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November 21, 2023

General Paul Nakasone
Director
National Security Agency
Fort Meade, MD 20755

Dear General Nakasone,

We are deeply concerned about a document we received from the National Security Agency (NSA). Its 34 pages detail NSA's glossary of Diversity, Equity and Inclusion (DEI) terms. Many of these definitions, when not incoherent, are deeply troubling. This document raises questions about NSA's hiring and contracting processes that deserve answers.

For example, this pamphlet attempts to describe "Whiteness," as "A broad societal construction that embraces the white culture, history, ideology, racialization, expressions, experiences, epistemology, emotions, and behaviors..." NSA is an intelligence organization attempting to learn facts and provide analysis for decision-making.

- What epistemology, specifically, does NSA consider "white?"
- Do your employees agree? How has this changed their work?

This document also notes that capitalism is "an economic and political order that relies on a mostly-private, unequal market system of production and consumption."

- Is this the NSA's official view of capitalism? Since the United States waged the Cold War to sustain free capitalist societies, when did NSA officially adopt this view?

These pages also attempt to describe equity, calling it "The proportional distribution of desirable outcomes across groups. Sometimes confused with equality, equity refers to outcomes while equality connotes equal treatment. More directly, equity is when an individual's race, gender, socio-economic status, sexual orientation, etc., do not determine an individual's "educational, economic, social, or political opportunities."

- Does equity mean differential treatment based on race – the first part of the definition – or non-differential treatment based on race – the second part? How is this practiced in NSA?

Some of these definitions seem to merge over into concepts that can harm national security. For example, the document's definition of "neocolonialism" describes it as, "The survival of the colonial system in spite of formal recognition of political independence in former colonies in

Asia, Africa, and the America's, which become victims of indirect and subtle form [sic] of domination by political, economic, social, military, or technical forces, generally disguised as humanitarian help or aid. The mechanisms of neo-colonialism are designed to serve the interest of and continues economic and political dependence of former colonies by the former European colonial powers.”

- Is this official U.S. policy towards nations in the developing world? If so, which ones?
- Has this been socialized in the interagency? Has it been approved by the State Department? Has the U.S. government ever communicated to these nations that they are victims of neocolonialism?

The document defines “structural racism” as “a feature of the social, economic, and political systems in which we all exist.” As you know, racial discrimination is a violation of the law. This paper describes structural racism as the “Most profound and pervasive” form of racism, but also the “more difficult to locate.”

- Please provide an example of this today at NSA.

This list of insulting and often nonsensical terms goes on throughout the document. We understand NSA believes that an employee posted this glossary to an internal server without authorization and was taken down once it was discovered. As a whole, it prompts these and other questions that as a members of the House Armed Services Committee and Permanent Select Committee on Intelligence need answered in order to conduct oversight and ensure NSA is focused on countering threats to U.S. interests.

- Was this document ever used by NSA personnel in any capacity?
- What capacity did the employee that disseminated this document serve? Has that employee been disciplined?
- What does P65 stand for – is that part of an internal NSA document numbering system, and if so, does that indicate cataloguing and approval from NSA?
- The date on the document is May 6, 2022 – how long was the document posted and when was it removed?

Thank you for your prompt attention to this important matter.

Sincerely,



Michael Waltz
Member of Congress



Jim Banks
Member of Congress

