

THE DEATH OF DEI

DEI (diversity, equity and inclusion) policies are dying. This became inevitable once the Supreme Court struck down affirmative action in college admissions in 2023. Subsequently, the corporate elite began to reconsider the wisdom of keeping their DEI policies. Pressure from advocacy groups, such as the Catholic League, added to the momentum. Most important, President Trump is currently busy putting the final nails in the coffin.

Killing DEI is not enough. We need to know why these policies were implemented in the first place, and why they failed.

DEI was born of cultural Marxism, white guilt and elite cowardice.

Cultural Marxists believe that progress is best achieved by identifying the oppressors and the oppressed, and then establishing policies that punish the former and reward the latter. White heterosexual male Christians are the oppressors. The oppressed are their mirror opposite. In real life, this means that poor white guys from the hills of West Virginia are the bad guys, and rich black lesbians from Hollywood are the good guys.

This may sound unfair, but not to cultural Marxists. They know they are right because they can chart their taxonomy on the blackboard and in the corporate board room.

White guilt plays a major role. Now it is not normal for anyone to be ashamed, or feel guilty, about the color of his skin. Such a pathology must be taught. In this case, those who indoctrinate their subjects with white guilt are mostly wealthy white liberal parents, teachers and activists. It makes them feel virtuous to assume a high moral mantle upon which they can lecture.

Elite cowardice is also important. The ruling class is easily intimidated by current fashions, so much so that they would rather not confront cultural bullies before standing fast. Hence, the creation of DEI offices. The potentates decided that at least it keeps the barbarians at bay.

DEI was dead on arrival for a much more significant reason: America is not a racist country.

Indeed, there is no nation on earth where men and women of all races, ethnicities, religions, classes and sexual persuasions are able to climb the social mobility ladder easier and more quickly than in the USA. Migrants know this to be true—which is why they keep on coming—even if wealthy white liberals do not.

To see a real-life example of the almost total absence of racism, consider sports.

People of all races and ethnicities partake in collegiate and professional sports, and whenever a fight breaks out between opposing team players, the melee that ensues is purely along team lines, not racial lines. Black, white, Hispanic and Asian athletes rush to defend their teammates who get into a fight with the other team. We never see black guys from one team joining with black guys from the other team to beat up white players; the obverse is also true. Teams matter. Race does not.

Similarly, there is great camaraderie between team players of all races and ethnicities. Black and white players congratulate each other and support each other in a myriad of ways, both on and off the playing field. In many ways, they are a role model for those who want to envision what a post-racial, or color blind, society looks like.

Some years ago a friend of mine went to a Mets game and witnessed an unusual event.

Before the game began, a famous black player from the San Francisco Giants walked by two New York City policemen (one was white, the other black). The black cop asked the player to sign a mini baseball bat that he had. He did. Then the white cop asked him to do the same. He was told no. The black player explained that the black cop was his "brother." The black cop quickly smashed the bat on the railing, breaking it in two. He pointed to his fellow officer and said to the player, "He's my brother."

Every decent person wants racial justice. But flawed policies that serve a noble cause are not virtuous, and when the outcome actually exacerbates matters, they must be condemned. In short, when it comes to behavioral outcomes, results matter more than intent.