



**SCHOLARS**  
STRATEGY NETWORK

## **Diversity Is Not Inclusion. Organizations Need Both.**

**Meghna Sabharwal**, The University of Texas at Dallas

Governor Greg Abbott is soon expected to sign Senate Bill 1978, popularly called the “Save Chick-fil-A” bill, into law. Coincidentally in time for LGBTQ Pride Month, this bill would prohibit local and state governments from taking adverse actions against individuals or businesses based on their religious beliefs, like their views on marriage. It’s a direct response to San Antonio blocking the popular fast food chain from opening a location at its city airport due to an “anti-LGBT stance.”