



Racism Reimagined:

How Wokeism is Destroying the Workplace

Who wrote this?



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Okay, let me begin with a disclaimer.

The opinions expressed herein are my own and do not necessarily represent the views of my clients, my employer (past or present), nor its management or employees.

I just feel like I have to say that.



I also have to say...

**This is not about
POLITICS
I don't care who you voted for.**



But for the sake of people who are triggered by what I say herein and vehemently disagree with me. For the record, let me say that you are right and I am wrong.

For those who disagree to the point of name-calling, this will be my one-and-only retort. I'm rubber and you're glue. Whatever you say bounces off of me and sticks to you.

Now with those points out of the way, let me give you the TLDR version because everyone is busy.

TLDR

I explain wokeism and how I think it impacts society. Afterwards, I take things a step further and discuss how the movement infiltrated the workplace through **diversity training**. I dive into reasons why I am **not** a fan of modern-day diversity training then, I go into a mini-rant on **why diversity training should not be banned**. To support my assertion, I give several suggestions on how it could be improved.



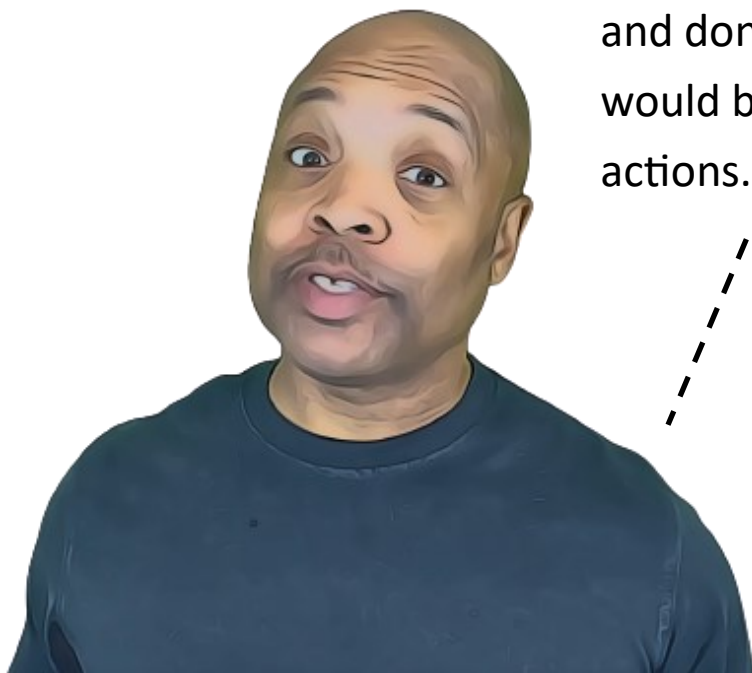
Curious about the details? Read on. And oh, There are a lot of citations in this ebook in case you want to research any points further. Just sayin'...

Racism Reimagined: How Wokeism is Destroying the Workplace

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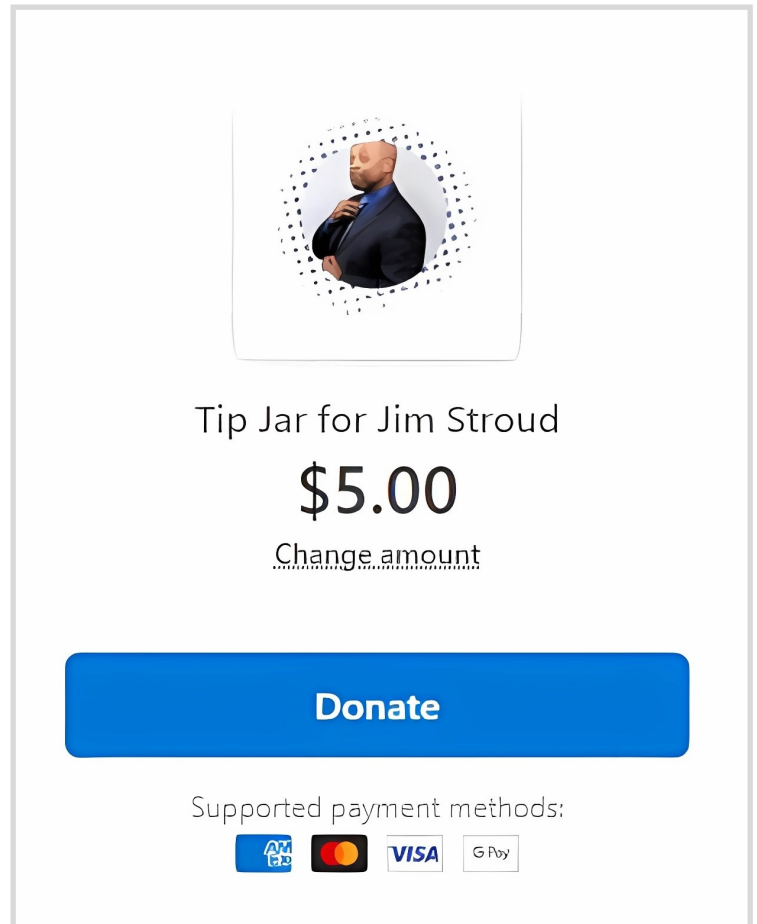
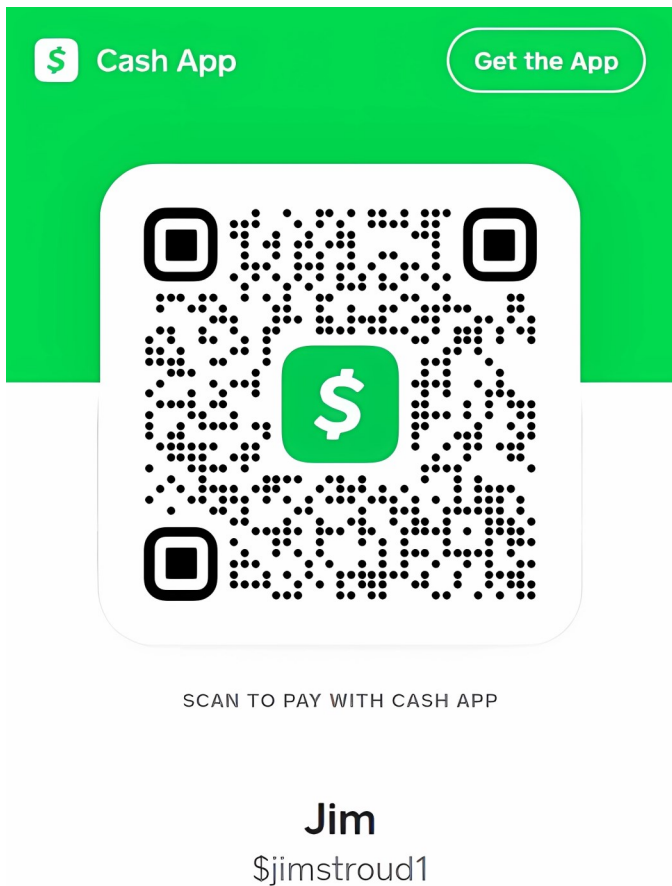
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And now, on with the show..

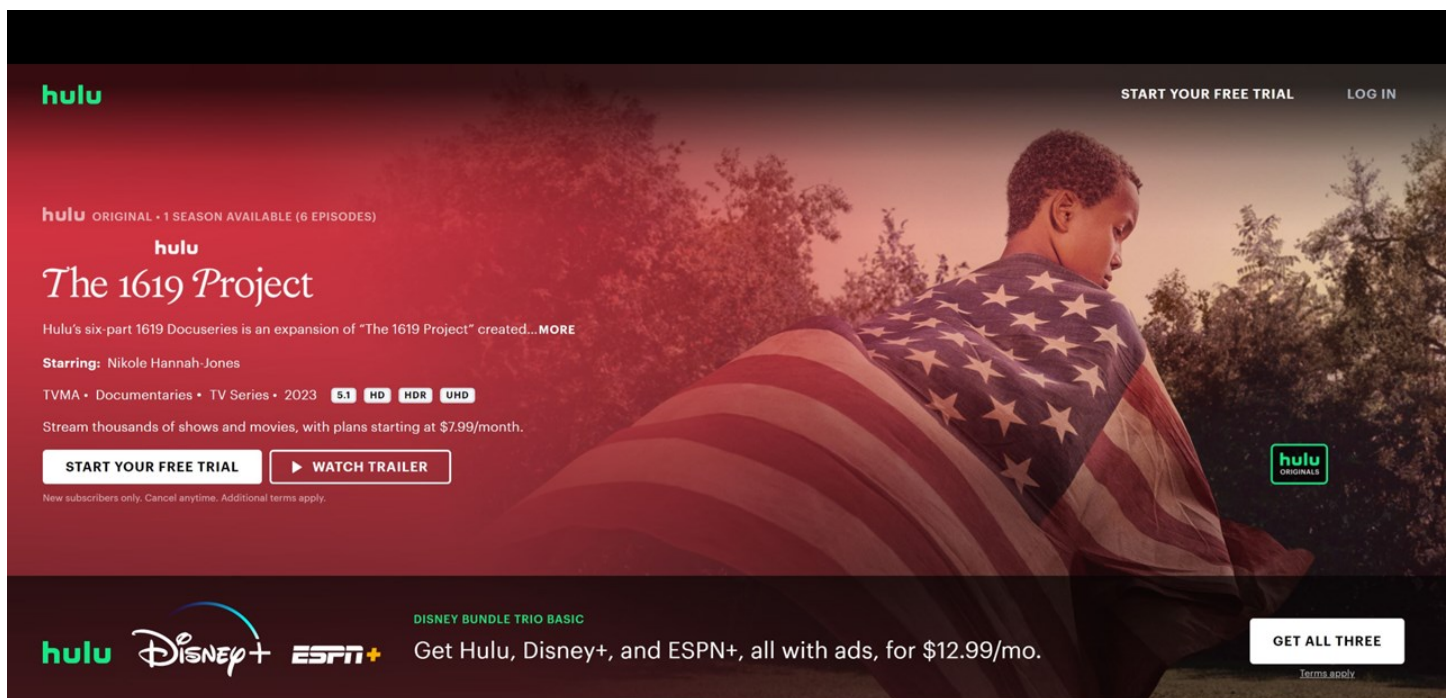
Reimagining Racism: How Wokeism is Destroying the Workplace

By: Jim Stroud

Wokeism is defined as the promotion of liberal progressive ideology and policy as an expression of sensitivity to systemic injustices and prejudices [1]. It is also characterized by weaponized personal grievances masquerading as genuine social concern [2]. Urban Dictionary defines it as being aware of what's going on in the community related to racism and social injustice [3], while Collins Dictionary defines it as the behaviour and attitudes of people who are sensitive to social and political injustice [4].

Critical Race Theory (CRT) is an academic discipline which uses Marxist analysis to conclude that racial dominance by whites created systemic injustices and prejudices. It is a cross-disciplinary examination of how laws, social and political structures, and cultural representations create and maintain racial inequality [5]. Critical Race Theory (CRT) is a component of wokeism, as evidenced by the Stop W.O.K.E. Act proposed by Governor DeSantis to take on both corporate wokeness and Critical Race Theory.[6]

Whether you are a proponent of wokeism or not, it is undeniable that it has had an impact on society. Some believe the movement is a positive progression, whereas others see it as entertainment of the absurd. Examples include the abolition of police and prisons, adopting or celebrating the societal norms of a different civilization is demonized as “cultural appropriation,” minorities not actively acknowledging and opposing white supremacy means they are “brown complicit” and approve of racist practices, and “equity” demands an equal outcome for all even when zero effort is given. Some believe that wokeism has peaked in the United States and that its influence has started to ebb. [7] Whether that is true or not, the after effect of the movement is still being felt in society overall, and the workplace in particular. This is concerning because wokeism exists on a fine line between ideology and religion.



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Take for example, “**The 1619 Project**” which has been described by historians, journalists and commentators as a form of “woke” activism. It has been widely criticized for its misleading portrayal of Abraham Lincoln’s views on racial equality [8], ignoring a fact-checker’s input [9], near-erasure of Indigenous peoples [10], claiming that America is a fundamentally racist nation [11], and suggesting that some southern slave owners were fighting the British to preserve slavery [12]. Under so much scrutiny Nicole Hannah-Jones, the leader of the project, admitted that the 1619 project was not “a history” but instead of piece of journalism. [13] To quote her tweet...

I’ve always said that the 1619 Project is not a history. It is a work of journalism that explicitly seeks to challenge the national narrative and, therefore, the national memory. The project has always been as much about the present as it is the past.

— Ida Bae Wells (@nhannahjones) [July 27, 2020](#)



Said tweet was part of a thread in which Hannah-Jones explained the objective of the 1619 Project. Nevertheless, the 1619 Project has been promoted by Hannah-Jones, the New York Times, and its supporters as the definitive history of the United States, asserting that the “real” history of the country began with the arrival of the first slave ship in 1619, rather than with the signing of the Declaration of Independence from Britain or the formation of the United States Constitution. The 1619 Project is still being promoted to the wider culture today as evident by the Hulu series 1619 [14] and a Disney+ cartoon [15].

If one accepts the propaganda of wokeism then, one accepts a warped view of race relations in America. This is not to say that racism is non-existent. Racism does indeed exist in America and what’s worse, it is acceptable in certain circumstances. For example, the NY Times defended its reporter Sarah Jeong’s racist tweets [16]. Among them, “Oh man it’s kind of sick how much joy I get out of being cruel to old white men.” Snoop Dogg declared a group of black conservatives as “The Coon Bunch” because he disagreed with their political viewpoints. [17] Harvard allegedly prevented Asian students from being admitted in order to meet a “racial balancing” on its campus, keeping Asian-American numbers low while advancing less-qualified white, black and Hispanic applicants [18]. In each of those cases the controversies quickly waned, the offending parties evaded significant consequences and the public soon forgot them.

As appalling as those incidents were, and despite disinformation to the contrary, race relations are overwhelmingly positive in America. This is proven by the rate of interracial adoptions, interracial marriages, co-habitation of interracial couples and societal acceptance of it all. [19], [20].

If Americans are so racist then why do they (increasingly) date and marry people of a different ethnicity?

- **17% of American married couples are interracial** - Approximately 11 million individuals in the United States are married to someone belonging to a different race. For instance, 18% of United States citizens who are African Americans tie the knot with someone of another race. This percentage is significantly higher than in 1980 (13%) when only 5% could marry interracial.
- **11% of white people marry someone of a different race today**, compared to 4% in 1980.
- People of Asian descent are the most likely to marry someone from a different race, as **29% of Asians today marry outside their ethnicity**.
- **27% of Hispanics** today are married to someone outside their race.
- African American men have a higher likelihood of marrying outside their race. **African American men marry someone of another race 24% of the time**.
- **Today, 14% of infants are biracial**. This is 9% higher than the 5% of biracial infants in 1980.

If Americans are so racist then why do almost all millennials accept interracial dating and marriage?

The Pew Research Center's recent report on racial attitudes in the U.S., finds that an overwhelming majority of Millennials, regardless of race, say they would be fine with a family member's marriage to someone of a different racial or ethnic group. Asked about particular groups to which they do not belong, Millennials are about equally accepting of marriage to someone in any of the groups tested: Roughly nine-in-ten say they would be fine with a family member's marriage to an African American (88%), a Hispanic American (91%), an Asian American (93%) or a white American (92%). [\[20\]](#)

If Americans are so racist then why are the public views on intermarriage trending towards more acceptance?

A new Pew Research Center survey finds that roughly four-in-ten adults (39%) now say that more people of different races marrying each other is good for society – up significantly from 24% in 2010. The percentage of people saying this trend is a bad thing for society is down slightly over the same period, from 13% to 9%. And the percentage of people saying it doesn't make much of a difference for society is also down, from 61% to 52%. [\[21\]](#)

If Americans are so racist then why is the rate of interracial child adoption so high?

Between 2017 and 2019, **around 28% of all adoptions were transracial** with white parents of children of a different race or ethnicity representing 90% of them [\[22\]](#). A study published by the Institute for Family Studies found that 44 percent of the adopted children surveyed were adopted by parents of a different race [\[23\]](#). The percentage of international adoptions that are interracial is 84% [\[24\]](#). Among all non-Caucasian children who are adopted, 73% of them are adopted into Caucasian families [\[25\]\[26\]](#).

If Americans are so racist then why is interracial co-habitation increasing?

According to Pew research [\[27\]](#) and Demographic Research – a peer reviewed journal of population sciences [\[28\]](#), roughly 20% of all US cohabitations involved partners of a different race/ethnicity in 2015. 12.5% of cohabitating African American men have European American partners [\[29\]](#).

An increase in interracial dating, interracial marriage, interracial families and cultural acceptance of the trend, flies in the face of the wokeism movement and disproves it at its core. People, the American people in particular, are not born racists seeking dominance over minorities. So why were the narratives of wokeism so pervasive? And how were they able to seep into the workplace? It's easy to point to George Floyd and Black Lives Matter, but I believe there are other reasons that pre-date them; at least, three reasons.

The Grievance Industry

The racial grievance industry is a term used by conservatives to describe activists, academics, and organizations they allege are using race issues to advance their own interests [\[30\]](#). Taleeb Starkes's 2016 book, Black Lies Matter: Why Lies Matter to the Race Grievance Industry, examines this phenomenon [\[31\]](#). Diversity training is a part of the racial grievance industry and it is quite lucrative. The University of Connecticut paid Robin DiAngelo, author of "White Fragility," \$20,000.00 for a 3-day workshop. [\[32\]](#) Diversity lecturers have been reported to make anywhere from \$10,000.00 to \$15,000.00 for a few hours of work. In fact, DiAngelo charges a rate of \$320 per hour for just a telephone consultation. [\[33\]](#) This business of instructing white corporate executives, educational administrators, and nonprofit staff to recognize the benefits they receive from their whiteness and how it perpetuates systemic imbalances is highly profitable for DiAngelo, who is white.



Irrespective of the expensive price tags, **there are some who argue the validity of the training.** And that debate has been ongoing for several decades. Here is a quote from Real Clear Science [\[34\]](#).

Although the precursor to contemporary diversity training, **sensitivity training**, actually dates back to the **mid-1940s**, diversity training became especially important beginning in the mid-80s to early-90s. Why? Starting in the late 70s through early 80s, universities began enrolling significantly higher numbers of women, minorities, and people from middle-class and lower-income backgrounds. Soon thereafter, employers found themselves with a much more heterogeneous labor pool. They had to face, often for the first time, some of the challenges that come along with the benefits of diversity — as people with increasingly divergent backgrounds and perspectives were put side by side and tasked with common goals. **Beginning in the mid-90s, however, it became increasingly clear** that, due to their lack of validation, many widely-used interventions could be **ineffective** or harmful.

In 1995, **Personnel Psychology** released a study called, “A Field Survey of Factors Affecting The Adoption and Perceived Success of Diversity Training” and they found it ineffective as well. [\[35\]](#)

The stated goals of these training programs vary, from helping to increase hiring and retention of people from historically marginalized and underrepresented groups, to eliminating prejudicial attitudes or behaviors to members of said groups, to reducing conflict and enhancing cooperation and belonging among all employees.

Irrespective of the stated goals of the programs, **they are overwhelmingly ineffective** with respect to those goals. Generally speaking, they do not increase diversity in the workplace, they do not reduce harassment or discrimination, they do not lead to greater intergroup cooperation and cohesion — consequently, they do not increase productivity. More striking: many of those tasked with ensuring compliance with these training programs recognize them as ineffective.



In 2018, **Anthropology Now** published “Why Doesn’t Diversity Training Work?” [36]. Here is a quote...

Yet two-thirds of human resources specialists report that **diversity training does not have positive effects**, and several field studies have found no effect of diversity training on women’s or minorities’ careers or on managerial diversity. These findings are not surprising. There is **ample evidence** that training alone does not change attitudes or behavior, or not by much and not for long. In their review of **985 studies of antibias interventions**, Paluck and Green found little evidence that training reduces bias.

In 2019, **Mercer University** published research called, “Diversity Fatigue: The Struggle is Real” [37] and it was skeptical on the effectiveness of diversity programs. It said...

Diversity has been a workplace buzz word for years now, motivating companies to spend billions annually on leadership development. You can’t walk into a university or college without falling over a leadership degree or course. And on paper, many organisations are doing a lot to create better leaders and establish a more diverse and inclusive culture – but is it working? **Overwhelmingly, the statistics say no.** Just ask Aubrey Blanch, head of diversity and inclusion at Atlassian – she’s in the trenches of the overly white, male-dominated tech industry. Blanch commissioned a survey on diversity fatigue, and recently told the LA times that the tech workers she surveyed were frustrated and burned out. **“We’ve been talking about diversity for so long, they’re exhausted hearing about it,” she said.**

I cannot speak for all diversity training nor, the methods used to get their points across, but the statistics do not favor it. A proponent of diversity training agreed that “mixed results” were likely but argued that it could still be effective for making lasting change if the training was highly customized for each customer. Here is a quote from Harvard Business Review [38].

For one, a recent meta-analysis of over 40 years of diversity training evaluations showed that diversity training can work, especially when it targets awareness and skill development and occurs over a significant period of time. But this doesn’t mean there’s a single perfect solution to creating diverse and inclusive organizations. Diversity training effectiveness depends on the specific training method used, **the personality characteristics of those who are trained**, and the specific outcomes that are measured after training concludes. Our research highlights how changing a few aspects of diversity training **might** actually make a difference, depending on how they’re applied within organizations.

My observation from that quote is that a lot of variables have to be aligned for a **chance** that said training would work. I suspect that there are a lot of other organizations that see it that way as well. Yet, it continues. **I think primarily because of money.** I cited the high fees that some diversity trainers make. I would also point to the 116 Diversity Training companies (at this writing) on the Society of Human Resources Management website [39], the Fortune 500 companies that have invested into such initiatives [40] and all of the individuals who support associated woke programming, like culture and gender studies.

Did you know that according to the Bureau of Labor Statistics, there were 292,330 people employed in the field of culture and gender studies in 2022 [41]? Data USA reported that the number of graduates in this field has been growing at a rate of 4.36%, from 165,693 in 2019 to 172,921 in 2020 [42]. In 2017, 7,782 degrees were awarded in the broader category of “area, ethnic, cultural, gender, and group studies”[43] A lot of people went to a lot of expense to become educated in a field heavily influenced by wokeism. I dare say that they have an incentive to profit from it.

Booker T. Washington, an African-American author **born into slavery** in 1856, wrote about “race hustlers” in 1911. He said: “There is a class of colored people who make a business of keeping the troubles, the wrongs, and the hardships of the Negro race before the public.” Washington believed that these race hustlers did not want the African-American community to improve because it would mean they would no longer have an easy means of making a living. In 2017, journalist Bob Dyer echoed Washington’s sentiments and argued that racism had become a growth industry in America [44].

While money is certainly a motivator for wokeism’s prevalence, **another nurturing factor is groupthink.** Groupthink is a psychological phenomenon in which the desire for harmony or conformity within a group can lead to defective decision-

making and an unwillingness to consider alternative perspectives [45]. This can contribute to the prevalence of wokeism by creating a **cancel-culture environment** where dissenting opinions are not heard or taken seriously. And this sentiment, taken to its inevitable conclusion, means people can be fired for merely the **perception** of being politically incorrect. To give you an idea of this, the website Reason reported on how a museum curator was forced to resign over racist remarks [46] that were arguably, nothing of the kind.

*Until last week, Gary Garrels was senior curator of painting and sculpture at the San Francisco Museum of Modern Art (SFMOMA). He **resigned** his position after museum employees circulated a **petition that accused him of racism** and demanded his immediate ouster.*

*"Gary's removal from SFMOMA is non-negotiable," read the petition. "Considering his lengthy tenure at this institution, we ask just how long have his **toxic white supremacist beliefs** regarding race and equity directed his position curating the content of the museum?"*

*This accusation—that Garrels' choices as an art curator are guided by white supremacist beliefs—is a very serious one. **Unsurprisingly, it does not stand up to even minimal scrutiny.** The petitioners cite few examples of anything even approaching bad behavior from Garrels. Their sole complaint is that he allegedly concluded a presentation on how to diversify the museum's holdings by saying, "don't worry, we will definitely still continue to collect white artists."*

*Garrels has apparently articulated this sentiment on more than one occasion. According to artnet.com, **he said that it would be impossible to completely shun white artists**, because this would constitute "**reverse discrimination**." That's the sum total of his alleged crimes. He made a perfectly benign, wholly inoffensive, obviously true statement that at least some of the museum's featured artists would continue to be white. **The petition lists no other specific grievances.***

Sometimes, it is not what you say that offends the cancel culture movement but **how you say it; even if you are in agreement with them**. Case in point, Reason also reported on the fate of David Shor [47].

*A week ago, as protests over the unjust police killing of George Floyd took place in major cities across the country, **Shor—a 28-year-old political scientist at the Democratic consulting firm Civis Analytics**—tweeted some observations about the successes and failures of various movements. He shared research by Princeton University's Omar Wasow, who has found that **violent protests often backfire whereas nonviolent protests are far more likely to succeed**. The impulse behind Shor's tweet was a perfectly liberal one: He feels progressive reforms are more palatable to the public when protesters eschew violence.*

*But many progressive activists on social media didn't care whether the impulse was liberal, or even whether it reflected reality. They denounced Shor as a racist for daring to scrutinize the protesters, **even if his aim was to make them more effective**. One activist accused Shor of using his "anxiety and 'intellect' as a vehicle for anti-blackness." Then she tagged Civis Analytics, and invited the company to "come get your boy." Get him, they did. **Civis Analytics promptly fired Shor.***

And one more example, everything old is new again when it comes to being offended. Case in point, Niel Golightly he lost his job over sentiments he expressed over 3 decades prior [48].

*Boeing Co's (BA.N) communications chief **Niel Golightly abruptly resigned** on Thursday, **following an employee's complaint over an article the former U.S. military pilot wrote 33 years ago** arguing women should not serve in combat.*

According to an excerpt on the U.S. Naval Institute website, the December 1987 article titled "No Right to Fight" said: "At issue is not whether women can fire M-60s, dogfight MiGs, or drive tanks. Introducing women into combat would destroy the exclusively male intangibles of war fighting and the feminine images of what men fight for - peace, home, family."

Golightly told staff in an email seen by Reuters on Thursday that the exclusion of women at the time was "government policy and broadly supported in society. It was also wrong."

Whether financial gain, or groupthink, or some other vehicle, once wokeism is planted in the workplace the fruit is destruction. Let me count the ways. I've harped on how diversity training (also known as "racial sensitivity training") is arguably ineffective yet continues due to monetary incentives and groupthink. **Another reason why companies invest in such trainings is to secure a type of insurance against possible damages.** In this hyper-polarized political atmosphere and added attention to race due to WOKE culture, companies are rightly concerned about the potential of an offended mob coming for their business. So, out of an abundance of caution, they quickly check the box of "social responsibility" to prevent lawsuits and leftist outrage. However, in that pursuit of short-term solace, they ignore the possible long-term consequences.

What happens the day after you implement diversity training, especially those based on **critical race theory** (which is ingrained within the woke culture)?

A) I think one likely result is a drop in morale and an increase in alienation.

B) Why? Diversity-related training programs often celebrate the history, culture and contributions of minorities to the American way of life; where as white people are told to be "less white." (Which was the case in recent diversity training at Coca-Cola. [\[49\]](#)) Being less white means to be less oppressive, less ignorant and more humble. White people are then instructed to listen and validate the grievances of minorities and explain how they personally contributed to it by virtue of them being born white. (Which was the case in a recent Disney diversity training [\[50\]](#).)

As a result of this type of training, the white people walk away feeling that they themselves, their culture, their perspectives and interests are not valued at the institution – **certainly not as much as those of minority team members** — reducing their morale and productivity. As a result, the white people are looking to leave the company as soon as they can. And on the other side of the spectrum, minorities have to wonder if they have been denied opportunities and privileges inside the companies because of their race; and not their individual merits.

B) I think you will likely destroy the cohesiveness of your teams.

How can anyone who is white engage with a minority co-worker after a diversity training based on critical race theory? They will feel like they have to walk on eggshells for fear of being called a racist due to a microaggression that they didn't know they were projecting. This gives the impression that the minorities in the company are fragile, easily offended. Such being the case, its less likely that they will want to build a close working relationship with them. So, **forget about a strong team dynamic** because one set of people is fearing oppression and always on guard against racism (which according to critical race theory, racism is an ever-present reality) and another group trying not to risk their jobs and personal reputations over some misunderstood word, deed or gesture.



C) I think you will likely create a hostile work environment.

Now add to that the anxiety that will likely breed in that atmosphere and you have the building blocks of a hostile workplace environment. Imagine these thoughts going on in the office after a series of new diversity initiatives. Why didn't I get the raise? Why aren't I leading the project? Was it because my boss is white and they are oppressing me because I'm black? And why did the manager promote David over me even though I'm more experienced? Was it a political promotion to meet a racial quota? If so, that's unfair but I cannot afford to leave this job. How can I expect to move up the career ladder here **if I'm the wrong color?**

As further evidence of the detrimental effects of diversity training based on critical race theory, [review this video](#) [51]. In it Dr. Karlyn Borysenko interviewed Jennifer Friend, a licensed clinical social worker in private practice in the Washington D.C. area about her experiences with critical race theory. What made this video so compelling to me was when Borysenko cross referenced Friend's experience against her doctoral dissertation on workplace bullying. It was quite illuminating to see how diversity training (based on CRT) had the following effects:

- Anxiety attacks.
- Sleep disturbances.
- Feeling of isolation.
- Team dynamics destroyed.
- Reluctance to self-expression.

D) I think you will likely downgrade your company's ability to do business.

When I did a search for "[interpersonal](#)" on Indeed, I get 873,208 jobs (at this writing). A search for "[empathy](#)" returns 77,852 jobs (at this writing). I find this very interesting because critical race theory speaks against seeing people as individuals; forcing instead a focus on relegating people to groups with certain attributes. Such being the case, **how can workers see people and therefore empathize with them and strike up an interpersonal connection when it is pre-determined who they are by virtue of their race.** In other words, this is another example of how critical race theory impedes business progress.

E) I think you will likely damage your employer brand.

If you have a bad employer brand, it becomes exponentially harder to recruit top talent. According to Glassdoor, 86% of employees and job seekers research company reviews and ratings to decide on where to apply for a job [52], HR Daily Advisor reported 50% of candidates say they wouldn't work for a company with a bad reputation, even for a pay increase [53], Careerarc said 68% of Millennials, 54% of Gen-Xers, and 48% of Boomers indicated they visit employer's social media properties specifically to evaluate the employer's brand [54] and HR Daily Advisor [55] mentioned this, "92% of people would consider changing jobs if offered a role with a company with an excellent corporate reputation."

With those stats, consider the impact that headlines like this cost a company.

- Home Depot slammed for shaming employees for their 'white privilege' [56]
- EXCLUSIVE: Cigna Responds to Claims That It Excludes White Men in the Hiring Process [57]
- Verizon promotes defunding the police and idea America is fundamentally racist: report [58]
- Critics slam American Express CEO for 'fundamentally racist,' woke policies: 'We're coming after you' [59]

F) In the long-term, I think you will likely see some companies virtue-signal themselves out of existence. (If they do not course correct.)

One term I am using a lot these days is "Virtue Signaling." In case you are unaware of its definition, I will include this explanation from Urban Dictionary [60].

Virtue Signaling

To take a conspicuous but essentially useless action ostensibly to support a good cause but actually to show off how much more moral you are than everybody else.

Fred: I see George has changed his profile picture to show his support for refugees.

Barbara: Has he donated money or time? Is he giving English lessons? Is he making a room available?

Fred: No, no, he's just virtue signaling.

After the George Floyd protests and the activities of Black Lives Matter and social justice warriors, corporations expressed their concern for social justice by donating large sums of money and making **grandiose staffing promises** that they are unlikely to keep due to talent supply shortages. Here are a few examples of what I mean, companies announcing HUGE hiring goals in order to virtue signal their compliance to woke ideology.



United Airlines' New Pilot Trainees To Be At Least 50% Women, People Of Color

United Airlines is planning to train 5,000 new pilots at its new pilot training academy by 2030, of which at least half will be women and people of color.

In a statement, the only major U.S. airline to own a flight school said its United Aviate Academy will begin accepting applications for the training program for commercial airline pilot. All 5,000 pilots will be guaranteed a job with United, after they complete the requirements of the Aviate program. [\[61\]](#)

Dell says by 2030, it wants half its workforce to be women

The company said Tuesday it plans to have women account for half of its global workforce by 2030. Additionally, the company said its goal is to have black employees, as well as those who identify as either Hispanic or Latino, account for 25% of its U.S. workforce. [\[62\]](#)

NBC News Boss Pledges to Make Staff 50% Women, 50% People of Color – But No Timetable

"We want to increase diversity and inclusion both in front of and behind the camera, and earn the trust of every community in America that relies on us for exceptional journalism," Conde said in the video. "We realize that this is an ambitious objective and it will of course take time to do in a proper way. We understand this is a challenging time to start this effort but there are always reasons to say, 'Not now.' To get there tomorrow, we have to start today." [\[63\]](#)

On the one hand, I am glad to see companies emphasize their efforts to be more diverse. (But, umm... Were they actively discriminating before these initiatives?) And on the other, I can see how these goals, no matter how well intentioned, will be difficult to meet. As such, there will be some shortcuts made; its inevitable. Some companies will lower the bar of job requirements to make things more “equitable” and do themselves a disservice and sometimes the public as well.

Tucker Carlson did a report on how the Obama Administration changed the rules on how Air Traffic Controllers were hired. Rather than focus on skills and experience, the greatest criteria for judgement was on **race**, despite overall safety concerns [64]. **Here is a quote from his report.**

Applicants typically needed to complete military service or pass the FAA's Collegiate Training Initiative Program. After that, they sat for a specially-designed exam that tested for relevant job skills, skills like math ability and complex problem-solving.

Only those with the highest scores made the cut. The system was designed to choose the best. And for decades, it worked.

Then, during the Obama administration, activist bureaucrats decided that the pool of air traffic controllers wasn't diverse enough. They **never explained why diversity ought to matter in air traffic control** or why it was more important than traditional goals like competence and **public safety**.

The FAA, without a vote, just **scrapped the old hiring system and replaced it with a diversity-friendly version**. Most people have no idea this happened.

The FAA now requires many of its applicants to fill out what they call a biographical questionnaire before another screening. Those who answer the questions in a way that diversity monitors don't like cannot be considered for hiring, **no matter how much experience they have** or how well they may do on the other portions of the testing.

Women were failing the physical requirements of being in the armed forces. So, in order to make things more equitable, the Pentagon considered lowering their standards so more women can get in. Here is a quote from a 2021 Telegraph article [65].

Research showed that the Army Combat Fitness Test [ACFT], which is the same for male and female soldiers, was leading to lower results for women with a knock-on effect for promotions. An early Pentagon study showed that **women were failing the ACFT at a rate of 65 per cent, while only 10 percent of men did**. Congress has halted implementation of the new test and the Army has launched an independent review into whether it is fair.

In the ACFT there are six events – the maximum deadlift, a standing power throw, hand-release push-ups, a sprint, drag and carry, leg tuck, and a two-mile run. To pass the test those taking it must score at least 360 points out of a possible 600, and those who achieve higher scores are more likely to be promoted. However, average scores for women so far are said to have been 100 points lower.

Congress has now declared that the test in its current form should not be a factor in deciding whether someone gets promoted.

There was some pushback on this at the time. In the same article it reads...

Last month, Captain Kristen Griest, **the US Army's first female infantry officer**, welcomed the ACFT and argued that it should be scored the same for men and women.

Not doing so would have “**insidious impacts on combat effectiveness**,” she said.

She said critics might call her “uncaring” but “nothing could be further from the truth.”

She said: “To not require women to meet equal standards in combat arms will not only undermine their credibility, but also place those women, their teammates, and the mission at risk.

However, as of April 1, 2022, the Pentagon implemented a gender-neutral physical fitness test for US Army soldiers. The new test was designed to be **age and gender-neutral**, replacing the nearly 40-year-old Army Physical Fitness Test (APFT) [66].

ABC News in Australia reported this bit of eye-popping information, “Queensland **Police Service** unfairly hired women to meet gender targets, CCC finds.” **Here is a quote from their report.**

The Queensland Police Service (QPS) engaged in “corrupt manipulation” and “discriminatory” practices to achieve a 50 per cent female hiring target, an investigation by the state’s anti-corruption watchdog has found.

Three people have been suspended in the wake of the Crime and Corruption Commission (CCC) probe, which revealed QPS staff tasked with the strategy began to “manipulate processes, data, language and the truth” to gratify executive “aspirations” and the organisation’s media image.

The investigation examined the period between December 2015 and October 2018. The report found that if various discriminatory practices had not been implemented, an estimated 200 more meritorious male applicants would have been successful in their attempt to join the QPS [\[67\]](#).

Here are key points from the article:

- **Women who failed** physical, cognitive and psychological assessments **progressed in the recruitment process**
- The target to increase female recruits was set in 2015, when women made up just 26% of sworn officers
- The Crime and Corruption Commission report found the strategy was poorly communicated and **discrimination was implemented to reach goals**

With all that said, this is the best quote from the article to me because it is something I fully expect to be repeated (in one form or another) by virtue signaling companies with unrealistic hiring goals.

“The central problem identified in the report is the corrupt manipulation of recruitment processes and the reporting of these processes, and how this was **significantly enabled** at the QPS by a failure of leadership,” the CCC said.

No matter how well-intentioned, the demographics of the national workforce do not neatly map to woke aspirations. A cursory glance of the national labor force statistics bears this out. [\[68\]](#) There are only so many people, so many minorities, and all working in so many occupations.

So should diversity training be banned? No.



Although I have found ample reason to ban it from the workplace, **it's really the training seeped in wokeism I disagree with**. I've seen some studies where some success has been cited, the key is not to mandate and not to make race and gender a factor. It sounds counterintuitive but consider this quote from a Harvard Business Review article [\[69\]](#).

In analyzing three decades' worth of data from more than 800 U.S. firms and interviewing hundreds of line managers and executives at length, we've seen that **companies get better results when they ease up on the control tactics**. It's more effective to engage managers in solving the problem, increase their on-the-job contact with female and minority workers, and promote social accountability—the desire to look fair-minded. That's why interventions such as targeted college recruitment, mentoring programs, self-managed teams, and task forces have boosted diversity in businesses. Some of **the most effective solutions aren't even designed with diversity in mind**.

Key points that resonated with me were:

- **Social accountability:** When people know they might have to explain their decisions, they are less likely to act on bias. So simply having a diversity manager who could ask them questions **prompts managers to step back and consider everyone who is qualified** instead of hiring or promoting the first people who come to mind.
- **Volunteer task forces:** CEOs usually assemble these teams, **inviting department heads to volunteer** and including members of underrepresented groups. Every quarter or two, task forces look at diversity numbers for the whole company, for business units, and for departments to figure out what needs attention.
- **Self-Managed Teams:** Take self-managed teams, which allow people in different roles and functions to work together on projects as equals. **Such teams increase contact among diverse types of people**, because specialties within firms are still largely divided along racial, ethnic, and gender lines. For example, women are more likely than men to work in sales, whereas white men are more likely to be in tech jobs and management, and black and Hispanic men are more likely to be in production. As in Stouffer's combat study, working side-by-side breaks down stereotypes, which leads to more equitable hiring and promotion. At firms that create self-managed work teams, the share of white women, black men and women, and Asian-American women in management rises by **3% to 6% over five years**.

Something else to think about is whether or not diversity training should be replaced with communication training. **Peter Bregman of Psychology Today** makes a compelling argument for why that should be a focus in lieu of diversity training. Why? It encourages the perception of people as individuals and not groups. To quote:

Categories are dehumanizing. They simplify the complexity of a human being. So focusing people on the categories increases their prejudice. The solution? Instead of seeing people as categories, we need to see people as people. Stop training people to be more accepting of diversity. It's too conceptual, and it doesn't work. Instead, train them to do their work with a diverse set of individuals. Not categories of people. **People**.

Teach them how to have difficult conversations with a range of individuals. Teach them how to manage the variety of employees who report to them. Teach them how to develop the skills of their various employees.

And while teaching them that, help them resist the urge to think about someone as a gay person, a white man, a black woman, or an Indian. Also, help them to resist the urge to think about someone as **"just like me"**—that's a mistake too.

Move beyond similarity and diversity to individuality. Help them see John, not as a gay, white man, but as John. Yes, John may be gay and white and a man. But he's so much more than that. [\[70\]](#)

I think it's up to HR to push back on wokeism in the workplace by pointing out that it is an ideology with long-term negative effects if adopted. Point out how much of it is driven by greed, groupthink and at best, divides the workforce and hampers productivity. At worst, it endangers the survival of the company itself.

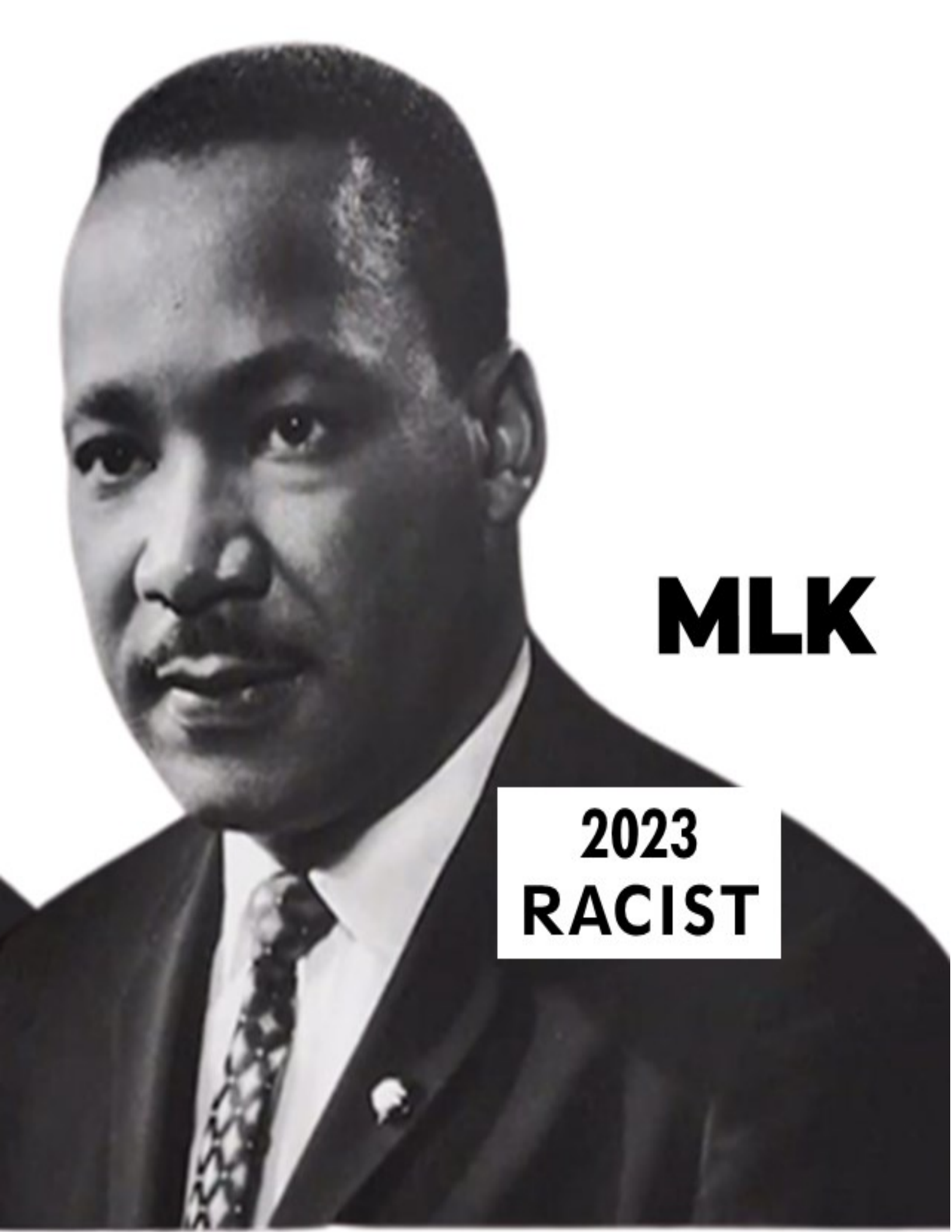
When you consider the history of race-relations in America, it's more than a little ironic that Dr. **Martin Luther King, Jr's dream** was a hope that one day all people would be judged by the content of their character and not the color of their skin. Today, unfortunately, he would be considered racist.

END



MLK

**1963
HERO**



MLK

**2023
RACIST**



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THE

END