15 Secrets to Sensible Diversity



THOUGHTFUL INSIGHTS ON ACHIEVING GENUINE AND LASTING UNITY

Suitable for personal self-study, family education, and facilitated classroom use at school or work.

This document includes the full table of contents.

Copyright $\ensuremath{\textcircled{O}}$ 2024 The Center for Sociopolitical Change, Inc. All Rights Reserved

www.SensibleDiversity.com

Table of Contents

Diversity Secret #1: Page 9

The beauty of natural integration is disrupted by the beast of external interference.

Includes the following critical thinking exercises beginning on Page 15:

- Exercise 1-1: When Parents Fail to Respond
- Exercise 1-2: The Impact of "Protective" Parenting
- Exercise 1-3: Presumption of Avoidance
- Exercise 1-4: Favoring Natural Diversity over Forced Diversity
- Exercise 1-5: Bubble Schools
- Exercise 1-6: Adolescent Self-Segregation
- Exercise 1-7: Optimizing the Early Learning Experience
- Exercise 1-8: Who is Raising Our Children?
- Exercise 1-9: Quotations Related to Natural Integration
- Exercise 1-10: Current Events Related to Natural Integration

Diversity Secret #2: Page 21

There is far too much focus on superficial differences, and hardly enough on humanity and the person inside.

Includes the following critical thinking exercises beginning on Page 25:

- Exercise 2-1: Our Forgotten Sameness
- Exercise 2-2: Harnessing the Power of Humanity
- Exercise 2-3: Ensuring Our Ability to Meet Basic Human Needs
- Exercise 2-4: Colorblind or Color-Based?
- Exercise 2-5: Under the Intra-Ethnic Microscope
- Exercise 2-6: Ending the "First" Frenzy
- Exercise 2-7: Quotations Related to Humanity
- Exercise 2-8: Current Events Related to Our Ignorance of Basic Humanity

Diversity Secret #3: Page 31

Applying labels to people is segregation in its truest form.

Includes the following critical thinking exercises beginning on Page 38:

- Exercise 3-1: Who are the Language Police?
- Exercise 3-2: The Evolution of a Label
- Exercise 3-3: Amusing and Enraging Labels
- Exercise 3-4: Labels Intended to Mislead
- Exercise 3-5: Thanks, but No Thanks
- Exercise 3-6: Respect, Retribution or Reduction?
- Exercise 3-7: Quotations Related to Divisive Labeling
- Exercise 3-8: Current Events Related to Divisive Labeling

Diversity Secret #4: Page 43

A post-racial society will never be possible if we can't stop talking about race.

Includes the following critical thinking exercises beginning on Page 48:

- Exercise 4-1: Behind the "Racist Society" Narrative
- Exercise 4-2: Assessing Systemic Racism Claims
- Exercise 4-3: Is It Bad to Be White?
- Exercise 4-4: The Macro Problem with Our Quest for Microaggression
- Exercise 4-5: Race as a Sense of Purpose
- Exercise 4-6: Race Fatigue
- Exercise 4-7: Following Proven Leaders
- Exercise 4-8: Experiences Speak Louder Than Words
- Exercise 4-9: Racism Goes Both Ways
- Exercise 4-10: Racialized Retail
- Exercise 4-11: Quotations Related to Our Inability to Achieve a Post-Racial Society
- Exercise 4-12: Current Events Related to Our Inability to Achieve a Post-Racial Society

Diversity Secret #5: Page 57

Managed immigration is an essential element of successful diversity, not an impediment to it.

Includes the following critical thinking exercises beginning on Page 63:

- Exercise 5-1: Who Are We, Then?
- Exercise 5-2: A Better Life Requires Better People Management
- Exercise 5-3: Not In My Back Yard
- Exercise 5-4: Managed Immigration Protects Immigrants, Too
- Exercise 5-5: Potential Immigrants Are Not Always Good People
- Exercise 5-6: Rebranding the Immigration Process
- Exercise 5-7: Sanctuary Cities and Social Order
- Exercise 5-8: Viewing Enforcers as Enemies
- Exercise 5-9: The Sustainability Double Standard
- Exercise 5-10: Quotations Related to Managed Immigration
- Exercise 5-11: Current Events Related to Managed Immigration

Diversity Secret #6: Page 71

The terms diversity, equity, and inclusion are wrongly used in tandem, as the equity component impedes true diversity or inclusion.

Includes the following critical thinking exercises beginning on Page 76:

- Exercise 6-1: The Bad Evolution of a Good Intention
- Exercise 6-2: The Undeniable Merits of Merit
- Exercise 6-3: Discriminatory DEI
- Exercise 6-4: The DEI Brand Illusion
- Exercise 6-5: Academic Inequity

Exercise 6-6: Equity Politics Exercise 6-7: The Game of Equity Exercise 6-8: Quotations Related to Equity Exercise 6-9: Current Events Related to the Inequalities of Equity

Diversity Secret #7: Page 83

Though widely embraced, melting pots and mosaics are not good models for successful diversity.

Includes the following critical thinking exercises beginning on Page 88:

- Exercise 7-1: The Homogeneity Factor
- Exercise 7-2: Not All Are Welcome to Melt
- Exercise 7-3: Many Mosaics are Ugly
- Exercise 7-4: Commonsense Compliance
- Exercise 7-5: Helping with Assimilation Essentials
- Exercise 7-6: Cultural Preservation and Enrichment
- Exercise 7-7: Quotations Related to Cultural Assimilation
- Exercise 7-8: Current Events Related to Cultural Assimilation

Diversity Secret #8: Page 93

A functional society requires diversity in thought and expression as much as it requires diversity in people.

Includes the following critical thinking exercises beginning on Page 97:

- Exercise 8-1: Addressing Ideological Suppression
- Exercise 8-2: In Pursuit of Pluralism
- Exercise 8-3: Disagreement as Bigotry
- Exercise 8-4: The Suppression Quid Pro Quo
- Exercise 8-5: The Practice of Selective Protection
- Exercise 8-6: When Big Tech Controls the Narrative
- Exercise 8-7: The Changing Role of HR
- Exercise 8-8: Restoring Media Integrity
- Exercise 8-9: Quotations Related to Diversity in Thought
- Exercise 8-10: Current Events Related to Diversity in Thought

Diversity Secret #9: Page 105

The pursuit of diversity does not place any individual or group above the law.

Includes the following critical thinking exercises beginning on Page 110:

- Exercise 9-1: The Defamation Exemption
- Exercise 9-2: The Media Crime of Protecting Criminals
- Exercise 9-3: Selective Insurrections
- Exercise 9-4: The Lost Art of Criminal Profiling

Exercise 9-5: Inciteful "Leaders"Exercise 9-6: When Diversity Leads to AnarchyExercise 9-7: Quotations Related to Diversity and the LawExercise 9-8: Current Events Related to Diversity and the Law

Diversity Secret #10: Page 117

Beware those who surrender their individuality to the interests and consensus of specific groups.

Includes the following critical thinking exercises beginning on Page 122:

Exercise 10-1: The Social Cost of Conformity Exercise 10-2: Abandoning Personal Values Exercise 10-3: The Increasing Prevalence of Special Interest Groups Exercise 10-4: Approval Through Acquiescence Exercise 10-5: Broadening Our Bidimensional Political Perspective Exercise 10-6: Understanding and Addressing Group Extremism Exercise 10-7: Quotations Related to Group Influence Exercise 10-8: Current Events Related to Group Influence

Diversity Secret #11: Page 129

The diversity crusade has become an obsession and imposition that is turning people against the cause.

Includes the following critical thinking exercises beginning on Page 135:

- Exercise 11-1: Determining Optimal Diversification
- Exercise 11-2: Disruptive Diversity
- Exercise 11-3: We Don't Need to Be Diverse at All Times
- Exercise 11-4: What Is a Chief Diversity Officer?
- Exercise 11-5: When Diversity Crosses the Line
- Exercise 11-6 Seeking Out the Real Experts
- Exercise 11-7: Breaking the Diversity-Hypersensitivity Link
- Exercise 11-8: Diversity as a Ruse
- Exercise 11-9: Athletes Playing the Social Science Game
- Exercise 11-10: Quotations Related to the Imposition of Diversity
- Exercise 11-11: Current Events Related to the Imposition of Diversity

Diversity Secret #12: Page 143

Academia claims to be a model for diversity but is actually a significant impediment to it.

Includes the following critical thinking exercises beginning on Page 149:

Exercise 12-1: Eliminating the Tenure Trap Exercise 12-2: Some Applicants are More Equal than Others

- Exercise 12-3: Speak Like Us or Forever Hold Your Peace
 Exercise 12-4: Tainting Scholarship with Subversion
 Exercise 12-5: Why are Taxpayers Footing the Bill?
 Exercise 12-6: Dangerous Safe Spaces
 Exercise 12-7: Degree Devaluation
 Exercise 12-8: Holistic Discrimination
- Exercise 12-9: Quotations Related to Diversity in Academia
- Exercise 12-10: Current Events Related to Diversity in Academia

Diversity Secret #13: Page 157

Respecting faith and rejecting fanaticism are key requirements for achieving and maintaining lasting diversity.

Includes the following critical thinking exercises beginning on Page 162:

- Exercise 13-1: Nurturing the Spiritual Aspect of Faith
- Exercise 13-2: When Faith Endangers
- Exercise 13-3: Fighting over the Better Faith
- Exercise 13-4: The Practice of Selective Secularism
- Exercise 13-5: The Increasing Fanaticism of Non-Faith
- Exercise 13-6: Diversity as Religious Fanaticism
- Exercise 13-7: Quotations Related to Faith and Fanaticism
- Exercise 13-8: Current Events Related to Faith and Fanaticism

Diversity Secret #14: Page 167

Many will choose victimhood over diversity so long as there is more power in being a "victim" than there is for joining in.

Includes the following critical thinking exercises beginning on Page 172:

Exercise 14-1: Benefitting from the Victim Brand

Exercise 14-2: Aiding and Abetting the Opportunists

Exercise 14-3: Preying on Fear

Exercise 14-4: Breaking the Victim Cycle

Exercise 14-5: Masking Real Bigotry

Exercise 14-6: Putting Others in an Unfavorable Light

Exercise 14-7: Keeping the Hate Coming

- Exercise 14-8: Quotations Related to Manufactured Victimhood
- Exercise 14-9: Current Events Related to Manufactured Victimhood

Diversity Secret #15: Page 179

Successful diversity is the result of a hard-earned partnership, and not of an ideological pursuit.

Includes the following critical thinking exercises beginning on Page 184:

Exercise 15-1: Different Does Not Mean Special

Exercise 15-2: Thinking for Yourself

Exercise 15-3: A Diverse Society is Not a Perfect Society

Exercise 15-4: True Diversity Is About Quality, Not Quantity

Exercise 15-5: Diversification Does Not Exempt Participation

Exercise 15-6: Signs and Slogans Do Not Make Us More Diverse

Exercise 15-7: Quotations Related to Ideological Diversity

Exercise 15-8: Current Events Related to Ideological Diversity