

The tyranny of *Diversity, Equity, and Inclusion*

March 11, 2022, by Andy Martin

[CNN Condemns D-Day Soldiers for Lack Of Diversity](#). “While CNN acknowledged that many minority soldiers fought both on D-Day and during the wider war, the piece argued that since the Allied task force did not meet CNN’s modern diversity standards, the Allied effort should be condemned today.”

The Babylon Bee is mocking DEI, or Diversity, Equity, and Inclusion--the new government/academic/corporate buzz phrase that you better learn quickly. Your future depends on it.

A definition from the University of California San Diego student [handbook](#):

Diversity refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, and geographic region.

Equity is the guarantee of fair treatment, access, opportunity, and advancement for all...at the same time striving to identify and eliminate barriers that have prevented the full participation of marginalized groups.

Inclusion is the act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued.

UCSD has required faculty to teach courses in this since 2011. Selected course titles: *Economics of Discrimination*, *Scientific Racism*, *The Films of Spike Lee*, *Race and Racisms*.

So, that one course your daughter took in economics did not cover macro, micro, or energy economics (all of which I studied) — it was solely about economic disparities. The one science course she took was not chemistry, zoology, or physics, but a survey of racism. The one film course she took was not of the magic of Welles, Hitchcock, or Bergman — but the mono-racial themes of Spike Lee. And the psychology course that might have been an anthropological dive into the physical, social, and genetic intricacies of people is now a race rant.

Perhaps it is no surprise that since this kind of indoctrination has been required for over ten years in academia it is now forced on the business world.

Yes. Forced. An example.

I chatted with an investment industry associate recently who manages billions of dollars in bonds. I told him that an industry veteran friend was looking for investment company board opportunities.

“He’d be a great candidate, but unless you’re black or female we aren’t looking.”

“Why not?”

He looked at me, embarrassed, “Well, you know, with diversity...”

I knew.

Later I attended an industry trade group virtual meeting. I added to the agenda: “Interested in opinions about diversity, equity and inclusion language that is being used in the industry. Is it representative of practices/intent?”

I told the story about my bond manager friend. The responses startled me. Each assumed I was looking to champion DEI:

“Yes, we feel strongly about DEI, we want to make sure all fund boards look more like their shareholders.”

“We too have a strong DEI policy. I look around the office and see a lot of people that look like me. (hahaha). We’re trying to change that.”

“For us, it’s not that we won’t hire any white males. Just not on the board. We can find some other role for them if we have to — maybe even pay them.”

The participants were trying to out DEI one another. All were white males except the last — a white female. Her comment was startlingly anti-white male but was met with zero response from the men. Their insentience was alarming.

To those men I say, for each self-loathing white male willing to sacrifice to DEI, start with *you*; be the example and quit your job.

Meanwhile, I want to see more women and non-whites in my business. Investing is personal. Personal touch is best delivered by someone relatable.

However, a corporate policy to not hire white males is not the way. DEI is institutionalized discrimination.

What are the numbers? *Discovery Data compared* in *Closing the Diversity Gap*, the investment advisor population. Men are 21.8% overrepresented; women are 27.7% underrepresented. Whites are 19.0% overrepresented; blacks are 10% underrepresented.

Over and *under*-represented were their words — not mine. We are supposed to glean that there are too many men, and too few women just by raw numbers.

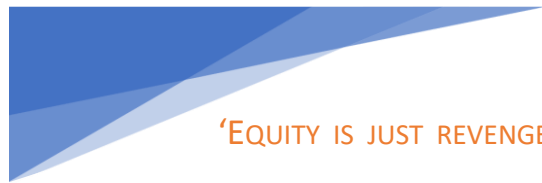
Why are most investment advisors' men? Perhaps this is because the career lines up with their personal interests, education, and skills.

Facts:

- More men chose [sales](#).
- [More](#) men graduate with Business Administration and Management degrees.
- More men feel comfortable [talking](#) about money.
- Men are [likelier](#) to be the financial decision maker in the family.

To the devotees of DEI these facts don't matter.

In contrast, where is the study that shows women are *underrepresented* as pavers, prison guards, framers, chimney sweeps, or roofers? Why do men also dominate lower paying, dangerous jobs? Where is the equity there?



'EQUITY IS JUST REVENGE DISCRIMINATION'

Chad Felix Greene

Men do not always earn more money. 86% of [nurses](#) are women; 61% of [janitors](#) are men. [Nurses](#) make nearly three times what [janitors](#) make. Is this discrimination?

You can say, "well those jobs require different education levels," however when men say the same thing, they get lectures like the following study.

The Economic Gains from Equity study by *The Brookings Institution* starts with a false assumption: “If talent and preferences are evenly distributed by race and ethnicity, a premise that seems hard to refute, persistent disparities represent lost production.”

Hard to refute? I have never seen even two children in one family where talents and preferences were evenly distributed. However, the authors start with this impossibility to avoid differences in qualifications that tell us categorically why certain groups tend to populate specific professions.

If you can disregard all inputs (education, experience, natural interest, tenure, skills) all that’s left is a tedious calculation of income differences between blacks and whites; fire the white people; pay the black people what the white people earned; and add the number to GDP. Conclusion? “...a GDP boost of \$16 trillion over the past 20 years, and a projected \$5 trillion gain over the next five years.”

That’s what they did. I am speechless.

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Burying my lede: DEI may be illegal.

“It is illegal for an employer to discriminate against a job applicant because of his or her race, color, religion, sex...an employer may not refuse to give employment applications to people of a certain race.” (EEOC)

Additionally, does it matter that DEI is not automatically effective at building stronger organizations?

A recent example comes from *A Report on the Fighting Culture of the United States NAVY Surface Fleet*. The authors evaluate various NAVY tragedies, such as the catastrophic fire on the USS Bonhomme Richard in San Diego, and collision of the USS McCain.

The report was critical of a NAVY ambushed by media friendly gestures that create dangerous lack of readiness. DEI was among the reasons:

“Sometimes I think we care more about whether we have enough diversity officers than if we’ll survive a fight with the Chinese navy...It’s criminal. They think my only value is as a black woman. But you cut our ship open with a missile and we’ll all bleed the same color...I guarantee you every unit in the Navy is up to speed on their diversity training. I’m sorry that I can’t say the same of their ship handling training.”

Victor Davis Hanson would [agree](#). “Putin knows that the secretary of defense and chairman of the Joint Chiefs of Staff appear more worried about *white privilege* and climate change than enhancing military readiness.”

Likewise, should America's [\\$100 trillion](#) wealth be controlled by political favoritism?

On a recent *Investment Company Institute* [conference call](#) Congresswoman Joyce Beatty (D-OH), Chair of the House Financial Services Subcommittee on Diversity and Inclusion, could not have been clearer. A person who has not worked a single day in financial services, Beatty said: "I have *demand*ed that business leaders be intentional...You *have* to get on board with being transparent.... you also *have* to recognize that you can do better."

Beatty was warming up the audience for her "[Diversity and Inclusion Data Accountability and Transparency Act](#)" which forces every company with more than 100 employees to submit diversity data. Next? Enforcement: You *will* hire who we say you will hire.

Beatty concluded with a smug if you don't, we will "*ask, request, subpoena, demand*, and all with a smile."

DEI is divisive, un-Democratic, and un-American. The best doctors, athletes, musicians, and engineers did not flourish by skin color or gender. Why should it be so for the investment industry?

What a shame that such an enlightened idea, *diversity*, has been so corrupted.

In contrast, [this](#) definition of DEI is perfect: "Verna Myers (a leader in diversity and inclusion training)...said: Diversity is being invited to the dance. Inclusion is being asked to Dance. University of Houston administrator Cynthia Olmedo adds, Equity is allowing you to choose the Music."

Invited, asked, allowed. Choices, not demands.

That is *not* DEI.

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