

Keu Koom Tes Los Ntawm Ntau Lub Xeev Los Mus Qhia Txog Qee Yam Tseem Ceeb Ntawm
Keu Ncaj Ncees Ib Puag Ncig

Cov thawj kws lij choj sawv cev rau xeev California, Massachusetts, thiab New York, nrog rau cov uas sawv cev ntawm lub xeev Arizona, Connecticut, Delaware, Hawaii, Illinois, Maryland, Minnesota, Oregon, Rhode Island, thiab Vermont, tau tshaj tawm daim ntawv no los qhia txog qee yam tseem ceeb txog kev ncaj ncees ib puag ncig, uas yog los txhawb kom txhua tus neeg nyob teb chaws Asmeskas nyob tau, ua si, ua hauj lwm, xyaum thiab teev ntuj tau mus rau tej thaj chaw uas ib puag ncig huv si thiab nyab xeeb. Peb tseem cog lus tias yuav nrhiav kev ncaj ncees txuas ntxiv rau ntau yam laj thawj ntxiv, xws li muaj kev ncaj ncees txog kev cai lij choj thiab tej cai hauv ciam teb ntawm lub xeev.

Nyob thoob plaws teb chaws no, tsoom fwv hauv xeev, tsoom fwv Tribal, thiab tsoom fwv hauv zos, cov koom haum non-profit thiab cov chaw pab dawb, cov lag luam, thiab pab pawg nyob hauv zej zog tab tom koom tes los txhim kho thiab tiv thaiv cov chaw ib puag ncig uas peb nyob, thiab tiv thaiv kev noj qab haus huv ntawm pej xeev los ntawm kev daws teeb meem uas muaj hauv zej zog. Raws li daim ntawv qhia hauv qab no, lub hom phiaj tshwj xeeb yog los txhawb kev ncaj ncees ntawm cov chaw nyob ib puag ncig, kev noj qab haus huv ntawm pej xeev, kev txhim kho tej xwm txheej hauv zej zog, xws li: kev koom tes ntawm pej xeev; kev soj ntsuam zoo ntawm cov dej, av, thiab huab cua; kev tawm suab txhawb nqa rau kev tsim cai lij choj; los sis kev txhim kho zej zog thiab kev ruaj ntseg.

Tiam sis, vim tej kev txiav txim tshiab ntawm tsoom fwv teb chaws uas cuam tshuam nrog cov chaw uas tsis muaj kev ncaj ncees ib puag ncig, nws thiaj li tau ua rau tib neeg pib ntshai thiab txo cov hauj lwm rau fab no. Tsoom fwv teb chaws tau hais tias cov cai, cov kev pab cuam, thiab cov hauj lwm uas muaj feem xyuam txog yog “kev cais tawm tsis raws cai”, uas yog ib txoj kev piav qhia yuam kev thiab ua rau sawv daws tsis muaj kev nkag siab. Txuas ntxiv no, lo lus ntxiv hais tias cov hauj lwm no “tsis raws cai” yeej tsis txhais hais tias nws muaj tseeb li hais. Cov hauj lwm uas txhawb kev ncaj ncees rau ib puag ncig uas peb nyob tsis yog kev cais tawm txhaum cai, thiab tej kev txiav txim los ntawm tsoom fwv teb chaws los yeej yuav hloov pauv tsis tau qhov tseeb ntawd. Muaj hais los, kev ncaj ncees rau ib puag ncig uas peb nyob pab pej xeev thiab cov chaw ntiag tug zam tau tej yam kev ua uas txhaum cai thiab pab kho tej teeb meem uas twb muaj lawm. Tus Thawj Tswj Teb Chaws tsis muaj cai txwv cov cai, cov kev pab cuam, los sis cov hauj lwm uas raug cai ntawm lub xeev, Tribal, los sis tsoom fwv hauv zos, uas siv los txhawb kev ncaj ncees rau cov chaw ib puag ncig uas peb nyob.

Cov kev txiav txim los ntawm tsoom fwv teb chaws uas tawm tsam kev ncaj ncees rau ib puag ncig uas peb nyob tau cuam tshuam kev noj qab haus huv ntawm peb cov pej xeev, peb cov chaw nyob ib puag ncig, thiab peb kev khwv nyiaj txiag. Daim ntawv qhia no yog los teb cov lus txhawj xeeb thiab lus tsis nkag siab ntawm zej zog, hais txog cov hauj lwm uas cov neeg sawv cev rau xeev tau ua thiab txhawb txhawm rau kev ncaj ncees ib puag ncig. Cov neeg sawv cev rau pej xeev thiab cov chaw ntiag tug yuav tsum muaj kev ntseeg siab tias lawv muaj cai ua tej hauj lwm uas txhawb kev ncaj ncees rau ib puag ncig uas peb nyob, thiab cov hauj lwm no tseem ceeb heev rau kev noj qab haus huv thiab kev txhawb lub zej zog. Vim daim ntawv qhia no tab tom tham txog cov cai uas cuam tshuam txog cov ntsiab lus thiab cov kev xyaum uas muaj feem xyuam rau cov chaw uas peb nyob uas tsis muaj kev ncaj ncees, pej xeev thiab cov chaw ntiag tug yuav tsum nrhiav lawv tus kws lij choj los teb lawv cov lus nug txog tej cai los sis cov dej num uas txhawb lub hom phiaj no.

Kej Txhawb Kej Ncaj Ncees Ib Puag Ncig Uas Peb Nyob Tseem Ceeb Heev

Kej ncaj ncees rau ib puag ncig uas peb nyob txhawb kej ywj pheej thiab vaj huam sib luag, thiab nws pib los ntawm cov kej tawm suab kom pej xeeb, kej khwv nyiaj txiag, kej ua hauj lwm, thiab rau cov neeg tuaj tshiab muaj cai nyob ruaj ntseg. Qhov hom phiaj no twb pib tshaj li 40 xyoo dhau los, nyob rau xyoo 1982, thaum cov neeg tawm suab pw thaiv txoj kej khiav tsis pub hliv tshuaj lom rau qho chaw pov tseg khih nyiab uas nyob hauv lub zej zog uas muaj neeg dub nyob thaj tsam ntawm Warren, hauv lub xeev North Carolina. Kej ncaj ncees rau ib puag ncig uas peb nyob yog los txhawb kom txhua tus tib neeg muaj vaj huam sib luag tau cov pa thiab dej uas huv si, tau cov zaub mov uas zoo thiab muaj kej nyab xeeb. Tsis tas li, nws pab kom cov chaw peb nyob ib puag ncig zoo thiab kav ntev yam tsis muaj huab cua phem cuam tshuam. Nws yog ib lub hwj tsam zoo rau zej zog los nthuav lawv lub peev xwm los mus txiav txim thiab tawm suab txog cov teeb meem uas cuam tshuam txog lawv cov cai kom lawv txais tau kej ncaj ncees thiab muaj vaj huam sib luag.

Cov hauj lwm txhawb kej ncaj ncees rau ib puag ncig uas peb nyob tseem ceeb heev rau kej sib luag ntawm kej noj qab haus huv. Piv txwv hais tias, yog tsis muaj li ntawd, tej txhia neeg yuav muaj feem raug lom vim cov txhuas³ thiab muaj mob hawb pob los ntawm cov pa phem⁴ ua ntus zus, tshwj xeeb nws kuj phom sij heev rau cov me nyuam yaus. Cov zej zog uas tsis muaj kej ncaj ncees rau ib puag ncig, feem ntau muaj kej cov nyom txog kej thauj mus los thiab nws txoj kej siv⁵, tsis muaj zaub mov txaus thiab zoo⁶, thiab muaj teeb meem nrhiav tau kej pab rau⁷ kej kho mob. Lawv kuj muaj kej cuam tshuam txog kej pov tseg khih nyiab uas tsis raws cai⁸ thiab muaj ntau qhov chaw muaj tej yam tsis zoo los paug⁹ rau. Cov zej zog no kuj muaj tej chaw uas ntshawb cov pa phem los ntawm cov chaw pov tseg khih nyiab thiab chaw hlavv khoom pov tseg¹⁰, cov lag luam loj¹¹, tsheb thauj khoom loj¹², kej khiav tsheb loj¹³, thiab tej qho chaw ua liaj ua teb los sis yug tsiaj coob heev¹⁴. Cov tib neeg uas nyob hauv cov zej zog no kuj tsis muaj kej txhawb los mus nyob rau tej vaj tse uas yuav nyab xeeb los sis pheej yig, tsis muaj kej thauj mus los, dej huv siv, thiab tsis muaj kej kho mob uas tsim nyog. Muaj ntau tus neeg nyob rau cov zej zog ntawd uas tseem ntsib kej phom sij txog kej noj qab haus huv thiab, vim lawv ua hauj lwm hauv tej lag luam uas ua rau lawv muaj kab mob los sis raug tshuaj lom, muaj pa phem, thiab muaj dej tsis huv los siv¹⁵. Lawv kuj nyob rau tej qho chaw uas sov heev, muaj cua daj cua dub, dej hnyab, los lawg, thiab muaj hluav taws kub hav zoov vim huab cua phem. Nws ua rau cov zej zog no tau txais kej txom nyem txog kej noj qab nyob zoo thiab kej khwv nyiaj txiag.¹⁶

Kej tshawb fawb¹⁷ thiab tej xwm txheej uas tshwm sim rau cov neeg hauv zej zog qhia tau hais tias muaj qee tus raug cuam tshuam hnyav dua vim tsis muaj kej ncaj ncees ib puag ncig, xws li: cov zej zog uas muaj neeg txawv teb chaw¹⁸ ntau dua; cov neeg Indigenous thiab cov chaws Tribal¹⁹; cov zej zog txom nyem dua uas tau nyiaj txiag tsawg²⁰; cov zej zog nyob deb nroog thiab tsis muaj kej tswj hwm los ntawm tsoom fww²¹; cov zej zog thawj hom lus hais tsis yog lus Askiv²²; cov neeg uas muaj kej tsis taus²³; thiab cov neeg LGBTQ²⁴.

Keeb kwm dhau los yeej keev muaj cov cai uas cais tib neeg tawm, thiab nws yog ib qho uas sawv daws pom tau meej tseeb tias nws cuam tshuam txog kej noj qab haus huv thiab kej ncaj ncees ib puag ncig. Los txog niaj hnuv no, hauv peb lub teb chaws, los yeej tseem muaj kej cais tawm ntawm qee haiv neeg, txwv tsis pub lawv nyob rau qee qhov chaw thiab muaj cai los sis muaj vaj huam sib luag tau lub neej zoo. Vim muaj cov teeb meem no, ua rau tib neeg muaj

mob ntau dua, muaj sia nyob tsis ntev, muaj lub neej tsis zoo xws luag, thiab tsis muaj ntau lub hwj tsam. Tsis tas li ntawd xwb, ntau lub zej zog thiab coob tus neeg kuj tau ntsib teeb meem loj—tau ntau tiam los lawm—uas ua rau lawv tsis muaj feem koom nrog txoj kev khiav ua nom ua tswv tswj hwm pej xeem thiab siv tsis tau tej peev txheej kom muaj kev loj hlob los sis muaj hwj chim. Kev ncaj ncees rau cov chaw nyob ib puag ncig pab tshem tawm cov kev sib cais ntawd, pab daws cov teeb meem uas ib txwm muaj dhau los, thiab txhawb kev noj qab haus huv, kev nyab xeeb, kev zoo siab, thiab kev vam meej rau txhua tus hauv zej zog. Txuas ntxiv no, nws kuj rub tau sawv daws los muaj kev koom siab koom ntsws rau kev xaiv nom xaiv tswv, kev txiav txim uas cuam tshuam txog kev noj qab haus huv, kev ruaj ntseg thiab kev thaj yeeb ntawm lub zej zog. Txoj kev txhawb kev ncaj ncees rau cov chaw nyob ib puag ncig pab kom ua tau tej yam kom muaj txiaj ntsig, xyuas kom txhua tus tib neeg tau txais kev huab hwm thiab muaj nqes, txawm lawv nyob, ua si, ua hauj lwm, kawm ntawv, los sis mus teev ntuj qhov twg los xij.

Cov Kev Txiav Txim Ntawm Tsoom Fwv Teb Chaws Tsis Cuam Tshuam Txog Cov Hauj Lwm Raws Cai Ntawm Qhov Kev Ncaj Ncees Ib Puag Ncig

Qee cov kev txiav txim tshiab los ntawm tsoom fwv teb chaws ua rau tib neeg pib txhawj tsam tej hauj lwm cuam tshuam txog kev ncaj ncees ib puag ncig no tsis raws cai. **Tiam sis cov kev txiav txim ntawd tsis hloov los sis txwv** lub hom phiaj no kiag li. Cov kev txiav txim ntawd muaj xws li, ntau yam lus txib uas President Trump tau hais tawm thiab cov ntawv ceeb toom uas Tus Thawj Kws Lij Choj ntawm teb chaws Asmeskas, Pam Bondi, tau tshaj tawm. Nkawv tau hais yuam kev tias kev ncaj ncees ib puag ncig thiab cov hauj lwm txhawb txhua haiv neeg (diversity), vaj huam sib luag (equity), kev koom siab koom ntsws ntawm txhua haiv (inclusion), thiab kev lees txais txhua tus (accessibility) yog “kev cais tawm tsis raws cai.” Cov kev txiav txim ntawd kuj rhuav cov lus txib yav dhau los, uas tau tsim los txhawb kev ncaj ncees ib puag ncig uas txuas nrog tsoom fwv cov kev pab cuam. Lawv kuj tseem tso tseg txhua yam dej num daws cov teeb meem hnyav uas tej zej zog tau ntsib vim muaj cov pa phem tsis zoo, thiab lawv kuj tshem tawm cov kev pab cuam thiab nyiaj txiag uas tsoom fwv ib txwm muaj los txhawb kev ncaj ncees ib puag ncig.²⁵ Lawv tseem yuam kom Department of Justice txo cov hauj lwm uas txhawb kev ncaj ncees ib puag ncig uas Tus Thawj Kws Li Choj hauv Teb Chaws ntau nqi hais tias yog tej yam tsis tseem ceeb los sis ua tsis raws cai.²⁶ Vim muaj tej kev txiav txim no, thiaj li ua rau tib neeg nkag siab yuam kev txog kev ncaj ncees ib puag ncig thiab tej hauj lwm ntawd. Tiam sis, qhov tseeb tiag, cov kev txiav txim no tsis muaj feem los hloov txoj cai. **Tus Thawj Tswj Teb Chaws tsis muaj cai hloov tej cai uas Congress twb tau pom zoo lees txais lawm, thiab nws tsis muaj cai siv lus txib los sis ua ntawv ceeb toom los yuam kom tshem tej kev tiv thaiv uas tau sau tseg rau Txhooj Cai tswj teb chaws (Constitution), los sis cov cai hauv ib lub xeev twg.** Ntxiv no mus, txawm kev ncaj ncees ib puag ncig muaj kev tshuam txog txoj kev txhawb txhua haiv neeg (diversity), vaj huam sib luag (equity), kev koom siab koom ntsws ntawm txhua haiv (inclusion), thiab kev lees txais txhua tus (accessibility), los nws yeej muaj nws ib lub zoo hom phiaj teeb tseg uas muaj peev xwm txhawb tau pej xeem txhua tus²⁷ rau ib sab ib seem txawv.

Tsoom Fwv Teb Chaws Cov Cai Lij Choj Txog Ib Puag Ncig Yeej Txhawb Cov Kev Ncaj Ncees Ib Puag Ncig

Muaj ntau txoj cai lij choj hauv tsoom fwv teb chaws uas pab txhawb cov hauj lwm ntawm pej xeem thiab cov chaw ntiag tug kom los txhawb kev ncaj ncees ib puag ncig. Cov

koom haum pej xeeem uas txhawb lub hom phiaj no muaj cai kuaj xyuas txoj kev siv cov kev pab cuam seb puas muaj kev siv sib luag los ntawm txhua haiv neeg. Muaj ntau txoj cai lij choj txog ib puag ncig uas kuj tseem yuam kom cov koom haum pej xeeem thiab chaw ntiag tug koom tes nrog cov pej xeeem los mus txiav txim txog kev txhim kho lub neej yav tom ntej. Xws li, yuav tsum muaj kev koom tes ua ke txog txoj cai Clean Air Act ntawm tsoom fwm teb chaws, uas cov koom haum pej xeeem yuav tsum tshaj tawm xov xwm ceeb toom rau pej xeeem paub, muab sij hawm rau lawv tawm tswv yim, thiab tuav cov rooj sab laj rau pej xeeem ua ntej yuav txiav txim teeb tsa tej qho chaw los yog tuam tsev ua hauj lwm tshiab, uas muaj feem tsim tau cov pa phem rau ib ncig.

Txhooj Cai Tswj Teb Chaws thiab Tsoom Fwm Teb Chaws Cov Cai Lij Choj Yeej Txhawb Kev Ncaj Ncees Ib Puag Ncig

Cov nom tswv hauv xeev thiab hauv cheeb tsam tau txaus siab los tsim tej tsab cai uas muaj feem xyuam txog kev ncaj ncees ib puag ncig, raws li tsoom fwm teb chaws tus qauv thiab txoj cai Tenth Amendment. Xws li, nws yog ib txoj cai uas tso cai rau cov xeev los tsim lawv ib txhooj cai thiab kev pab cuam txhawb kev noj qab haus huv thiab kev nyab xeeb. Vim muaj txoj cai no, ntau lub xeev thiab txhua cheeb tsam hauv teb chaws tau sau tseg tias pej xeeem txhua leej yuav tsum muaj lub hwj tsam zoo txais kev noj qab nyob zoo thiab nyob rau tej qho chaw uas huv si ruaj khov. Ntau txoj cai hauv xeev kuj tseem yuam kom muaj kev txhim kho tej thaj av, kev thauj mus los, thiab vaj tse los mus txo kev phom sij ntawm ib puag ncig. Qee txoj cai hauv xeev thiab hauv nroog kuj tseem yuam kom tsoom fwm teb chaws los sis cov chaw ua hauj lwm tshaj tawm xov xwm rau cov zej zog uas nyob ib puag ncig ntawm thaj chaw, yog hais tias muaj feem cuam tshuam txog kev noj qab haus huv ntawm pej xeeem.

Cov cai lij choj tiv thaiv pej xeeem uas zwm tseg rau Txhooj Cai Tswj Teb Chaws Asmeskas, tsoom fwm teb chaws thiab hauv xeev los kuj txhawb cov hauj lwm txhim kho kev ncaj ncees ib puag ncig. Qhov no tej zaum yeej yuav muaj tseeb rau ob tog tib si tib yam nkaus. Tshooj lus “The Equal Protection Clause” ntawm txoj cai Fourteenth Amendment txwv tsis pub cov koom haum hauv tsoom fwm thiab lub xeev los mus tsim kev ntxub ntxaug cais tawm lwm tug vim lawv haiv neeg, los sis txawm lawv yog poj niam los yog txiv neej.²⁸ Tshooj Title VI of the Civil Rights Act of 1964, txwv tsis pub muaj kev ntxub ntxaug vim haiv neeg, xim nqaij tawv, los sis ib tug neeg twg qhov keeb kwm rau txhua qhov chaw pab cuam ntawm tsoom fwm teb chaws, hauv xeev, hauv zos los yog cov koom haum ntiag tug uas txhawb pej xeeem rau sab nyiaj txiag. Raws li Section 504 ntawm txoj cai Rehabilitation Act, txwv tsis pub muaj kev ntxub ntxaug tib yam nkaus raws hnub nyoog (txoj cai Age Discrimination Act of 1975), txawm yog poj niam los sis txiv neej (tshooj Title IX ntawm txoj cai Education Amendments of 1972). Tshooj VI kuj tseem yuam kom cov chaw uas tau nyiaj pab los ntawm tsoom fwm yuav tsum xyuas kom txhua tus neeg uas hais lwm hom lus uas tsis yog lus Askiv, muaj peev xwm koom tag nrho cov kev pab cuam, cov dej num, thiab tau cov txiaj ntsig, xws li mus koom cov rooj sib tham txog cov ntawv tso cai, cov rooj sib tham txhim kho zej zog, txais cov xov xwm ceeb toom txog cov xwm txheej ceev, los sis tau kev pab cuam qhia tej txuj ci tshwj xeeb.²⁹ Kev nkag siab hom lus hais yog ib qho kev tiv thaiv rau pej xeeem kom muaj cai, thiab kuj yog ib feem tseem ceeb ntawm kev ncaj ncees ib puag ncig.

Ntxiv mus, tshooj VIII ntawm Txoj Cai Civil Rights Act of 1968, uas hu ua Federal Fair Housing Act, txwv tsis pub tsoom fwm thiab cov koom haum ntiag tug muaj kev ntxub ntxaug rau txoj kev muag los sis xauj vaj tsev, uas muaj nyob hauv lawv cov ntsiab lus, cov cai, kev

pab, los sis cov chaw pab cuam uas cuam tshuam nrog tej vaj tse, vim lawv yog neeg txawv teb chaws, xim nqaij tawv txawv, txoj kev ntseeg, yog poj niam los sis txiv neej, kev ua neej, los sis keeb kwm ntawm tus neeg teb chaws.³⁰ Tej kev txiav txim txog kev faib chaw nyob, kev txwv kev pab cuam tshwj xeeb txog vaj tsev rau lwm tug, uas tsis ncaj ncees vim kev ntsub ntxaug txog lwm haiv neeg, yog ib txoj kev txhaum txoj cai Fair Housing Act.³¹ Xaus no, txoj cai Americans with Disabilities Act txwv tsis pub muaj kev ntsub ntxaug rau cov neeg uas tsis taus hauv zej zog thiab tej chaw pej xeeb.³² Cov cai tiv thaiv pej xeeb hauv xeev thiab hauv nroog kuj muaj txuas los ntawm tsoom fwm teb chaws cov cai tib yam nkaus.³³

Cov Hauj Lwm Ntawm Qhov Kev Ncaj Ncees Ib Puag Ncig Raug Tiv Thaiv Los Ntawm Txoj Cai First Amendment Thiab Cov Cai Rau Cov Koom Haum Nonprofit

Cov koom haum uas txhawb kev ncaj ncees ib puag ncig raug tiv thaiv los ntawm txoj cai First Amendment nyob hauv Txhooj Cai Tswj Teb Chaws Asmeskas, uas txwv tsis pub tsoom fwm rau txim los sis yuam ib pawg neeg twg kom txhob tawm suab.³⁴ Tsoom fwm tsis muaj cai txwv kom ib tug neeg twg txhob tawm suab hais lus, tab txawm cov lus ntawm yog tej yam lus tsis raug cai los sis yog cov lus tso hem thawj kom ntshai los xij.³⁵ Tsoom fwm kuj tsis muaj cai muab txiaj ntsig los sis nyiaj txiag, yam tsis raug cai, los mus xiab ib lub koom haum twg kom rhuav tshem lawv txoj cai tawm suab.³⁶ Nws kuj tsis muaj cai yuav thim los yog rho tawm qhov tax exempt status ntawm ib lub koom haum twg vim lawv tau tawm suab los tawm tsam los yog muaj txoj kev xav txawv tsis sib thooj.³⁷

Cov kev pab cuam uas hais txog kev ncaj ncees ib puag ncig kuj suav tau lawm hais tias yog hom hauj lwm pub dawb raws li txoj cai ntawm tsoom fwm teb chaws rau cov koom haum nonprofit. Tus Thawj Tswj Teb Chaws tsis muaj cai txib thiab yuam kom hloov los sis thim cov txiaj ntsig ntawm ib lub koom haum twg, raws li seem 501(c)(3). Qhov tseeb tiag, Internal Revenue Code txwv tsis pub ceg tswj kev cai lij choj los mus cuam tshuam rau kev tshawb xyuas pej xeeb thiab cov koom haum txoj kev them los tsis them se.³⁸ Tsis tas li xwb, txoj kev rho lub npe tax-exempt rau ib lub koom haum uas niaj xyoo them se raws sij hawm mus rau Internal Revenue Service (IRS), tsis yog ib yam uas ua tau yooj yim, vim hais tias cov cai tiv thaiv cov koom haum nonprofit³⁹ yuam kom IRS kuaj xyuas tej ntaub ntawv kom zoo ua ntej.

Lub Luag Hauj Lwm Sib Txawv Rau Cov Neeg Tribal thiab Cov Neeg Indigenous

Cov teeb meem tsis muaj kev ncaj ncees ib puag ncig kuj cuam tshuam rau cov haiv neeg Tribal thiab cov neeg Indigenous,⁴⁰ uas lawv muaj ib qho kev sib raug zoo tshwj xeeb ntawm kev nom tswv thiab kev cai lij choj nrog lub teb chaws Asmeskas. Cov neeg Tribal yog ib haiv neeg uas muaj cai ywj pheej los tswj lawv tus kheej thiab lawv thaj av, thiab lawv cov pej xeeb kuj tseem txuas kev cai dab qhuas thiab kab lis kev cai rau thaj av ntawd.⁴¹ Cov zej zog Indigenous feem ntau raug cuam tshuam hnyav los ntawm ntau yam teeb meem nyob ib puag ncig, xws li tsis tau dej zoo siv, tsis muaj kev pab txhawb kom nyob tau nyab xeeb huv si⁴², thiab raug cuam tshuam los ntawm tej yam tshuaj lom phom sij radioactive paug hlau, thiab muaj pa phem uas ntshawb los ntawm kev khawb uranium⁴³ thiab lawv kuj raug kev txom nyem ntau yam los ntawm tej yam xwm txheej uas tshwm sim ze ze lawv thaj av Tribal.⁴⁴ Lub teb chaws Asmeskas thiab cov neeg Tribal muaj kev sib raug zoo raws kev nom kev tswv, thiab lub teb chaws Asmeskas muaj kev cog lus ruaj khov los mus huab hwm thiab txhawb cov neeg Tribal, kom lawv muaj kev ywj pheej thiab tiv thaiv tau lawv thaj av nyob.

Kev Ncaj Ncees Ib Puag Ncig Tej Dej Num Ua

Raws li tau piav saum toj no, cov cai uas twb tau tsim tseg yeej txhawb ntau yam hauj lwm los ntawm pej xeem thiab cov koom haum ntiag tug txhawm rau kev ncaj ncees ib puag ncig. Cov hauj lwm, txoj cai, thiab kev pab cuam uas muaj feem xyuam rau lub hom phiaj uas hais tas los no, tsuas yog qee qhov piv txwv uas pej xeem, cov koom haum pab dawb, thiab cov lag luam tau ua. Peb cov chaw ua hauj lwm tsuas yog muaj los qhia ua piv txwv xwb. Peb txhawb kom cov koom haum pej xeem thiab ntiag tug tsim thiab ua cov hauj lwm ncaj ncees no txuas ntxiv, txhawb lub zej zog txoj kev ntshaw thiab xav tau los ntawm txoj kev sab laj tawm tswv yim nrog lawv tus kws lij choj.

Kev Kawm, Kev Pab Txhawb, thiab Kev Pab Nyiaj: Tsoom fwv thiab cov chaw ntiag tug tseem muaj cai qhia, muab kev pab txhawb, thiab muab nyiaj txhawb rau cov hauj lwm thiab txoj cai ncaj ncees ntawm ib puag ncig.

- *Kev Kawm* – Cov kev pab cuam no tuaj yeem qhia cov koom haum pab dawb, tsoom fwv hauv zos, thiab lwm cov chaw koom tes txog cov ntsiab cai tseem ceeb ntawm kev ncaj ncees ib puag ncig, thiab qhia tias seb yuav mus thov nyiaj pab los ntawm tsoom fwv xeev thiab tsoom fwv teb chaws li cas rau cov hauj lwm no.
- *Kev Pab Txhawb thiab Nyiaj Pab* – Nyob ntawm cov nqe lus hauv daim ntawv cog lus rau nyiaj pab, cov kev pab cuam no tuaj yeem muab kev cob qhia, kev pab cuam txog kev siv tshuab thiab cuab yeej siv, thiab nyiaj txhawb los daws ntau yam teeb meem ntawm ib puag ncig uas cuam tshuam hnyav rau qee pawg neeg. Piv txwv li, cov koom haum pab dawb thiab tsoom fwv hauv zos tej zaum yuav pab daws cov teeb meem ntawm cov dej paug tshuaj lom thiab cov dej phwj pov tseg.

Kev Koom Tes thiab Kev Tawm Tswv Yim Nrog Pej Xeem: Tsoom fwv thiab cov chaw ntiag tug tseem muaj cai tshaj tawm thiab koom tes nrog cov zej zog uas tab tom ntsib teeb meem tsis muaj kev ncaj ncees ib puag ncig los yog rau lawv cov kev pab cuam.

- *Kev Nkag Siab Lus* – Tsoom fwv thiab cov chaw ntiag tug tseem tuaj yeem txhawb tau kom muaj kev txhais lus txhawm rau kom pej xeem txhua tus nkag siab txog tej teeb meem ib puag ncig, txais kev ceeb toom txog huab cua phem, los sis lwm yam xov xwm tseem ceeb ntawm kev noj qab haus huv thiab kev nyab xeeb.
- *Kev Tshaj Tawm thiab Kev Lees Txais Txhua Tus* – Cov kev coj los pab kom tib neeg hauv zej zog sawv daws muaj kev lees txais los mus koom cov kev pab cuam, txawm lawv yog neeg muaj kev tsis taus los sis yog neeg muaj ntaub muaj ntawv thiab tsis muaj los xij, tsuas txhua yam ua raws cai. Tej zaum cov kev coj no yuav muaj lub hwj tsam qhib tej chav ib nrab koom saum huab cua los sis koom tim ntsej tim muag, koom tej lub rooj sib tham rau yav tsaus ntuj, muab sij hawm tawm tswv yim ntev dua, thiab kev txhawb dav dua rau cov zej zog uas raug cuam tshuam.

Kev Qhia thiab Tshawb Xyuas Teeb Meem: Tsoom fwv thiab cov chaw ntiag tug tseem muaj cai los tshawb fawb thiab kuaj xyuas huab cua thiab dej, tsim tej daim kom tswj qhia chaw, thiab ceev cia tej ntaub ntawv los ntawm zej zog, los pab txiav txim siab txog cov hauj lwm

uas txhawb kev ncaj ncees ib puag ncig.

- Cov Ntaub Ntawv Hais Tej Xwm Txheej – Kev ceev ntaub ntawv txog cov tshuaj lom thiab lwm yam teeb meem uas cuam tshuam ib puag ncig yeej tseem raug kev raug cai thiab tseem ceeb heev los pab nkag siab txog lawv txoj kev phom sij rau zej zog.
- Cov Ntaub Ntawv Sib Txuam Nrog Kev Noj Qab Haus Huv thiab Ib Puag Ncig – Kev tshuaj xyuas cov ntaub ntawv txog cov pa phem tuaj yeem muab los siv tau nrog lwm yam ntaub ntawv, los ua ib qho kev kwv yees txog kev phom sij rau tib neeg kev noj qab haus huv, xws li thaum xam txog tej qho chaw uas muaj cov neeg raug kev phom sij ntau dua (piv txwv li cov me nyuam thiab cov neeg laus), kev ntxhov siab nyiaj txiag, thiab kev nkag tau mus rau tej yam tseem ceeb uas pab txhawb kev noj qab haus huv (xws li kev kho mob, kev pab pej xeem, zaub mov, vaj tse, kev thauj mus los, los sis kev ua hauj lwm).
- Kev Koom Tes Los Tswj Kev Soj Ntsuam – Thaum lub zej zog muaj tswv yim los tswj los sis koom tes tswj kev soj ntsuam txog cov pa phem, cov pej xeem uas nyob ze ze, cov lag luam, thiab tsoom fww yuav muaj peev xwm nkag tau mus saib cov ntaub ntawv hais txog cov pa phem ntawd tam sim kiag. Cov ntaub ntawv ntawd tuaj yeem saib tau los nkag siab txog qhov teeb meem uas cuam tshuam zej zog, thiab xyuas kom muaj kev ua raws li cov cai lij choj uas txwv kev tso pa phem.

Kev Tiv Thaiv Thiab Txhim Kho Kev Raug Pa Phem: Tsoom fww thiab cov chaw ntiag tug tseem muaj cai los koom tes tiv thaiv thiab txo kev raug pa phem, suav nrog rau cov zej zog uas twb raug cuam tshuam los ntawm ntau qhov chaw phem lawm.

- Kev Nkag Mus Tau Dej Huv Haus – Cov kev pab cuam uas pab kom txhua tus muaj peev xwm nkag tau mus dej huv thiab nyab xeeb yog ib yam uas raug cai. Qhov no suav nrog kev hloov cov yeeb nkab uas muaj txhuas, muab dej rau lub caij muaj teeb meem txog cov dej haus, los sis muab kev tshuaj xyuas dawb los sis pheej yig rau cov qhov dej tshwj xeeb.
- Kev Pab Kom Tsev Nyob Muaj Kev Noj Qab Haus Huv – Muaj ntau txoj cai thiab kev pab cuam txog kev ncaj ncees ib puag ncig yog los tsim tej chaw nyob sab hauv kom muaj kev nyab xeeb rau tib neeg nyob, ua si, ua hauj lwm, kawm ntawv, thiab mus teev ntuj. Piv txwv li, cov kev pab cuam no tej zaum yuav txhim kho lub tshuab cua hauv tsev kom zoo, kom cov neeg xauj tsev thiab tus tswv tsev muaj chaw nyob uas tsis muaj tshuaj lom thiab tsis muaj kab mob.
- Kev Tshuaj Xyuas Kev Ncaj Ncees thiab/los sis Kev Cuam Tshuam Sib Sau – Qee lub xeev yuav tsum muaj kev tshuaj xyuas txog kev ncaj ncees los sis teeb meem sib sau ua ke ua ntej yuav muab kev tso cai rau kev tsim tsev los sis txiav txim siv daim av uas yuav ntxiv pa phem rau cov zej zog uas twb muaj kev phom sij lawm. Cov kev tshuaj xyuas no yuav tsum muaj kev koom tes los ntawm pej xeem thiab yuav tsum muaj kev tshuaj xyuas nrog ntaub ntawv los pab tiv thaiv los sis txo kev phom sij hauv tej thaj chaw ntawd.

- Cov Kev Npaj thiab Kev Pom Zoo Pab Zej Zog (CBPs thiab CBAs) – CBPs thiab CBAs yog cuab yeej siv los xyuas kom cov txiaj ntsig ntawm kev siv daim av thiab kev tsim kho vaj tse mus pab tau rau cov zej zog. Cov neeg tsim vaj tse thiab tsoom fwv hauv zos tuaj yeem cog lus los ua qee yam kev pab xws li kev txo kev phom sij, muab txoj hau kev ua hauj lwm, thiab kev tiv thaiv ib puag ncig los pab daws cov teeb meem ntawm tej hauj lwm uas ua hauv los sis nyob ze thaj chaw muaj teeb meem txog kev noj qab haus huv.

Kev Npaj Rau Kev Hloov Huab Cua thiab Kev Tiv Thaiv: Tsoom fwv thiab cov chaw ntiag tug tseem muaj cai los tiv thaiv cov zej zog uas raug cuam tshuam hnyav los ntawm huab cua, xws li tej chaw uas sov heev, muaj dej hnyab, los sis cua daj cua dub.

- Kev Tsim Kho Vaj Tse Tiv Thaiv Kev Hloov Huab Cua – Kev tiv thaiv ntawm huab cua muaj los ntawm kev tsim kho vaj tse thiab kev daws teeb meem hauv zej zog, xws li ua kom tsis muaj dej hnyab thiab txhim kho kev tswj dej nag hauv cov zej zog uas muaj nyiaj tsawg thiab raug dej hnyab ntau. Cov zej zog uas sov heev kuj yuav tau txais txiaj ntsig los ntawm kev cog ntoo, muab vov tsev kom txias, tsim chaw ntsuab, thiab txhim kho tsev kom haum rau txhua lub caij. Cov nroog tseem tuaj yeem tsim tau Community Resilience Hubs los muab kev pab cuam, kev pab nyiaj txiag, thiab kev txhawb nqa ua ntej, thaum, thiab tom qab dhau huab cua phem, suav nrog thaum hluav taws xob tu, tshuab cua txias, zaub mov, thiab kev kho mob.

Kev Tswj Xyuas thiab Kev Pab Kho Teeb Meem: Tsoom fwv thiab cov chaw ntiag tug tseem muaj cai los siv cov cai lij choj txog ib puag ncig hauv zej zog uas tab tom ntsib kev phom sij.

- Pawg Neeg Ua Hauj Lwm thiab Kev Koom Tes Los Ntawm Cov Koom Haum Nyob Hauv Xeev – Cov pab pawg uas coj tsoom fwv hauv xeev, cheeb tsam, thiab hauv zos los koom kev tshuaj xyuas ua ke, muab ntawv ceeb toom, thiab tuav rooj sib tham rau pej xeem, tuaj yeem pab txhim kho kev siv cai nyob rau hauv zej zog uas tsis muaj kev ncaj ncees ib puag ncig, tshwj xeeb tshaj yog los teb cov lus qhia txog kev ua txhaum cai thiab ua hauj lwm nrog cov neeg hauv zej zog uas raug cuam tshuam.
- Kev Koom Tes thiab Tawm Tswv Yim Los Ntawm Zej Zog – Cov chaw ua hauj lwm pej xeem tej zaum yuav tshuaj xyuas thiab pib siv txoj cai los tiv thaiv raws li cov ntaub ntawv uas sau los ntawm cov koom haum hauv zej zog siv cov cuab yeej tshuaj xyuas kev tshav ntuj, kuaj dej thiab pa. Tsoom fwv kuj tseem tuaj yeem tsim kev ntsuam xyuas kom yooj yim rau cov pej xeem los qhia tawm lawv cov pov thawj ncaj qha txog kev ua txhaum cai thaum muaj rooj sib hais.
- Kev Kho Teeb Meem Raws Li Zej Zog Xav Tau – Tsoom fwv tuaj yeem nrhiav kev kho teeb meem uas cuam tshuam txog kev ua txhaum cai txog ib puag ncig los pab tau ncaj qha rau cov zej zog uas raug cuam tshuam, kom txhim kho qhov zoo ntawm ib puag ncig thiab kev noj qab haus huv.
- Kev Tawm Suab Los Txhawb Kev Ncaj Ncees Txog Ib Puag Ncig thiab Kev Hloov Huab Cua – Thaum kawg, cov chaw ntiag tug tseem muaj cai txuas ntxiv txhawb kev ncaj ncees txog ib puag ncig thiab kev hloov huab cua los ntawm kev ua hauj lwm hauv zej zog thiab kev tawm suab txog txoj cai, uas feem ntau yog ib feem tseem ceeb los

pab kom ua tiav cov hom phiaj hais saum toj no.

Peb cov chaw ua hauj lwm npaj txhij los siv thiab coj raws li cov cai lij choj hauv teb chaws los txhawb kev ncaj ncees ib puag ncig, thiab peb tseem yuav txuas ntxiv koom tes nrog zej zog thiab cov koom haum los tiv thaiv cov hauj lwm thoob plaws Teb Chaws Asmeskas uas koom siab rau txoj hauj lwm no.

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- ²⁴ Timothy W. Collins, et al., *Environmental Injustice and Sexual Minority Health Disparities: a National Study of Inequitable Health Risks from Air Pollution among Same-Sex Partners*, 191 SOC. SCI. & MED. (Oct. 1, 2023), <https://pmc.ncbi.nlm.nih.gov/articles/PMC5623125/> (Pom hais tias qee yam mob hauv cov zej zog uas yog LGBT (piv txwv mob cancer, mob hauv pob) tej zaum yog vim tej yam muaj nyob hauv ib puag ncig).
- ²⁵ See Exec. Order No. 14151, 90 Fed. Reg. 8,339 (Jan. 20, 2025) (*Ending Radical And Wasteful Government DEI Programs And Preferencing*); Exec. Order No. 14154, 90 Fed. Reg. 8,353 (Jan. 20, 2025) (*Unleashing American Energy*); Exec. Order No. 1,4173, 90 Fed. Reg. 8,633 (Jan. 21, 2025) (*Ending Illegal Discrimination and Restoring Merit-Based Opportunity*); U.S. Att'y General Pam Bondi, *Eliminating Internal Discriminatory Practices*, U.S. Dep't of Justice (Feb. 5, 2025), <https://www.justice.gov/ag/media/1388556/dl?inline>; U.S. Att'y General Pam Bondi, *Rescinding "Environmental Justice" Memoranda*, United States Dep't of Justice (Feb. 5, 2025), <https://www.justice.gov/ag/media/1388551/dl?inline>.
- ²⁶ See Exec. Order No. 14,260, 90 Fed. Reg. 15,513 (Apr. 8, 2025) (*Protecting American Energy from State Overreach*); U.S. Att'y General Pam Bondi, *Eliminating Internal Discriminatory Practices*, U.S. Dep't of Justice (Feb. 5, 2025), <https://www.justice.gov/ag/media/1388556/dl?inline>; U.S. Att'y General Pam Bondi, *Rescinding "Environmental Justice" Memoranda*, U.S. Dep't of Justice (Feb. 5, 2025), <https://www.justice.gov/ag/media/1388551/dl?inline>.
- ²⁷ The Commonwealth of Massachusetts and the State of Illinois Offices of the Attorney General, *Multi-State Guidance Concerning Diversity, Equity, Inclusion, and Accessibility Employment Initiatives*, (Feb. 13, 2025), <https://www.mass.gov/doc/multi-state-guidance-concerning-diversity-equity-inclusion-and-accessibility-employment-initiatives/download>.
- ²⁸ *Village of Arlington Heights v. Metro. Hous. Dev. Corp.*, 429 U.S. 252, 265-66 (1977).
- ²⁹ *Lau v. Nichols*, 414 U.S. 563, 568 (1974).
- ³⁰ 42 U.S.C. § 3604.
- ³¹ See e.g., *Tex. Dep't. of Hous. & Cmty. Affairs v. Inclusive Cmty's. Project, Inc.*, 576 U.S. 519, 540 (2015).
- ³² *PGA Tour, Inc. v. Martin*, 532 U.S. 661, 675 (2001).
- ³³ Cov cai lij choj txog kev nkag kom paub hom lus kuj pab txhawb lub hom phiaj ntawm cov cai tiv thaiv pej xeem (civil rights laws). Txoj kev txiav txim ntawm Thawj Tswj Hwm hu ua "Kev Qhia Tias Lus Askiv Yog Thawj Hom Lus Hauv Teb Chaws Meskas," uas tau tshaj tawm rau Hnub Tim 1 Lub Peb Hlis Xyoo 2025, tsis hloov cov luag hauj lwm thiab cai ntawm cov koom haum uas yuav tsum pab kom muaj kev nkag kom paub hom lus raws li cov cai ntawm tsoom fwwv teb chaws thiab xeev. (Saib Exec. Order No. 14,224, 90 Fed. Reg. 11,363 (Hnub Tim 1 Lub Peb Hlis, 2025)). Tsis tas li ntawd xwb, txoj kev txiav txim ntawm Thawj Tswj Hwm hu ua "Kev Qhia Dua Tshiab Txog Kev Vaj Huam Sib Luag Thiab Kev Xyaum Ua Hauj Lwm Kom Muaj Peev Xwm" kuj tsis rhuav tshem qhov muaj nqis thiab kev lav ris uas cov cai pej xeem ntawm tsoom fwwv thiab xeev tau teem tseg. (Saib Exec. Order No. 14,281, 90 Fed. Reg. 17,537 (Hnub Tim 23, Lub Plaub Hlis, 2025)).
- ³⁴ *Bantam Books, Inc. v. Sullivan*, 372 U. S. 58, 67 (1963).
- ³⁵ "Yog muaj ib qho tseem ceeb tshaj plaws uas txoj cai lij choj First Amendment txhawb nqa, ces yog qhov uas tsoom fwwv tsis muaj cai txwv tsis pub ib tus neeg hais tawm ib lub tswv yim tsuas yog vim tias zej zog pom hais tias lub tswv yim ntawd ua rau luag chim siab los sis tsis haum leej twg lub siab." *Texas v. Johnson*, 491 U.S. 397, 414 (1989); *Nat'l Rifle Ass'n of Am. v. Vullo*, 602 U.S. 175, 189 (2024).
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- ³⁷ *Speiser v. Randall*, 357 U.S. 513 (1958).
- ³⁸ 26 U.S.C. § 7217.
- ³⁹ Internal Revenue Service, *How to Appeal an IRS Determination on Tax-Exempt Status*, Pub. 892 (revised 2-2017, <https://www.irs.gov/pub/irs-pdf/p892.pdf>).
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