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The Honorable Pam Bondi
Attorney General of the United
States
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Washington, DC 20530-0001

The Honorable Brendan Carr
Chairman
Federal Communications
Commission
45 L Street NE
Washington, DC 20554

Dear Attorney General Bondi and Chairman Carr,

Consumers' Research, the nation's oldest consumer protection organization, has uncovered substantial evidence of DISH Network (DISH)'s entrenched discriminatory practices and diversity, equity, and inclusion (DEI) initiatives. Rather than focusing on consumers, DISH has instead promoted race and gender-based ideologies in violation of President Trump's [executive orders](#) aimed at eliminating divisive and discriminatory DEI programs in both the public and private sectors. DISH's violations are so egregious, there is more than enough justification for the Department of Justice (DOJ) and Federal Communications Commission (FCC) to open an investigation into DISH for any violations of federal policy.

Consumers' Research recently launched a public awareness [campaign](#) exposing DISH's extensive DEI infrastructure, ideological programming, and prioritization of a political agenda instead of consumers. Some of the DISH's most egregious actions include:

- **Comprehensive DEI Framework:** DISH implemented [DEI programs](#) structured around five strategic pillars—Recruiting, Data & Analytics, Learning & Development, Talent Identification & Development, and Organizational Processes—designed to embed ideological priorities into corporate operations.
- **Mandatory Ideological Training:** DISH's "Hack Your Biased Brain" [training](#) instructed employees that "being on a diverse & inclusive team is being on a winning team" and promoted the "triple AAA with inclusion: ally, amplify, advocate," implying ideological dissent is unacceptable and potentially punishable.
- **Politicized Employee Resource Groups (ERGs):** DISH operates [ERGs](#) such as Out at DISH, African American Network at DISH, DISH Women's Impact Network, and Adelante con DISH, which advance identity-based agendas, including support for Black Lives Matter and gender identity policies. For example, the DISH Women's Impact Network [led](#) a panel discussion on inclusion in tech where employees were encouraged to recognize their unconscious biases, have conversations about diversity, and create atmospheres where all cultures are celebrated.

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- **Promotion of Gender Ideology to Kids:** DISH's Out at DISH group [recommended](#) The Trevor Project's "Coming Out Handbook," which introduces children to concepts like gender identity and sexual orientation, raising concerns about inappropriate indoctrination. Additionally, DISH [offers](#) Here TV, an LGBTQ+ streaming service described as producing "gay versions" of mainstream content, further embedding ideological narratives.
- **Climate Activism in Corporate Culture:** DISH's [partnership](#) with ARC, a program designed to push UN climate goals on students, and its Hispanic ERG's [campaign](#) to "shrink your footprint" by reducing meat consumption attempts to blend social activism with workplace policies, diverting from neutral business practices.
- **Public Perception Management:** While DISH has tried to hide its discriminatory policies by removing its DEI webpage amid public scrutiny, its ERGs continue to [promote](#) identical ideological content on social media, suggesting an attempt to continue DEI practices.

DISH's co-founders Charles and Cantey Ergen have made consistent [contributions](#) to Democrats and Democratic organizations who have supported advancing DEI policies. Charles Ergen's donor activity also [sparked controversy](#) in 2024 when the Biden administration's DOJ dropped a \$3.3 billion fraud suit against DISH after he donated \$113,000 to Biden's reelection efforts. This timing raises serious concerns about political influence potentially affecting important decisions.

As a company subject to FCC oversight and benefiting from federal spectrum allocations, Consumers' Research urges the DOJ and FCC to investigate DISH's DEI initiatives for potential violations of President Trump's executive orders and to assess whether the political activism of the co-founders has improperly influenced regulatory outcomes. Spectrum is a valuable public good and companies that prioritize using spectrum to push a political agenda over serving their customers should not be granted access to it.

Consumers' Research stands ready to provide any additional information or support you may need to act in the best interests of taxpayers and the values of the American people. Thank you for your time and consideration.

Sincerely,

Will Hild

Will Hild
Executive Director, Consumers' Research

CC: Assistant Attorney General Harmeet Dhillon, United States Department of Justice, Civil Rights Division
Chair Andrea Lucas, United States Equal Employment Opportunity Commission

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