

1

U.B.'s Policy on **Academic Freedom**

"Acceptance by an institution of the principles of academic freedom implies that teachers in that institution are free to investigate any subject, no matter how much it may be hedged about by taboos; that they are free to make known the results of their investigation and their reflection by word of mouth or in writing, before their classes or elsewhere; that they are free as citizens to take part in any public controversy outside the institution; that no repressive measures, direct or indirect, will be applied to them no matter how unpopular they may become through opposing powerful interests or jostling established prejudices, and no matter how mistaken they may appear to be in the eyes of members and friends of the institution; that their continuance in office will be in all instances governed by the prevailing rules of tenure and that their academic advancement will be dependent on their scientific competence and will be in no way affected by the popularity or unpopularity of their opinions or utterances.... "



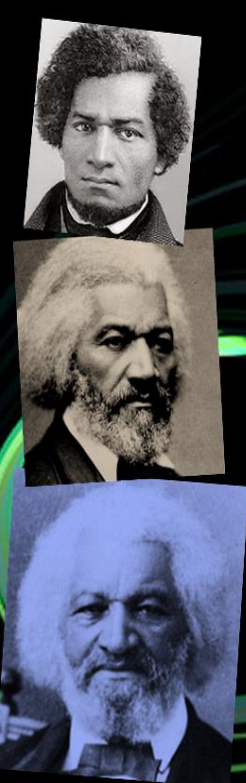
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ACKNOWLEDGING **RACIALIZATION**

"Race continues to play a defining role in one's life trajectory and outcomes. A complex system of racial bias and inequities is at play, deeply rooted in our country's history, culture and institutions. This system of racialization — which routinely confers advantage and disadvantage based on skin color and other characteristics — must be clearly understood, directly challenged and fundamentally transformed. If our nation is to live up to its democratic ideals — that all people are created equal and treated fairly — then racial equity and inclusion must be at the forefront of how we shape our institutions, policies and culture."

The Annie E. Casey Foundation, United States. *Race Equity and Inclusion Action Guide*, 2014, p. 2.

3




"This **Fourth of July** is yours, not mine. You may rejoice, I must mourn. To drag a man in fetters into the grand illuminated temple of liberty, and call upon him to join you in joyous anthems, [is] inhuman mockery and sacrilegious irony.... What, to the American slave, is your 4th of July? I answer; a day that reveals to him, more than all other days in the year, the gross injustice and cruelty to which he is the constant victim. To him, your celebration is a sham; your boasted liberty, an unholy license; your national greatness, swelling vanity; your sounds of rejoicing are empty and heartless; your denunciation of tyrants, brass fronted impudence; your shouts of liberty and equality, hollow mockery; your prayers and hymns, your sermons and thanksgivings, with all your religious parade and solemnity, are, to Him, mere bombast, fraud, deception, impiety, and hypocrisy—a thin veil to cover up crimes which would disgrace a nation of savages. There is not a nation on the earth guilty of practices more shocking and bloody than are the people of the United States, at this very hour.

Frederick Douglass
 (Escaped African American slave, abolitionist, writer, and orator)
 From an address delivered on July 5, 1852, in Rochester, New York

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What is Racism / Ethnicism?

"Racism (and/or **ethnicism**) is, at once, an **ideology** (meaning a systematic set of beliefs, in this case fallacious beliefs, that govern and validate human behavior) and systematic **behavioral practice**, at both **interpersonal** and **institutional** levels, of **oppression**, based on the essentialist "othering" of human beings of a different hue and/or culture that was first invented by Europeans, beginning roughly in the fifteenth century when they began their voyages of exploitation across the world—fueled initially by merchant capitalism and later industrial capitalism—to legitimate a racially-based **imperialist** system of **economic exploitation** and **settler** oppression underwritten by military prowess and sanctified first by an **occidental** version of the Christian religion and later by a racialized occidental science, at the heart of which was the denial of the humanity of those so victimized.



Group	Population	Wealth
Whites	77%	90%
African-Americans	13%	2.6%

aversion racism genuinely believe in equality, but unconsciously harbor racial prejudice.

THE POSSESSIVE
 NOW WHITE PEOPLE PROFIT FROM IDENTITY POLITICS
 GEORGE LIPSITZ

THE WAGES OF WHITENESS
 Race and the Making of the American Working Class
 DAVID R. ROEDIGER

5

“Tell no lies...
Claim no easy victories...”

“Tell no lies...
Claim no easy victories...”

“Tell no lies...
Claim no easy victories...”

“Tell no lies...
Claim no easy victories...”

—*Amilcar Cabral*



6

Latest Scientific Discovery on the Sizes of the Human Brain



AFRICAN



ARAB



ASIAN



AUSTRALASIAN



EUROPEAN



LATINA/O



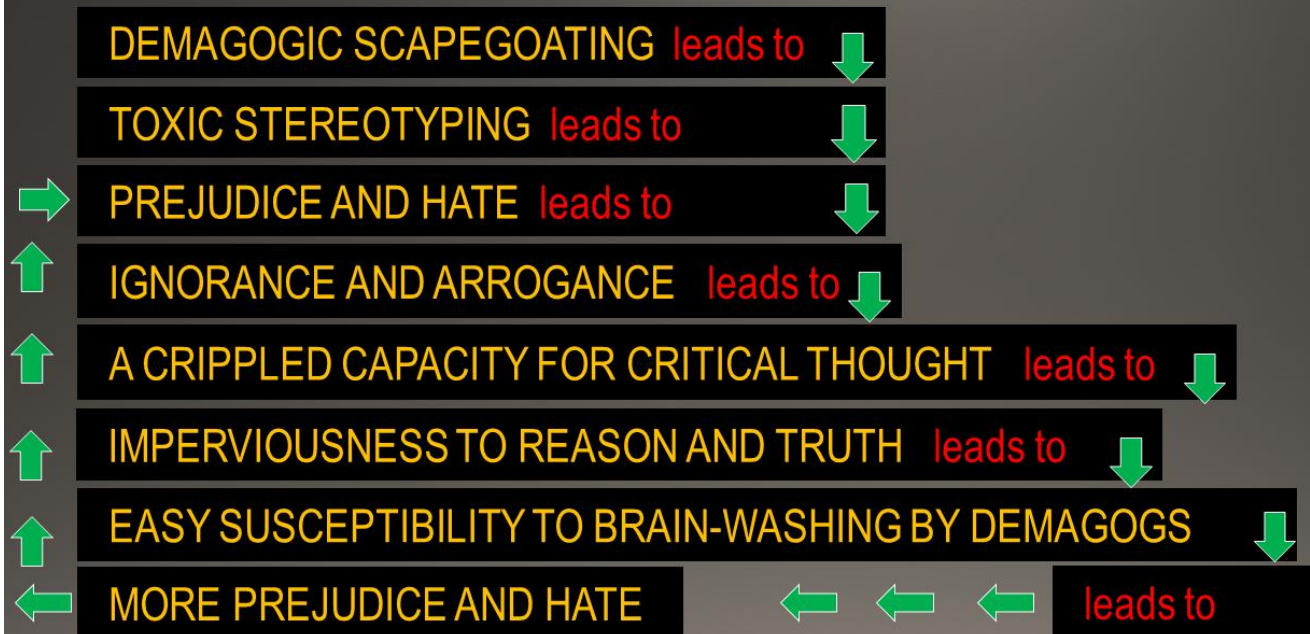
NATIVE
AMERICAN



RACIST

7

THE “DEAD” BRAIN: A VICIOUS CIRCLE





What is Democracy?

"WE hold these Truths to be self-evident, that all [Persons] are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the Pursuit of Happiness."
—Preamble to the U.S. Declaration of Independence

There are two types of democracy: *Interpersonal* Democracy and *Institutional* Democracy. At the same time, the latter in its true sense, has **two** related halves: the *procedural* and the *authentic* (or substantive).

The first half, *procedural* democracy, refers to "majority rule" (but qualified by a *bill of rights* that protects minorities) and the accompanying institutional processes of universal suffrage, elections, term-limits, legislative representation, *the rule of law*, separation of powers, etc.

On the other hand, *authentic* democracy refers to equitably securing access for all human beings to the **four** fundamental *existential* needs: food, shelter, health, and security. Therefore, the purpose of procedural democracy is to guarantee authentic democracy. **In other words, the former is a means to the latter!**

Interpersonal Democracy refers to interpersonal relations among individuals in a society that are governed by the principle of equality of opportunity for respect, acceptance, and non-discrimination—regardless of age, class, color, ethnicity, gender, and other similar social structural markers.

"...government of the people, **by** the people, **for** the people, shall not perish from the earth."
—President Abraham Lincoln, the Gettysburg Address

10

PATRIARCHY

"Patriarchy is a political-social system that insists that males are inherently dominating, superior to everything and everyone deemed weak, especially females, and endowed with the right to dominate and rule over the weak and to maintain that dominance through various forms of psychological terrorism and violence.... Clearly we cannot dismantle a system as long as we engage in collective denial about its impact on our lives. Patriarchy requires male dominance by any means necessary, hence it supports, promotes, and condones sexist violence."

—BELL HOOKS (WRITER, TEACHER, FEMINIST INTELLECTUAL, AND ACTIVIST)

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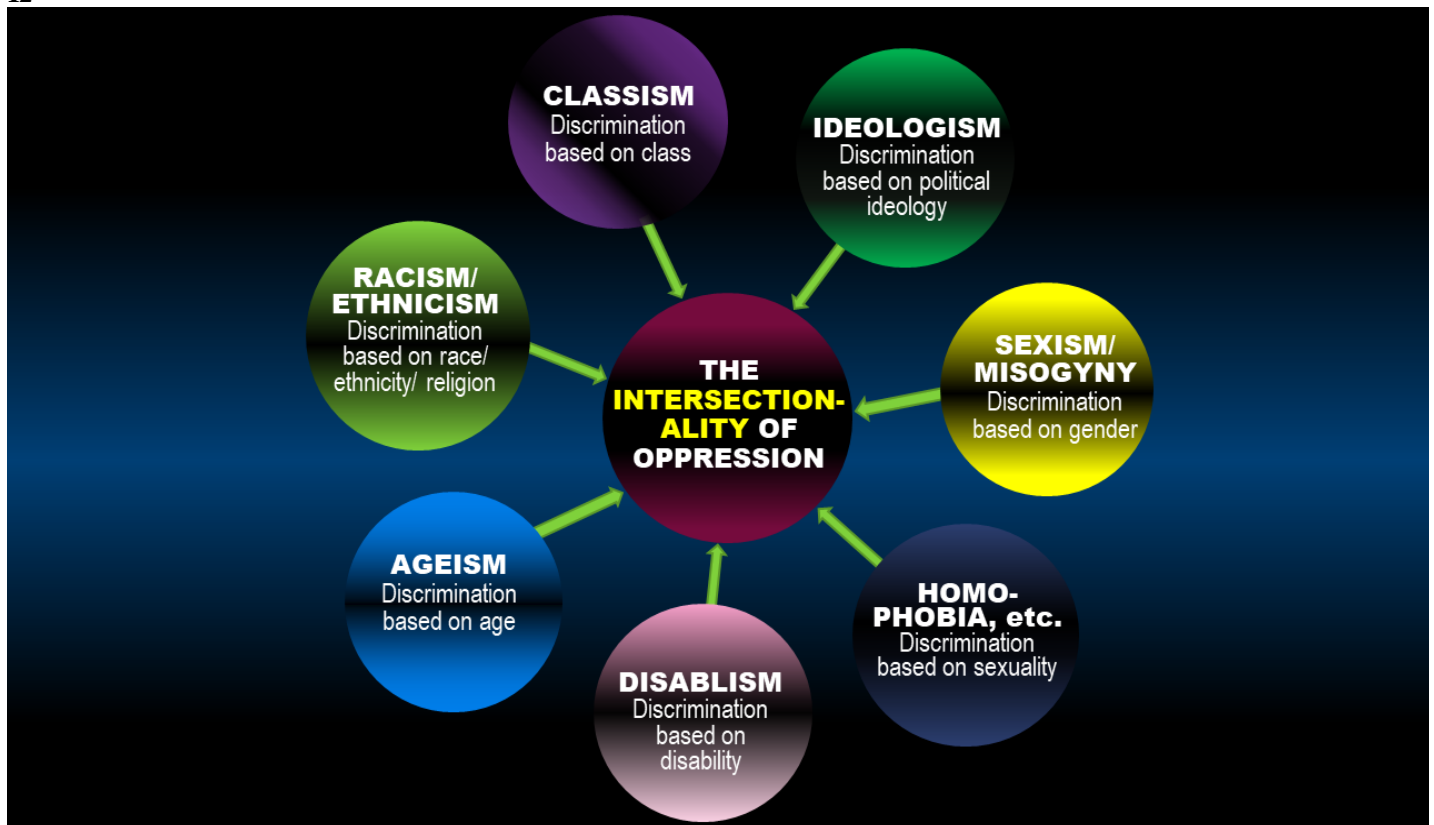
What is Intersectionality?

Intersectionality refers to the complex web of different forms of oppression--such as sexism, racism, and classism--experienced simultaneously by marginalized individuals and groups in a society in such a way as to constitute *super-oppression*; that is, "the whole is greater than the sum of its parts" (to borrow a well-known phrase from the Greek philosopher Aristotle).

Note: The theory behind intersectionality was first articulated by the African American legal scholar Kimberlé Crenshaw in her article published in 1989 in the journal *University of Chicago Legal Forum*, titled "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics." She had written it as a criticism of white feminists who, quite often, remained naively insensitive to the racism that black women experienced in United States--a problem that continues to plague them to this day because of their *colorblind racism*.



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"THE EMOTIONAL, SEXUAL, AND PSYCHOLOGICAL STEREOTYPING OF FEMALES BEGINS WHEN THE DOCTOR SAYS, 'IT'S A GIRL.'"

—**Shirley Chisholm** (U.S. Congress Woman, 1969-1983) "Unbought and Unbossed"

"I want history to remember me... not as the first black woman to have made a bid for the presidency of the United States, but as a black woman who lived in the 20th century and who dared to be herself. I want to be remembered as a catalyst for change in America." —**Shirley Chisholm** (1924-2005)



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Title IX and Gender Equity **The Step Child of the 1964 Civil Rights Act**

On the heels of signing into law the **1964 Civil Rights Act**, President Lyndon B. Johnson pushed on with his legislative effort to advance the civil rights agenda, at the behest of the civil rights movement, by issuing **Executive Order 11246** on September 24, 1965. The Order prohibits employment discrimination by agencies of the Federal Government and by contractors doing business with it because of a person's race, color, religion, or national origin. Additionally it requires them to make a special effort to redress historically-determined employment imbalances through "affirmative action."

Later, President Johnson went a step further, prompted by a number of women's advocacy groups, to issue **Executive Order No. 11375** on October 13, 1967, which in effect corrected a glaring omission in the 1964 Civil Rights Act—due to Congressional legislative politics— regarding employment discrimination against women in federal government agencies. This latter Order amended Executive Order 11246 to add "sex" to the other four categories of non-discrimination.

THE WOMEN BEHIND TITLE IX AND GENDER EQUITY

Three black and white portrait photographs of women are arranged vertically. The top photo is of Dr. Bernice R. Sandler, a woman with short, light-colored hair and glasses. The middle photo is of Rep. Edith S. Green, a woman with short, dark hair. The bottom photo is of Rep. Patsy T. Mink, a woman with short, dark hair.

Dr. Bernice R. Sandler

Rep. Edith S. Green

Rep. Patsy T. Mink

Title IX

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance...."

(Title IX of the Education Amendments of 1972, renamed in 2002 as Patsy Takemoto Mink Equal Opportunity Education Act of 1972 in honor of one of its sponsors and co-author, following her death.)

With the efforts of women such as Bernice R. Sandler, Congressional Representative Edith Green (Democrat) and Congressional Senator Patsy T. Mink (Democrat), supported by several women's advocacy groups, Executive Order 11246 as amended, eventually became a new law, known as *Title IX Amendment of the Higher Education Act*, in 1972 (which would later be renamed the *Patsy T. Mink Equal Opportunity in Education Act* in 2002).

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PATRIARCHY

- Unequal pay for the same work
- Sexual harassment and violence
- Demeaning / dehumanizing media depictions
- Objectification of personhood
- Arrogant claims over ownership of time / labor
- Persistent violations of human rights / civil rights
- Celebration of the culture of rape and misogyny
- Claims over ownership of the female body
- Arbitrary assignment of gender roles
- Male domination of the workplace
- Male domination of the political system
- Male domination of the economic system

"The enemy of feminism isn't men. It's patriarchy, and patriarchy is not men. It is a system, and women can support the system of patriarchy just as men can support the fight for gender equality."

—*Justine Musk (Canadian Author)*

MISOGYNY

At the level of the *individual male*, according to *Psychology Today*: “misogyny is typically an unconscious hatred that men form early in life, often as a result of a trauma involving a female figure they trusted.... Women haters (unconsciously) get off on treating women badly. Every time they can put down a woman or hurt her feelings, they unconsciously feel good because deep down in their hidden brain, their bad behavior is rewarded with a dose of the pleasure chemical dopamine—which makes them want to repeat the behavior again and again.” It then lists these traits as typical of the misogynist:

- “He will zero in on a woman and choose her as his target. Her natural defenses may be down because he’s flirtatious, exciting, fun, and charismatic at first.
- As time goes on, he begins to reveal a Jekyll & Hyde personality. He may change quickly from irresistible to rude, and from rude back to irresistible.
- He will make promises to women and often fail to keep them. With men, on the other hand, he will almost always keep his word.
- He will be late for appointments and dates with women, but be quite punctual with men.
- His behavior toward women in general is grandiose, cocky, controlling, and self-centered.
- He is extremely competitive, especially with women. If a woman does better than him socially or professionally, he feels terrible....
- He will unknowingly treat women differently from men in workplace and social settings, allowing men various liberties for which he will criticize female colleagues or friends.
- He will be prepared (unconsciously) to use anything within his power to make women feel miserable. He may demand sex or withhold sex in his relationships, make jokes about women or put them down in public, “borrow” their ideas in professional contexts without giving them credit, or borrow money from them without paying them back.
- On a date, he will treat a woman the opposite of how she prefers....
- Sexually, he likes to control women and gives little or no attention to their sexual pleasure....
- He will cheat on women he is dating or in a relationship with. Monogamy is the last thing he feels he owes a woman.
- He may suddenly disappear from a relationship without ending it, but may come back three months later with an explanation designed to lure the woman back in.

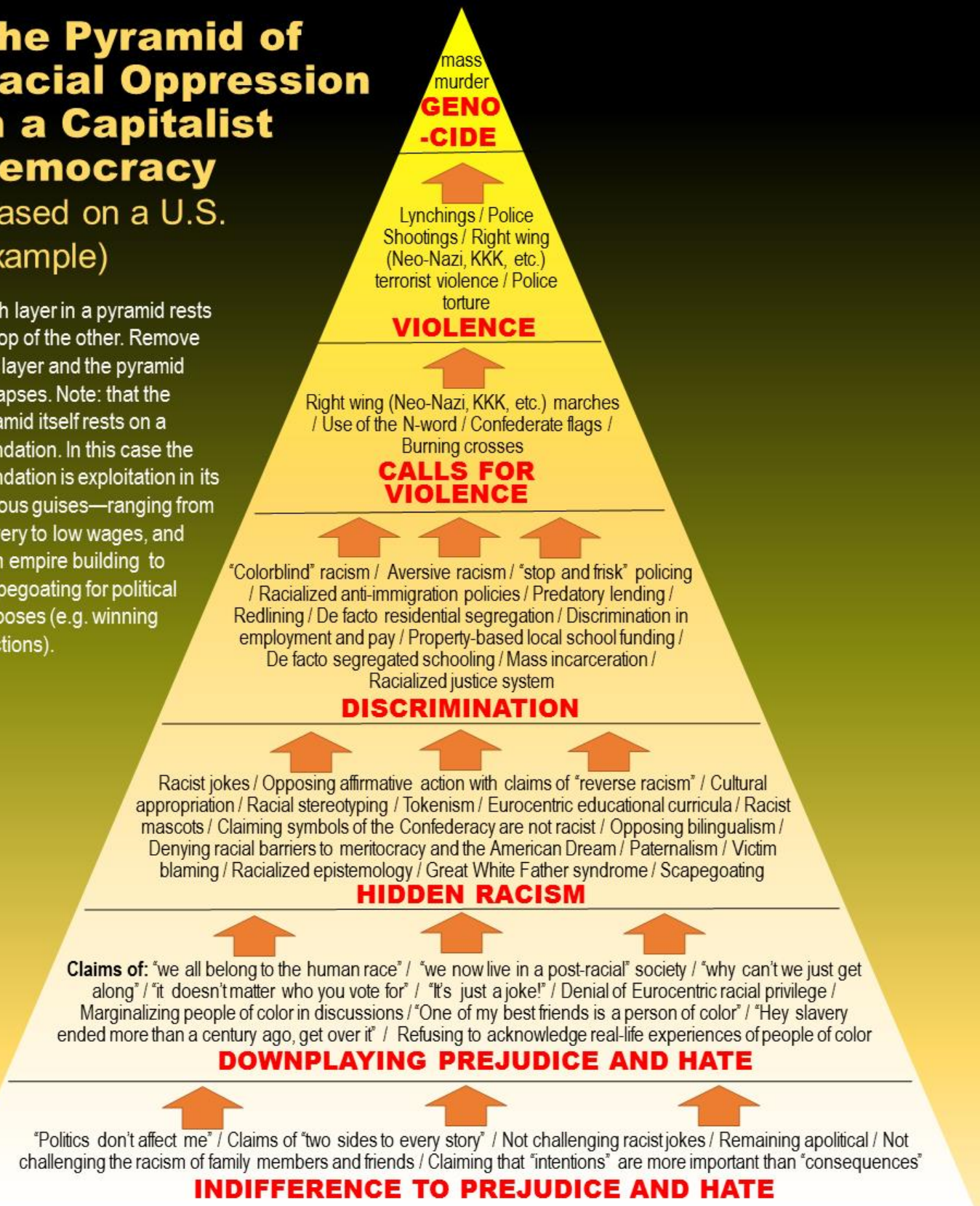
Only rarely will a misogynist possess every one of these traits, which makes it harder to identify them. Their ability to lure women in with their charm and charisma adds to the difficulty of spotting the early-warning signs.”

Source: “12 Ways to Spot a Misogynist” By Berit Brogaard in *Psychology Today*, 2015 (Available at www.psychologytoday.com)

The Pyramid of Racial Oppression in a Capitalist Democracy

(based on a U.S. Example)

Each layer in a pyramid rests on top of the other. Remove any layer and the pyramid collapses. Note: that the pyramid itself rests on a foundation. In this case the foundation is exploitation in its various guises—ranging from slavery to low wages, and from empire building to scapegoating for political purposes (e.g. winning elections).



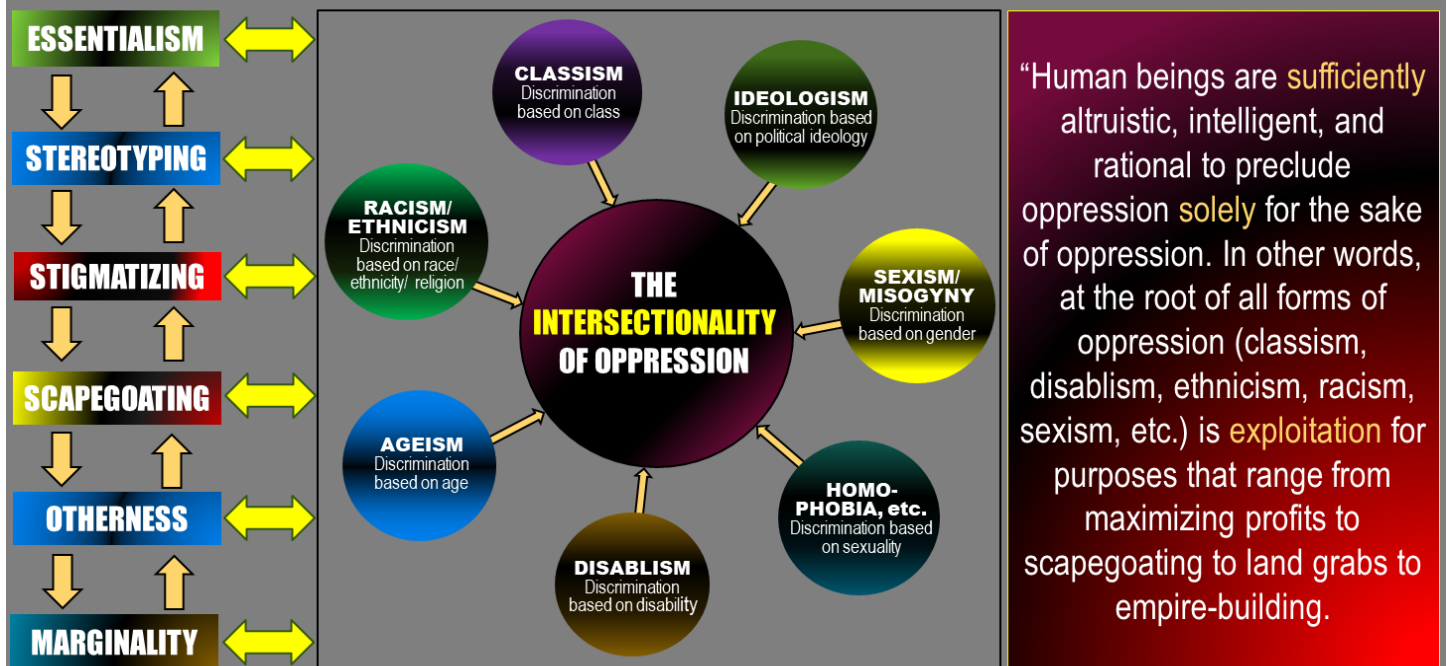
Adapted from the diagram by Ellen Tuzzolo and Safehouse Progressive Alliance for Nonviolence

THE ILLUSION OF HISTORY

In the river of time, on which we are all travelers, there are no boundaries between the *past*, the *present*, and the *future*; because history is always part of the present, just as the present is always part of the future.

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THE INGENUITY OF THE IDEOLOGICAL MECHANISMS OF OPPRESSION



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WHAT IS CRITICAL THINKING?

It is the rigorous interdisciplinary intellectual practice of critically, skillfully, and consistently investigating, problematizing, conceptualizing, analyzing, synthesizing, theorizing, evaluating, and applying information against the backdrop of cognitive behavior characterized by, among other things:

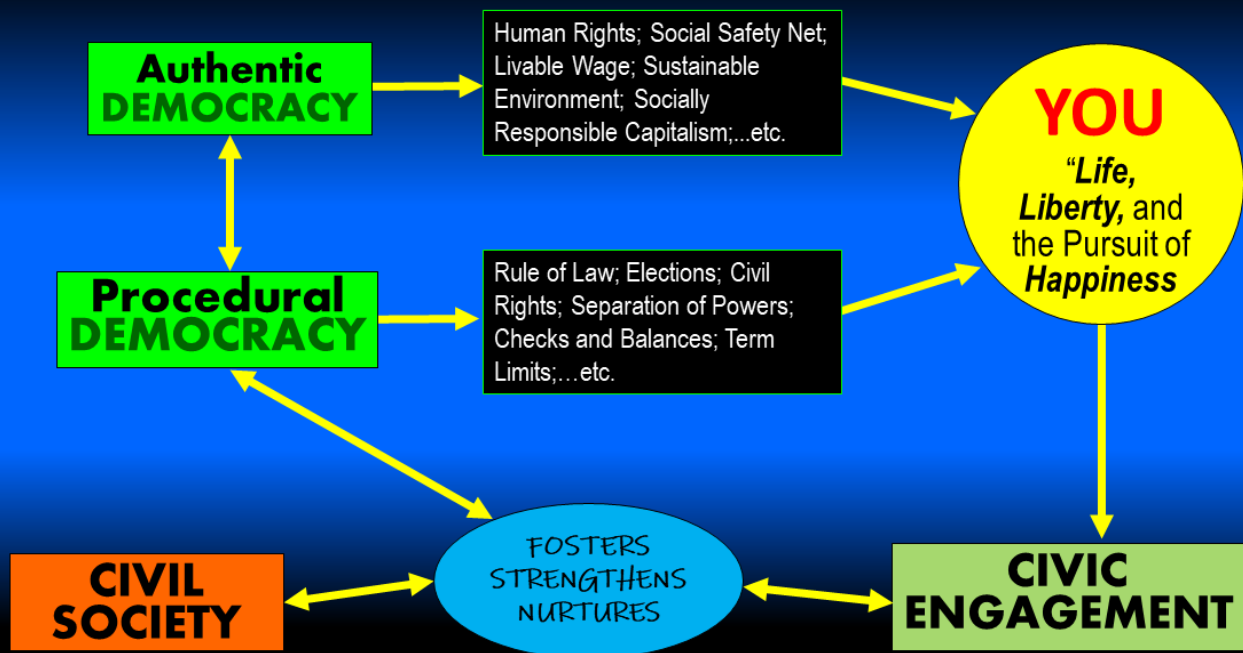
- the scrupulous application of moral reasoning to ethical questions;
- professionalism (defined here as a web of interlinked behavioral habits, that include dedication, dependability, diligence, compassion, dignity, competence, civility, impartiality, honesty, and so on);
- a fiery passion for truth;
- a relentless commitment to fairness and justice (in one's own personal life, and in social terms);
- a profound belief in the value of honest research;
- intellectual humility;
- patience and open-mindedness to take seriously the views of peers;
- a deep commitment to the acquisition of knowledge and information on a variety of issues, both, personal as well as public;
- uncompromising honesty in confronting personal biases, prejudices, stereotypes, etc.;
- possession of limitless curiosity regarding all kinds of intellectual subject matter; and
- a refusal to make judgments that are not based on reasoned reflection.



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DEMOCRACY and YOU

Everything is connected; therefore, **you** must do your part!



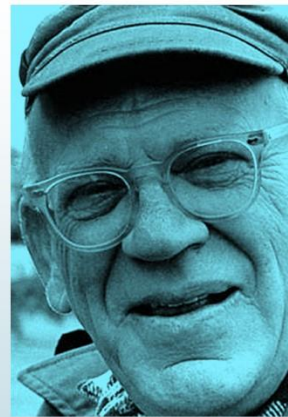
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“Rudeness is a weak person’s imitation of strength

—Eric Hoffer (philosopher)



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VERISIMILITUDE AND THE SOCIALIZATION OF MARGINALITY (with the U.S. as an example)

Human desire for pleasure in the form of performance entertainment (genetically determined? Probably). ↓

Leads to a permanent and insatiable quest for verisimilitude. ↓

Leads to the invention of cinema/television (and mass visual entertainment). ↓

Requires expensive technology aimed at high **production values** (and distribution). ↓

Requires large financial outlays—especially because films are almost always a gamble (in terms of viewership). ↓

Requires marketing to as large an audience as possible to recoup the financial investment. ↓

Requires themes and depictions that are in consonance with the outlook of the majority of the audience—Euro-Americans, males, etc. ↓

In the areas of race/gender/class relations these themes and depictions will play to preexisting racist/ sexist/ class stereotypes, as well as act to reinforce them. In other words, there is a dialectical relationship between say, racism and sexism in film, and racism and sexism in society at large. ↓

In addition, leads to textual erasure of people of color, women, etc. from scenes and storylines altogether—as if they don't exist in society at all. ↓

Final outcome: socialization of marginality of people of color, women, the working class, etc. (because films have become a powerful medium of socialization in general).

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What is Aversive Racism?

Aversive racism is racist discrimination that works primarily at the individual level (but which may also be manifest, aggregatively, at the societal level) where, in contrast to traditional forms of racism, there is an **aversion** to associating with the target of the discrimination, the **racial Other**, but the perpetrator all the while claiming that he/she is not a racist and in fact firmly believes in such progressive values as: all persons are created equal; racist discrimination is inherently wrong; racial/ethnic diversity everywhere should be the natural state of affairs; and so on. While this dissonance between belief and actual behavior may, at first, appear to be a case of nothing less than blatant hypocrisy, it is not really so because the belief may be quite genuine given the subjection from infancy to adulthood to the socializational imperatives of a socio-cultural-political environment that *ostensibly* (repeat, ostensibly) champions these values, as in the case of Western capitalist democracies. What, then, is the source of this dissonance, which for the racial Other can be just as injurious as dominative racism? To put it very concisely: the historically determined persistence of institutional racism against the backdrop of a legislative environment that attempts to prohibit it.

Some Examples of Aversive Racism

- Not objecting to attending a multiracially diverse educational institution, yet always avoiding interacting with the racial other (in the classroom, in the cafeteria, in the dorms, in hallways, on commuter busses, etc.).
- Avoiding eye-contact while speaking to the racial other in the workplace, and other similar interpersonal behaviors.
- Supporting the prohibition of racist discrimination in housing while all the while—in practice—accepting, and participating in residential segregation (a pervasive phenomenon, for example, in United States).
- Rationalizing racially discriminatory conduct in employment in *terms other than obvious racism*.
- Subjecting the racial other to different and hence debilitating standards of evaluation in places where evaluations are a norm (e.g. for purposes of promotions in the workplace, when grading coursework in educational settings, when determining pay rates, and so on).



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The "Self-oppression" of Identity Politics

In an irony of ironies, "identity politics" is exactly what the ruling elites need in their effort to maintain their hegemony.

What is Identity Politics?
It is the bizarre position that the agenda of only one's own group, however one defines the boundary of that group, matters in the legitimate struggles for political, economic, and social justice in a societal context where oppression affects all (even if only to varying degrees), except the oppressors of course—which in a capitalist society is the bourgeoisie; that is, the ruling elites. Strategically, identity politics is the politics of failure because it is divisive politics and not inclusive politics, given its inability to build and sustain alliances in a common struggle against all oppression, whatever its forms (classism, racism, ethnicism, sexism, and so on).



Among the dangerous pitfalls of "identity politics" is the view that one's pain from oppression is the only pain worthy of acknowledgement by all. It is dangerous because it discourages the building of alliances to overcome all forms of oppression, without which one's own oppression will also remain unaddressed. Moreover, it is a morally bankrupt view that suggests that oppression exists only when it affects oneself; the oppression that others face is of no relevance.

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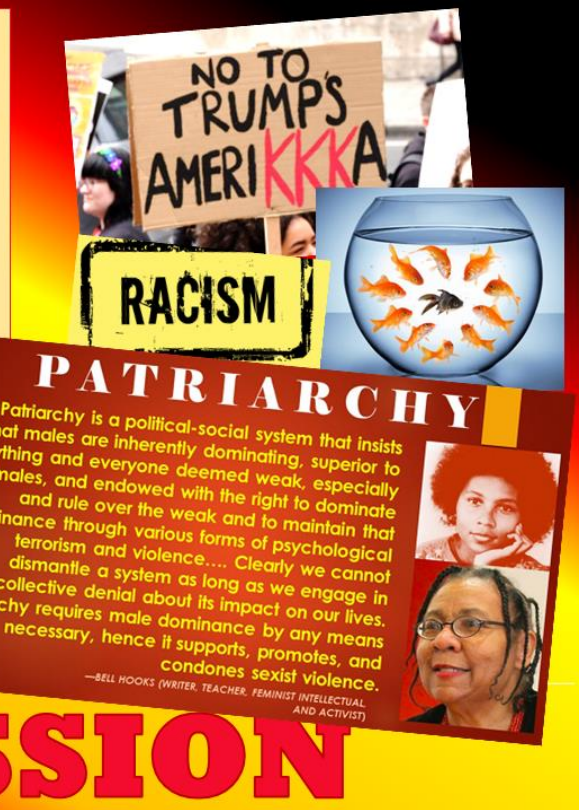
What is Fascism?

A highly malignant political ideology, movement, and governmental practice, on the extreme right of the political spectrum, that stands in pathological opposition to democracy that first rose to national prominence in Nazi Germany, and in Benito Mussolini's Italy. It combined cultist worship of leaders, millenarianism, jingoism, militarism, totalitarianism, virulent ethnicism/ racism, and capitalism into one ideological package (and which saw the use of violence and terror as legitimate instruments for achieving its ends), symptomatic of which was the Second World War and all the horrors that ensued, including the Nazi-led Holocaust (Shoah). For the masses, the selling point of fascism is its deeply malevolent and unabashed political uses of ethnicism/racism—especially the scapegoating of the politically weak and the powerless. It may be noted that considered generically, a modified form of fascist ideology (which can be labeled as proto-fascism) existed in apartheid South Africa and the Jim Crow South in the United States. Interestingly, fascism as an ideology has increasingly come into vogue in recent years among the white ignorantsia—especially young white supremacists in the U.S., in Europe, and elsewhere.

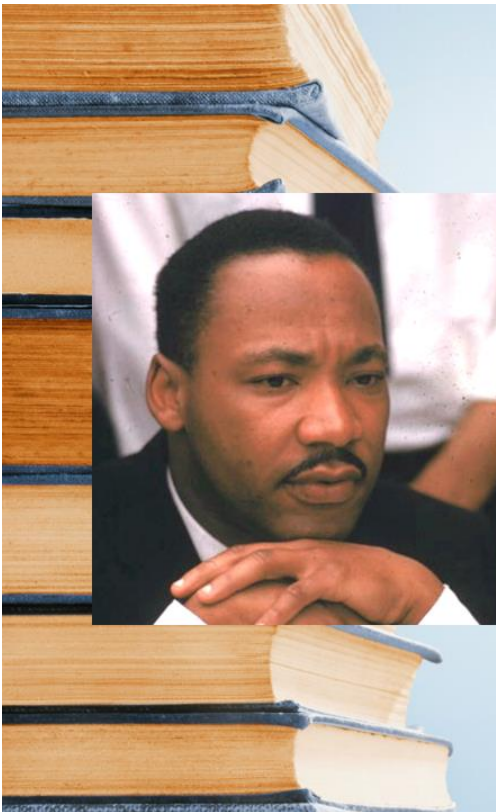


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“Human beings are *sufficiently* altruistic, intelligent, and rational to preclude oppression **solely** for the sake of oppression. In other words, at the root of **all** forms of oppression (classism, disablism, ethnicism, racism, sexism, etc.) is **exploitation** for purposes that range from maximizing profits to scapegoating to empire-building.



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“Nothing in the world is more dangerous than sincere ignorance and conscientious stupidity.”

Martin Luther King, Jr.

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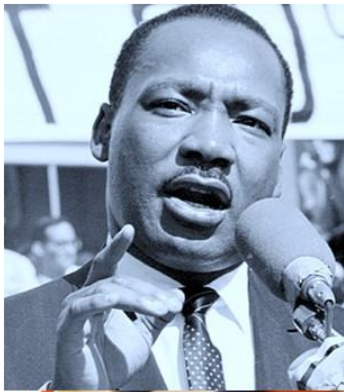
On Being Ignorant of One's Own Ignorance

Suffering from the Dunning-Kruger Effect

This is a cognitive weakness where “poor performers in many social and intellectual domains seem largely unaware of just how deficient their expertise is. Their deficits leave them with a double burden—not only does their incomplete and misguided knowledge lead them to make mistakes but those exact same deficits also prevent them from recognizing when they are making mistakes and other people choosing more wisely.”

SOURCE: “The Dunning–Kruger Effect: On Being Ignorant of One's Own Ignorance,” by David Dunning. Published in *Advances in Experimental Psychology* 44 (2011): 247-296.

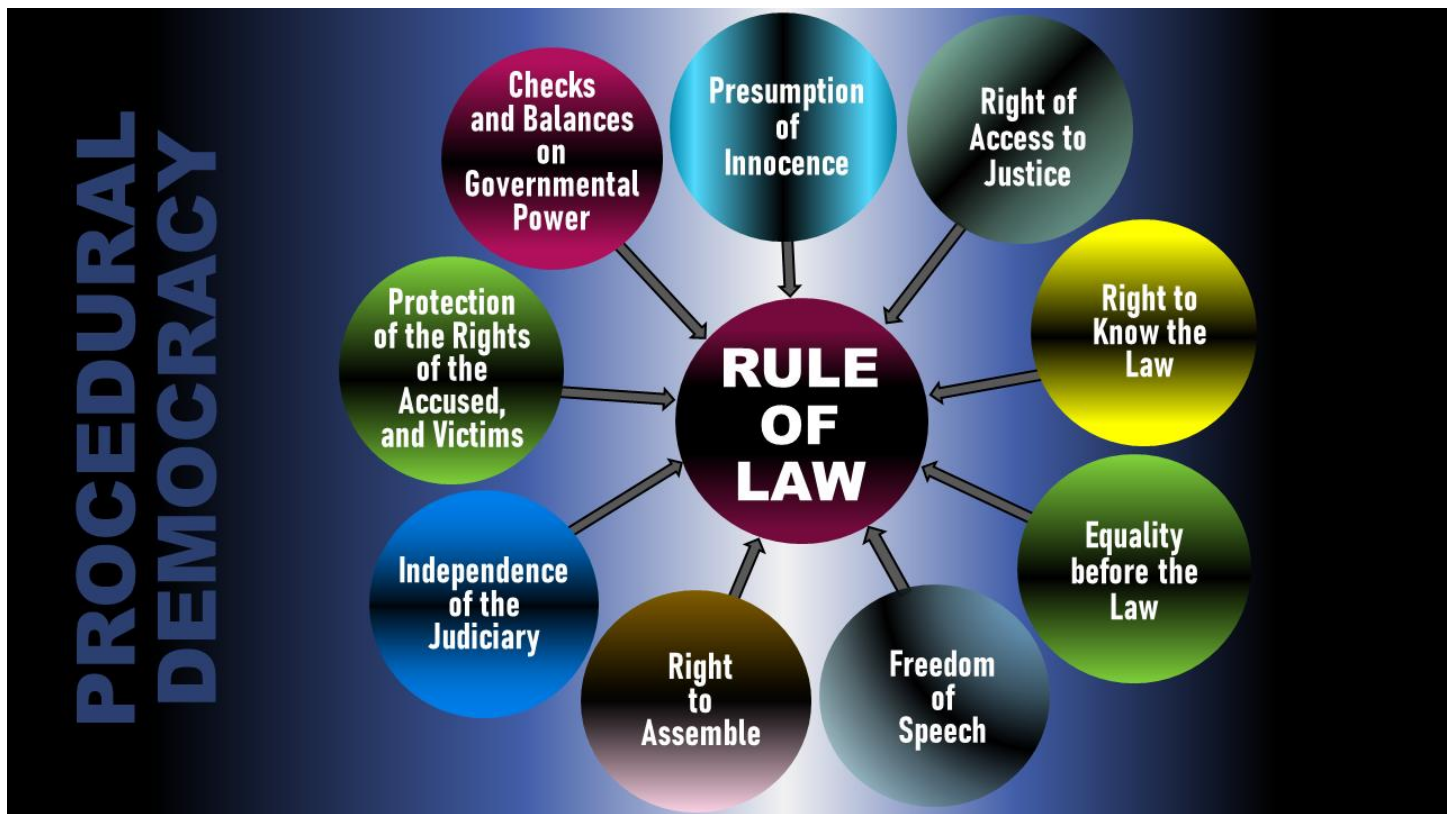
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“If we are not careful, our colleges will produce a group of close-minded, unscientific, illogical propagandists, consumed with immoral acts. Be careful, 'brethren!' Be careful, teachers!....”

“Education must enable one to sift and weigh evidence, to discern the true from the false, the real from the unreal, and the facts from the fiction....”

Martin Luther King, Jr.—“The Purpose of Education” from Morehouse College student newspaper, *The Maroon Tiger*, 1947



"We are the women who care for this country. We are Black, we are women of color, we are immigrants. Behind closed doors we face harassment and abuse. Today, we stand with farmworkers and women in Hollywood to say:
 #TIMESUP on abuse and harassment.
 #TIMESUP on exploitation. #TIMESUP on silence.

Domestic work makes all other work possible!

Visit National Domestic Workers Alliance at <https://www.domesticworkers.org>



**Intersectionality—the Gender-Class-Race Nexus:
 Exploitation and Violence**

Racism at the *Interpersonal* Level

"RACISTS COME IN ALL
SHAPES, SIZES, AND
COLORS, INCLUDING:
BLACK, BROWN, RED,
YELLOW, AND WHITE!

—Anonymous