

United States Senate

WASHINGTON, DC 20510

December 12, 2023

The Honorable Jennifer Granholm
Secretary of Energy
U.S. Department of Energy
1000 Independence Ave., S.W.
Washington, D.C. 20585

The Honorable Bill Nelson
Administrator
National Aeronautics and Space Administration
300 E. Street SW
Washington, DC 20546

Dear Secretary Granholm and Administrator Nelson,

It has been brought to our attention that Janice Gassam Asare, an incendiary racial theorist who appears to have coined the term “white perversion,” and BWG Business Solutions, the organization that she founded and leads, count among their clients two agencies of the United States government: yours.¹ If true, that is gravely concerning.

Asare and her organization promote racial hatred and violence. In her published writing, she has praised—as an “empower[ing]” and “inspir[ing]” “Slave Rebellion”—the 1970 Marin County Civic Center attack, in which several members of the Black Panther Party entered a California courthouse, brandished weapons, took hostages, and ultimately murdered Judge Harold Haley.² She has criticized white people as a class for having something called the “white gaze,” which allows them to “dominate[] how we think and operate within society.”³ And she has argued that employers should hand out “micro-reparations” to black employees, conferring benefits like pay and promotion solely on the basis of race.⁴

For obvious reasons, our government should have nothing to do with either Janice Gassam Asare or her consulting business. Her retention by a federal agency might even run afoul of federal

¹ *Clients*, Janice Gassam Asare, Ph.D., <https://www.drjanicegassam.com/clients> (last visited Nov. 27, 2023); *Clients*, BWG Business Solutions, <https://www.bwgbusinessolutions.com/clients> (last visited Nov. 27, 2023); *About Dr. J*, Janice Gassam Asare, Ph.D., <https://www.drjanicegassam.com/about> (last visited Nov. 27, 2023).

² Janice Gassam Asare, *What Is Black August And Why Is It Such A Significant Time?*, FORBES, August 12, 2023, <https://www.forbes.com/sites/janicegassam/2023/08/12/why-august-is-such-a-significant-time-for-black-people/?sh=39788c553ebd>; Associated Press, *Judge and 3 Slain on Coast As Convicts Hold Up Court*, N.Y. TIMES, Aug. 8, 1970, <https://www.nytimes.com/1970/08/08/archives/judge-and-3-slain-on-coast-as-convicts-hold-up-court-judge-and.html>.

³ Janice Gassam Asare, *Understanding The White Gaze And How It Impacts Your Workplace*, FORBES, Dec. 28, 2021, <https://www.forbes.com/sites/janicegassam/2021/12/28/understanding-the-white-gaze-and-how-it-impacts-your-workplace/?sh=67a89ef44cd6>.

⁴ Janice Gassam Asare, *What Are Micro-Reparations And How Can They Benefit Your Black Employees?*, FORBES, June 19, 2023, <https://www.forbes.com/sites/janicegassam/2023/06/19/what-are-micro-reparations-and-how-can-they-benefit-your-black-employees/?sh=22e3bb795292>.

civil rights law, which holds that workplace “diversity” and “harassment” training can give rise to a hostile work environment.⁵

We would like to know whether your agencies have retained Janice Gassam Asare or BWG Business Solutions in any capacity, as Asare and her organization claim. Please answer the following questions by **January 12, 2024**:

- Has your agency ever paid any amount of money to, or entered into any contract or agreement with, Janice Gassam Asare or BWG Business Solutions? If so, please describe in detail the services that were provided to your agency. If not, please confirm that any representations made by Asare that the Department of Energy and NASA are her “clients” are false.
- If your agency has paid for services provided by Janice Gassam Asare or BWG Business Solutions, has your agency reported those services to Congress under the No FEAR Act of 2002? As you know, Section 203 of the No FEAR Act requires that agencies report “any actions planned or taken to improve . . . civil rights programs of the agency.”⁶
- If your agency has not paid for services provided by Janice Gassam Asare or BWG Business Solutions, please describe in detail the steps you have taken to confirm that your agency has no such business relationship.
- Given that racial issues are highly controversial, please provide an explanation of how any trainings that were provided to employees of the federal government by Janice Gassam Asare or her organization comply with the restrictions set out in Section 714 of Title VII of Division E of Public Law 117-328, as continued by Public Law 118-22, which prohibits the use of federal funds for trainings that contain “elements likely to induce high levels of emotional response or psychological stress in some participants.”⁷

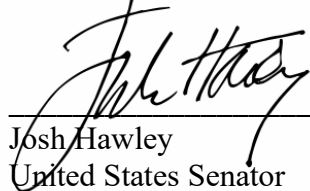
Sincerely,



JD Vance
United States Senator



Mike Lee
United States Senator



Josh Hawley
United States Senator

⁵ See *Hartman v. Pena*, 914 F. Supp. 225, 229 (N.D. Ill. 1995) (FAA employee demeaned during sexual harassment training was himself harassed on the basis of sex).

⁶ Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, Pub. L. No. 107-174, 116 Stat. 566, 570 § 203(a)(7)(D).

⁷ Pub. L. No. 117-328, 136 Stat. 4459, 4707 § 714(a)(2); Pub. L. 118-22.