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Daniel Hulter • 3rd+

Exploring Sensemaking Methods | Facilitator | USAF SNCO | W...

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I'm annoyed at people who express partial support for "anti-woke" postures but are out here like "why are they going after the stuff I like (which highlights women or people of color)!!?" as this administration engages in bare-faced memetic warfare against anything that suggests immutable qualities like gender, race, or orientation are (gasp) relevant aspects of people's lived experience or efficacy (the deletion of all DoD content deemed "DEI" is the prominent example right now). It has real "I voted for the leopards eating faces party, why are leopards eating my face" energy.

The co-opted, now derogatory label of "woke" was never about anything particularly specific. It is a space-filling designation whose scope and extent changes from speaker to speaker, depending on what identities they consider worthy of consideration, and what their personal view of "excessive" is when including them. It certainly cannot be about "identity-related grievance" because it is almost inevitably paired with grievances about the impact of these efforts on white men (sometimes on women when it's anti-trans). It is an instrument of cultural warfare. A sledgehammer to be aimed at a caricature of an ideological opposition. I have spent some time exploring what various people opposed to "woke" think it means and a telling example definition is "An ideology where all discrepancies in outcome between people/groups are attributed to some type and extent of systemic oppression". That definition describes the views of absolutely nobody. Not a single person, and you would only need to engage with a few people who aren't in your f'ing bubble to understand that all people believe in systemic oppression (its actual definition (e.g. lots of "anti-woke" people think DEI programs create systemic oppression against white men)), no people think it is responsible for all discrepancies in outcome, and views about when and how much vary greatly.

Reasonable people can have a serious conversation about the extent to which diversity, equity, and inclusion (the concepts themselves) are considered and affect policy/governance/leadership/culture/discourse, and I have yet to meet a person who thinks they shouldn't be considered at all. To turn a broad range of views into a monolith with a derogatory label is how you prevent that conversation, how you turn this into a binary battle of ideological identities rather than a sincere attempt at collective sensemaking in which we all move forward together. This is like the difference between being pro-democracy and pro-getting-your-way. This degree of othering in

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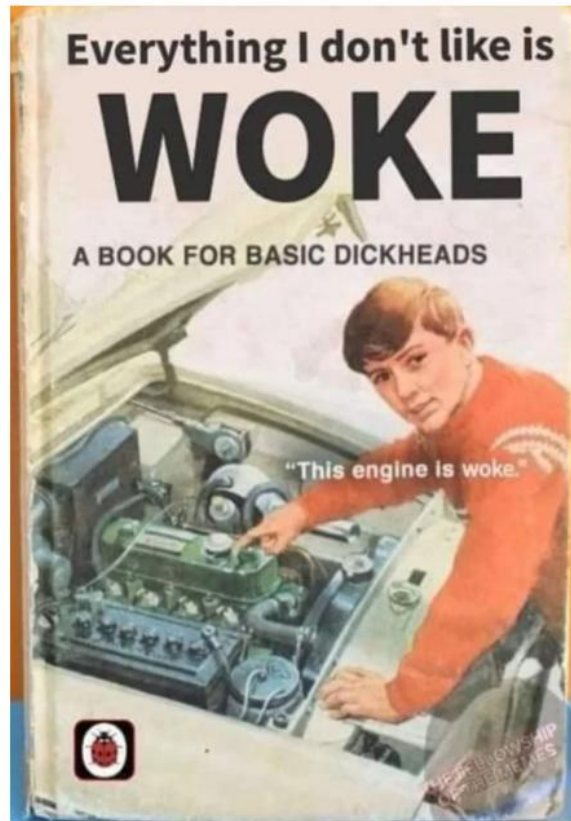
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ideological identities rather than a sincere attempt at collective sensemaking in which we all move forward together. This is like the difference between being pro-democracy and pro-getting-your-way. This degree of othering in discourse is how we kneecap a pluralistic society and inclusive governance. It is how we end up with runaway ideological purging, which only makes us worse.

These views are purely my own and represent no organization or entity I am part of.



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Kassandra Vaughn-Worsley • 3rd+
 Author, Mindset Coach | Senior Product Manager | On a...
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Love this post so much because it offers a refreshing perspective on what it means to be inclusive. Seeing things from another's perspective is so important for mutual understanding and collaboration!


Shola Richards • 3rd+
 International Keynote and TEDx Speaker | Host of The Kind...
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Folks have reached out to me asking for my take on DEI (that's Diversity, Equity and Inclusion, for the uninitiated). Kindly allow me to share five common sense points below: 🍷

1. DEI isn't a silly straw man "cheat code" to give marginalized people things they don't deserve, because that's not a thing. DEI aims to level the playing field by removing barriers (implicit bias, for one) to ensure ALL people have an equal shot to be considered for opportunities, and that they are being evaluated fairly on their merits. In other words, if you love meritocracies, you should love DEI. I know that it's 2025, but this truth still remains: talent is equally distributed, but unfortunately, opportunities are not.
2. Whatever problems you're facing in your life as you're reading this, I can assure you that DEI is not the cause of it. Using DEI as a scapegoat for the world's problems (or, for yours) is the weakest trend ever. If you're doing that, please stop.
3. If you're against DEI, that also means that you're against things like wheelchair ramps for people with disabilities, dedicated private spaces for new mothers to pump breast milk while at work, workplace accommodations for neurodivergent employees, efforts to de-stigmatize mental wellness challenges for veterans and others, and baby changing tables in men's restrooms (unless you believe that only women should be changing babies' diapers 🙄). Contrary to what some people may think, DEI isn't synonymous with Black and brown people (or, equally false: the exclusion of white people), DEI is about ensuring equitable treatment and the inclusion of everyone.



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Ernest Crim III, MA • 3rd+

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Emmy-nominated educator & producer. I use (Black) historical...
5mo •

Okay, whatever. We're gonna keep teaching our history at home and if we haven't started yet, we're gonna start NOW. Here are three tips to incorporate Black history teachings at home, from a former classroom teacher of 12 years who does this with his own kids.

At the SAME time, we SHOULD resist this at our local school districts. But let's expect us to teach our kids our history more than they do.

Does this help? Lemme know, and don't forget to pre-order my upcoming release, 'How Black History Can Save Your Life.'

#blackhistory #trump #whitehouse #blackhistorymonth #bookban
#racism #racist #ushistory #dei #antiracist

STITCH INCOMING...



FactPost @factpostnews • 6h

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Trump **press secretary** announces that Trump will be issuing an order "ending funding for public schools" if they teach about **history** in a way he doesn't like



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Dwayne Wagner • 3rd+

Speaker, Author, Panelist, Poet
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Lieutenant General (R) Russel Honore said:

"To @PeteHegseth @SecDefHegseth Congratulations and Recommendations :

1. You Lead a Volunteer Armed Forces , don't F it up .
2. Stop The Culture War BS you are no longer on @FoxNews , You Lead the most powerful Military in the World Air, Land and Sea ! The Grunts must know you believe in them , you must repair your comments about our Warriors are not prepared.
3. Remember You Promised Not one Fing Drop of Alcohol, you have admitted you have a drinking problem. No alcohol in your home , no alcohol on foreign trips . Get some help ! alcohol consumption on duty is illegal, drinking on duty your Grunts can't drink on duty , you are always on duty , #47 Will fire you if you are caught drinking Alcohol!
4. You Have time , if it appears you are Purging the Senior Military Ranks you will quickly loose favor w the Grunts . In spite of what you have said the U S Military is Deployed around the World doing its Fing Job , you think the Military is soft go spent a few days in @USArmy or @USMC boot camp .
- 5 . Your video and audio must match , you have no privileges as a leader, assume you remember this . Loyalty go both ways up and down the chain of command.
6. Immediately have a meeting in the #Tank listen to your service Chiefs . God gave you two ears and one mouth for a reason . Drop the #MAGA stuff the election is over and you are in charge .
7. Agree w you the Military Industrial Complex is a monster, w a lot of power given to them by the Congress. Weapons Development runs amuck w cost overruns and delays .
8. Last but not least you are no longer a DOD critic on @FoxNews every thing our Solders Do or Fail to do is your Responsibility! Be Prepared to hear bad news , if you shoot the messenger, you will learn bad news from the media . Good Luck @PeteHegseth don't F it up . Grunts watching you , their lives depend on your decisions!
9. Ps Get quick back briefs from every #NSC meeting they can come up with ideas that can end up on #47 desk w out your chop !@CNN @MSNBC @washingtonpost @nytimes @NewsNation @Newsweek @WhiteHouse"

[Russel Honore](#)

[Pete Hegseth](#)



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**Lonnie Slater** • 3rd+Adjunct Professor at The Fort Valley State University
5mo • [+ Follow](#)

Now that we have eliminated DEI at the federal employment level, and I believe some states and local agencies/companies will follow. How will this improve/ensure equality for all in our hiring and promotion ...more

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[See previous replies](#)**Lonnie Slater** **Author**

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**Patricia J. Pardo, Ph.D.** • 3rd+Cognitive Neuroscientist at PJP Select Enterprises- Current
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Elon Musk's Nazi-type salutes, while saying something positive, were smooth enough to be likely practiced.

His huge gestures at the beginning of his talk are consistent with excitement by someone neurodivergent.

Whether his two salutes were intentionally Nazi-like or not does not matter in asking the question if someone making Nazi salutes belongs in a visible role in government.

Why:

- 1) if real Nazi salutes: bye, bye
- 2) if not Nazi salutes and he was oblivious as to how they would come across diplomatically: bye, bye
- 3) if not Nazi salutes but he knew they would come across as Nazi salutes but did them anyway: bye, bye

<https://lnkd.in/gVpkhZZN>**Elon Musk full speech on Inauguration Day**

youtube.com

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Nick Gaudio • 3rd+

Shockingly delightful content ⚡

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Alright. Enough. That was a Nazi salute.

It was intentional and calculated. Scripted. Elon is a dogshit actor.

It is right out of the Trump playbook: do something that is clearly historically significant that dogwhistles the right and enrages the left, make up some half-ass excuse like the gesture is being willfully misinterpreted by the left (that this was him "spreading love with his hand" or some garbage) and then benefit from both sides.

First: You have the cult followers who are either too enamored to see it, or too uneducated to know what it is. Let's remove them from the equation here. Fine

The largely tuned-out public look at the left's anger and reading of the event as hysterical or insane, thinking, "No way I'm a Nazi and he's on my team so it has to be the love thing."

And then nothing changes.

We keep going down this path of silly tribalism and the people who can exploit the rifts in this country continue to exploit us.

Pay attention to what they *do.*

Not what they *say.*

What Elon did today was a Nazi fucking salute.
There is no other read. .

Whatever tripe they're going to feed you — if they even show it to you — is theater to manipulate you into hating the rest of us so they can do whatever the hell they want to us all.



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John vonGoeler • 3rd+

Product Marketing Expert, USAF Vet, Tech & Econ Fanatic, Dad...
6mo • 

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IT'S THE SMELT?!? Hilarious video, except if you live in LA.

The stupidity being trumpeted by right-wing media and the GOP has reached wildfire levels. What's to blame for the LA fires? According to their "experts," it's not climate change—it's this absurd list of scapegoats:

- 👉 Protecting the smelt – A tiny fish is apparently more powerful than a megadrought.
- 👉 Democratic initiatives – Accused of indoctrinating children and causing... child mutilation?
- 👉 Returning rivers to Native tribes – Because letting them catch salmon apparently fuels wildfires.
- 👉 Fire department donations to Ukraine – Because, obviously, all our financial woes (and now wildfires) stem from "sending money to Ukraine".
- 👉 DEI hiring – Since diversity somehow sparks flames when masculinity doesn't make the cut.

Meanwhile, actual scientists point to... climate change. But why let facts get in the way of a good conspiracy theory?

The fires don't care about partisan nonsense. It's time to stop the distractions and focus on real solutions.

(Shoutout to The Daily Show for calling out this absurdity. https://lnkd.in/e89_Evdb)

#Wildfires #ClimateChange #Blame



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The Empathy & Resilience (E.R.) Doctor | Consultant & Trainer |...

7mo • Edited •

I had to hold back my tears 🥺 🥺

While picking up my son from school, he observed a man wearing a hat that said, Make America Great Again.

He looked at me and stated, "I see a lot of people wearing those hats these days."

He then asked, "Dad, what does that mean?"

I looked at him and said, "Honestly, I do not know."

He replied, "Dad, you are a doctor. You are a smart man. You are a veteran. You have experienced a lot in life. You should know about American history."

I immediately felt sick and asked myself, "Should I tell him the truth about America?" We had conversations about history before, but this felt different. However, I felt my responsibility as his father was to educate him.

Here is what I said:

"For many Black Americans, the slogan can be offensive because it romanticizes a past where systemic Racism, segregation, and oppression were prominent and actively maintained.

Historically, the concept of America being "great" often excluded the experiences of Black people. The promise of liberty and equality, as a founding principle of America, was frequently denied to us. Slavery, Jim Crow laws, redlining, mass incarceration, and ongoing racial disparities serve as evidence that "greatness" was not equally distributed or accessible."

My son replied, "We don't talk about Racism in school. We mostly discuss positive people like Dr. Martin Luther King, Jr. What is Racism?"

Post continued:

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My son replied, "We don't talk about racism in school. We mostly discuss positive people like Dr. Martin Luther King, Jr. What is Racism?"

Feeling sicker, I stated, "Racism is a system of power rooted in the oppression and exploitation of Black people. It is deeply tied to slavery, where we were treated as property, and subjected to generations of systemic violence."

He stated, "I read this in your book, Created To Win, Conditioned To Lose." But why are people so upset about the slogan?"

I replied, "To proclaim a desire to 'Make America Great Again' without acknowledging historical and ongoing injustices contributes to feelings of exclusionary and tone-deaf for Black people who have never fully experienced the promises of 'life, liberty, and the pursuit of happiness.' For me, the slogan represents a longing for a past where oppression was normalized. Some people argue that the slogan is about economic growth and stability. I get that, but slavery happened because people were more focused on economics and money than humanity."

He stated, "Make America Great Again is not true greatness."

My response was, "True greatness for a nation is addressing its inequities and striving for justice and inclusivity—not romanticizing a past that marginalized so many."

He replied, "Racism is bad. I am going to treat all people fairly."

When we got home, I went into my office and cried. I hate that he has to witness and learn about Racism at such a young age.

At age six, I asked myself, "Does my life have meaning? Unfortunately, I did not have a father to answer my question.

When and how do you talk to your child/children about Racism?

[#GenerationalPain](#) [#dadscry](#)





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Sharif El-Mekki • 3rd+

Chief Executive Officer The Center for Black Educator Develop...
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November 1, 2024

The attacks from right-wing propaganda outlets on CBED – an organization that seeks to rebuild the national Black teacher pipeline – stem from a place of division and discord. It is a distraction from the real issues that educators and students face in today's classrooms.

We remain unapologetically committed to our mission to achieve educational equity and racial justice by rebuilding the national Black teacher pipeline and our work, because we know that when Black educators are provided academic pathways, professional development and support that, ultimately, **all students** do better.

**Sharif El-Mekki, founder and CEO of
The Center for Black Educator Development**



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This morning I saw a clip of Elon Musk declaring his child “dead”, “killed by the woke mind virus” because she is transgender. This was in conversation with Jordan Peterson, who tends to bring out melodramatic bigotry in others. But this really bothered me. It bothers me anytime anyone uses the term “woke” in a derogatory way, but also it bothers me because ascribing transgenderism to this modern “mind virus” (meaning “perspective?”) is ignorant.

Evidence suggests that transgenderism has existed for as long as humans have. It has a regular occurrence in humans, and a great many cultures over many millennia have acknowledged and accepted it in various ways. If anything is a modern cultural movement here, it is anti-transgenderism—ideological anti-tolerance informed by puritanical dogmas about the nature of gender. The esteemed neuroscientist Robert Sapolsky has a great lecture on observable physical characteristics in the brains of those who identify as another gender than they were declared at birth—demonstrating that being transgender is a very real biological phenomenon. Being dogmatically anti-transgender is the purely conceptual modern stance here. I wouldn't call it a “mind virus” though, because language like that is only inflammatory; and a big reason I talk about these things publicly is because I think we should be better at identifying good vs bad discourse.

Why am I sharing this? I have a lot of LGBT friends and family. Language like Musk uses here and which Peterson propagates makes the world worse for people I care about, and I've seen a lot of intelligent people become unwitting carriers of its damaging logic by adopting terms like “wokism”, which in its use is an imprecise and overly-generalized derogatory term for any kind of “excessive tolerance”. This is a linguistic trick to strategically unite those who might have reasonably discussable concerns or confusion and those who support policies which actively exclude and harm marginalized groups, informed by overtly racist and sexist beliefs. The point I want to make when I object to language like “wokism” is that those who use it are not engaging in discourse. They are engaging in ideological warfare against a nebulous and infinitely re-framable “them”. Misrepresentative abstractions like “wokism” are a linguistic tool for subversion of opponents through demonizing misrepresentation. It shares a strategic logic with calling all political conservatism “fascist”, all liberals “marxist”, etc...

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Lily Zheng

• 3rd+

Fairness, Access, Inclusion, and Representation Strategist. Best...

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The older White man sitting next to me on the plane had that morning's Wall Street Journal open to an article titled, "The Tyranny of the DEI Bureaucracy," and was just about finished reading it.

I knew this because I had seen the article from my seat, and a moment ago I had asked his thoughts on it.

"I think it makes some good points," he said, and looked at me curiously. "Why do you ask?"

I laughed. "Because [#diversity](#), [#equity](#), and [#inclusion](#) is my industry. And it's in the crosshairs right now, as you can see from articles like these."

He put the article down, faced me, and seemed to consider his thoughts for a moment. "Can I ask you some questions?" he asked. "In your own words, what is DEI trying to do?"

Now, it was my turn to think carefully.

"DEI is about ending discrimination, and building workplaces that work for everybody," I said first. "Think of it this way: roughly 14% of the US population is Black. That fact alone doesn't mean we can simply hire Black people until our organization is 14% Black--"

"That's a quota--" he interjected quickly. "That's a quota, yes," I continued, "and illegal."

"But if 14% of our applicants are Black, and only 8% are actually getting through the door, there's likely a problem there, right?" He nodded.

"And if 8% of our employees are Black, but only 4% make it past six months, there's likely a problem there, right?" Another nod.

"And if 4% are still here after six months, but 0% make it to management positions, there's likely a problem there, right?" A final nod.

"DEI is about finding out and fixing those root causes of inequality and potential discrimination. Sometimes it's intentional and overt racism for

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People who use the term "woke" or "wokeism" in a derogatory way or amplify those who do... keep it up. You're making it very easy to know who I don't want in my network. ...more

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If your organization cares in any way, shape, or form about [#diversity](#), [#equity](#), and [#inclusion](#), your leaders must stop treating attacks on marginalized groups' autonomy, wellbeing, and existence like they're isolated incidents.

An isolated incident is an unlucky tragedy. It's marked by the shared feelings of shock and devastation among all affected by it, and addressed by empathy, acts of kindness, and steady support for long-term healing.

The social, economic, and political attacks of the last few months and years on birthing people, Black folks, immigrants, trans people, disabled people, and many other marginalized groups in today's society are far from isolated incidents.

They're not the tidal wave that destroys a house in an instant, but the steadily encroaching sea levels that make more and more houses less and less inhabitable over the years.

They're not the out-of-season hailstorm that flattens a field of crops, but the steadily climbing temperatures and droughts that make farming less and less possible over the years.

The communities affected by these attacks can see them coming a mile away. Their rights are debated on live television. They are spat at and mocked on the street. They are left to flounder in indifferent bureaucracies that count on exhausting them so much they stop seeking help. Because of all this, when corporate CEOs make fumbling attempts to feign shock and extend a "helping hand in hard times," these efforts ring with a hollow sort of cruelty.

So look, cut the BS. If your organization is ready to go to bat for reproductive justice and bodily autonomy because the need to support its workforce and stand for its mission is worth becoming a target for "controversy," then show us. Show up. Take a stand, and do the work. If your organization cares enough about the Asian diaspora, LGBTQ+ people, Black

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CEO of The Wedge (Alton, IL)  Jedi Leadership Coach & Str...
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Love this info graphic! Inclusion wins the day. [#inclusion](#)

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