

# **The 21 Day Equity Challenge**

**And**

# **The White Privilege Conference**

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*For the mouth speaks what the heart is full of.*

*Luke 6:45*

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## **Introduction**

In the Fall of 2020 the United Way of Central Iowa, in partnership with several other organizations, offered to Iowans a program “to help our community develop a deeper understanding of how inequity and racism affect our lives and community.”

It was the 21 Day Equity Challenge. Participants would register online. Then, starting on October 5<sup>th</sup> they would receive an email each weekday through November 2<sup>nd</sup>. Each email would focus on a particular topic and would include readings, videos, and ways to take action related to that topic. Topics were to include: Understanding Privilege, Housing & Redlining, Justice System Inequities, and Allyship<sup>1</sup>. By September 24<sup>th</sup> over 8,000 people had already registered.<sup>2</sup>

As it is explained on the 21 Day Equity Challenge website:

*The 21-Day Equity Challenge is a powerful opportunity for shared learning, action, and growth. Central Iowans are invited to develop a deeper understanding of how inequity and racism affect our lives and our community. The self-guided learning journey examines the history and impact of racism, and how it has shaped people’s lives. The experience will deepen understanding and help launch what we hope will be a lifelong commitment to improving equity and inclusion.*<sup>3</sup>

The 21 Day Equity Challenge was established by Dr. Eddie Moore, Jr. Moore received his college education in Iowa:

Cornell College: Bachelor of Arts in Political Science  
Loras College: Master of Arts in Education Administration  
University of Iowa: PhD in Education<sup>4</sup>

In this report we will look further into the 21 Day Equity Challenge and also learn more about another program Dr. Moore created and still directs: The White Privilege Conference.

## **About the 21 Day Equity Challenge**

How did the 21 Day Equity Challenge get started? Here is how that is described on its website:

*The 21-Day Equity Challenge was not created in central Iowa, but it does have Iowa roots! It was created by Dr. Eddie Moore, Jr. Director of the Privilege Institute in Green Bay, WI...*

*Dr. Moore designed the challenge to not only help people better understand the issues surrounding equity and inclusion, but to do so in a way that would build a long-lasting habit of learning by stretching it over 21 days.*

*The challenge was first implemented in 2014 by Food Solutions New England in Durham, NH....United Way of Washtenaw County in Ann Arbor, MI introduced the challenge into the United Way network, and now United Way of Central Iowa is picking up the torch and bringing it to our community.<sup>5</sup>*

Moore's own website had this to say about the Equity Challenge:

*We think understanding white privilege and white supremacy is a powerful lens into the complexities of doing social justice work, so we've focused our resources on that specific issue.<sup>6</sup>*

So the focus of the 21 Day Equity Challenge is on understanding “white privilege” and “white supremacy.”

And as was pointed out in the Introduction, each participant would receive a total of 21 emails. The emails would each focus on a particular topic and include readings, videos, and ways to take action related to that topic.

## **Equity vs. Equality**

By its very name, the focus of the 21 Day Equity Challenge is on “equity.” So what is meant by “equity” when it is used as part of the Equity Challenge?

For that we need to look at how the word “equity” is used in the *Glossary of Racial Equity Terms* that accompanies this Equity Challenge.<sup>7</sup> Here are some examples:

**Racial Equity:** *Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares...This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them...Racial equity is about results that make a difference and last.*

**Racial Inequity:** *Racial inequity is when two or more racial groups are not standing on approximately equal footing, such as the percentages of each ethnic group in terms of dropout rates, single family home ownership, access to healthcare, etc.*

**Racial Justice:** *The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice—or racial equity—goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.*

**Racist Policies:** *A racist policy is any measure that produces or sustains racial inequity between or among racial groups...There is no such thing as a nonracist or race-neutral policy.*

*Every policy in every institution in every community in every nation is producing or sustaining either racial inequity or equity between racial groups.*

So for purposes of the Equity Challenge, equity is about results, and racial equity is about ensuring that the results are the same among all racial groups. The results cover the spectrum of life's activities, and if any of the results are not equal among the races, then it is by default the product of racist policies. The only way to address the inequity of such racist policies is through "the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures."

And who has the over-arching authority and ability to take such "proactive and preventative measures"? Government at all levels, which would be acting to eliminate the "policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or that fail to eliminate them." Government policies would then be race-based.

As Andrew McCarthy wrote:

*It makes equity the antithesis of equality — the latter being the constitutional principle that government must treat everyone equally under the law, regardless of race...we are talking social justice: Not equal treatment under the law, but rather the displacement of our current system, which the Left insists is inherently racist, by a newly imposed system designed to achieve the Left's peculiar conception of justice: the utopia of equal outcomes.<sup>8</sup>*

McCarthy summed it up well:

*Equality is a social condition. Equity is social engineering...Equality is a defense against government, a mandate that everyone enjoy equal opportunity, free of discriminatory restrictions. Equity is government oppression, unleashing bureaucrats to impose equal results, which is conceivable only if opportunity is subject to discrimination based on race or other government-favored status.<sup>9</sup>*

The goal of the 21 Day Equity Challenge is "equity," not "equality."

## **What Dr. Martin Luther King Jr. Really Meant**

The 21 Day Equity Challenge provides a *Discussion Guide for Groups*.<sup>10</sup> In this discussion guide there is a section titled "Navigating Challenging Conversations" which provides possible responses to "challenges that may arise during your discussion." Here is one of those "challenges," found on p. 6:

*"This doesn't impact me. Racism does not impact me." (person of color saying this). Consider: Racism can be more and less obvious. As Dr. Martin Luther*

*King, Jr. once said, "Everything we see is a shadow cast by that which we do not see."*

So according to this discussion guide, King's statement was made in the context of supporting the claim that racism "can be more and less obvious."

The reality is that this statement from King has been taken completely out of context by the Equity Challenge folks.

This statement is from a sermon given by King at the first National Conference on Christian Education of the United Church of Christ, held at Perdue University in 1958. The sermon is titled "The Dimensions of a Complete Life" and talks about how a complete life has three dimensions: length (concern for oneself), breadth (concern for others), and height (the upward reach for God). In discussing the "height" of a complete life, King pointed out that people have become so involved in "the things of this world" that we have begun to believe that only those things which we can see and touch have existence. King continued:

*Something should remind us once more that the great things in this universe are things that we never see. You walk out at night and look up at the beautiful stars as they bedeck the heavens like swinging lanterns of eternity, and you think that you can see all. Oh, no. You can never see the law of gravitation that holds them there. You walk around this vast campus and you probably have a great esthetic experience as I have had walking about and looking at the beautiful buildings, and you think you see all. Oh, no. You can never see the mind of the architect who drew the blueprint. You can never see the love and the faith and the hope of the individuals who made it so. You look at me and you think you see Martin Luther King. You don't see Martin Luther King; you see my body, but, you must understand, my body can't think, my body can't reason. You don't see the me that makes me me. You can never see my personality.*

*In a real sense everything that we see is a shadow cast by that which we do not see. [my emphasis] Plato was right: "The visible is a shadow cast by the invisible." And so God is still around. All of our new knowledge, all of our new developments, cannot diminish his being one iota. These new advances have banished God neither from the microcosmic compass of the atom nor the vast, unfathomable ranges of interstellar space. The more we learn about this universe, the more mysterious and awesome it becomes. God is still here.<sup>11</sup>*

King's statement about the shadow being cast was in the context of that shadow being cast as a reflection of God, not racism.

## **More "Challenging Conversations"**

In the "Challenging Conversations" section we find some interesting statements on pp. 5-6:

1. *“What about reverse discrimination?” (“What about white people who work real hard...now they can’t get jobs. That’s not fair. Why should whites be punished?”).*

The response is:

*Reverse racism and discrimination are not possible given the history of oppression and power structures that have been core to the making of this country. All people can be unfair and treat others badly, but that is not the same thing as being racist. Racism is by definition a form of oppression based on the socially constructed concept of race used by the dominant racial group (whites) over non-dominant racial groups.*

So “reverse racism and discrimination” against whites is impossible, because whites are members of the “dominant racial group.”

2. *“Can people of color be racist?”*

Here is the answer:

*No. Racism is used to justify the position of the dominant group, white people in this case, and to uphold white supremacy and superiority. Everyone can be biased, and engage in bigoted and belittling behavior that is intolerant of other perspectives. But racism is by definition a form of oppression exercised by the dominant racial group (whites).*

3. *“I just see people as people. I don’t see Black, or White or green or purple.”*

The response is:

*Science suggests otherwise. Implicit bias has been proven to play out in everyone’s minds to some degree and at a level of consciousness that can be very subtle but still impact our actions in the world...And you can take an implicit association test to see about your own biases.*

So whether one is aware of it or not, everyone has implicit bias.

## **Implicit Association Test**

It is interesting that reference is made to an implicit association test to discover one’s own biases. The link to this test is found in the program for Day 3: *Understanding Bias*.<sup>12</sup> In this program the student is directed:

*Go deeper and take Project Implicit’s Hidden Bias tests, created by psychologists at top universities, to uncover some of your own unconscious biases. Remember, having biases doesn’t make you a bad person—it only makes you human. TIP: Proceed as a guest to access their library of tests and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.*

You can enter this website as a guest.<sup>13</sup> This takes you to a page titled “Preliminary Information.” In the lower half of the page you will find this:

***Important disclaimer:*** *In reporting to you results of any IAT test that you take, we will mention possible interpretations that have a basis in research done (at the University of Washington, University of Virginia, Harvard University, and Yale University) with these tests. However, these Universities, as well as the individual researchers who have contributed to this site, make no claim for the validity of these suggested interpretations. [my emphasis] If you are unprepared to encounter interpretations that you might find objectionable, please do not proceed further. You may prefer to examine general information about the IAT before deciding whether or not to proceed.*<sup>14</sup>

So in the program for Day 3, the student is directed to take the Implicit Association Test (IAT)

*...to uncover some of your own unconscious biases....and find out your implicit associations about race, gender, sexual orientation, skin tone, and other topics.*

This makes it sound like the IAT is a pretty definitive test. But the reality of the IAT is that there is “no claim for the validity of these suggested interpretations,” so the IAT is basically meaningless. However, you would never know this if you only relied on the statements of the Equity Challenge folks.

## **Day 4 – Understanding Privilege**

In this section privilege is defined as:

*...the unearned social, political, economic, and psychological benefits of membership in a group that has institutional and structural power...There are many types of privilege that different groups have in the U.S. We commonly hear about privilege because of race or gender, but privilege also exists for different groups based on religion, sexuality, ability, class, and education level. Having privilege can give you advantages in life, but having privilege is not a guarantee of success.*<sup>15</sup>

One of the Challenges the student is presented with is to:

*Take this eye-opening privilege self-assessment by BuzzFeed to discover where you are on the spectrum.*

The link takes you to a 2014 *BuzzFeed* quiz titled, “How Privileged Are You?”<sup>16</sup> It consists of numerous statements which you check off if the particular statement applies to you. I took this quiz and it appears that the more statements you check off the more “privileged” you are. However, there is no explanation for the scientific method used to determine the wording of the statements or the grading method to determine degrees of privilege.

It appears this *BuzzFeed* “self-assessment” is non-scientific and for entertainment purposes only, which makes one wonder why it was presented in the 21 Day Equity Challenge as a valid, scientific method for determining one’s privilege?

## **Day 14 – Education**

In this section the student is introduced to the statement that “more than half of the nation’s school-age children are in racially concentrated districts in which over 75% of students are of the same race.”<sup>17</sup>

Because of this and other race-related issues, the student is then presented with a number of Challenges, including:

*Make a commitment to learn about what it truly means to be anti-racist AND make the commitment to engage in anti-racist behavior. Whether you’re an educator or not, find some helpful ideas in How to Be an Antiracist Educator, by Dena Simmons.*

In Simmons’ article<sup>18</sup> we find such “helpful ideas” as:

1. *People who are white or perceived as white have more privilege and fewer barriers to resources than Black people and other people of color.*
2. *Constant self-reflection enhances our ability to disrupt white privilege when we see or enact it.*
3. *Do you and the academic materials you use uphold whiteness or lift up the voices and experiences of people of color?*
4. *Studies show that Eurocentric values and content dominate U.S. schooling, so these reflection questions are also relevant to educators of color who may have internalized negative messages about Black or Brown people.*
5. *When we let our discomfort or ignorance shield us from recognizing our country’s racist history and present, we are part of the problem.*

6. *Acknowledging the social construct of race and racism and the ideology of white supremacy recognizes the problem so that we are not harmful in our ignorance and so that, together, we can strive for solutions. For educators of color, the work means continuing to call out racism and recruiting white coconspirators to join in antiracist work.*

So according to Day 14 of the Equity Challenge, the United States has a racist history that continues to the present, whites are privileged, and our education system is dominated by Eurocentric values and content.

## **Day 19 – Building Workplace Culture around Equity**

The focus of this day was on exploring “how to build a culture around equity.”<sup>19</sup> Among the Challenges was to:

*Review Racial Equity Tools’ new Glossary of Racial Equity Terms<sup>[20]</sup>, with over 60 terms and definitions. The words and language we use hold significant meaning. Staying educated on these terms can help us engage in more inclusive and respectful dialogue.*

It is an interesting side note that some of the words and definitions in this *Glossary* came from a book, *How to be an Antiracist*,<sup>21</sup> by Ibram X. Kendi. Kendi’s “dictum” is: “When I see racial disparities, I see racism;” and Kendi had an interesting reaction when Amy Coney Barrett was being considered as a Supreme Court nominee in 2020 and it became known that the Barrett’s had sometime before adopted two black children from Haiti:

*In Mr. Kendi’s world, Supreme Court nominee Amy Coney Barrett’s decision to adopt two Black children not only doesn’t qualify as an anti-racist act, he alleges that she is using these children to underpin the racism that she is incapable of acknowledging.*

*“Some White colonizers ‘adopted’ Black children,” Mr. Kendi wrote on Twitter after Ms. Barrett’s nomination. “They ‘civilized’ these ‘savage’ children in the ‘superior’ ways of White people, while using them as props in their lifelong pictures of denial.”<sup>22</sup>*

So let’s look at the “significant” meanings of some of the words and terms in this *Glossary* that are supposed to help us to “engage in more inclusive and respectful dialogue.”

## **Glossary of Racial Equity Terms**

### **Critical Race Theory**

*The Critical Race Theory movement considers many of the same issues that conventional civil rights and ethnic studies take up, but places them in a broader perspective that includes economics, history, and even feelings and the unconscious. Unlike traditional civil rights, which embraces incrementalism and step by step progress, critical race theory questions the very foundations of the liberal order, including equality theory, legal reasoning, Enlightenment rationalism, and principles of constitutional law. [my emphasis]*

[On February 23, 2021, the *Chinese American Citizens Alliance Greater New York* issued an eye-opening critique of Critical Race Theory. This critique began with these words: “Critical Race Theory (CRT) is a hateful, divisive, manipulative fraud.”<sup>23</sup>]

### **Cultural Appropriation**

*Theft of cultural elements—including symbols, art, language, customs, etc.—for one’s own use, commodification, or profit...Results from the assumption of a dominant (i.e. white) culture’s right to take other cultural elements.*

### **Cultural Racism**

*Cultural racism refers to representations, messages and stories conveying the idea that behaviors and values associated with white people or “whiteness” are automatically “better” or more “normal” than those associated with other racially defined groups. Cultural racism shows up in advertising, movies, history books, definitions of patriotism, and in policies and laws. Cultural racism is also a powerful force in maintaining systems of internalized supremacy and internalized racism.*

### **Implicit Bias**

*Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness...The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics.*

## **Institutional Racism**

*Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color.*

## **Internalized Racism**

*Internalized racism is the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures, and ideologies that undergird the dominating group's power. It involves four essential and interconnected elements:*

- 1. Decision-making - Due to racism, people of color do not have the ultimate decision-making power over the decisions that control our lives and resources. As a result, on a personal level, we may think white people know more about what needs to be done for us than we do...Structurally, there is a system in place that rewards people of color who support white supremacy and power and coerces or punishes those who do not.*
- 2. Resources - Resources, broadly defined (e.g. money, time, etc.), are unequally in the hands and under the control of white people. Internalized racism is the system in place that makes it difficult for people of color to get access to resources for our own communities and to control the resources of our community.*
- 3. Standards - With internalized racism, the standards for what is appropriate or "normal" that people of color accept are white people's or Eurocentric standards.*
- 4. Naming the problem - There is a system in place that misnames the problem of racism as a problem of or caused by people of color...With internalized racism, people of color might, for example, believe we are more violent than white people and not consider state-sanctioned political violence or the hidden or privatized violence of white people and the systems they put in place and support.*

## **Model Minority**

*A term created by sociologist William Peterson to describe the Japanese community, whom he saw as being able to overcome oppression because of their cultural values...The model minority myth can be understood as a tool that white supremacy uses to pit people of color against each other in order to protect its status.*

## **Power**

*Power is unequally distributed globally and in U.S. society... Wealth, whiteness, citizenship, patriarchy, heterosexism, and education are a few key social mechanisms through which power operates.*

## **Privilege**

*Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.). Privilege is usually invisible to those who have it because we're taught not to see it, but nevertheless it puts them at an advantage over those who do not have it.*

## **Racial Reconciliation**

*Reconciliation involves three ideas. First, it recognizes that racism in America is both systemic and institutionalized...*

## **Settler Colonialism**

*Settler colonialism refers to colonization in which colonizing powers create permanent or long-term settlement on land owned and/or occupied by other peoples, often by force... Settler Colonialism typically includes oppressive governance, dismantling of indigenous cultural forms, and enforcement of codes of superiority (such as white supremacy). Examples include white European occupations of land in what is now the United States...*

*Per Dina Gillio-Whitaker, "Settler Colonialism may be said to be a structure, not an historic event, whose endgame is always the elimination of the Natives in order to acquire their land, which it does in countless seen and unseen ways. These techniques are woven throughout the US's national discourse at all levels of society."*

## **Structural Racism**

*The normalization and legitimization of an array of dynamics – historical, cultural, institutional, and interpersonal – that routinely advantage Whites while producing cumulative and chronic adverse outcomes for people of color. Structural racism encompasses the entire system of White domination, diffused and infused in all aspects of society including its history, culture, politics, economics, and entire social fabric... Structural racism is the most profound and pervasive form of racism – all other forms of racism emerge from structural racism.*

## **White Fragility**

*A state in which even a minimum amount of racial stress becomes intolerable [for white people], triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.*

## **White Privilege**

*1. Refers to the unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed on people solely because they are white. Generally white people who experience such privilege do so without being conscious of it.*

*2. Structural White Privilege: A system of white domination that creates and maintains belief systems that make current racial advantages and disadvantages seem normal. The system includes powerful incentives for maintaining white privilege and its consequences, and powerful negative consequences for trying to interrupt white privilege or reduce its consequences in meaningful ways...*

*The accumulated and interrelated advantages and disadvantages of white privilege that are reflected in racial/ethnic inequities in life-expectancy and other health outcomes, income and wealth and other outcomes, in part through different access to opportunities and resources. These differences are maintained in part by denying that these advantages and disadvantages exist at the structural, institutional, cultural, interpersonal and individual levels and by refusing to redress them or eliminate the systems, policies, practices, cultural norms and other behaviors and assumptions that maintain them.*

*Interpersonal White Privilege: Behavior between people that consciously or unconsciously reflects white superiority or entitlement.*

*Cultural White Privilege: A set of dominant cultural assumptions about what is good, normal or appropriate that reflects Western European white world views and dismisses or demonizes other world views.*

*Institutional White Privilege: Policies, practices and behaviors of institutions -- such as schools, banks, non-profits or the Supreme Court -- that have the effect of maintaining or increasing accumulated advantages for those groups currently defined as white, and maintaining or increasing disadvantages for those racial or ethnic groups not defined as white. The ability of institutions to survive and thrive even when their policies, practices and behaviors maintain, expand or fail to redress accumulated disadvantages and/or inequitable outcomes for people of color.*

## **White Supremacy**

1. *White supremacy is a historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent for the purpose of maintaining and defending a system of wealth, power, and privilege.*

2. *The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and “undeserving.” Drawing from critical race theory, the term “white supremacy” also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.*

## **White Supremacy Culture**

1. *White Supremacy Culture refers to the dominant, unquestioned standards of behavior and ways of functioning embodied by the vast majority of institutions in the United States. These standards may be seen as mainstream, dominant cultural practices; they have evolved from the United States’ history of white supremacy...In many ways, it is indistinguishable from what we might call U.S. culture or norms – a focus on individuals over groups, for example, or an emphasis on the written word as a form of professional communication. But it operates in even more subtle ways, by actually defining what “normal” is – and likewise, what “professional,” “effective,” or even “good” is. In turn, white culture also defines what is not good, “at risk,” or “unsustainable.” White culture values some ways of thinking, behaving, deciding, and knowing – ways that are more familiar and come more naturally to those from a white, western tradition – while devaluing or rendering invisible other ways...*

2. *An artificial, historically constructed culture which expresses, justifies, and binds together the United States white supremacy system. It is the glue that binds together white-controlled institutions into systems and white-controlled systems into the global white supremacy system.*

## **Whiteness**

1. *The term white, referring to people, was created by Virginia slave owners and colonial rules in the 17th century. It replaced terms like Christian and Englishman to distinguish European colonists from Africans and indigenous peoples...The creation of ‘whiteness’ meant giving privileges to some, while denying them to others with the justification of biological and social inferiority.*

2. Whiteness itself refers to the specific dimensions of racism that serve to elevate white people over people of color...Whiteness is thus conceptualized as a constellation of processes and practices rather than as a discrete entity (i.e. skin color alone). Whiteness is dynamic, relational, and operating at all times and on myriad levels. These processes and practices include basic rights, values, beliefs, perspectives, and experiences purported to be commonly shared by all but which are actually only consistently afforded to white people.

Unfortunately, the repeated, derogatory references to white people make it difficult to see how these words, and the ideas behind them, would help us to “engage in more inclusive and respectful dialogue.”

## **Day 20 – Equity Tools and Approach for Change**

This section pointed out:

*Over the past 19 business days, we have learned how racial inequities permeate our communities on individual, institutional, and systemic levels. We are all impacted by the system of racism in our country and therefore all responsible for dismantling the structures that allow it to persist. Change is possible, and there are many tools and approaches we can employ as individuals and organizations to drive transformation.<sup>24</sup>*

One of the suggested approaches referred to a particular worksheet:

*How might your organization’s norms embody dominant culture approaches over other options that would be more inclusive and equitable? This worksheet breaks down the differences and suggests some useful pivot points.*

This worksheet was titled *White Dominant Culture & Something Different*.<sup>25</sup> The focus of this worksheet was on the contrasting information in two columns. One column was titled “Norm of White Dominant Culture,” and the other column was titled “Something Different.” The worksheet pointed out:

*In our society, the dominant culture that shapes our institutions, our media, the way we see ourselves and each other is that of the white, middle class...The definition of white supremacist culture, or, white dominant culture that we like to use is simple and expansive:*

*The explicit to subtle ways that the norms, preferences and fears of white European descended people overwhelmingly shape how we organize our work and institutions, see ourselves and others, interact with one another and with time, and make decisions.*

So the dominant culture of our society is a white supremacist culture, and the “norms, preferences and fears of white European descended people overwhelmingly shape” our society.

Here are some of the “characteristics of a “white dominant culture” found in the worksheet:

1. Whites think in either/or terms, avoiding complexities.
2. Whites take unearned credit for wins.
3. White fragility goes unchecked.
4. Superiority of “Standard American English.”
5. Continual research and writing that leads nowhere.
6. Reaching out or acknowledging people only when you need something from them.
7. Focus placed on protecting power instead of addressing harms.
8. People of color given extra work and scrutinized, while white staff with more years and/or formal credentials are given a pass or promoted.
9. Hiring people of color but not supporting a culture shift to retain them.
10. Verbal/linguistic and logical-mathematical intelligences treated as superior.<sup>26</sup>

## **21 Day Equity Challenge Supporters**

The Equity Challenge website claims it has over 500 supporters. Among the supporters listed on that website are:<sup>27</sup>

### **Government**

Cedar Rapids Civil Rights Commission  
City of Ames  
City of Ankeny  
City of Clive  
City of Des Moines  
City of Dubuque  
City of Indianola  
City of Iowa City  
City of Johnston  
City of North Liberty  
City of Urbandale  
City of Waukee  
City of West Des Moines  
Des Moines Civil & Human Rights Commission

Des Moines Police Department  
Iowa Civil Rights Commission  
Iowa Dept. of Human Services  
Iowa Health Department  
Iowa Lottery Authority  
Iowa National Guard  
Johnson County  
Marshalltown Police Department  
Polk County  
Story County  
Warren County Health Services  
West Des Moines Police Depart.

### **Education**

Ames School District  
Ankeny Community School District  
Central College

Midland University  
Pella Community Schools  
Simpson College

Des Moines Area Community College (DMACC)  
Des Moines Public Schools  
Franklin Middle School, Cedar Rapids School District  
Grand View University  
Grinnell College  
Johnston Community School District

Syracuse City School Distr.  
University of Iowa  
Urbandale School District  
Urbandale High School  
Waukee School District  
West Des Moines School  
District

I encourage the reader to go to that website to see the full list of supporters that includes businesses and social organizations.

## **White Privilege Conference**

Dr. Moore was the founder, and still is the director of the White Privilege Conference (WPC). The first such conference took place in 1999 at Cornell College in Mt. Vernon, Iowa. The second annual conference was also held at Cornell College, with the next four annual conferences being held at Central College in Pella, Iowa. Since then the annual conference has taken place in various other states.

According to the WPC website:

*WPC is a conference designed to examine issues of privilege beyond skin color. WPC is open to everyone and invites diverse perspectives to provide a comprehensive look at issues of privilege including: race, gender, sexuality, class, disability, etc....*

*The WPC provides an opportunity for participants to discuss how white privilege, white supremacy, and oppression affects daily life while giving strategies for addressing issues of privilege and oppression and advancing social and economic justice.<sup>28</sup>*

When asked how he came up with the name for the conference, Moore replied:

*The name came from the work – from Peggy McIntosh, Joe Feagan, Paul Kivel – from the work and the research. It works against the mission of the conference when people mistakenly think we’re beating up on white people. It can create a defensive reaction. On the other hand it makes it clear right away that this isn’t the Can-We-All-Just-Get-Along conference. I think the name has helped to establish the reputation of the conference as the NFL of social justice conferences.<sup>29</sup>*

So according to Moore, the White Privilege Conference is “the NFL of social justice,” but it’s not about “beating up on white people.” Let’s evaluate Moore’s statement by examining what has gone on at a few of the annual White Privilege Conferences.

## **The 14<sup>th</sup> Annual White Privilege Conference**

The 14<sup>th</sup> Annual White Privilege Conference was held in Seattle, Washington on April 10-13, 2013. Some of the workshops at this conference were:<sup>30</sup>

1. *Talking Back to White Entitlement*
2. *Follow the White Supremacist Money*
3. *Engaging White People in the Fight for Racial & Economic Justice*
4. *The Color of Empire / The Cost to Our Humanity: Dismantling White Privilege and Class Supremacy Using Cellular Wisdom*
5. *Where, When and Why White People Were Invented and its Relevance Today*
6. *White Pride World Wide? Understanding and Challenging Cyber-racism*
7. *Last Gasp of the Great White Male or Has Privilege Pulled Us Into the Vortex Already?*
8. *The Power and Privilege of Christian Hegemony: Racism, Sexism, and Economic Inequality*
9. *White America's Islamophobia Profiteers*
10. *White Trash' Solidarity: Reject the 'White,' Embrace the Trash*
11. *N!gga/DJANGO: Why Are These White Folks Laughing in the Dark? (\*\*a presentation done by Dr. Moore\*\*)*

## **The 15<sup>th</sup> Annual White Privilege Conference**

The 15<sup>th</sup> annual White Privilege Conference was held in Madison, Wisconsin on March 26-29, 2014. Here are some excerpts from an article written about this conference by Walter Williams:<sup>31</sup>

*What would you think if your 8-year-old came home and told you that “white privilege is something that white people have, meaning they have an advantage in a lot of things and they can get a job more easily”? You would have heard that at the recent 15<sup>th</sup> annual White Privilege Conference in Madison, Wisconsin, attended by 2,500 public-school teachers, administrators and students from across the nation.*

*In one of the workshops, “Examining White Privilege and Building Foundations for Social Justice Thinking in the Elementary Classroom,” educators Rosemary Colt and Diana Reeves told how teachers can “insert social justice, anti-racist information” into their lessons that “even little kids” can understand...*

*Kim Radersma, a former high-school English teacher, hosted a session titled “Stories from the front lines of education: Confessions of a white, high school English teacher.” She said that teaching is a purely political act and that neutral people should “get the f— out of education.”...*

*John A. Powell, a University of California, Berkeley law professor...explained the Hurricane Katrina disaster in New Orleans by saying, "They took money away from protecting the levees because the levees were protecting black people." ...*

*Educator Paul Kivel explained what he sees as Christian hegemony, saying, "Very simply, I define it as the everyday pervasive, deep-seated and institutionalized dominance of Christian values, Christian institutions, leaders and Christians as a group, primarily for the benefit of Christian ruling elites." ...*

*University of Iowa Professor Adrien Wing gave some of her observations about white privilege, asking, "Does having a black president change that? Has it changed that? Unfortunately, it hasn't. ... (President Obama) ends up being the front man for the system. ... He works for the master of the system of white privilege."*

A group named *Progressives Today* sent undercover reporters into this conference and recorded parts of the conference. A four-part series of eye-opening video recordings showing the anti-White and, at times, anti-Christian rhetoric taking place in this conference were put together by *The Gateway Pundit*.<sup>32</sup>

And at the conference a flyer titled "The Pitfalls of Working with White People" was handed out. The flyer stated: *White people are difficult to work with when they:*, followed by a list of 29 "pitfalls." Among those "pitfalls" were:

- 1. Ask stupid questions (How did you get your hair like that?).*
- 2. Benefit financially on the backs of people of color.*
- 3. Assume the role of the Great White Mother or Great White Father.*
- 4. Say something stupid ("I don't see color;" "People are all the same.").*
- 5. Practice Colorblindness.*
- 6. When they don't own their own whiteness.*
- 7. Get too friendly too fast.*<sup>33</sup>

## **The 17<sup>th</sup> Annual White Privilege Conference**

The 17th Annual White Privilege Conference was held in Philadelphia on April 15-17, 2016. The conference opened on April 15<sup>th</sup> with the raising of funds for a mother whose son had shot a police officer, and was then shot in return. Delphine Matthews told about how her son, Frank McQueen, was shot and killed by police in Chester, Pennsylvania. Here is a report from the conference:

*Matthews says she was drugged upon going to the hospital [the day of the shooting], supposedly to prevent her from having a heart attack. But that drugging, she said, means she also can't remember the events of the day her son died.*

*Matthews said she is still committed to pursuing justice for her son, but needs money to hire legal assistance, in part because she hired a private investigator who simply scammed her out of money.*

*With Matthews admitting her financial distress, the White Privilege Conference sprung into action. [Dr. Eddie] Moore came back to the front of the stage and announced he was giving Matthews an envelope filled with \$1,000 to assist her. He encouraged others in the audience to contact Matthews to make donations, and also said that a percentage of all funds raised at the conference (which has hundreds of attendees) would go to her benefit.<sup>34</sup>*

According to local news reports, the officers had responded to a domestic violence call at a residence. As Frank McQueen was running out the back door of the residence, he shot and wounded one of the officers in the abdomen. The officers returned fire, hitting McQueen; McQueen later died from his wounds.<sup>35</sup>

During this first day of the conference Heather Hackman, a professional education consultant and teacher trainer, gave a presentation titled: “No Freedom Unless We Call Out the Wizard Behind The Curtain: Critically Addressing the Corrosive Effects of Whiteness in Teacher Education and Professional Development.” The information below is from an article about that presentation:<sup>36</sup>

[Hackman noted:] *“The racial narrative of White tends to be like this: Rugged individual, honest, hard-working, disciplined, rigorous, successful,” she said. “And so then, the narrative of U.S. public education: Individual assessments, competition, outcome over process...proper English must be spoken (which is just assimilation into standard U.S. dialect), hierarchical power structure, and heavy goal orientation.”...While the traits listed may simply be regarded as positive traits for success in the modern world, Hackman described them as specific cultural traits chosen and emphasized to favor whites to the detriment of non-white groups, who are forced to assimilate white traits such as good discipline and goal orientation or else be left behind.*

*Hackman’s natural solution, then, is to train teachers to move away from all these aspects of white privilege in education...Hackman acknowledged in the current white supremacist system, there is some expectation that teachers will know conventional English and possess other basic knowledge...The need for change is pressing, Hackman said, because the current white supremacist school system is literally killing off non-white Americans...She predicted her approach will triumph, and the sinister force she dubbed “Super-Whitey” (and compared to the Eye of Sauron) will eventually be swept aside.*

*“Your time has come,” Hackman said. “If I was a white faculty member and unwilling to get with the program, I do not have any business in teacher education ... We do see you, Super-Whitey. We’re coming for you.”*

The second day of the conference included a speech by Pam Africa lauding Mumia Abu-Jamal, a man who had been convicted of killing Philadelphia police officer Danny Faulkner. Here is a report about that presentation:

*“Mumia Abu-Jamal is sittin’ on death row,” Africa said. “He is desperately in need of our help.” While Abu-Jamal is in fact no longer on death row, Africa said it makes little difference because he is steadily dying from hepatitis C.*

*Abu-Jamal has been in prison since 1981, when he was arrested and subsequently convicted for the murder of Philadelphia policeman Daniel Faulkner. Originally sentenced to death, Abu-Jamal had his sentence commuted to life imprisonment in 2011.*

*The evidence against Abu-Jamal is very formidable, though. Abu-Jamal was arrested at the scene wearing a shoulder holster, and was lying next to a gun of the same type that was used to shoot Faulkner. Said gun had fired 5 bullets, the same number that were fired into Faulkner. Abu-Jamal was also seriously wounded by a shot from Faulkner’s gun. Multiple witnesses identified Abu-Jamal as the shooter, while Abu-Jamal could produce no witnesses testifying otherwise at the time.*

*But Africa and others represented Abu-Jamal as obviously innocent... “Long live revolution, and let’s take this motherfucker down,” Africa said to conclude her remarks, winning huge applause from the audience.<sup>37</sup>*

Later that second day a presentation was made by Paul Kivel, an activist and author.<sup>38</sup>

*According to Kivel, just about everything bad in the world can be traced to the core ideas of Christianity, which “colonize our mind.” “In the United States, there’s seven to ten thousand predominantly white, Christian men, who run the major institutions in our society” ...[he explained] how Christianity provides the ideological underpinning of just about everything toxic in society...Kivel also slammed Christianity for having a “hierarchical” view towards love, placing “God over people, men over women, parents over children, white people over people of color,” inevitably creating systems that justify and even glorify oppression.*

The day after the conference ended, a reporter who had attended the conference and had written the previously mentioned articles, wrote an article titled “7 Things That Offended People At The White Privilege Conference.”<sup>39</sup> Here are some of those things:

### **Walking while white**

*A major part of WPC are the daily caucuses, where attendees segregate themselves by race and talk through their feelings on white privilege. They were*

*assembled collectively beforehand and assigned to a specific smaller room because of the large number of white people in attendance.*

*Before dispersing, attendees received a warning to be careful while walking to their rooms. Why? With so many white people going in so many different ways all at once, organizers warned they could start physically exerting their white privilege by walking too aggressively and not paying heed to their surroundings. If attendees weren't careful, they said, they risked getting in the way of non-white attendees who would have no choice but to shy away and debase themselves before these barreling vectors of overwhelming privilege.*

### **Having too many white superheroes in one movie**

*One of Saturday's keynote speakers was Frederick Gooding, Jr., who styles himself as "The Race Doctor." Gooding gave a half-comedic, half-serious lecture intended to point out various moments of subtle white supremacy and white privilege throughout the past year. Near the end of his address, Gooding went after Hollywood for the recently-released film "Batman v. Superman: Dawn of Justice," which features three Caucasian heroes in the form of Batman, Superman, and Wonder Woman.*

*"I have a quota where it's just a little too much whiteness, I gotta tap out," the Doctor said to a laughing audience. "One white hero at a time, I can kinda take that, but you have two of them ... but then, the White Man said, we gonna show you something. And they throw in a white woman!"*

### **This reporter**

*WPC organizers reacted very poorly to the discovery that this year's conference was being reported on from inside. This is unsurprising, since WPC has attempted to totally ban reporters from covering its proceedings and has actively kept them out in the past.<sup>[40]</sup>*

*By Sunday morning, WPC organizers were aware that several stories had been written about the conference's proceedings, and they reacted swiftly. An email was sent to The DCNF [Daily Caller News Foundation] demanding that its reporter meet organizers in-person and sign a restrictive agreement that would prohibit him from saying or writing anything at all about what happened in the conference. This demand was not met.*

*Later, prior to Sunday's keynote address, WPC founder Eddie Moore, Jr. attempted to root out the conference's media problem by encouraging attendees be on the lookout for anybody who didn't have a nametag. Since The DCNF had a nametag, this strategy was useless. Speakers were also told to open their presentations by asking if a reporter was in the room, a tactic The DCNF nullified by having its reporter not respond to this question.*

## **The 22<sup>nd</sup> Annual White Privilege Conference**

The 22<sup>nd</sup> Annual White Privilege Conference will be a “virtual” event taking place on April 7-10, 2021. I have been unable to locate a schedule for this conference, but there have been some keynote speakers confirmed, among whom are Linda Sarsour and Robin DiAngelo.<sup>41</sup> Here is some information about those two speakers.

### **Linda Sarsour:**

1. Believes there is structural racism in the United States.<sup>42</sup>
2. In 2017 stated that she was “honored and privileged to be here in this space, and honored to be on this stage with Rasmia [Odeh].” Odeh had previously been

*convicted in Israel of killing two Hebrew University students in a 1969 terrorist attack and of planning an attack on the British Consulate. After her release, Odeh was able to immigrate to the United States by hiding her crime.*<sup>43</sup>

Odeh was subsequently convicted of lying on immigration forms and deported to Jordan.<sup>44</sup>

3. Has been repeatedly called out for her “antisemitism toward Israel” and her support for Louis Farrakhan,<sup>45</sup> even speaking at the 2015 *Justice or Else* rally put on by Farrakhan’s Nation of Islam.<sup>46</sup> The Nation of Islam provided security to Sarsour while she was a board member of the Women’s March.<sup>47</sup> It should be noted that the Nation of Islam believes in the separation of blacks and whites,<sup>48</sup> “that intermarriage or race mixing should be prohibited,” and states that:

*We want our people in America whose parents or grandparents were descendants from slaves, to be allowed to establish a separate state or territory of their own—either on this continent or elsewhere. We believe that our former slave masters are obligated to provide such land and that the area must be fertile and minerally rich...*<sup>49</sup>

### **Robin DiAngelo (author of *White Fragility*<sup>50</sup>):**

1. Believes that the United States was founded on racism and all of its institutions were created out of it.
2. Stated that, “All white people are invested in and collude with racism.”
3. Stated that all white people should acknowledge their inherent guilt into being born into “a system of racial inequality that benefits whites at the expense of people of color.”<sup>51</sup>

4. Had some of her instructional slides used by Coca Cola in its “Be Less White” employee diversity training; one of her slides stated that being “less white is to:” (among other things)
  - Be less oppressive.
  - Be less arrogant.
  - Be less ignorant.<sup>52</sup>

It appears that the 22<sup>nd</sup> Annual White Privilege Conference will continue with the anti-White theme of previous conferences, regardless of Moore’s claim that the conferences are not “beating up on white people.”

## **Conclusion**

Dr. Eddie Moore’s 21 Day Equity Challenge and White Privilege Conference share common themes:

1. Whites are inherently racist and privileged, whether they know it or not.
2. Denial by whites of that inherent racism and privilege is an example of White Fragility, a way in which whites try to avoid acknowledging those “facts.”
3. The United States was built on, and is currently maintained by structural racism that ensures the perpetuation of white supremacy in all aspects of life.
4. The solution is not equality, but equity, which would result in race-based policies by government at all levels.

The only difference between these two programs is that the 21 Day Equity Challenge is a “lite” version of the White Privilege Conference.

We should remember the words of Dr. Martin Luther King Jr. that, when compared to the rhetoric found in the 21 Day Equity Challenge and the White Privilege Conference, seem somewhat old fashioned and simple, but in reality should be our guiding words in this matter:

*I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.*

Dr. Martin Luther King Jr., *I Have a Dream*, speech given from the steps of the Lincoln Memorial in Washington D.C., August 28, 1963

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<sup>1</sup> An Ally is:

1. Someone who makes the commitment and effort to recognize their privilege (based on

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gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

2. Allies commit to reducing their own complicity or collusion in oppression of those groups and invest in strengthening their own knowledge and awareness of oppression.

*Racial Equity Tools*, “Glossary,” <https://www.racialequitytools.org/glossary>. A downloadable PDF file of this Glossary is available at <https://drive.google.com/file/d/1-h0EWxqHAZUfheFvuFRtVpEz5ODSxuI6/view>.

2 <https://www.unitedwaydm.org/blog/21-day-equity-challenge-uniting-central-iowans-to-learn-and-grow>

3 <https://www.unitedwaydm.org/equity-challenge-about>

4 <https://www.eddiemoorejr.com/>

5 <https://www.unitedwaydm.org/equity-challenge-about>

6 <https://www.eddiemoorejr.com/21daychallenge>

7 <https://www.racialequitytools.org/glossary>

8 Andrew C. McCarthy, “Merrick Garland Misleads on ‘Equity’ and ‘Equality,’” *National Review*, February 23, 2021, <https://www.nationalreview.com/2021/02/merrick-garland-misleads-on-equity-and-equality/>.

9 Ibid.

10 <https://www.unitedwaydm.org/hubfs/21-Day%20Equity%20Challenge%20-%20Discussion%20Guide.pdf>

11 Martin Luther King, Jr., “The Dimensions of a Complete Life,” *The Measure of a Man* (Mansfield Centre, CT; Martino Publishing, 2013, pp. 31-32).

12 <https://www.unitedwaydm.org/equity-challenge-day-3>

13 <https://implicit.harvard.edu/implicit/>

14 <https://implicit.harvard.edu/implicit/takeatest.html>

15 <https://www.unitedwaydm.org/equity-challenge-day-4>

16 <https://www.buzzfeed.com/regajha/how-privileged-are-you>

17 <https://www.unitedwaydm.org/equity-challenge-day-14>

18 Dena Simmons, “How to Be an Antiracist Educator,” *ASCD Education Update*, October 2019, <http://www.ascd.org/publications/newsletters/education-update/oct19/vol61/num10/How-to-Be-an-Antiracist-Educator.aspx>.

19 <https://www.unitedwaydm.org/equity-challenge-day-19>

20 <https://www.racialequitytools.org/glossary>

21 For an interesting review of Kendi’s book, see Jarrett Stepman, “3 Key Concepts That Woke ‘Anti-Racists’ Believe,” *The Daily Signal*, August 10, 2020, <https://www.dailysignal.com/2020/08/10/3-key-concepts-that-woke-anti-racists-believe/>.

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- <sup>22</sup> Editorial Board, “How not to think,” *Pittsburgh Post-Gazette*, October 15, 2020, <https://www.msn.com/en-us/health/wellness/how-not-to-think/ar-BB1a31XK>. Kendi’s comments about Barrett, with a picture of Kendi’s *Tweet* about Barrett adopting the Haitian children, are in Jarrett Stepman, “Woke ‘Anti-Racist’ Ibram Kendi Levels Racist Attack at Amy Coney Barrett,” *The Daily Signal*, September 30, 2020, <https://www.dailysignal.com/2020/09/30/woke-anti-racist-ibram-kendi-levels-racist-attack-at-amy-coney-barrett/>.
- <sup>23</sup> *CACAGNY Denounces Critical Race Theory as Hateful Fraud*, February 23, 2021, <http://nebula.wsimg.com/9499c73d959b9f49be9689476a990776?AccessKeyId=45A6F09DA41DB93D9538&disposition=0&alloworigin=1>.
- <sup>24</sup> <https://www.unitedwaydm.org/equity-challenge-day-20>
- <sup>25</sup> <https://www.cacgrants.org/assets/ce/Documents/2019/WhiteDominantCulture.pdf>
- <sup>26</sup> For details about how the Oregon Department of Education wants to dismantle “white supremacy in math classrooms” by, among other things, turning the focus away from getting the right answer, see, for example, Bryanna Lyman, “Program To Take Racism Out Of Math Being Promoted By Oregon DOE,” *Daily Caller*, February 12, 2021, <https://dailycaller.com/2021/02/12/oregon-department-education-racism-white-supremacy-mathematics/>. For additional information, see Jake Dima, “Oregon promoting teacher course on ‘dismantling racism in mathematics’,” *MSN News*, February 12, 2021, <https://www.msn.com/en-us/news/us/oregon-promoting-teacher-course-on-dismantling-racism-in-mathematics/ar-BB1dDgW8>.
- <sup>27</sup> <https://www.unitedwaydm.org/equity-challenge-supporters>
- <sup>28</sup> <https://www.whiteprivilegeconference.com/history-of-wpc>. For more information about the various aspects of the WPC, see *The Privilege Institute Events/Conferences*, <https://www.theprivilegeinstitute.com/copy-of-projects-resources>.
- <sup>29</sup> Debby Irving, “Interview with Dr. Eddie Moore, Jr.,” *Debby Irving*, January 1, 2014, <https://www.debbyirving.com/interview-with-dr-eddie-moore-jr/>.
- <sup>30</sup> Charlotte Allen, “Beyond the Pale,” *Washington Examiner*, May 27, 2013, <https://www.washingtonexaminer.com/weekly-standard/beyond-the-pale-724717>.
- <sup>31</sup> Walter Williams, “White Privilege,” *Human Events*, May 28, 2014, <https://humanevents.com/2014/05/28/white-privilege/>.
- <sup>32</sup> These recordings are available at the following sites:
- “White Privilege Conference: Racism was invented in the American colonies (EXCLUSIVE VIDEO),” *The Gateway Pundit*, May 13, 2014, <https://www.thegatewaypundit.com/2014/05/white-privilege-conference-racism-was-invented-in-the-american-colonies-exclusive-video/>.
- “White Privilege Conference speakers judge by skin color and claim rape is not intrinsically bad (EXCLUSIVE VIDEO),” *The Gateway Pundit*, May 14, 2014, <https://www.thegatewaypundit.com/2014/05/white-privilege-conference-speakers-judge-by-skin-color-and-claim-rape-is-not-intrinsically-bad-exclusive-video/>;
- White Privilege Conference speakers train teachers to inject theory into ELEMENTARY classrooms (EXCLUSIVE VIDEO), *The Gateway Pundit*, May 15, 2014, <https://www.thegatewaypundit.com/2014/05/white-privilege-conference-speakers-train-teachers-to-inject-theory-into-elementary-classrooms-exclusive-video/>;
- “White Student Booted From White Privilege Session – His Race Was Too Offensive,” *The Gateway Pundit*, May 16, 2014, <https://www.thegatewaypundit.com/2014/05/undercover-video-white-student-booted-from-white-privilege-session-his-race-was-too-offensive-video/>.

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<sup>33</sup> Wayne Dupree, “NOTES from Racists White Privilege Conference: The biggest pitfalls of Working with White people,” *WayneDupree.com*, May 20, 2014, <https://www.waynedupree.com/2014/05/notes-from-racists-white-privilege-conference-the-biggest-pitfalls-of-working-with-white-people/>. Also see Jim Hoft, “Racist Conference Puts Out Flyers on ‘Pitfalls of Working With White People,’” *The Gateway Pundit*, May 20, 2014, <https://www.thegatewaypundit.com/2014/05/racist-conference-puts-out-flyers-on-pitfalls-of-working-with-white-people/>; and “White Privilege Conference handout exposed by Progressives Today featured on ‘The Five’ (Video),” *The Gateway Pundit*, May 23, 2014, <https://www.thegatewaypundit.com/2014/05/white-privilege-conference-handout-exposed-by-progressives-today-featured-on-the-five-video/>.

<sup>34</sup> Blake Neff, “White Privilege Conference Opens By Raising Money For Mother Of Guy Who Shot Cop,” *Daily Caller*, April 15, 2016, <https://dailycaller.com/2016/04/15/white-privilege-conference-opens-by-raising-money-for-mother-of-guy-who-shot-cop/#ixzz462xYncem>.

<sup>35</sup> Katherine Scott, “Suspect identified in shooting of Chester police officer,” *ABC Action News*, June 2, 2014, <https://6abc.com/police-officer-shot-cop-shooting-chester/89060/>; and Jenn Bernstein, Al Novack, Jim Melwert and Syma Chowdhry, “Officer Wounded, Suspect Killed In Chester Shooting,” *CBSN Philly*, June 2, 2014, <https://philadelphia.cbslocal.com/2014/06/02/chester-police-officer-shot-in-the-line-of-duty/>.

<sup>36</sup> Blake Neff, “Professional Educator: Grades, Showing Up On Time Are A Form Of White Supremacy,” *Daily Caller*, April 16, 2016, <https://dailycaller.com/2016/04/16/professional-educator-grades-showing-up-on-time-are-a-form-of-white-supremacy/#ixzz462wq5UBs>.

<sup>37</sup> Blake Neff, “White Privilege Conference Opens Day 2 By Lauding Cop Killer,” *Daily Caller*, April 16, 2016, <https://dailycaller.com/2016/04/16/white-privilege-conference-opens-day-2-by-lauding-cop-killer/#ixzz462xskLl2>.

<sup>38</sup> Blake Neff, “White Privilege Conference: Almost Everything Bad Is Tied To Christianity,” *Daily Caller*, April 16, 2016, <https://dailycaller.com/2016/04/16/white-privilege-conference-almost-everything-bad-is-tied-to-christianity/>.

<sup>39</sup> Blake Neff, “7 Things That Offended People At The White Privilege Conference,” *Daily Caller*, April 18, 2016, <https://dailycaller.com/2016/04/18/7-things-that-offended-people-at-the-white-privilege-conference/>.

<sup>40</sup> For example: Adam Tobias, “Wisconsin Reporter denied access to White Privilege Conference,” *Townhall*, March 28, 2014, <https://townhall.com/watchdog/wisconsin/2014/03/28/white-privilege-conference-access-n4441>.

<sup>41</sup> <https://web.cvent.com/event/f11b46bb-5ef2-47d3-972a-b0e0ef358a02/summary>

<sup>42</sup> Linda Sarsour, “Reflections of an American Muslim Mother on #Ferguson,” *Ummahwide*, November 26, 2014, <https://ummahwide.com/reflections-of-an-american-muslim-mother-on-ferguson-9199b50bfee0>.

<sup>43</sup> Lahav Harkov, “Linda Sarsour: NYC’s queen of hate,” *New York Post*, April 3, 2017, <https://nypost.com/2017/04/03/linda-sarsour-nycs-queen-of-hate/>.

<sup>44</sup> “Rasmea Odeh deported to Jordan,” *The Arab American News*, September 22, 2017, <http://www.arabamericannews.com/2017/09/22/rasmea-odeh-deported-to-jordan/>.

<sup>45</sup> For example, Emma Enig, “NGO Rescinds Award to Women’s March Due to Anti-Semitism,” *The Louis D. Brandeis Center*, November 2018, <https://brandeiscenter.com/ngo-rescinds-award-to-womens-march-due-to-anti-semitism/>; and Steven Emerson, “The Orwellian Universe of Linda Sarsour,” *American Thinker*, September 19, 2019, [https://www.americanthinker.com/articles/2019/09/the\\_orwellian\\_universe\\_of\\_linda\\_sarsour.html](https://www.americanthinker.com/articles/2019/09/the_orwellian_universe_of_linda_sarsour.html).

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