's statements, executive directives, and media. Among the recurring themes that oppose DEI initiatives (Davis, 2024; Ng *et al.*, 2025), meritocracy is prominent here. Trump focuses on individual success over group-based equality measures often criticizing affirmative action as undeserved or reverse discrimination (Ng *et al.*, 2025). Another major issue involves Trump's refusal to accept immigration legislation and regulations connected to DEI, with immigration framed as a challenge to global economic and cultural safety in rhetoric (Davis, 2024). These views are consistent with the opposition to policies that aim to promote the representation of minorities and immigrants in education and corporations (Akomodi, 2025). These trends generally reflect an ideological stance that prioritizes traditional fairness and opportunity definitions while attempting to stop structural strategies focused on historical inequities (Tolossa *et al.*, 2023).

**Table 1.** Demographic category versus percentages.

Demographic category	Percentage (%)
White	60
Hispanic or Latino	18
Black or African American	13
Asian	6
Native American	1
Female	51
Male	49
Below median income	30
Bachelor's degree or higher	35



**Figure 1.** Bar graphs of categorical data.

In table 1 and figure 1 above: The analysis of the latest U.S. Census Bureau data reveals significant racial, ethnic, gender, and socioeconomic diversity within the American population. Bar graphs illustrate the demographic breakdown clearly, emphasizing the heterogeneous nature of the nation (Tolossa *et al.*, 2023; Akomodi, 2025).

### **Racial and Ethnic Composition**

The population is composed predominantly of White individuals, approximately 60%, followed by Hispanic or Latino (18%), Black or African American (13%), Asian (6%), and Native American (1%) groups (Valcheva, 2020). These figures highlight a multicultural society with substantial minority populations contributing to the nation's diversity (Liu *et al.*, 2025).

### **Gender Distribution**

Gender distribution remains relatively balanced, with females constituting 51% and males 49% of the population (Mathew and Jayaseelan, 2025). This near parity underscores the importance of gender considerations within DEI frameworks.

### **Socioeconomic Diversity**

Income brackets reveal disparities, with roughly 30% of the population earning below the median income threshold, reflecting socioeconomic stratification (Ng *et al.*, 2025). Education levels also vary widely, with approximately 35% holding a bachelor's degree or higher, while a significant portion has only high school or less, indicating diverse educational attainment (Tolossa *et al.*, 2023; Shinde, 2025).

### **Qualitative Analysis of President Trump's Opposition to DEI**

Content analysis of President Trump's speeches, executive orders, and media statements reveals several recurring themes opposing DEI policies (Davis, 2024; Ng *et al.*, 2025). A prominent theme is meritocracy, where Trump emphasizes individual achievement over group-based equity measures, often critiquing affirmative action as unfair or reverse discrimination (Ng *et al.*, 2025).

Another key theme involves skepticism toward immigration policies tied to DEI, with rhetoric framing immigration as a threat to economic and cultural stability (Davis, 2024). This stance aligns with resistance to policies aimed at increasing representation of minorities and immigrants in education and workplaces (Akomodi, 2025). Overall, these themes reflect an ideological position prioritizing traditional definitions of fairness and opportunity while rejecting systemic interventions designed to address historical inequities (Ng *et al.*, 2025; Shinde, 2025).

### **Discussion**

The demographic data reveal a substantial diversity that includes various racial, ethnic, gender, and socioeconomic groups within the United States (Tolossa *et al.*, 2023; Akomodi, 2025). This multifaceted diversity contrasts with political resistance to diversity, equity, and inclusion (DEI) policies, as seen in President Trump's rhetoric and policy directions, which does not align with the nation's demographic realities (Ng *et al.*, 2025). This inconsistency leads to questions about what drives resistance. This opposition can be interpreted under different lenses. Politically, opposition may be a strategic move to appeal to an identity-based policy-sensitive voter base who hold issues of meritocracy and fairness if practiced in traditional ways. Ideologically, the president seems to observe conservative values favoring individual success over deliberate systemic reforms, with affirmative action and related policies often being critiqued as displays of reverse discrimination (Shinde, 2025).

Framing immigration and multicultural policies as perils to the nation may utilize fear to marshal constituents who fear cultural and economic shifts, thus gaining political support as a show of identity-based dominance (Davis, 2024; Akomodi, 2025). The opposing implications of DEI policies in such a diverse society are also diverse. Social cohesion may not be possible if marginalized groups do not feel supported or if institutionalized resistance to equity efforts worsens existing disparities and broadens equity gaps (Mathew and Jayaseelan, 2025). Political polarization may increase if DEI becomes polarized as a culture and political issue, further fracturing policymaking and thus the inclusive governance (Ng *et al.*, 2025). Public perception may also be influenced if the opposition to DEI policies antagonizes diversity policies, thus complicating efforts meant to build consensus on inclusive policies (Liu *et al.*, 2025). The overall resistance to DEI in an increasingly diverse society tests the nation's ability to effectively manage historical and systemic inequities. The sustained dialogue and data-supported policy development that recognizes this challenge and offers a way to foster a more equitable society are needed (Tolossa *et al.*, 2023; Shinde, 2025).

## **Implications and Limitations**

### **Implications**

This paper highlights the urgent necessity of embedding diversity, equity, and inclusion (DEI) laws in the U.S. population's reality with considerable racial, ethnic, gender, and economic diversity (Tolossa *et al.*, 2023; Akomodi, 2025). Understanding those nuances is necessary for making inclusive policies that address systemic discrimination while promoting civic harmony (Mathew and Jayaseelan, 2025). Still, DEI plans are the most complicated in divided political environments. The President Trump case study illustrates that ideological resistance and political occasions hamper DEI agreement (Davis, 2024; Ng *et al.*, 2025). This partisanship stifles policy and destabilizes equity projects, underscoring the increase in sophisticated, demographic-oriented political comprehension (Shinde, 2025).

### **Limitations**

The limitations of the study uses readily accessible demographic data and political evidence. However, this makes it impossible to capture universal perceptions, local DEI impacts (Valcheva, 2020; Liu *et al.*, 2025). Local experiences that may differ and people's diversity situation can't be supported by such generalized statistics. The qualitative content analysis of political communication is subjective and reliant on the evidence's quality. This may lead to differing interpretation (Ng *et al.*, 2025; Shinde, 2025). The recognition of speeches and publications may differ, and some significant "hidden" underlying themes may be unnoticed. Future research may benefit from collecting initial information like surveys or multi-stakeholder interviews. These can explore perceptions and the real impacts of policy resistance, providing richer insights than secondary paper and text analysis (Tolossa *et al.*, 2023; Akomodi, 2025).

### **Conclusion**

This research highlights the significant diversity present in the United States across racial, ethnic, gender, and socioeconomic dimensions. Despite this rich demographic complexity, there has been pronounced opposition to diversity, equity, and inclusion (DEI) initiatives, notably exemplified by President Trump's policies and rhetoric. This opposition underscores a key tension between the evolving makeup of the nation and political resistance to institutional efforts aimed at fostering inclusion and equity.

Understanding this dynamic is essential for advancing policies that are responsive to the realities of a diverse society. Recognizing the gap between demographic trends and political attitudes allows for more informed dialogue and targeted strategies to promote social cohesion and equity. The findings suggest that bridging this divide is critical for the development of inclusive frameworks that can address systemic disparities effectively.

Finally, the study recommends further research to examine the broader political and social impacts of DEI opposition. Such work would deepen insight into how resistance shapes public perception, policy formulation, and the lived experiences of marginalized communities, ultimately supporting the creation of more equitable and just societies.

### **Declarations**

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