

「2023」



ANNUAL REPORT



Do No Harm
donoharmmedicine.org



Dr. Stanley Goldfarb visits The New York Times in October 2023 to engage its writers on Do No Harm's mission

This isn't how I planned to spend my retirement.

Five years ago, if you'd asked me what I'd be doing in 2023, I would have said: Golf, more golf, and maybe travel so I could golf.

I do find myself traveling, but for different reasons. Testimonies to state legislatures. Speeches to experts and activists. Meetings with some of America's most generous individuals. Instead of celebrating making par, I'm celebrating making progress via historic policy reforms and legal victories that get woke ideology out of medicine.

I never thought I'd be doing this. But that's what happens when you have a crazy idea. Starting Do No Harm was the craziest decision I've ever made. It's also the best.

When I founded this group in April of last year, I hoped to say the things that my fellow medical professionals couldn't. I wanted to shine a light on the dangers of 'DEI,' especially the division and discrimination that it sows across medicine. I also wanted to make clear the threat of so-called "gender-affirming care" for children, which is neither affirming nor caring and is ruining young lives.

I figured Do No Harm would be a voice in the wilderness. Instead, after just 18 months, we're building a nationwide movement.

Thousands of medical professionals in all 50 states have joined us. So have hundreds of principled legislators from coast to coast. And millions of Americans are now aware of the threat they face from woke medicine. But they don't just know the problem. They're demanding solutions that will lead to better care for themselves, their families, and everyone who calls our country home. And in the last few months, the rise of rabid antisemitism on college campuses has given new urgency to the fight against DEI. More people are realizing that DEI drives this ancient, evil hatred.

This is the fulfillment of my fifty-plus years in medical practice and education. Until recently, I was despondent about the future of healthcare. Now I'm filled with hope. We can save medicine. And thanks to the leadership and support of so many people, we're already well on our way.

Turns out, it's not a bad way to spend retirement.



Stanley Goldfarb, MD

CHAIRMAN ■ Do No Harm



Kristina Rasmussen joins Chloe Cole, Do No Harm patient advocate, and Leor Sapir of the Manhattan Institute for a hearing at the Utah State Capitol.

EXECUTIVE DIRECTOR'S LETTER

A few months after we launched, we were contacted by a medical student. He spent the past few years chafing at the woke indoctrination he encountered every day. But he didn't know how to fight back.

He was waiting for Do No Harm. That student has sent us numerous tips about the insanity at his institution. That student's bravery helped us get the attention of his state's lawmakers. They introduced our model legislation to get DEI out of medical school. It's poised to pass as soon as next year. Our collaboration with that single student is helping to transform healthcare in real ways.

Why do I tell this story? It's simple. I've been in the conservative non-profit world for two decades. I've worked for and with dozens of groups. Yet I've never seen one accomplish so much, so fast, on so many fronts.

As that story shows, we're mobilizing and activating a network of more than 6,000 medical students, professionals, and patients. They're helping us find and flag egregious examples of medical wokeness for the media. We're then deploying a legal strategy to stop the worst woke actors, while establishing strong precedents. And we're laddering it all up to real reforms. We've already seen reforms passed in the states. It won't be long before we see enacted solutions at the federal level as well.

I'm proud of what we've achieved. But more than that, I'm grateful for all those who've made this progress possible. Our supporters deserve the highest praise for believing in our work and building such an effective group. I have a promise: Do No Harm is just getting started.



Kristina Rasmussen

EXECUTIVE DIRECTOR ■ Do No Harm



Marilyn Singleton, MD

DO NO HARM SENIOR FELLOW

“We’re promoting and advancing the true principles of the Civil Rights movement, bringing fairness and equality back to medicine.”

Dr. Marilyn Singleton saw the end of segregation. She was one of the first Black students to attend Stanford University and the University of California-San Francisco’s medical school. In the 1970s, she truly believed that America was moving past the days when people were defined by their skin color.

So imagine Dr. Singleton’s shock at the woke takeover of health care. Activists are once again dividing medical students and patients by race. What’s more, they’re demanding the return of racial discrimination, giving people preferential access to care based on skin color. We are even witnessing the return of segregation, as medical schools and providers move toward matching patients and physicians by race.

Dr. Singleton’s message is simple:
Not on her watch.

She joined Do No Harm in 2023 as a visiting fellow. She has led the charge against so-called “implicit bias training,” which says people are oppressors or victims based on their skin color. She made these points with a widely read op-ed in the Washington Post in February, while doing a nationwide media blitz.

Now Dr. Singleton is suing California over its mandate that physicians take implicit bias training. With Do No Harm’s help, and alongside another plaintiff in the Golden State, she’s poised to help drive this racist and insulting mandate out of existence. Tens of thousands of physicians and nurses stand to benefit from her leadership.

One thing is certain: Dr. Singleton won’t let the racism she experienced as a child ruin health care for future generations.



January Littlejohn

MOM AND DO NO HARM PATIENT ADVOCATE

“Radical activists nearly took my daughter away from me. I’m fighting to save every family from the transgender madness that threatens our children.”

January Littlejohn’s daughter was just 13 when her public school started helping her change genders. Shockingly, the school went to great lengths to prevent January and her husband from finding out.

But they did find out – and they fought back. In 2021, January filed a federal lawsuit against the school district for violating parental rights. At Do No Harm, January is now helping parents protect their own rights, and more importantly, their sons and daughters.

January knows better than anyone:
Our children’s futures are at stake.

School districts and medical professionals are paving the way for young teenagers – and even pre-teens – to get invasive and irreversible medical interventions. These treatments can lead to lifelong physical and mental health problems. Parents need guidance to save their children from this insanity.

January is on the job. In 2023, she shared her personal experience across the country, helping pave the way for more than 15 state laws protecting children. Most recently, January created Do No Harm’s “Parent Resource,” which helps moms and dads learn the facts about radical gender ideology and identify the steps they can take.

January knows this is going to be a long fight. Transgender activists are working overtime to control schools, medical providers, and policymakers. For January Littlejohn, the response is obvious: Work even harder. After all, there’s nothing a mom won’t do for the sake of her children.

From the beginning, Do No Harm has prioritized high-profile lawsuits. In 2023, we took our legal strategy to a new level of effectiveness – and success.

We don't just file any litigation. We focus on cases that have the potential to set precedent, causing a chain reaction across the medical landscape. We also target the worst woke actors and highly visible targets, driving nationwide media attention and public opposition.

Do No Harm's membership model strengthens our strategy. Our members feed us tips about lawsuit-worthy targets that we otherwise wouldn't know. They also help us identify people harmed by such policies. This model enables us to launch lawsuits on an aggressive schedule, while building a pipeline of future cases.

Here are three key legal victories and case updates from 2023:



DEFEATING A RACIST SCHOLARSHIP IN ARKANSAS

The Constitution is clear: Discrimination by race is unacceptable. That's why we sued the state of Arkansas in April. We went after the Arkansas Minority Health Commission for its scholarship program that excluded certain students solely based on their race or color.

The scholar's racial discrimination was blatant. To be eligible, an applicant needed to "confirm that [he/she] is a racial minority," meaning "African American, Hispanic, Native African/American Indian, Asian American or Marshallese." We brought our lawsuit on behalf of an anonymous pre-nursing student who otherwise met the scholarship's requirements, but couldn't apply because of her race.

We won. In May, one month after we sued, the Commission agreed to end the scholarship program. The Arkansas Attorney General acknowledged there was no valid reason for classifying students based on race. This decision sends a message to other states, as well as medical schools, that racially discriminatory scholarships are unacceptable – and if they don't end them, we'll sue them, too.

GETTING ANTI-RACISM OUT OF MEDICARE

More than 65 million elderly Americans depend on Medicare. They deserve equal treatment, not racial discrimination in the doctor's office. That's why we sued the Biden administration for its rule that bribes doctors into developing potentially discriminatory "anti-racist" plans.

We saw significant movement in 2023, after filing this lawsuit in 2022. The Biden administration moved to dismiss our case, yet the U.S. District Court rejected the motion. While the Court has removed our plaintiff from the case, it allowed the case to proceed under the leadership of our counsel, with the 7 states that joined our lawsuit.

We expect this case to be resolved in 2024. The stakes could not be higher. If the Biden administration's anti-racism rule is allowed to stand, Medicare is at risk of delaying or denying care to patients based on their race. That's not just illegal. It's dangerous. Do No Harm will fight to protect elderly Americans.

"I've spent decades fighting liberal racial discrimination in the courts. Do No Harm is a critical—and uniquely effective—ally."

—Edward Blum FOUNDER OF STUDENTS FOR FAIR ADMISSIONS
AND LEGAL STRATEGIST

whose case against race based admissions led to the Supreme Court's declaration that affirmative action is unconstitutional



HOLDING PFIZER ACCOUNTABLE FOR DISCRIMINATION

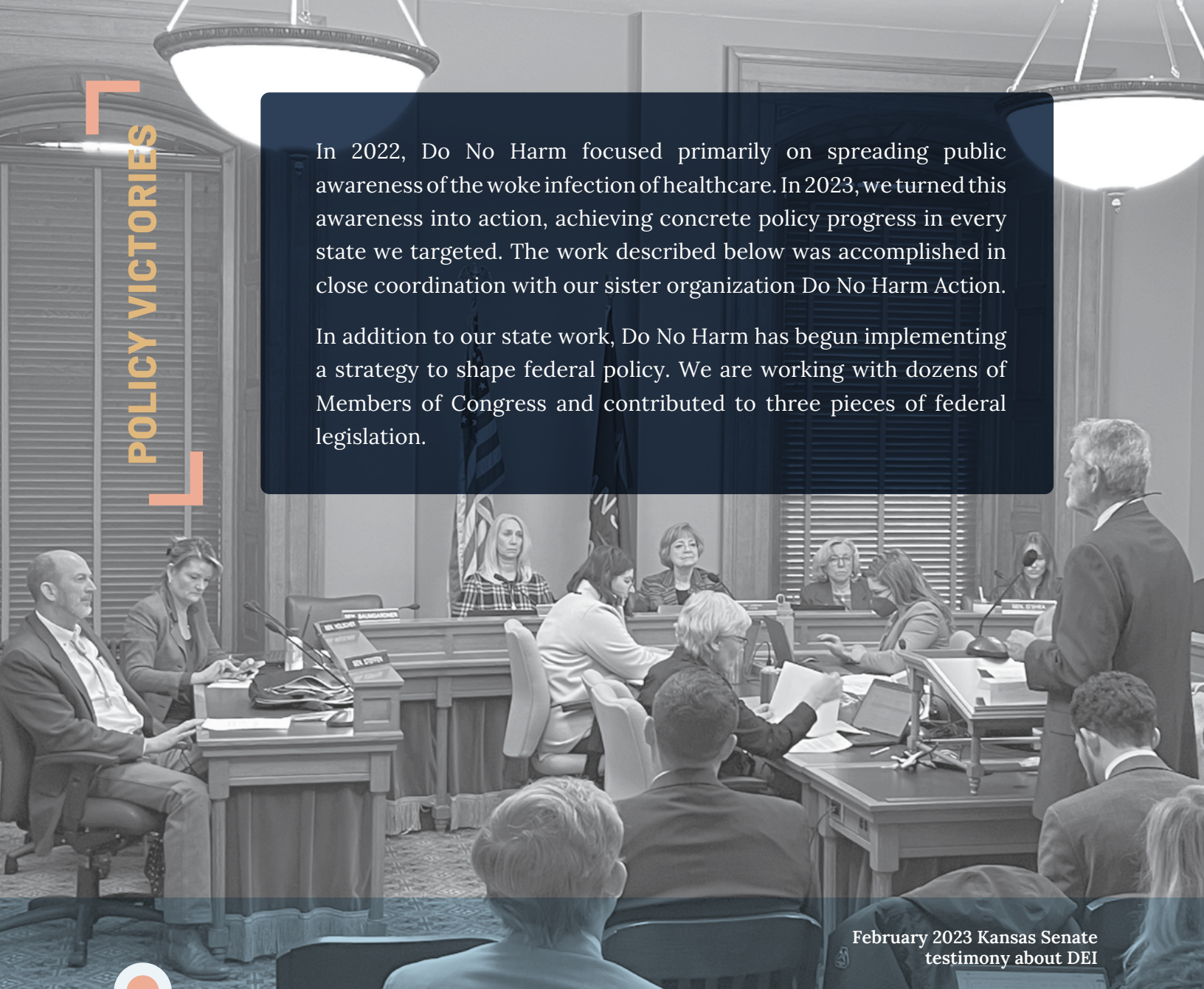
Pfizer is one of the world's biggest pharmaceutical companies, but that doesn't give it a license to discriminate by race. In 2022, we sued Pfizer for excluding whites and Asians from its Fellowship in violation of federal civil-rights laws.

In January, we appealed to the Second Circuit Court of Appeals, after a U.S. District Court dismissed the case. Pfizer meanwhile quietly changed its program to state that students of all races can apply. In October, the Court heard arguments over whether the case remains live. We expect a resolution in early 2024.

This case demonstrates our willingness to go after corporate actors who adopt woke policies. It has already brought substantial media attention to Pfizer, pressuring major medical companies to reconsider their commitment to woke division and discrimination.

In 2022, Do No Harm focused primarily on spreading public awareness of the woke infection of healthcare. In 2023, we turned this awareness into action, achieving concrete policy progress in every state we targeted. The work described below was accomplished in close coordination with our sister organization Do No Harm Action.

In addition to our state work, Do No Harm has begun implementing a strategy to shape federal policy. We are working with dozens of Members of Congress and contributed to three pieces of federal legislation.



February 2023 Kansas Senate
testimony about DEI

DITCHING DEI IN TENNESSEE

Tennessee is now the national leader in getting DEI out of medical schools. It wouldn't have happened without Do No Harm's help.

Starting in late 2022, we began working with legislative champions in the Volunteer State. We helped them design the "Tennessee Higher Education Freedom of Expression and Transparency Act," which passed in April. The state now bans so-called "DEI Statements" that are political litmus tests for students

and faculty. It also bans medical schools from spending taxpayer money on memberships and conferences that focus on DEI or are run by organizations that demand fealty to DEI.

This reform is just the first step. Tennessee lawmakers want to pass a follow-up bill next year. And we're providing ongoing research and media support to defend this law while paving the way for future reforms.

PROTECTING CHILDREN IN UTAH

Do No Harm helped achieve the first big state victory of 2023. In January, Utah enacted a law prohibiting all gender-reassignment surgeries and hormone therapies for children. The state simultaneously announced a systematic review of the evidence on hormone therapies on minors.

We worked with lawmakers to draft and pass this bill. We supported lawmakers with original research showing that U.S. transgender treatments for children are far more extreme than European practices. We also spent significant time in Salt Lake City, strengthening key relationships in person. And we gave assistance to lawmakers with a coordinated media campaign and public committee hearing testimony, showing they had the support of medical professionals and patients.

Utah's actions are already keeping children safe. Equally important, this law has inspired other states to enact similar protections for future generations.

HOLDING ACCREDITORS ACCOUNTABLE IN CONGRESS

We worked with Congress to break one of the biggest barriers to state reform: The accreditors that oversee medical schools.

We ran up against this barrier in essentially every state that took up DEI reforms. Medical and nursing schools told state lawmakers that reform would jeopardize their accreditation. The threat worked: Many lawmakers shelved reform out of fear that medical schools in their states would shut their doors.

The accreditation issue caught the attention of key leaders in Congress. Rep. Virginia Foxx, chair of the House Committee on Education and the Workforce sent a letter to the Liaison Committee on Medical Education, the main accrediting organization, asking detailed questions about what it requires of medical schools.

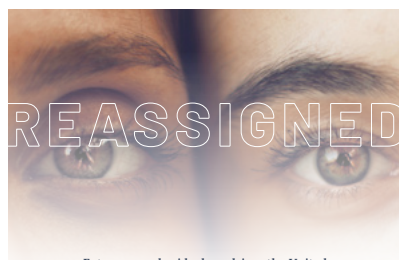
The LCME gave Rep. Foxx the best possible answer. It contradicted medical schools, saying DEI would not jeopardize accreditation. State lawmakers can now ignore medical schools' fear-mongering and pass more reforms in 2024.



Original research has been a priority for Do No Harm since the beginning. We provide fact-driven studies and analyses that disprove the woke narrative about medicine and drive positive reforms at the state and federal levels.

Our research capability reached a new level in 2023 with the hiring of our research director, Dr. Ian Kingsbury. A proven scholar with a long track record of high-quality research and media savviness, Dr. Kingsbury has already enabled us to more than double our research products, while expanding our research across the healthcare landscape.

Some of our research highlights in 2023 include:



Extreme gender ideology drives the United States to provide transgender medical care to younger children, while Europe goes a safer and more scientific route.



Do No Harm

PROVING AMERICA'S EXTREME CHILD TRANSGENDER POLICIES

Just how extreme is the United States on transgender treatments for children? In *Reassigned*, we proved that the U.S. is far more radical than our peers in Europe.

We looked at how the U.S. compares to the most progressive countries in Western and Northern Europe. The vast majority severely restrict or entirely ban transgender treatments for anyone under 18 years old, reflecting the best science on the topic. Yet under the sway of transgender activists, the U.S. has moved in the opposite direction, making invasive and irreversible treatments available to children as young as 8.

This report gives crucial ammunition to state and federal policymakers as they fight to protect children. They can rightly argue that America is too extreme even for Europe, making it easier to pass commonsense laws that keep children safe. Do No Harm senior fellow Dr. Miriam Grossman made these points in a powerful testimony to Congress in June.

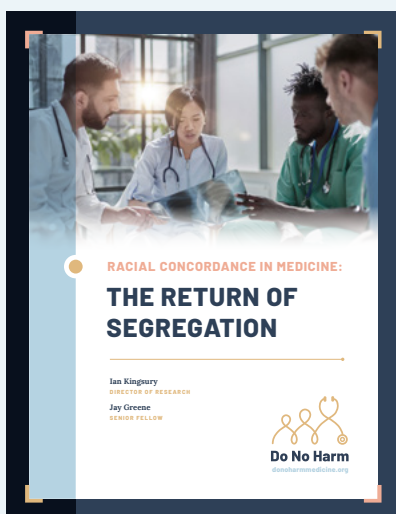
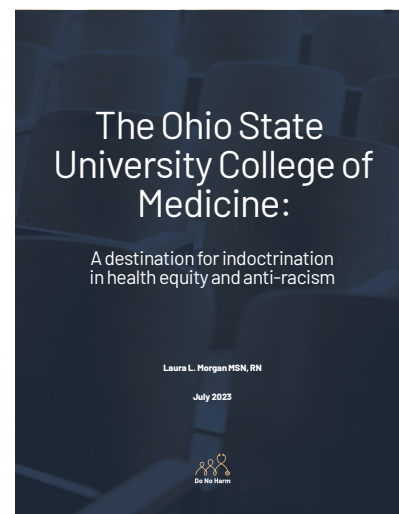


SHINING A LIGHT ON PROMINENT STATE SCHOOLS

Lawmakers are deeply worried about wokeness at their states' flagship medical schools. We show them the urgent need for reform by doing deep dives on these institutions, including a recent report on the Ohio State University College of Medicine.

We demonstrated that wokeness dominates this medical school. Enrolled students are strongly encouraged to promote the DEI agenda. The school also leans on health equity and social justice to develop strategic plans. Ultimately, it's training a generation of medical professionals who are really political activists.

Ohio lawmakers are now using this report to advance needed reforms. Specifically, they want to refocus Ohio State on medical education, not radical indoctrination. A comprehensive higher education reform package has already passed the Ohio Senate and is now being heard in the House of Representatives. We expect to see further legislative progress before the end of the year.



DISPROVING THE MYTH OF “RACIAL CONCORDANCE”

Virtually all of healthcare has accepted a dangerous lie: That patients and physicians should be matched by race. This divisive and discriminatory idea—known as “racial concordance”—has led medical schools to lower standards for minorities, while paving the way for the resegregation of medical providers.

We’ve now dispelled this lie with the truth. In a groundbreaking report, entitled “Racial Concordance in Medicine: The Return of Segregation,” we showed the total lack of scholarly research supporting racial concordance. Our report reviewed the most commonly cited studies, demonstrating their failings while providing the scholarly consensus that racial concordance is unjustified. In fact, it’s dangerous.

Crucially, this report will help support the next wave of state and federal action. The medical establishment justifies woke actions with racial concordance. Now lawmakers can ignore them and do what’s right.

MEDIA UPDATE

Do No Harm has built an aggressive, sophisticated, and nationwide media capability. We've driven unprecedented awareness of the woke infection of healthcare. More importantly, we're showing tens of millions of Americans the urgent need to cure this infection.

Our strategy leverages all our work to reach and activate Americans. When our members submit tips, we turn them into media stories. When we file lawsuits or support policies, we tell the story via op-eds. When we release original research, we launch them with top-tier editorials. And when news breaks about DEI or gender ideology in medicine, we're the first to respond in print and broadcast, leveraging our members, senior fellows, and staff experts.

Recently, the Associated Press featured us in a story, labeling us as "the influential new player" in significant healthcare policy disputes. The AP story was picked up by 952 media outlets throughout the country.



4,900+

**mentions in print and
online media stories**



25+

**op-eds and editorials in
the Wall Street Journal,
the Washington Post, and
other top outlets**



50+

**appearances on
television and radio**

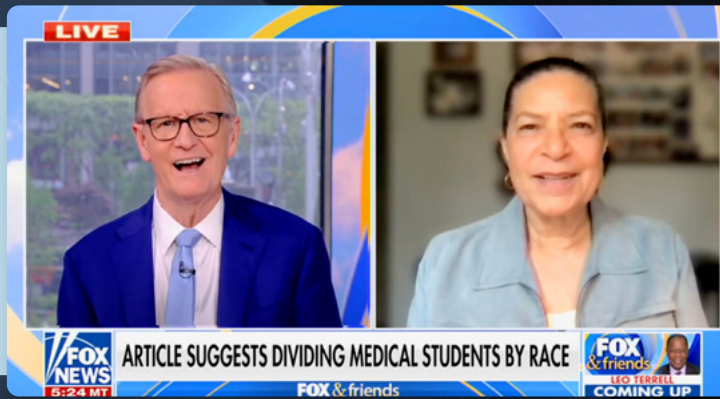


40,000+

social media followers

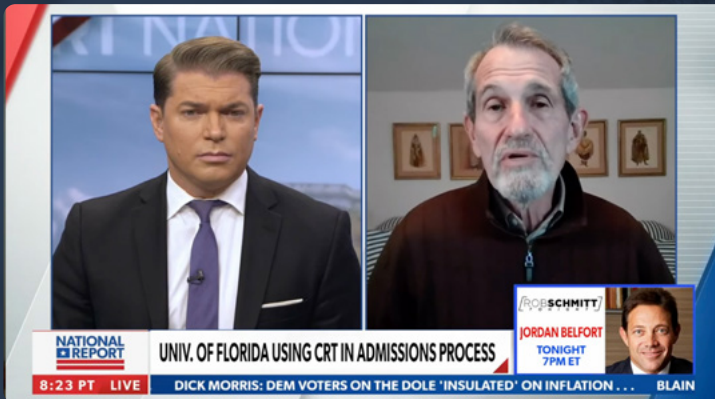
Dr. Singleton on Fox & Friends speaking about...

the New England Journal of Medicine suggesting students should be separated by race for their medical education & her (February 22) Washington Post op-ed in response.



Dr. Goldfarb on Newsmax speaking about...

use of critical race theory in student admissions at the University of Florida.



Dr. Goldfarb on Fox Business speaking about...

the long-term effects of putting children on puberty blockers and their inability to give informed consent.



Laura Morgan on Fox News speaking about...

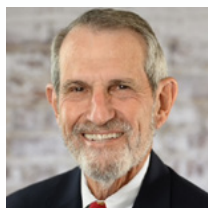
her firing from Texas' Baylor Scott & White for refusing "implicit bias" training as a 40 year career nurse.



Do No Harm grew significantly in 2023. We more than doubled in size, hiring 4 additional staff and connecting with 10 fellows.

This expansion enabled us to rapidly expand our efforts in litigation, research, and communications. It also helped us move quickly and effectively into new areas, such as policy development, advocacy, and coalition building.

BOARD OF DIRECTORS



Dr. Stanley Goldfarb, BOARD CHAIR

Dr. Stanley Goldfarb is board chairman of Do No Harm. He has had a long career in academic medicine as a Professor of Medicine at the Perelman School of Medicine of the University of Pennsylvania. During that career, Dr. Goldfarb was funded by the National Institutes of Health to conduct research in the mechanism of kidney disease. Dr. Goldfarb has published over 100 articles in peer reviewed medical journals such as the New England Journal of Medicine and the Journal of Clinical Investigation. He has also published over 150 invited reviews and commentaries. He has served on a number of editorial boards of important medical journals such as the Journal of Clinical Investigation, the Clinical Journal of the American Society of Nephrology, the journal Diabetes, and has served as Editor in Chief of the journal NephSAP, published by the American Society of Nephrology. Dr. Goldfarb has also been active in the world of medical education as the Associate Dean for Curriculum at the Perelman School of Medicine at Penn.

Dr. Goldfarb helped found Do No Harm after publication of his book, *Take Two Aspirin and Call Me By My Pronouns*. The book is a call to action to eliminate discriminatory practices in healthcare, including elevating diversity above meritocracy in the admission of students to medical school and the hiring of faculty members. As chairman of Do No Harm, Dr. Goldfarb has been published widely in various periodicals including the Wall Street Journal, City Journal, The New York Post, and The Free Press on the threats to medical education and medical care in the United States posed by introduction of critical race theory into these enterprises.



Christie Herrera, DIRECTOR

Christie Herrera is president and CEO of Philanthropy Roundtable. She joined the Roundtable in 2019 and most recently oversaw the organization's philanthropic programs, policy and government affairs and marketing and communications teams, working with them to build and sustain a vibrant American philanthropic movement that strengthens our free society. She was also a member of the Roundtable's executive team and appointed as interim president and CEO in June 2023.

Christie specializes in working with elected officials, non-profit policy organizations and coalition partners across the country to turn ideas into action. She has helped national and community leaders enact legislation or executive action in nearly every state to ensure everyone has access to the American dream.

Christie has testified before Congress and legislative committees in 27 states. Her policy work has been profiled in Duke University's Journal of Health Politics, Policy and Law, MSNBC's "The Rachel Maddow Show" and The New York Times, among other outlets. A proud New Jersey native, Christie graduated from Florida State University with a bachelor's degree in communications studies and a master's degree in political science.



Edward Blum, DIRECTOR

Edward Blum is the president of Students for Fair Admissions, a membership organization whose mission is to eliminate racial and ethnic classifications and preferences in school admissions. Shortly after SFFA's inception in 2014, the group challenged in federal court the admissions policies at Harvard and the University of North Carolina-Chapel Hill. Last year, the group sued the U.S. Department of Education over its failure to provide documents from a DOE investigation into Princeton's treatment of Asian-American students in the admissions process. In addition to these federal cases, this past June, SFFA sued the University of Texas at Austin in state court arguing that the Texas Constitution and Texas civil rights statutes forbid UT from using race as an admissions factor.

Mr. Blum also serves as the President of the Project on Fair Representation, a nonprofit legal foundation that has provided counsel in a number of race-related U.S. Supreme Court cases including, *Shelby Co. Alabama v. Holder*, *Fisher v. University of Texas (I and II)* and *Evenwel v. Abbott*.

Since 2005, Blum has been a visiting fellow at the American Enterprise Institute where he studies legal and policy issues relating to race and ethnicity. He is the author of a book on the Voting Rights Act, numerous essays and law review articles, and is a frequent contributor to the Wall Street Journal, USA Today, Los Angeles Times, Washington Post, and National Review, among others.

DO NO HARM ON
THE GROUND



DO NO HARM STAFF



Kristina Rasmussen, EXECUTIVE DIRECTOR

Kristina is a grassroots and advocacy expert. She previously served as the president of a major state think tank, chief of staff to a governor, and as an advocate for federal government reform.



Ian Kingsbury, Ph.D., DIRECTOR OF RESEARCH

Ian's previous research in public policy has focused on economic development, education, and healthcare and has been frequently cited by regional and national media. He was previously a Postdoctoral Fellow at the Johns Hopkins Institute for Education Policy and a Research Fellow at the Empire Center for Public Policy.



Ari DeWolf, DIRECTOR OF OUTREACH

Ari has championed public policy reform for over a decade. He has developed government affairs operations and nonprofit community engagement strategies both as a professional and as an active citizen. Bridge building and unexpected partnerships have been the key to his success.



Laura Morgan, PROGRAM MANAGER

Laura is a Registered Nurse with a background in critical care, research, and clinical education. She advocates for medical professionalism and the highest standards of individual care.



Caroline Cyr, PROGRAM COORDINATOR

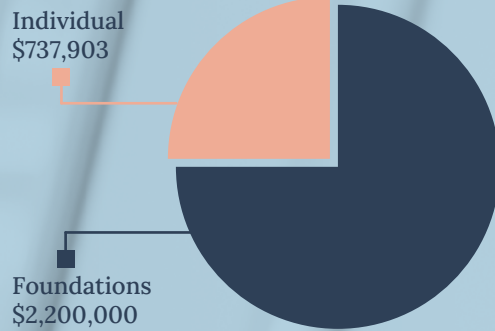
Caroline has a background in political philosophy and an interest in constitutional law. Prior to joining Do No Harm, she worked for a Washington D.C.-area-based educational organization planning campus programs around the country.

A black and white photograph of a man in a white lab coat, standing in front of a large window with diagonal frames. He is holding a tablet in his hands and looking out the window. The text 'FINANCIAL UPDATE' is written vertically on the left side of the image, flanked by two orange L-shaped brackets.

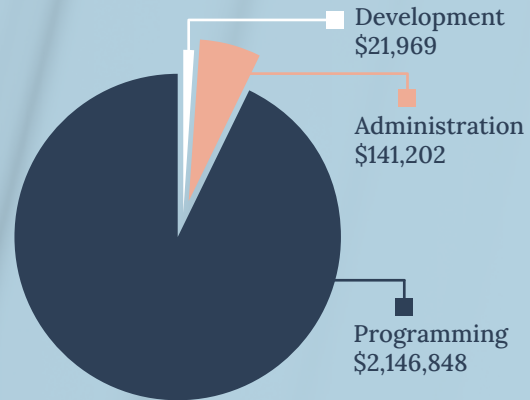
FINANCIAL UPDATE

2022

REVENUE \$2,937,903

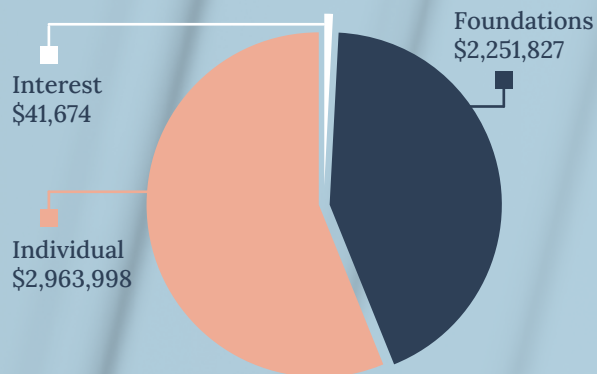


EXPENSES \$2,310,019

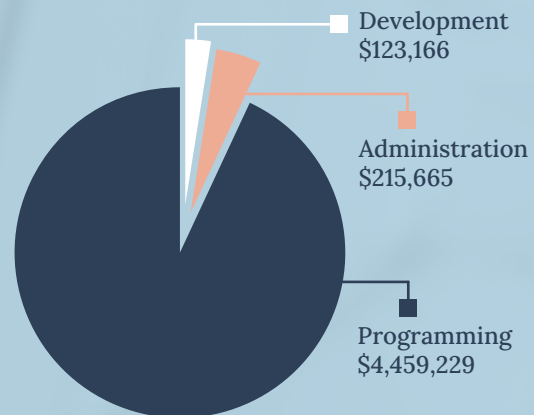


2023*

REVENUE \$5,257,499



EXPENSES \$4,798,060



*unaudited



Had anyone told me not 10 years ago that a radical ideology would reduce medicine and the hard sciences to a toxic obsession with peoples' accidents of birth, I would not have believed it. Yet here we are: through the looking glass. Do No Harm is essential in the fight for normalcy. Thank you.

-CLINICAL PSYCHOLOGIST IN INDIANA



The craziness of wokeism has appeared so clearly and violently that I cannot ignore it anymore. I hope by joining Do No Harm, I can immunize myself from this toxic Wokeism and truly focus on who I want to become; a skillful and caring physician.

-STUDENT IN MASSACHUSETTS



We have been taught over the years to use evidenced based practice and yet here we are experimenting on children. There is no evidence what the long term effects are.

-RETIRED ICU NURSE IN FLORIDA



Very excited to have found you. So many of us don't know where to go in the fight against this. At a time when the news of this insanity is becoming increasingly overwhelming, you are an outlet sorely needed. I'll do my best to spread the word of you.

-CONCERNED CITIZEN IN MICHIGAN



Thank you for all you do. The woke ideology is in the mental healthcare field as well. People fall for it because they don't know that they are being coerced to believe or act in unhealthy ways. People's world views are being tainted with very unhealthy thoughts & behaviors, sadly. Thanks again!

-INTERNATIONAL ALCOHOL & DRUG COUNSELOR IN PENNSYLVANIA



I am retired from Family Medicine after 42+ years of caring for adults, adolescents, and children in our community. I am embarrassed and angered that our professional has been infected with so many malignant ideologies. Specifically, the so-called "transgender movement" is an abomination.

-RETIRED FAMILY PHYSICIAN IN PENNSYLVANIA



Do No Harm is a strategically deployed movement engaging toxic race and gender ideology where it is doing great harm — in our academic medical establishment. Its talented team gets results attacking DEI through the legal system and through public outreach. Do No Harm deserves our generous support.

-RETIRED DOCTOR IN CALIFORNIA



I am heartened to know that there are other healthcare professionals pushing back against this idiocy...Thank you for taking a stand against this corrosive ideology.

-NURSE IN TEXAS



Do No Harm

donoharmmedicine.org

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