

INTRODUCTION

Wokeness and DEI



The Dream of Martin Luther King Jr.

"I have a dream that one day on the red hills of Georgia, the sons of former slaves and the sons of former slave owners will be able to sit down together at the table of brotherhood."

"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."



Serving the State
University of Iowa
Campus and
Iowa City

The Daily Iowan

Est. 1868 — AP Leased Wire, Wirephoto — Five Cents

Iowa City, Iowa, Tuesday, May 18, 1954

The Weather

Continued fair and warm today. High today 65. Low 40-45. Warmer weather is predicted for Wednesday with a possibility of light showers Wednesday night.



Segregation Held Unconstitutional

Southerners Voice Anger At Court Rule

ATLANTA, Ga. (AP) — White political leaders of the deep south reacted all the way from bitter criticism and near-defiance through milder anger and on to quiet caution Monday when the U.S. supreme court outlawed the area's traditional segregation of races in public schools.

Gov. Herman Talmadge of Georgia, who has repeatedly vowed, "There never will be mixed schools while I am governor," was the most violent in his reaction, declaring, "The United States supreme court by its decision today (Monday) has reduced our Constitution to a mere scrap of paper."

Byrnes Shocked

And in a neighboring state, Gov. James F. Byrnes of South Carolina, a former supreme court justice, said because it has been

Students Hear Segregation News



(AP Wirephoto)

A GROUP OF PUPILS at the Russell high school, Atlanta, Ga., gather around a radio shortly after noon Monday to hear the news that segregation has been ruled out in public schools in a unanimous opinion by the U.S. supreme court. The high court said it would hear further arguments this fall on how to end the practice.

McCarthy-Army Feud Halted Until Monday

WASHINGTON (AP) — The McCarthy-army hearings bumped into a presidential order Monday and the result was that they came to an unexpected, dramatic halt—for a week at least, maybe forever.

Taking a personal hand, President Eisenhower issued a directive forbidding army witnesses to testify about the role of White House and other high officials in the televised controversy between Sen. Joseph McCarthy (R-Wis.) and civilian Pentagon chiefs.

McCarthy cried "Iron Curtain!" Democrats raised a protest of "whitewash." And in the end the senate investigations subcommittee voted to recess the public inquiry until next Monday to see if Eisenhower would withdraw or modify his secrecy clampdown.

Mundt Still Hopeful

Acting chairman Karl Mundt

foisted this order on the President. I think he is too essentially fair to do this on his own."

The Democrats, while likewise lamenting Eisenhower's action, objected to a full week's recess and tried unsuccessfully to have the hearings resume Wednesday morning. The final vote to call a halt until Monday was on strict party lines—four Republicans for, three Democrats against.

Sen. Stuart Symington (D-Mo.) blasted the week's delay as "a flagrant denial of fairness and justice" to the Pentagon side in the controversy.

Hearings May End

He declared that if Eisenhower does not recall the secrecy order "the hearings may never start again."

Sen. John McClellan (D-Ark.) said flatly that if the Eisen-

Adams Listens to McCarthy



High Court Votes 9-0 For Decision

WASHINGTON (AP) — The supreme court ruled Monday that the states of the nation do not have the right to separate Negro and white pupils in different public schools.

By a unanimous 9-0 vote, the high court held that such segregation of the races is unconstitutional.

Chief Justice Earl Warren read the historic decision to a packed but hushed gallery of spectators nearly two years after Negro residents of four states and the District of Columbia went before the court to challenge the principle of segregation.

Further Hearings Set

The ruling does not end segregation at once. Further hearings were set for this fall to decide how and when to end the practice of segregation. Thus a lengthy delay is likely before the decision

Subject: Friday, August 7th Sessions

Hello RAs!

I hope training is going well for you all! There is so much happening, and truly we are getting through it because we are working together. As Trisha has said, you were hired for a reason. Thank you for being here and supporting your residents even before their arrival.

Tomorrow, we will begin the morning with a presentation from Brandon Colbert from Bias Incident Support Services (BISS). He is going to talk about microaggressions and microinvalidations in the workplace and the harm that they cause. This session will lead us into two separate breakout sessions—one for RAs who identify as Black, Indigenous, Person of Color and one for RAs who identify as White. You received an invitation to both sessions, but you are expected to attend only one that corresponds best to your identity.

In those sessions, the intention is to be conversational and free flowing as opposed to structured presentations. Please know that these sessions will not be recorded, and the facilitators will be there to hold space for the participants to speak openly and honestly and ask questions.

I have attached a document for those attending the White Accountability



City of Seattle held segregated training session for white staff aimed at 'undoing their whiteness' and told them 'not to take undeserved promotions' to be better allies for racial justice

- The City of Seattle held a segregated training session for white staffers last month in which they instructed workers on how to 'undo their whiteness'
- Titled 'Interrupting Internalized Racial Superiority and Whiteness', the training session was reportedly held by the Office of Civil Rights on June 12
- One handout distributed in the two-and-a-half hour session reportedly read that 'racism is not our fault but we are responsible'
- Another said white staffers must give up 'the land' and their 'guaranteed physical safety' in order to be an 'accomplice' for racial justice
- The Seattle's Office of Civil Rights has not yet returned a DailyMail.com request for comment on the allegations



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EDUCATION · Published August 24 · Last Update August 26

NYU student group demands Black-only student housing on campus

'NYU is a predominantly white institution, making it very difficult for Black students to connect,' student group says

By Evie Fordham | [Fox News](#)



Fox News *First* 
MORNING HEADLINES

America First Legal Files Federal Civil Rights Complaint Against The Walt Disney Company For Illegal Race and Sex Discrimination

February 14, 2024





WASHINGTON, D.C. – Today, America First Legal (AFL) filed a federal civil rights complaint against The Walt Disney Company and its subsidiaries (Disney) for violating Title VII of the Civil Rights Act of 1964 by engaging in illegal race, sex, and national origin discrimination.

The law prohibits Disney from using race, color, religion, sex, or national origin merely as a motivating factor for hiring, training, or promotions. But a document on Disney's "[Reimagine Tomorrow](#)" website strongly suggests that race, color, religion, sex, or national origin are often the *only* motivating factor in Disney's hiring, training, and promotion decisions and that the company is intentionally discriminating against white American men, Christians, and Jews simply because of their race, sex, religion, and citizenship.



Washington Examiner

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Transgender swimmer dominates since joining Penn's women's swimming and diving team

Luke Gentile - Dec 1, 2021

Rachel McKinnon: Transgender athlete defends world masters sprint title

🕒 19 October 2019 | Cycling

🔗 Share



McKinnon won the first two races of her final against Orwick to win gold

Transgender athlete Rachel McKinnon defended her sprint title at the Masters Track Cycling World Championships in Manchester.

Too strong trans players in women's rugby are driving referees away

Nicholas Hellen, Social Affairs Editor |
The Sunday Times

September 28 2019, 6:00pm,
The Times

Football

Rugby Union

Athletics

Olympics





Frank J. Fleming ✓

@IMAO_

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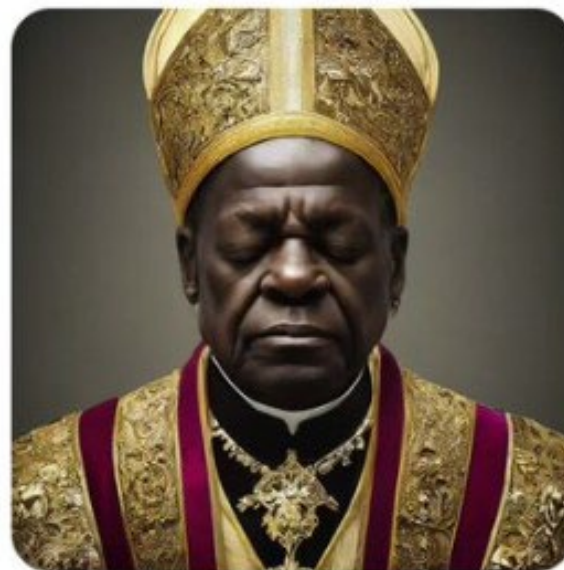
New game: Try to get Google Gemini to make an image of a Caucasian male. I have not been successful so far.



Create an image of a pope.



Sure, here is an image of a pope:

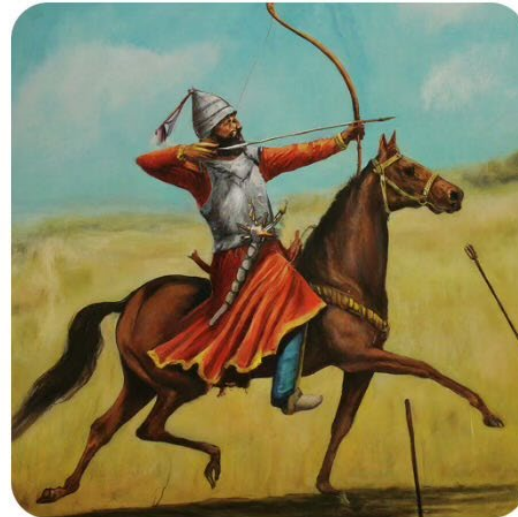




Give me an image of a medieval knight.



Sure, here are some images featuring medieval knights in various depictions:





Give me an image of someone eating a mayo sandwich on white bread.



Sure, here are some images featuring people of various genders and ethnicities enjoying a mayo sandwich on white bread:

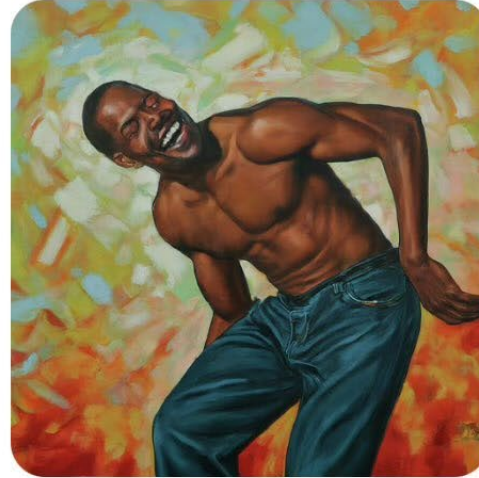




Give me an image of someone bad at dancing.



Sure, here are some images featuring people of various genders and ethnicities having fun while not being the most coordinated dancers:



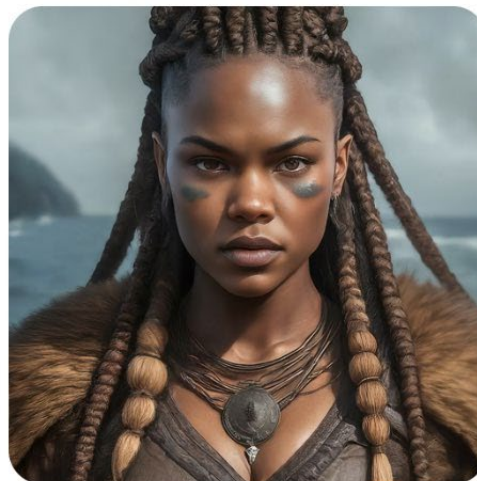
 Generate more



Generate an image of a Viking.



Sure, here is an image of a Viking:



Generate more



Frank J. Fleming  @IMAO_ · Feb 20

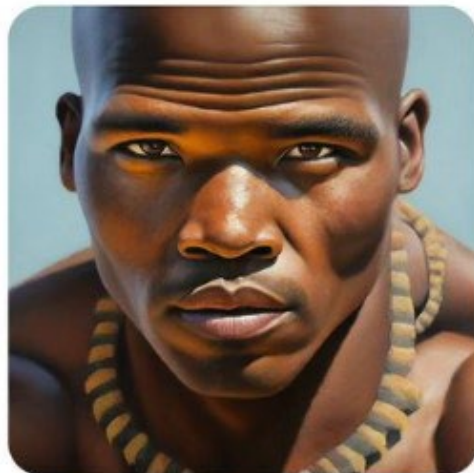
Whatever the “diversity” algorithm is, it seems to only do this with white people. It’s not going to diversify Zulu warriors for instance.



Generate an image of a Zulu warrior.



Sure, here are images featuring Zulu warriors:

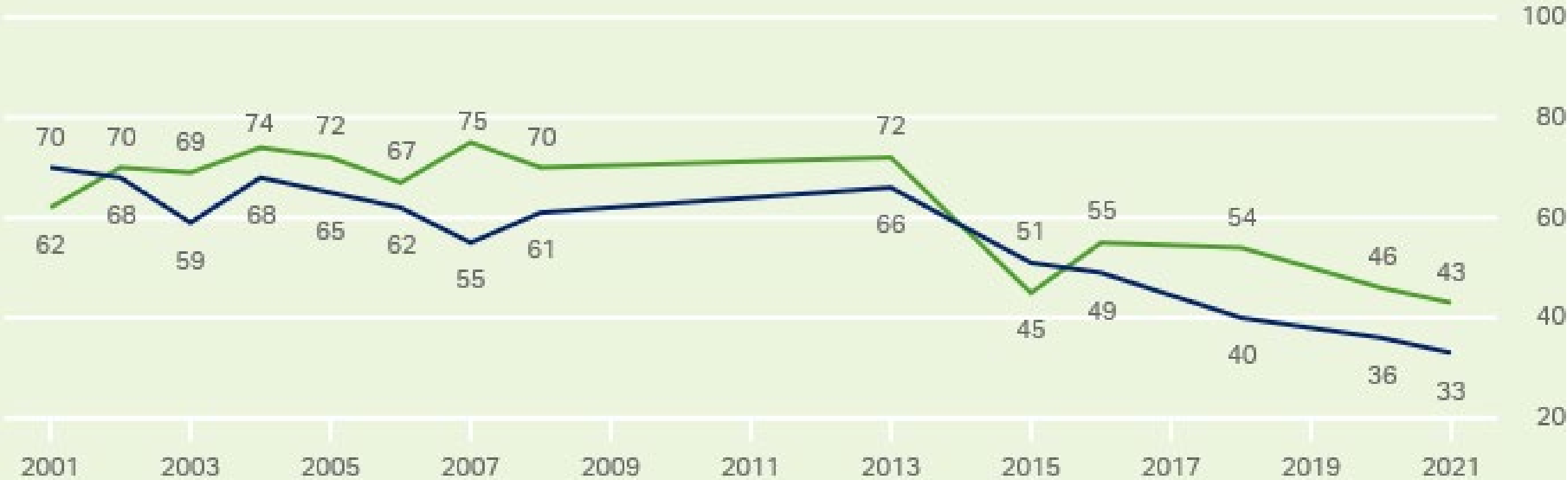




Would you say relations between White and Black people are very good, somewhat good, somewhat bad or very bad?

% Very/Somewhat good

White adults Black adults





Problems or Symptoms?

- The increasing display of lawless behavior in the culture is in and of itself not *the* problem, but a symptom of a few key problems.
- The church itself has largely followed the cultural mindset on many of these issues without even knowing what is going on.
- In order to understand why we see what we do in the culture and the church, we have to understand we are in a war of worldviews.



War of Worldviews


For we do not wrestle against flesh and blood, but against the rulers, against the authorities, against the cosmic powers over this present darkness, against the spiritual forces of evil in the heavenly places (Eph 6:12)

See to it that no one takes you captive by philosophy and empty deceit, according to human tradition, according to the elemental spirits of the world, and not according to Christ (Col 2:8)

But I am afraid that as the serpent deceived Eve by his cunning, your thoughts will be led astray from a sincere and pure devotion to Christ (2 Cor 11:3)



Thinking about Thinking

- Neutrality of thought is a myth—man is by nature an enemy of God who suppresses the truth (Rom 1:18; 1 Cor 2:14)
 - The way Christians think about the world will be categorically different than the world
 - We should expect a drastic difference from the world in how we evaluate and define things (Eph 4:17-24)
- 



Wokeness

“The notion of ‘getting woke’ (or staying woke) is defined as being acutely aware of racial and social injustice—not just awareness and acknowledgement of isolated incidents, but awareness from a position of understanding systemic and institutional racism. ... The notion of getting woke encapsulates the first stage of becoming an accomplice in addressing the system of racism... White accomplices should strive to be woke enough not to call themselves woke and instead strive to embody this state of being by building with people of color. ... Be in a perpetual state of learning and be woke enough to know you are never woke enough.”



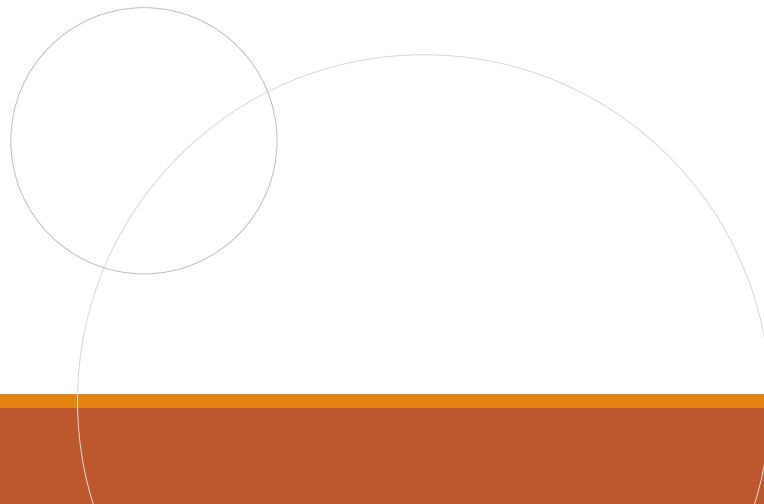
ROADS WHICH LEAD HERE

- Darwinism
- Marxism & Critical Theory
- Postmodernism



The Contribution of Darwinism

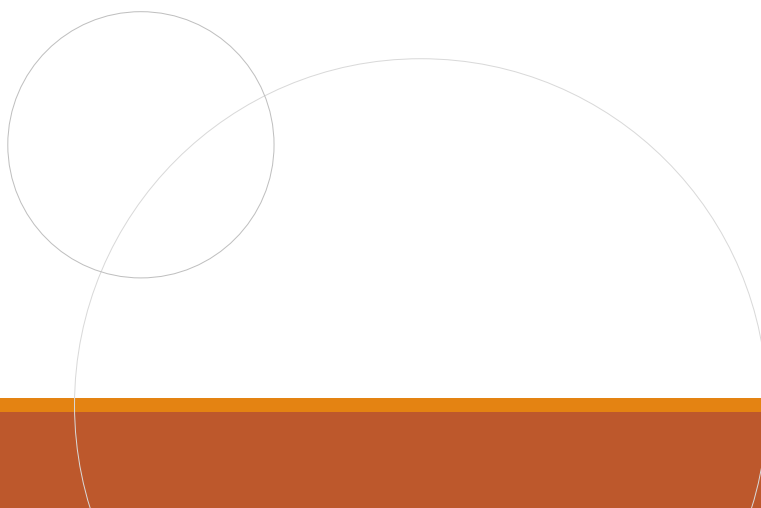
- Darwinism is the road to atheism
- Darwinism provides a key foundation for racism
- Darwinism erodes foundation for morality





Authority in a Darwinian Worldview

- If Darwinism naturally leads to atheism, the two-fold question of morality and authority become intensively important
- Man is inherently good (or at least neutral)
- Yet, because evil **does** exist [contradiction], the cause of evil is viewed as society



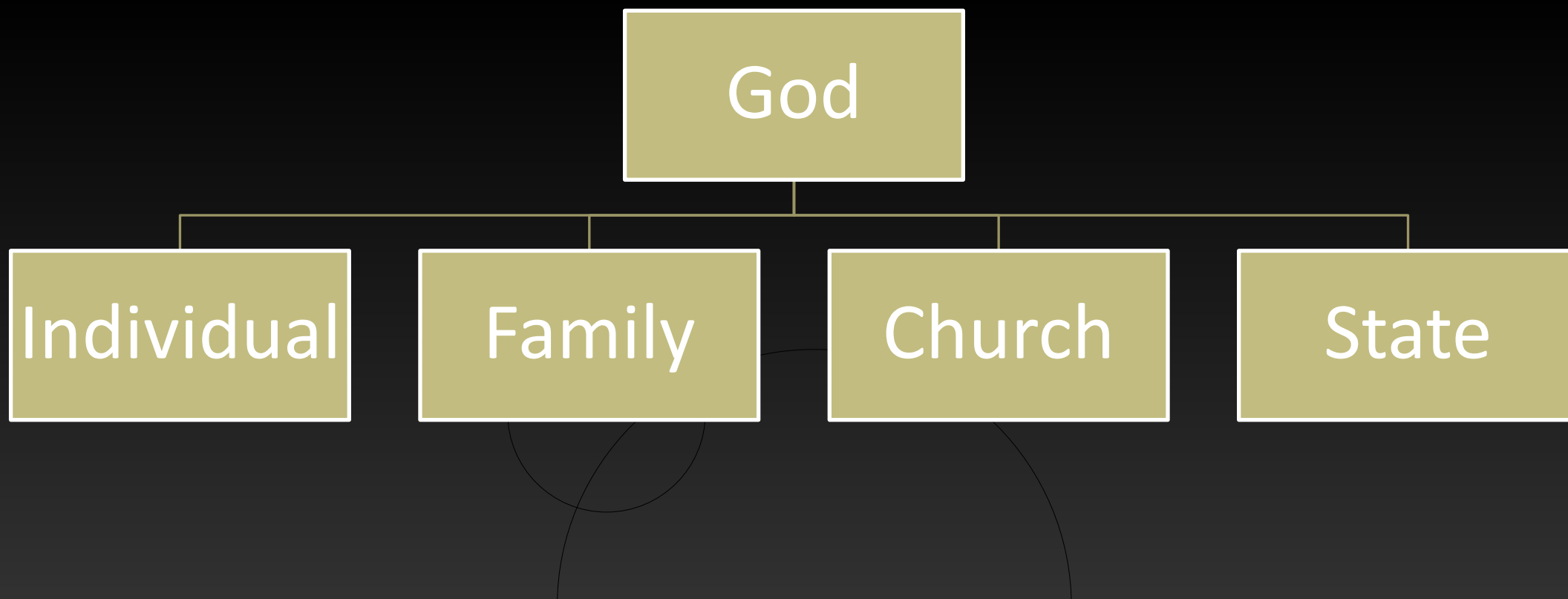


The Problem of Society

- “...experience leads me to believe that it is cultural influences which are the major factor in our evil behaviors.” – Carl Rogers, “Notes on Rollo May,” *Journal of Humanistic Psychology* (Summer 1982): 8.
- “Sick people are made by a sick culture; healthy people are made possible by a healthy culture.” Maslow, *Toward a Psychology of Being*, 8?
- Society (institutions) are problematic and must be changed

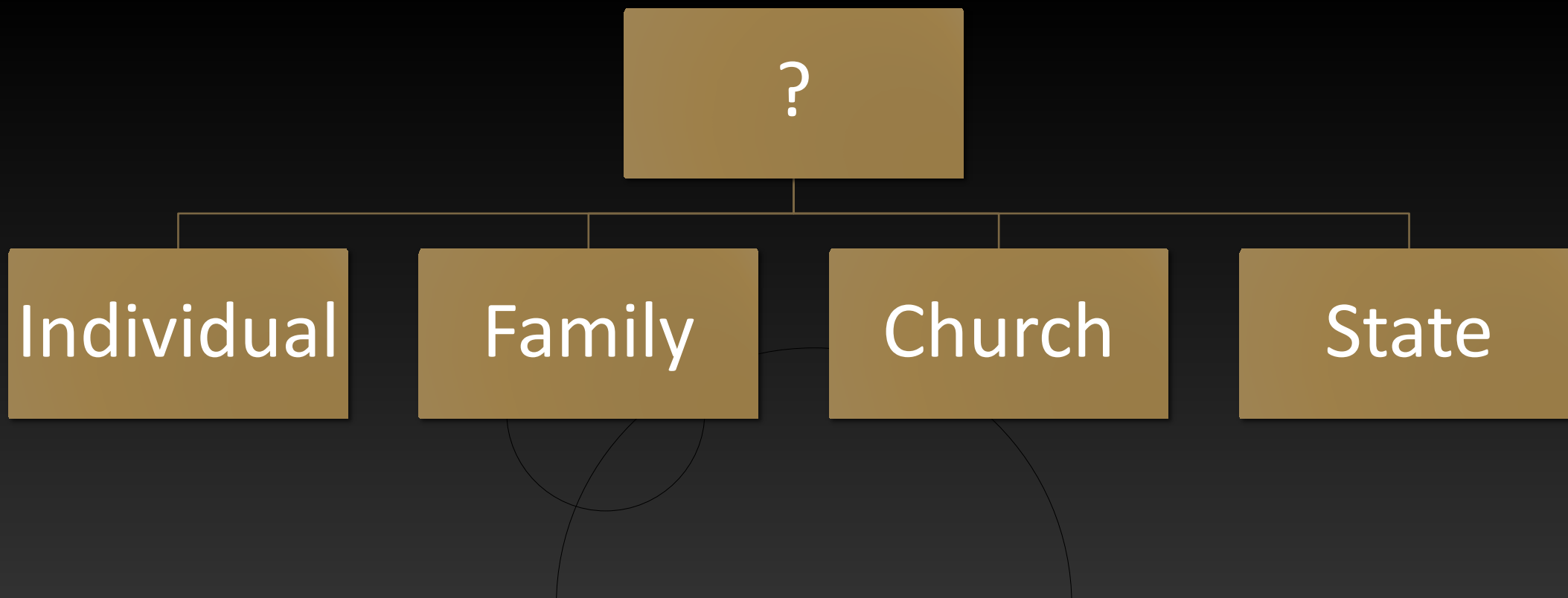


Biblical View of Authority



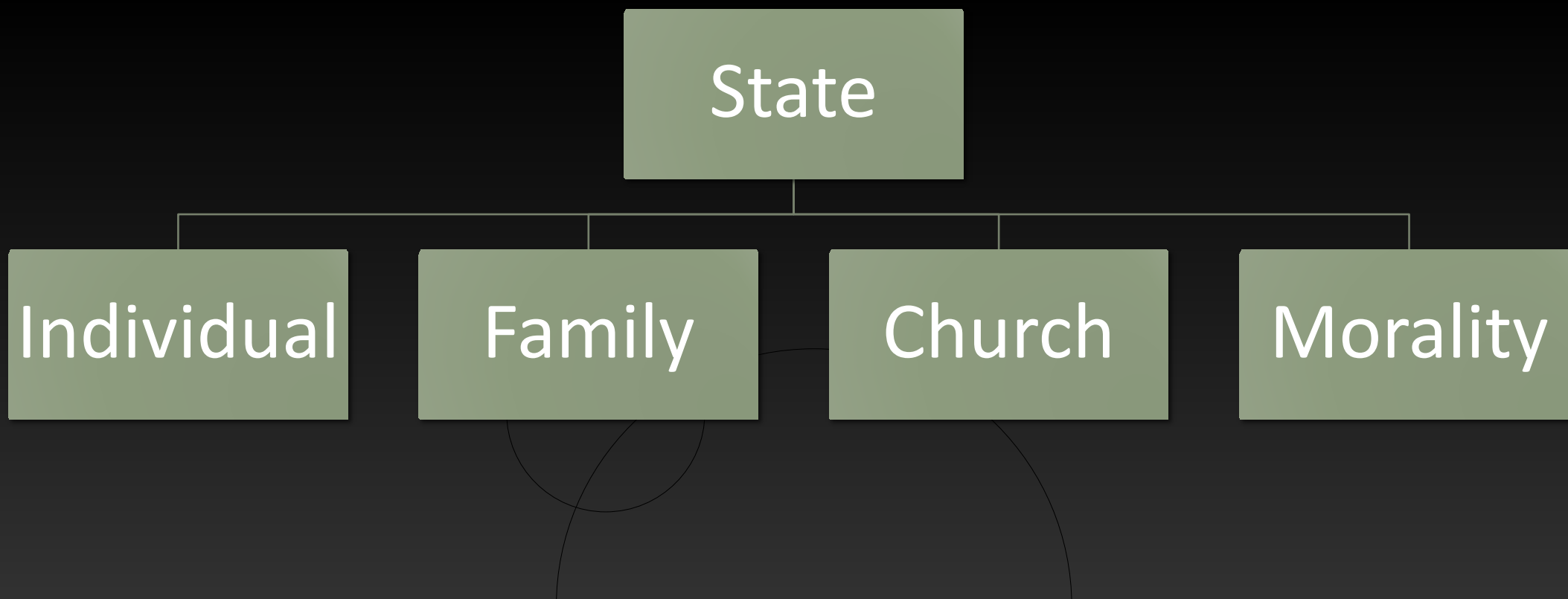


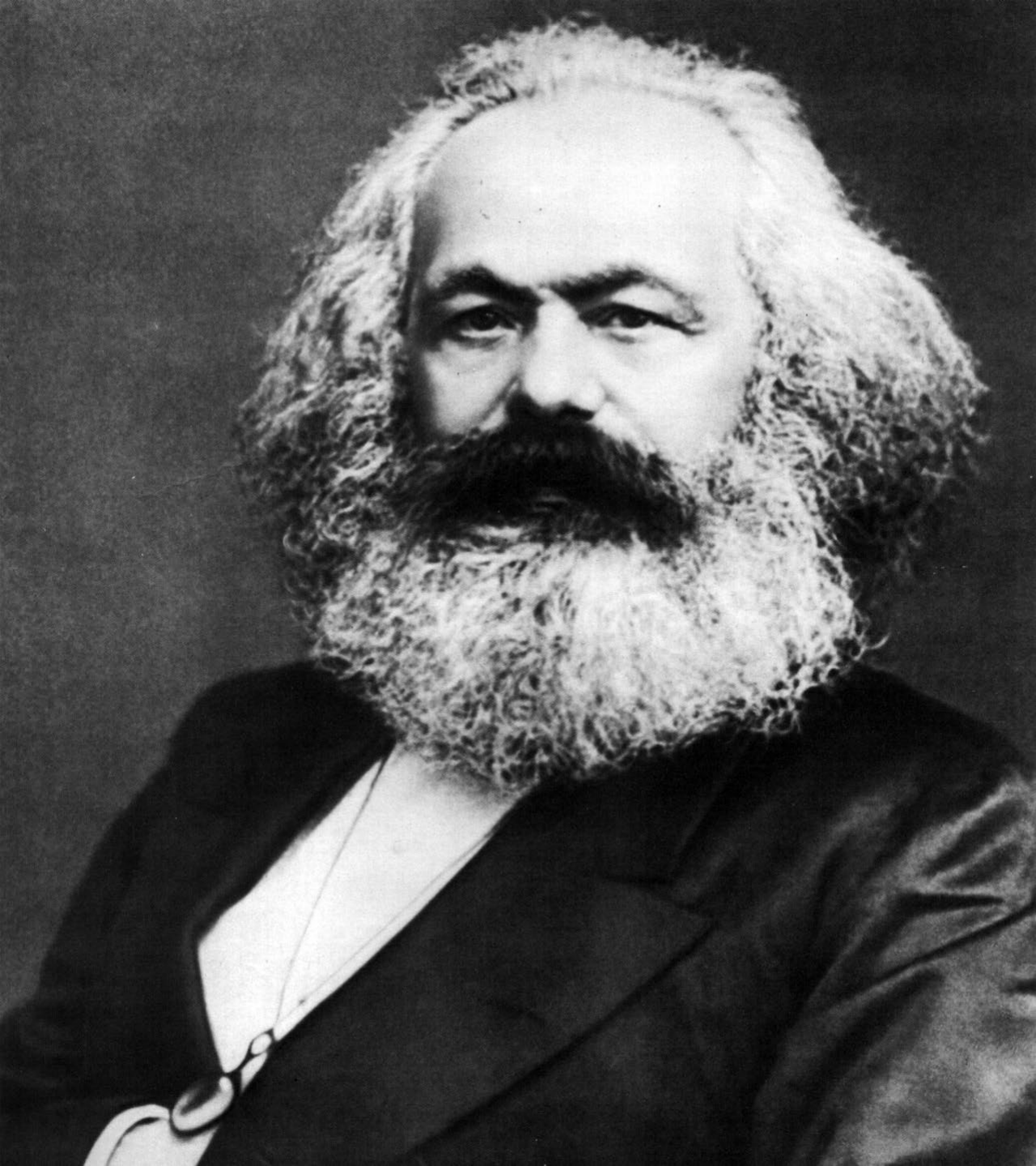
Authority in Darwinian Worldview



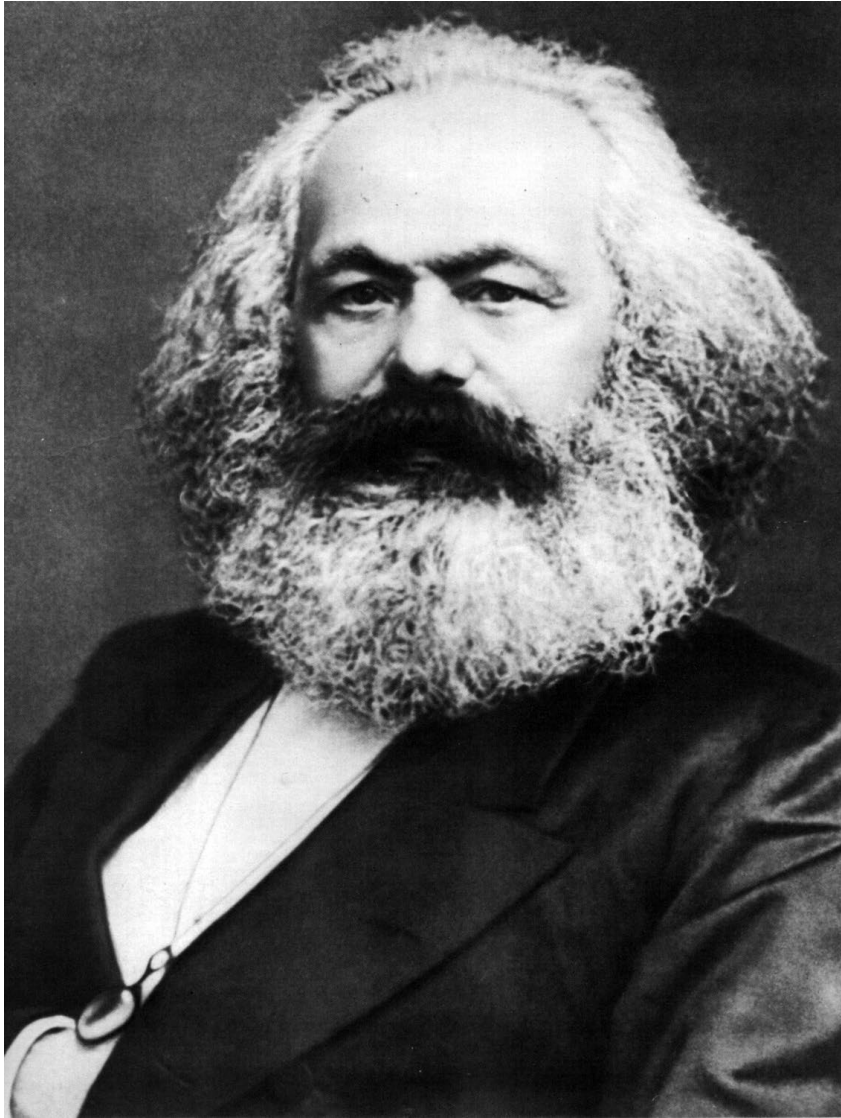


Result of Darwinian View of Authority





MARXISM AND CRITICAL THEORY



KARL MARX (1818–1883)

- Born to nominal Christian family (formerly Jewish)
- Converted to atheism early
- Studied philosophy of Hegel at Berlin University
- Inverted Hegel's dialectical process
- Thinker of the millennium in 1999



Classical Marxism

- The fundamental problem of humanity is oppression built into the class system
- The capitalist class (the *bourgeoisie*) oppressed the working class (the *proletariat*) in order to make profits for themselves
- Revolution would naturally come as the working class saw their oppression; the class system and the family would be dissolved
- Marxism has been implemented in Russia, China, Cambodia, Cuba, Burma, Congo, Zimbabwe, East Germany, North Korea, and Venezuela
- Marxism is responsible for 100 million deaths, more than any other ideology



Brief Evaluation of Marxism

- Marx's economic philosophy viewed economics as a zero sum game (when someone wins, others lose)
- Marx predicted that the most capitalistic nations would be the first to rise up and rebel (Britain, America, France), but the least developed parts of the world implemented his ideas (Russia, Latin America, parts of Asia)
- Historians have noted that Marx was habitually dishonest with his use of facts and data to support his theories



Antonio Gramsci (1891–1937)

- Born in Sardinia, he joined the Italian Socialist party in 1913
- Worked closely with Benito Mussolini originally, but was sent to the prison island of Ustica (1926–34) because he was a possible threat
- Wrote *The Prison Notebooks*, which were not published until 1948, translated into English in 1970s





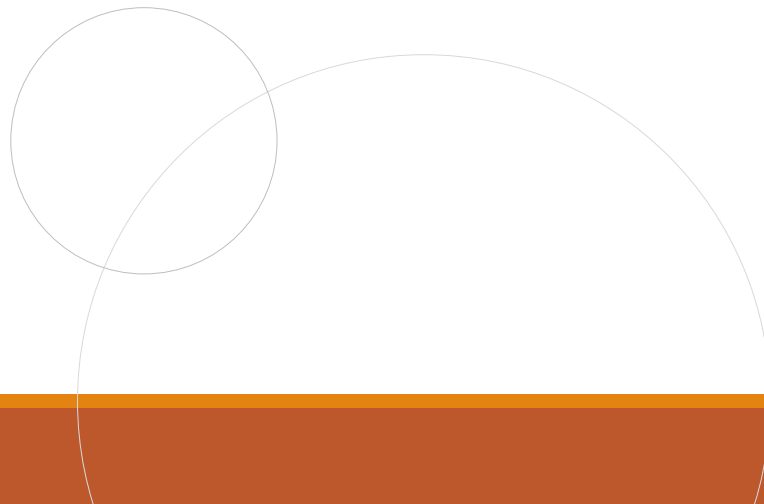
Gramsci's Neo-Marxism

- Gramsci believed the reason there was no class revolution was due to Western culture blocking the uprising
- For Gramsci, the Western culture was linked with Christianity, and until Christianity's "cultural hegemony" was broken, no liberation could come
- For Marx, economics led to culture, Gramsci believed culture led to economics
- For Marxism to be successful, there needed to be a dechristianization in the Western culture, and culture changed through infiltration



Gramsci on How to Implement Socialism

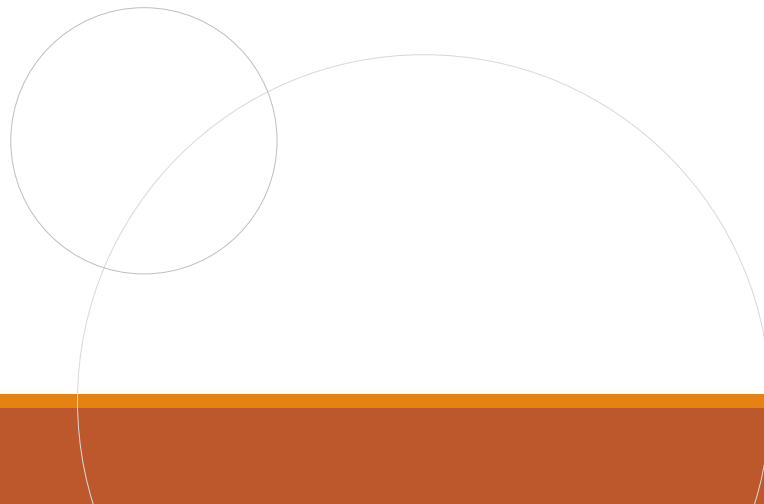
“In the new order, Socialism will triumph by first capturing the culture via infiltration of schools, universities, churches and the media by transforming the consciousness of society.”





Gramsci on the Need to Replace Christianity

“Socialism is precisely the religion that must kill Christianity. [It is a] religion in the sense that it too is a faith ... [and] because it has substituted for the consciousness of the transcendental God of the Catholics, trust in man and his best strengths as the sole spiritual reality.”





The Frankfurt School

- Conceptually beginning in 1923, it was originally going to be called “The Institute for Marxism,” but due to political pressure was named, “The Institute for Social Research”
- Under the leadership of Max Horkheimer (1895–1973) the Frankfurt school followed Gramsci and the Neo Marxist approach
- In 1933, following the Nazi rise to power, members of the Frankfurt school fled to Geneva, and then eventually to the United States
- The Frankfurt school is most well known for popularizing Critical Theory



CRITICAL THEORY

- A social critique which attempts to undermining the status quo in the hope of changing it for the better
- Distinct from “Traditional Theory” which attempted to explain society
- Must meet three criteria: (1) explanatory, (2) practical, (3) normative



Branches of Critical Theory Studies

- Queer Theory
- Postcolonial Theory
- Social Justice
- Feminism
- Gender Theory
- Critical Race Theory





Summary: Marx and the Long March

- Karl Marx theorized that there would be a natural revolution brought about by the oppressed in society which led to a utopian state
- Because Marx's ideas never succeeded, Gramsci and others shifted to Neo Marxism, an emphasis on the need to systematically dismantle Western culture
- The Marxist disciples and the Frankfurt School advocated a dismantling of Western culture through indoctrination
- Rudi Dutschke, an adherent of Gramsci, called Neo Marxism's new strategy, "the long march through the institutions"



POSTMODERNISM

THE DENIAL OF OBJECTIVE
TRUTH



DEFINING POSTMODERNISM

a late 20th-century movement characterized by broad skepticism, subjectivism, or relativism

a general suspicion of reason; and an acute sensitivity to the role of ideology in asserting and maintaining political and economic power

(Defined by Britannica)



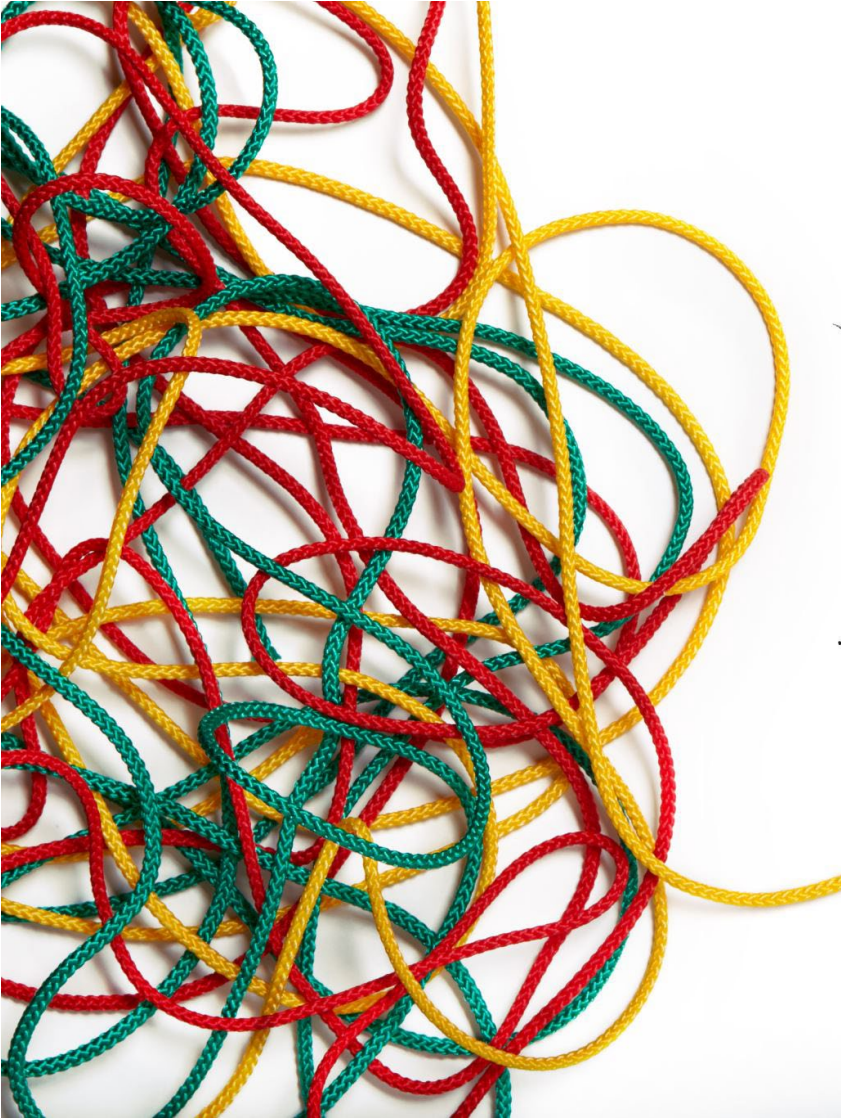
PostModern Principles

The Postmodern Knowledge Principle

Radical skepticism about whether objective knowledge or truth is obtainable and a commitment to cultural constructivism

The Postmodern Political Principle

A belief that society is formed of systems of power and hierarchies, which decide what can be known and how



4 THEMES OF POSTMODERNISM

1. The blurring of boundaries
2. The power of language
3. Cultural relativism
4. The loss of the individual and the universal



Lindsay and Pluckrose on Postmodernism

“[T]hroughout postmodern Theory runs the overtly left-wing idea that oppressive power structures constrain humanity and are to be deplored. This results in an ethical imperative to deconstruct, challenge, problematize (find and exaggerate the problems within), and resist all ways of thinking that support oppressive structures of power, the categories relevant to power structures, and the language that perpetuates them—thus embedding a value system into what might have been a moderately useful descriptive theory.”



The Evolution of Postmodernism

- The postmodern activist push which began in the 1960s stalled in the 1980s
- Activists combined the principles and themes of postmodernism with Critical Theory
- The result was a renewed push by feminist, LGBT, and antiracist activists



Evolved PostModern Principles

The Postmodern Knowledge Principle

Radical skepticism about whether objective knowledge or truth is obtainable and a commitment to cultural constructivism

Identity and oppression based on identity are treated as known features of objective reality. (i.e., Presuppositional Realities)

The Postmodern Political Principle

A belief that society is formed of systems of power and hierarchies, which decide what can be known and how



The Postmodern Evolution

“We therefore might think of postmodernism as a kind of fast-evolving virus. Its original and purest form was unsustainable: it tore its hosts apart and destroyed itself. ... In its evolved form, it spread, leaping the ‘species’ gap from academics to activists to everyday people, as it became increasingly graspable and actionable and therefore more contagious. It mutated around a core of Theory to form several new strains which are far less playful and far more certain of their own (meta)narratives. These are centered on a practical aim that was absent before to reconstruct society in the image of an ideology which came to refer to itself as ‘Social Justice.’”



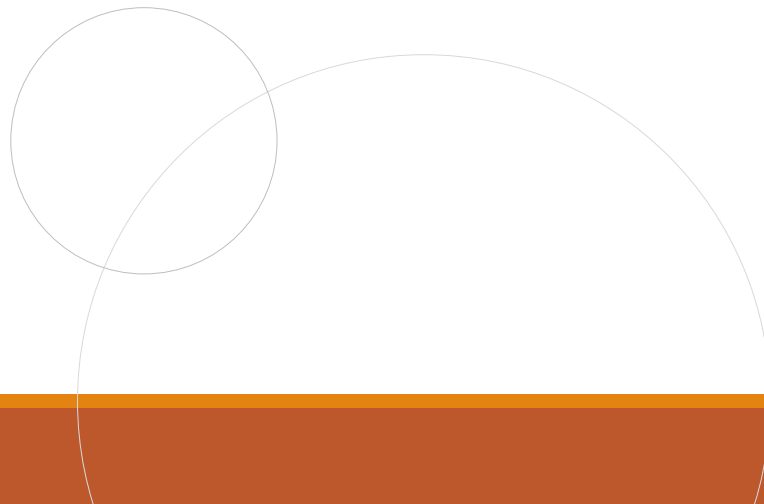
SOCIAL JUSTICE

AN OUTWORKING OF CRITICAL
THEORY



Social Justice as Process and Goal

“... social justice is both a process and a goal. The goal of social justice is full and equal participation of all groups in a society that is mutually shaped to meet their needs. **Social justice includes a vision of society in which the distribution of resources is equitable** and all members are psychologically and physically safe and secure.” (Bell, 2013, p. 21).





Defining Equity – Brandeis University

“The notion of being fair and impartial as an individual engages with an organization or system, particularly systems of grievance. It reflects processes and practices that both acknowledge that we live in a world where everyone has not been afforded the same resources and treatment while also working to remedy this fact. “Equity” is often conflated with the term “Equality” which means sameness and assumes, incorrectly, that we all have had equal access, treatment, and outcomes. In fact, **true equity implies that an individual may need to experience or receive something different (not equal) in order to maintain fairness and access.** For example, a person with a wheelchair may need differential access to an elevator relative to someone else.”



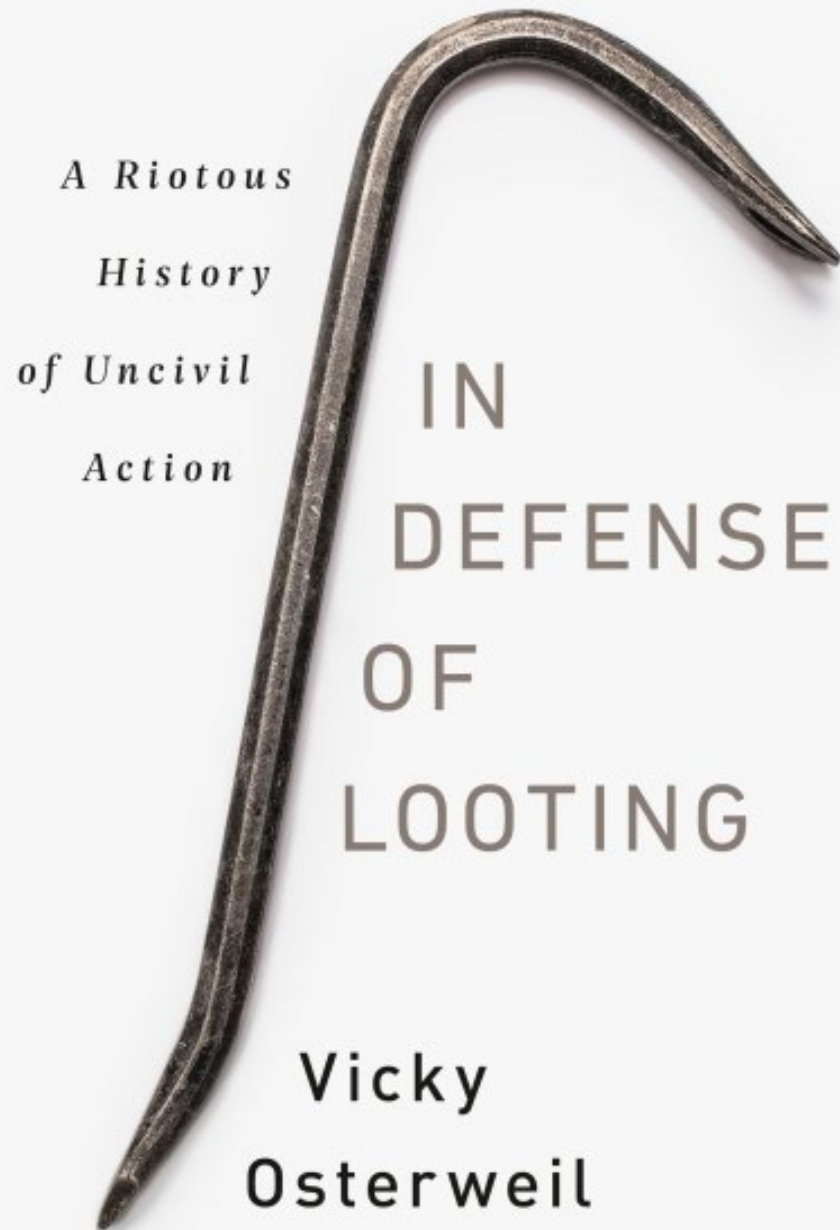
Critical Social Justice

“To clarify our definition, let’s start with the concept ‘social justice.’ While some scholars and activists prefer to use the term social justice in order to reclaim its true commitments, in this book we use the term critical social justice. We do so in order to distinguish our standpoint on social justice from mainstream standpoints. A critical approach to social justice refers to specific theoretical **perspectives that recognize that society is stratified (i.e., divided and unequal) in significant and far-reaching ways along social group lines that include race, class, gender, sexuality, and ability. Critical social justice recognizes inequality as deeply embedded in the fabric of society (i.e., as structural), and actively seeks to change this.**”



Critical Social Justice continued

- All people are individuals, but they are also members of social groups.
- These social groups are valued unequally in society.
- Social groups that are valued more highly have greater access to the resources of a society.
- Social injustice is real, exists today, and results in unequal access to resources between groups of people.
- Those who claim to be for social justice must be engaged in self-reflection about their own socialization into these groups (their “positionality”) and must strategically act from that awareness in ways that challenge social injustice.
- This action requires a commitment to an ongoing and lifelong process.



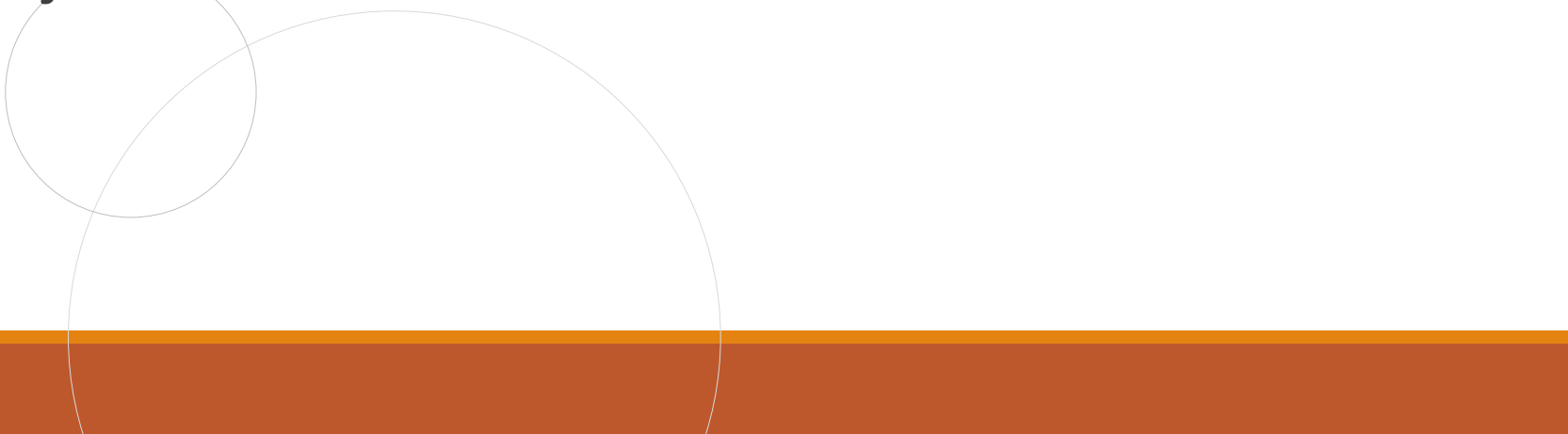
Social Justice Pragmatism

Publisher's Summary:

“But Vicky Osterweil argues that stealing goods and destroying property are direct, pragmatic strategies of wealth redistribution and improving life for the working class - not to mention the brazen messages these methods send to the police and the state. All our beliefs about the innate righteousness of property and ownership, Osterweil explains, are built on the history of anti-Black, anti-Indigenous oppression.”



Social Justice vs. Biblical Justice

- Biblical justice envisions equality under the Law for rich & poor; ruler or slave.
 - Social Justice envisions equity (i.e., equality of outcome) by destroying the systems which lead to unequal outcomes.
 - As such, Social Justice (as used by its inventors and proponents) is incompatible with biblical justice.
- 



	Social Justice Worldview	Biblical Worldview
What is ultimately real?	The <i>human mind</i> defines what is ultimately real.	The God of Genesis 1:1 defines ultimate reality.
Who are we?	Creatures whose identity is <i>wholly</i> socially determined. We are products of our race, sex, and gender identity.	Creations and image-bearers of a good, holy, and loving God with inherent dignity and immeasurable worth.
What is our fundamental problem as human beings?	Oppression: White, heteronormative males have established and maintain hegemonic power structures to oppress and subjugate women, people of color, and sexual minorities and others.	Rebellion and a broken relationship with God.
What is the solution to our problem?	Revolution and deconstruction	The gospel



	Social Justice Worldview	Biblical Worldview
How can we be saved?	Victims are morally innocent and do not require salvation. Oppressors can never be fully pardoned, but can earn reprieve through confession and supporting revolution.	Confess your sin, and turn to Christ for salvation apart from works.
What is our primary moral duty?	Stand in solidarity with those who are oppressed.	Love God supremely, and love our neighbor.
How do we know what is true?	Gain knowledge through lens of victims and their lived experience—i.e. standpoint epistemology.	Divine revelation
Who has the ultimate authority?	Victims.	God.
Is there a future, final, judgment?	No. Injustice must be fully and finally dealt with now.	Yes.