

NAME: Harold (Trip) Reynolds

1. Please share what diversity, equity and inclusion mean to you and why they are important?

>> What does diversity, equity, and inclusion mean to me?

DEI means taking initiative! Proudly but humbly, as taught by my father, I possess an extremely robust knowledge of and hands-on application of what is now called diversity, equity and inclusion (DEI).

As reported in the Lincoln Star Journal on July 14, 1963 - my father, Rev. Dr. Everett S. Reynolds (<http://reverendreynolds.com/esr.html>) was the first Black employee at the Nebraska State Penitentiary

As reported in the Lincoln Star Journal also in 1963, my father lead civil rights marches in downtown Lincoln, and he also lead the creation of the Malone Center.

July 14, 1963 LINCOLN SUNDAY JOURNAL AND STAR 11B

First Negro Pen Employee Set Enviably Record

By MARJORIE MARLETTE

An enthusiastic man of many parts is leaving the staff of the State Penitentiary this week after:

- Starting a musical instruction program probably unequalled in any prison the same size in the country.
- Handling 550 to 400 interviews a month as institutional parole officer.
- Receiving the accolade of inmates as a "fine human being . . . who gave unselfishly of his time and asked nothing in return but cooperation."

Says Warden Maurice Sigler of Parole Officer Everett Reynolds, "we'll miss him . . . he's made a real contribution here."

Reynolds, the prison's first Negro employe, has been parole officer and music director since January 1962. In these positions he has had close contact with the inmate population.

Besides regular interviews



Reynolds . . . 'a fine human being.'

day, 3 days a week, 8 hours or more the other two (or sometimes 3 or 4).

Says the Forum: "His charitable approach to a man serving a sentence would have drained the energies of an ordinary man, but his belief that each man should be accorded treatment with undivided consideration caused him to devote more to his job than just 8 hours.

"We sincerely believe that the tolerant touch of Mr. Reynolds has affected the lives of all who have had the pleasure of his acquaintance."

"All Are Good"

While Reynolds was the first Negro officer in the Penal Complex, 10 others have since been added to the staff and "all are good," Warden Sigler says.

The parole officer is leaving with regret. He likes his work at the prison . . . "I've had a good relationship with both the staff and the inmate population."

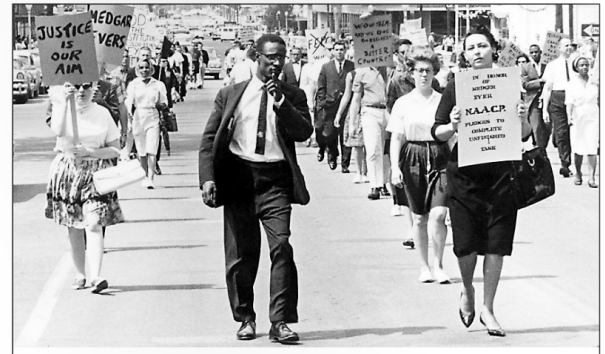


PHOTO FROM THE LINCOLN JOURNAL STAR ARCHIVES. REPRINTED WITH PERMISSION
The Rev. Everett S. Reynolds (center) and Leola Bullock (right) lead marchers during a 1963 civil rights march in Lincoln, Neb.

Despite the overt racial turmoil of the 1960s, as reported in the Wichita Beacon on July 24, 1965 - my family exchanged residences and churches with a White pastor in Jewel, Kansas for over two weeks.

RELIGION
The Wichita Beacon
WICHITA, KANSAS, 67201, SATURDAY, JULY 24, 1965 Page 1B

White, Negro Ministers Exchange Churches and Homes for 2 Weeks

By BOB MORTIMER

Business itself would act in the community . . . we have been accepted warmly with great appreciation in a case, both boards voted unanimously to accept the challenge, witness a case of brotherly love since their church home.

They ministered in the annual Central Kansas Methodist Conference in 1964. They had a lot to comment. They said members of churches of both faiths had a deep conviction that every effort should be made to establish peaceful racial relations.

THEY BEGAN to talk about what they could do to improve their race for their fellow men. An exchange of residences seemed to be a possible answer-of one each in Wichita and the other in Jewel.

and to become the temporary pastor of the Jewel Methodist Church. He and his wife moved because he had eight children in the care of 900 persons. Rev. Marshall Stanton said Reynolds was the first white pastor of St. Mark's Methodist Church, 1214 E. 10th St., with a congregation of 200 members.

THEY REALIZED 15-20 problems might arise before making definite plans for the exchange, they consulted their respective congregations and reported unadorned appreciation of the plan.

They first went to their own congregations. They explained that they would work for two weeks. Each would assume the full duties of the other. They would work with youth groups, adult classes, and other church activities. If violent racial incidents occurred when each spoke by their pastors.

THE CONGREGATIONS were first to think the situation over and to question the pastor.

"What are you trying to do? Are you trying to do something that you have heard of somewhere else?" they asked.

The congregations were told that they were being asked to do something that was not unusual.

Christians

"There are many good people who say little and do little. You have about the biggest heart in church," Rev. Reynolds said. "We are doing what we can to do it in a non-spectacular way, through a natural association with people of different racial groups and letting them express their Christian witness," Rev. Stanton said.

English Minister Observes American Churches—See Page 4B

Rev. Marshall Stanton (top left), Rev. Everett Reynolds and their families discuss arrangements of the past two weeks.

"Well, let me tell you about my religious position, for as many have said, the church, including the United Methodist, Baptist, Catholic and all others are racist in practice though not in belief. Oh if we could all live by the teaching of scripture and treat each other as brothers and sisters."

Rev. Dr. Everett S. Reynolds

DEI does not mean “every” societal “issue” merits the same considerations or values, especially in the workplace. The “new kid on the DEI block” is the LGBT+ movement, and it’s extremely important to separate “emotion” (instinct) from “reason” (intellect). For example:

(Instinct) Many people have emotion-based or instinctive religious values that define some, most, or all aspects of their lives. Given the assessment of theology by Christians, Jews, Muslims, and others, there has and there will always be perpetual disagreement in the regard.

For five-(5) consecutive generations, for nearly two-hundred-(200) years, ministers in my family (<http://reverendreynolds.com>) have preached the "Bible." That's preaching through genocide, slavery, and perpetual racism and oppression of Black people that propelled Black people to leave the Methodist Church and create of the AME and CME denominations, and racism that still exists within the United Methodist Church. Yes, the "Bible" has content that on the face of it may appear as a contradiction, but to compare the LGBT+ movement to slavery is insulting to the horrors my ancestors endured as slaves on the R.J. Reynolds tobacco plantation. For example, my Great-Grandfather, Rev. Abraham Lincoln Reynolds, Sr., watched his brother sold into slavery - *shortly after the Civil War!* - and he NEVER saw his brother again! The LGBT+ issue will cause the United Methodist Church to split in 2022. **To equate the LGBT+ movement to biblical references of slavery is not only insulting to the overwhelming majority of Black people, but only shows how some people will use any excuse to justify their objectives.**

(Intellect) The application of LGBT+ considerations has absolutely nothing to do with the actual performance of essential job functions:

FACT 1: Unless you're in the porn industry, the performance of essential job functions does not involve the discretionary or required use of a candidate or employee's vagina or penis.

FACT 2: Unlike race, age, and a *perceived* sexual identity, LGBT+ considerations are not self-evident and cannot be used to immediately and uniformly discriminate.

FACT 3: Simply put, as robustly documented in over 35,000 different types of work audited and detailed in the Dictionary of Occupational Titles (DOT) between 1938 and 1999, employees are required to perform the “essential job functions,” and such performance is measured against “job standards,” which are aligned to the achievement of strategic business unit objectives, *which has absolutely nothing to do with what an employee does or does not do with their vagina or penis.* *LGBT+ considerations are irrelevant.*

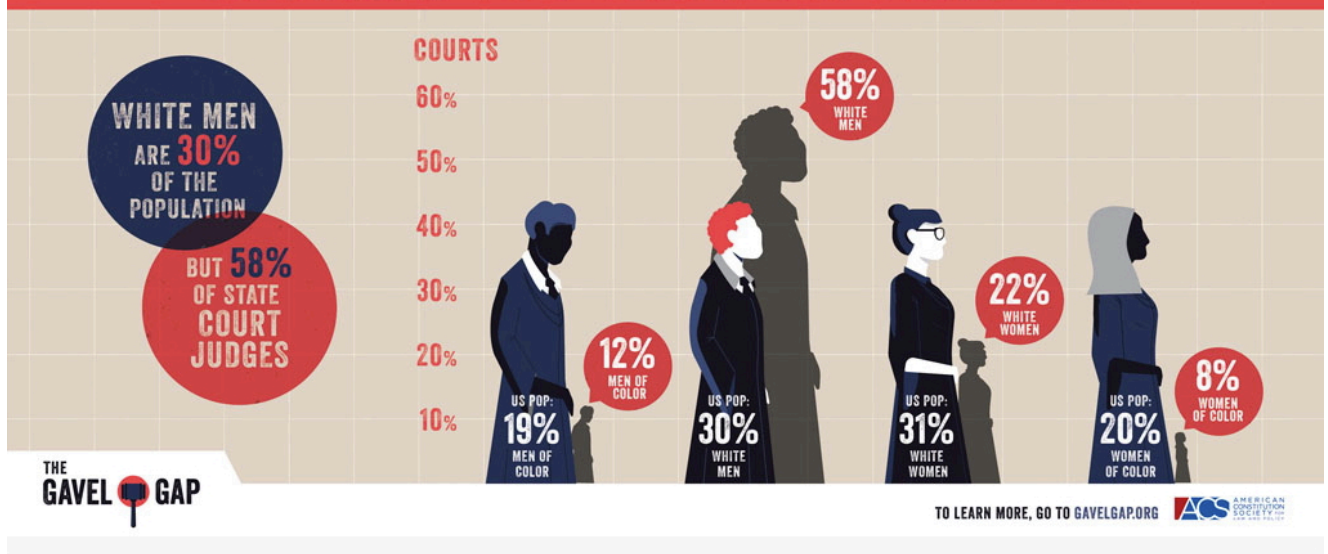
DEI means knowing your place, and there's absolutely nothing you can do about it! Conversely, throughout my entire life, through grade school, junior high, high school, college, and professionally, in nearly every academic, social, or professional environment, I've either been the *only* person of color or one of only a *few* people of color, and a frequent, well documented, victim of racism and oppression. I was twenty-one-(21) years old, pursuing my Master's Degree, and I vividly remember Northern Illinois University's Dean of Admission when he broke eye contact with me and said:

"I see your grades are very good, and you've got some good work here, but we've never had a Black person in our graduate program at NIU, and we're not going to start with you. At best, you can enter as a student-at-large and then, later, we can see if we can get you into the program."

<http://www.reynos.com/Resume/Degrees/NIU-RACISM/NIU-RACISM.pdf>

DEI means the same ole thing, simply repackaged! In summary, “Affirmative Action” evolved into DEI; the “Women's Liberation Movement” evolved into the #METOO movement; “Black and Proud” evolved into “Black Lives Matter,” and so on and so on. Oh, you can change the name all you want, but the “issues” remain the same; and despite civil rights laws, employment policies, and Johnny-come-lately “social justice warriors,” nevertheless, in reality, statistically, nothing much as changed: with the exception of a few tokens **the “Glass Ceiling” remains free of estrogen and melanin.** For example, let's look at the judiciary:

WHITE MEN: CASTING TOO LARGE A SHADOW

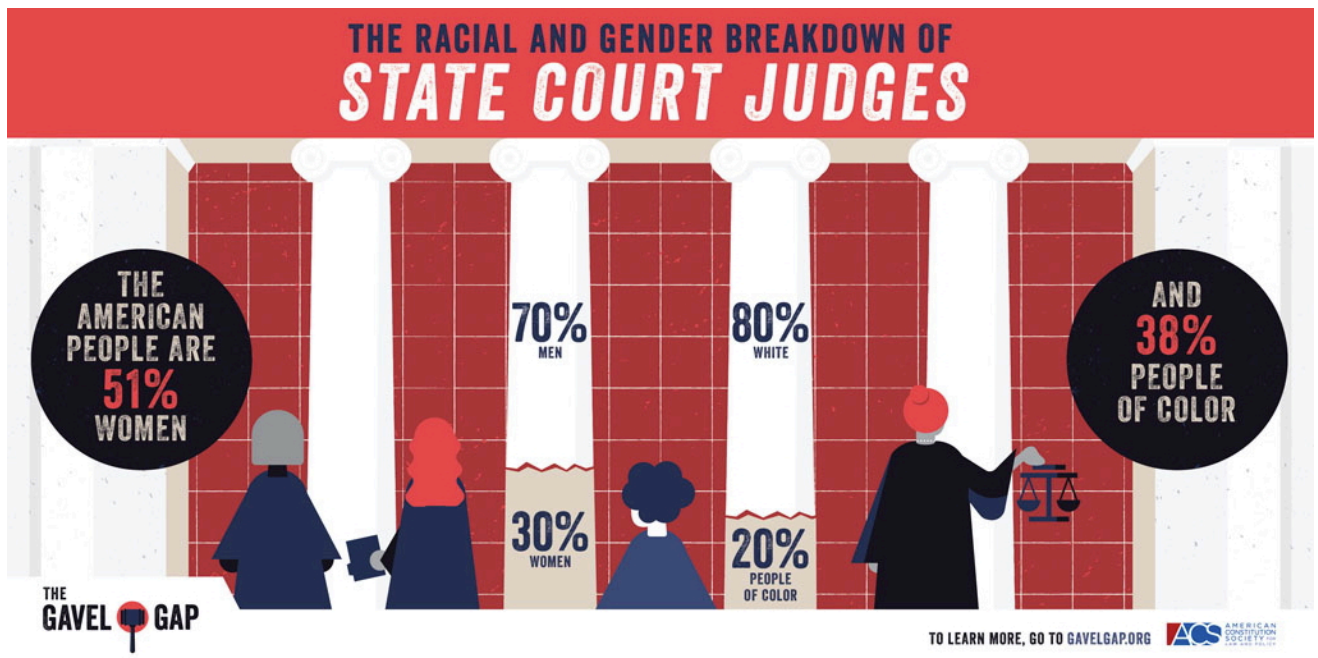


DEI means the judicial system was never meant for women and minorities, as researched and published on July 23, 2019 by Laila Robbins, Alicia Bannon, and Malia Reddick in their report, “State Supreme Court Diversity: Across the Country, Courts Fail to Reflect the Racial, Ethnic, and Gender Diversity of the Communities They Serve

(https://www.brennancenter.org/sites/default/files/2019-08/Report_State_Supreme_Court_Diversity.pdf).

WOMEN JUDGES: THE SHRINKING DOOR





DEI means accepting business as usual, going along to get along! As documented in “The State Bench Database – State by State Relative Frequencies,” in Nebraska, 83% of judges are White non-hispanic; 78% of judges are male; and **although people of color are 21% of the state’s population, Nebraska is one of 24 states with an All-White Supreme Court.** Likewise, the representation of women in Nebraska’s judicial system is also lacking. As reported in “State Supreme Court Diversity,” study: “The lack of diversity on today’s supreme court benches is even more striking in historical context. Since at least 1960, the earliest year for which we were able to obtain comprehensive data, more than a quarter of all states (13) have never had a person of color serve on their high court, and six states have only seated one justice of color. More than a third of all states — 18 in total — have never seated a Black justice, **which includes Nebraska.**”

FACT: People of color, and women, did NOT conceive, engineer, and execute acts of "inhumanity" against themselves, because people of color, and women, were not and have never held the power, control, or "privilege" to do so. So, as created and sustained by White men, if "systemic racism and sexism" did not or does not exist, *to whom exactly were "civil rights laws" to establish or prohibit racial and sexual discrimination directed?*

Except for a few tokens, when compared to White people, especially White men, the overall social and economic status (i.e., equal access to education, employment, housing, health care, and the political process) for the overwhelming majority of Black people, and other people of color, did not change before slavery, during slavery, after slavery, or during the 1870s, 1880s, 1890s, 1900s, 1910s, 1920s, 1930s, 1940s, 1950s, 1960s, 1970s, 1980s, 1990s, 2000s, 2010s, and in the absence of major change, there's absolutely no basis to expect any improvement in the 2020s or beyond. Given the aforementioned, the power and wealth acquired by White men via **systemic racism and systemic sexism** has not been eliminated or mitigated by those self-serving White males who wield ultimate control; and power and wealth cannot be eliminated or mitigated by legislative and/or societal change by self-serving White males who also wield ultimate control.

If "systemic racism and systemic sexism" did not or does not exist in the United States, how could the New York Times *find* the data, *confirm* the accuracy of the data, and then on September 9, 2020 *publish* the data, "**Faces of Power: 80% Are White, Even as U.S. Becomes More Diverse**," that validates the existence of systemic *racism and systemic sexism*?

WHITE GUILT? - The overwhelming majority of White people alive "today" had *absolutely nothing* to do with the atrocities committed against Black people, Native Americans, other people of color, and women, and they should not, they must not feel guilty. *Going on a "White guilt" trip for the atrocities committed by their ancestors is ridiculous, unjust, or worse, a skewed sense of narcissism. Instead, moving forward, White people, as should all people, should direct their energies to create a truly egalitarian republic.*

>> Why are diversity, equity, and inclusion important to me?

Diversity, equity, and inclusion are not important to me - never has been, never will. To give any value to race-based or sex-based paradigms that are intentionally used to categorize “human beings” is blatantly contrary to the mission of human resource professionals to “objectively” and “impartially” hire candidates **without regard to** their age, race, sex, creed, ethnicity, nationality, pregnancy status, disability, military status, sexual identity or preferences, etc. I’ve NEVER ever had a “need” or desire to hire someone to “be” White, or Black, or male, or female, or over or under 40 years of age, or disabled, or pregnant, or Catholic, or Jewish, or Muslim, or a veteran, or LGBT+ or whatever. I hire “people” to “work” – PERIOD. **Frankly, the “bigger” problem is the failure of employers to comply with employment law (Title VII, Title IX, ADEA, etc.), and to practice the so-called egalitarian principles suggested by the AA/EEO/ADA/Diversity/Ethics and Inclusion policies they preach.**

It’s my demonstrated practice to hire, compensate, promote, discipline, or terminate human capital without regard to any Title VII considerations, ADEA, etc. *The only instance where DEI has any importance is when the EEOC, OFCCP, or relevant litigation validate the employer has violated employment law.*

Throughout my career in human resources I've been immediately responsible for compiling, managing, and directing all aspects of human capital data used to profile diversity, equity, and inclusion [EEO-1s, EEO-4s, AA/EEO/ADA reporting, Vets 100 reporting, ERISA, ADEA, FLSA, OFCCP Conciliation Agreement, salary schedule analysis, bargaining unit agreements, 457(a), 401(k), ICD9, ICD10, etc.]. I've successfully designed, achieved, directed, managed, and promoted diversity and inclusion initiatives in diverse public/private sector, profit/non-profit, union/non-union, multi-site/multi-state, multicultural, and international environments (Germany, United Kingdom, China, Mexico, Indonesia, Vietnam, Brazil, Russia, Australia, Ethiopia, Sudan, Southern Sudan, Republic of Lakotah); which includes equally diverse industries such as health care (acute, medical research, long-term care), public education, aerospace, financial services, gaming, IT, retail, manufacturing, municipal government, property/casualty insurance, and print and broadcast (radio, television, cable) media.

<http://www.reynos.com/bio.htm#Diversity/AA/EEO>

Again, DEI means taking initiative!

As President/CEO/General Manager of Community Telecast, Inc. (CTI22), Omaha’s only community-based cable access television station:

- CTI22 was the only broadcast entity in metro Omaha (or Nebraska) to regularly produce and **broadcast** weekly “prime time” content featuring a White woman, Latina woman, Black woman, Asian Woman, and a Native American woman.
- CTI22 was the only broadcast entity in metro Omaha (or Nebraska) to regularly produce and **broadcast** weekly “prime time” content featuring a White man, Latino man, Black man, Asian man, and a Native American man.
- CTI22 broadcast more of the following content than all other metro Omaha TV stations combined: **public service announcements** promoting metro Omaha community-based organizations, events, and businesses; more original programming involving **elected officials**; more original, Omaha-based programming for African-American, Latino, Native American, Asian, and other ethnic groups; and more original, Omaha-based religious programming.

Again, DEI means taking initiative!

I live in a small town - Crete, Nebraska. As detailed in the exhibit below, "CRETE, NEBRASKA - IMAGE vs REALITY," back in 2016, Lincoln's 1011Now CBS television station broadcast a very skewed, one-dimensional image of Crete, Nebraska that intentionally ignored the fact that 48% of local business are women-owned, that Crete's K-12 school system is nearly 60% Latino (in 2016), and that Crete's population was 35.7% Latino (increased to 45.2% Latino as of July 1, 2019).

In this regard, I personally met with 1011Now's News Director, Stephanie Hedrick, not to complain, but solely to detail how 1011News could have generated ever greater revenue by strategically marketing to the "entire" geographic population. As I conveyed to Ms. Hendrick in my email of June 28, 2016 at 11:54 AM, "**Race is NOT the issue, but skewed reporting makes it so.**"

CRETE, NEBRASKA

IMAGE

	1011now's "OUR TOWN"	DEMOGRAPHIC RACIAL / SEXUAL SPOTLIGHT
1	HOSPITAL	WHITE M/F
2	TABITHA ELDER CARE	WHITE M/F
3	DOANE'S HELMET LAMPS	WHITE M/F
4	CRETE HIGH SCHOOL LEADERSHIP PROGRAM	WHITE M/F <small>NO "LOCAL" LATINO LEADERSHIP ROLE MODELS</small>
5	CRETE TEACHERS RETIREMENT	WHITE M/F
6	NEW CRETE HIGH SCHOOL	WHITE M/F
7	DOANE UNIVERSITY "RELAY FOR LIFE"	WHITE M/F
8	DOANE UNIVERSITY "EVOLUTION"	WHITE M/F
9	ATA MARTIAL ARTS	WHITE M/F
10	ANNUAL PUMPKIN FESTIVAL	WHITE M/F

REALITY

	U.S. CENSUS 2010 / 2015	% RACIAL DEMOGRAPHIC
1	WHITE	59.1
2	BLACK	1.0
3	AMERICAN INDIAN & ALASKA NATIVE	0.5
4	ASIAN	2.5
5	NATIVE HAWAIIAN & PACIFIC ISLANDER	0.1
6	TWO OR MORE RACES	2.2
7	HISPANIC OR LATINO	35.7

REALITY

	U.S. CENSUS 2010 / 2015	% AGE & SEX DEMOGRAPHIC
1	UNDER 5 YRS	8.3
2	UNDER 18 YRS	25.7
3	OVER 65 YRS	10.9
4	FEMALE	50.2
5	LABOR FORCE OVER 16 YRS	63.0
6	FEMALE LABOR FORCE OVER 16 YRS	62.2

REALITY

	U.S. CENSUS 2012	# AND %
1	MEN-OWNED FIRMS	155 (51.8%)
2	WOMEN-OWNED FIRMS	144 (48.2%)
3	MINORITY-OWNED FIRMS	70 (17%)
	NON-MINORITY-OWNED FIRMS	339 (83%)

Plus, with regard to business development in Crete, it was a glaring omission the broadcast excluded the fact that the overwhelming majority of people who work in Crete, Nebraska do NOT actually live in Crete, Nebraska - *and the corresponding impact on infrastructure, real estate, property taxes, etc.* As a subject matter expert in all human resource disciplines and organizational development (<http://www.reynos.com/bio.htm>), I have absolutely no interest playing the "race and/or sex card," which is counterproductive.

Again, DEI means taking initiative!

President Obama was preparing to send U.S. military to Syria. So I wrote him the following letter:

**Trip Reynolds
Omaha, Nebraska 68104**

September 8, 2013

President Barack Hussein Obama
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500

Hello, President Obama:

As you contemplate responding to the Assad regime's alleged use of chemical weapons in Syria, would you please give greater consideration to responding to a *much greater need* here, at home, in the United States of America?

At the conclusion of World War II the United States was primarily responsible for rebuilding Japan and most of Europe. As you know, it's been the history of the United States to send millions and billions of dollars to build or rebuild dozens and dozens *and dozens* of regimes. Unfortunately, the United States of America has never given the same *economic* and *political* considerations to Native Americans.

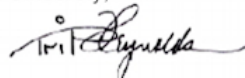
As you know, not only did the United States of America engage in genocide against nearly all tribes, but also the United States of America consistently broke nearly every treaty. As you should know, the Trail of Tears and other atrocities suffered by Native American predates the Palestinian and Israeli conflict, and the United States has refused to *equitably* deal with this injustice. For example, claims concerning ownership of the Gaza Strip pale in comparison to equally legitimate claims to create the Republic of Lakotah, a sovereign nation, with property rights over thousands of square miles in South Dakota, North Dakota, Nebraska, Wyoming and Montana. Even in the wake of the death of Russell Means, the creation of a sovereign Native American nation, the Republic of Lakotah, remains legitimate.

As you should know, Chief Standing Bear of the Ponca tribe predates the non-violence later championed by Mahatma Gandhi and Martin Luther King, Jr., but it was not until Chief Standing Bear successfully argued in U.S. District Court in 1879 in Omaha that Native Americans are, in fact, "persons within the meaning of the law" and have the right of *habeas corpus*. Nevertheless, *your administration*, as with your predecessors, continues to treat Native Americans as less than "people" and continues to allow Native Americans to "exist" in the United States of America in a third-world status on reservations (where Hitler got the idea for his "concentration camps") that remain centers of poverty and rampant unemployment; and where *alcohol has consistently been used as a "chemical weapon" to kill and enslave Native Americans*. What happened to life, liberty and the pursuit of happiness for Native Americans?

In summary, President Obama, I strongly encourage you to lower the "threat level" currently placed on Assad's regime, and raise the "threat level" to finally establish equitable treatment (not hand-outs) for the *economic and political sovereignty* of Native Americans. You should do this. Please, let the equitable treatment of Native Americans be the ultimate hallmark of your presidency.

I wish you continued success, and equal measures of health and wellness for your family.

Sincerely,



Trip Reynolds
A Concerned Citizen of the United States of America

Judi M. gaiashkibos, Executive Director of the Nebraska Commission on Indian Affairs sent me the following reply:

From: "gaiashkibos, Judi" <Judi.gaiashkibos@nebraska.gov>
Subject: RE: THE MIDDLE EAST . . . AGAIN?
Date: September 18, 2013 at 10:57:22 AM CDT
To: "trip.reynolds@icloud.com" <trip.reynolds@icloud.com>

Dear Trip,

That is an amazing letter that touched my heart. Thank you for taking time out of your busy life to advocate for all of us.

I will look forward to hearing what the response.

Keep doing all the great things you do.

All the best,
Your Ponca Friend,
Judi M. gaiashkibos

Trip's "position" on DEI:

We don't need more focus on AA/EEO/ADA/Diversity and Inclusion, *we need less or none at all*. Let's focus on the humane rights of all "people," and remove all race-based and sex-based laws and legislation:

1. Revise the Declaration of Independence to say, ". . . all ~~men~~ PEOPLE" are created equal.

*We hold these truths to be self-evident, that all **PEOPLE** 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.*

2. Given that the United States Constitution states, "We the People of the United States . . .," therefore, delete/remove/repeal all of the "race-based and gender-based" amendments; and delete/remove/repeal all Executive Orders pertaining to affirmative action (E.O. 11246, E.O. 10925), etc.
3. **FACT: A person will serve more time for stealing someone's car than for stealing someone's livelihood or "potential" due to blatant racial and/or sexual discrimination.** Given that the overwhelming majority of people had/have absolutely no input or control over the assignment of their race or sex, and that "PEOPLE" who are forced to change their sex/gender or who unilaterally change their sex/gender have the legal right to do so; it shall be deemed, by a jury that mirrors the current racial and sexual/gender demographics of the United States of America, a federal capital crime to discriminate against "PEOPLE" for something for which they have no control such as their race, sex, age, ethnicity, creed, national origin, veteran status, pregnancy, disability, LGBT+ status, etc. Most importantly, upon conviction sentencing will mirror all capital felonies such as murder, mass murder, aggravated cases of rape, child rape, child sexual abuse, terrorism, treason, espionage, sedition, offenses against the State, such as attempting to overthrow government, piracy, aircraft hijacking, drug trafficking, drug dealing, etc. Bottom line: To deny someone of their "potential" because of their race, sex, age, ethnicity, creed, national origin, veteran status, pregnancy, disability, etc., is a heinous crime, equivalent to murder and rape.

Equally important, as represented by the sparse population of "my demographic" in executive leadership positions in Nebraska's EEO-1 and EEO-4 reports below, there will be no tool to intentionally "monitor and limit" the progress of human beings, or a need to categorize, compile, and report race-based and sex-based data on human beings!

NEBRASKA
2017 EEO-4 and 2018 EEO-1

2017 NEBRASKA EEO-4 (PUBLIC SECTOR) JOBS PAYING OVER \$70,000 PER YEAR "THE GLASS CEILING"					2018 NEBRASKA EEO-1 (PRIVATE SECTOR) EXECUTIVES / SENIOR OFFICIALS / MGRS "THE GLASS CEILING"						
		NUMBER	PERCENT	TOTAL %	% of U.S. CENSUS 07-01-19			NUMBER	PERCENT	TOTAL %	% of U.S. CENSUS 07-01-19
WHITE	MEN	6,487	72.96	91.96	78.2	WHITE	MEN	3,293	65.39	95.23	78.2
	WOMEN	1,689	19.00				WOMEN	1,503	29.85		
BLACK	MEN	184	2.07	2.88	5.2	BLACK	MEN	23	0.46	0.95	5.2
	WOMEN	72	0.81				WOMEN	25	0.50		
HISPANIC	MEN	182	2.05	2.53	11.4	HISPANIC	MEN	68	1.35	1.85	11.4
	WOMEN	43	0.48				WOMEN	25	0.50		
ASIAN	MEN	83	0.93	1.32	2.7	ASIAN	MEN	50	0.99	1.27	2.7
	WOMEN	34	0.38				WOMEN	14	0.28		
AMERICAN INDIAN	MEN	31	0.35	0.39	1.5	AMERICAN INDIAN	MEN	5	0.10	0.20	1.5
	WOMEN	4	0.04				WOMEN	5	0.10		
HAWAIIAN	MEN	7	0.08	0.11	0.1	HAWAIIAN	MEN	0	0.00	0.00	0.1
	WOMEN	3	0.03				WOMEN	0	0.00		
2 OR MORE	MEN	61	0.69	0.81	2.3	2 OR MORE	MEN	15	0.30	0.50	2.3
	WOMEN	11	0.12				WOMEN	10	0.20		
TOTAL		8,891	100.00	100.00	101.40	TOTAL		5,036	100.00	100.00	101.40
TOTAL EMPLOYEES		14,639	MEN = 7,035 79.12			TOTAL EMPLOYEES		389,620	MEN = 3,454 68.59		
			WOMEN = 1,856 20.88						WOMEN = 1,582 31.41		
TOTAL UNITS REPORTING:		43		8,891	100	TOTAL UNITS REPORTING:		1,822		5,036	100
Source:	https://www.eeoc.gov/eo-4/equal-employment-opportunity-commission-state-and-local-government-information-eeo-4-2017-47					Source:	https://www.eeoc.gov/statistics/employment/jobpatterns/eeo1/2018/states-industries/table?state=28&naics=				
	<div style="border: 1px solid black; padding: 5px;"> <p>WHITE PEOPLE ARE 78% OF THE POPULATION BUT HOLD 92% OF PUBLIC SECTOR JOBS OVER \$70K / WOMEN ARE 50% OF STATE POPULATION BUT HOLD ONLY 21% OF PUBLIC SECTOR JOBS OVER \$70K</p> </div>						<div style="border: 1px solid black; padding: 5px;"> <p>WHITE PEOPLE ARE 78% OF THE POPULATION BUT HOLD 95% OF PRIVATE SECTOR EXECUTIVE JOBS / WOMEN ARE 50% OF THE STATE POPULATION BUT HOLD ONLY 31% OF PRIVATE SECTOR EXECUTIVE JOBS</p> </div>				
Summary:	<ol style="list-style-type: none"> White people possess 92% of \$70K+ jobs but only 78% of NE population. White men possess 3.8 times more \$70K+ jobs than White women. Black men possess 2.5 times more \$70K+ jobs than Black women. Hispanic men possess 4.2 times more \$70K+ jobs than Hispanic women. Asian men possess 2.4 times more \$70K+ jobs than Asian women. American Indian (AI) men possess 8 times more \$70K+ jobs than AI women. 					Summary:	<ol style="list-style-type: none"> White people possess over 95% of executive jobs but only 78% of Nebraska's population. White men possess twice as many executive jobs as White women. Hispanic men possess 2.5 times more executive jobs than Hispanic women. Asian men possess 3.5 times more executive jobs than Asian women. 				

4. Recognize the Republic of Lakotah as a sovereign nation, and return to them all of their land, property, etc. *Why?*

In 1886, prior to becoming the 26th President of the United States of America in 1901, Theodore Roosevelt said:

"I don't go so far as to think that the only good Indians are the dead Indians, but I believe nine out of every 10 are, and I shouldn't like to inquire too closely into the case of the tenth."

Theodore Roosevelt

His "image" is carved into Mount Rushmore, the sacred land of the Lakotah

- 2.** Please describe your definition of procedural justice and how the role of human resources and at least three of its functions impact individuals and their feelings thereof?

>> Reynolds' definition of "Procedural Justice."

The use of linear, empirical, and fact-based assessments to achieve objective and validated outcomes, and where procedure is subordinate to the veracity of truth and justice.

>> How the role of human resources and at least three of its functions impact individuals and their feelings thereof?

1. The "feelings" of employees are not relevant to the performance of the essential job functions. Employees are not compensated to "feel," or to be "emotional," or to be overtly "altruistic" at the employer's expense, or to be "narcissistic" for their own betterment. Employees do not come to work to "feel" good, but to be compensated in return for work "performed," because in the absence of compensation, employees would not report to work.
2. As validated by volumes of case law, and the "at-will" doctrine, an "employee" is not under any obligation to "like" their boss or employer, or to "feel" good about any aspect of their employment. Likewise, the employer is not under any obligation to "like" its employees, or to provide health benefits, fitness facilities, transportation services, etc. The "work" is performed within the context of an "adult-to-adult" professional relationship, not "parent-to-child" or "husband-to-wife" or "best friends" or any such affirmation. Although a "positive and productive work environment" can be emotionally satisfying for many employees, the "character and scope" of the work environment is not emotionally-based but strategically designed (sometimes with air conditioning, van pool services, valet service, wellness facility, daycare, cleaning services, etc.) to maximize employee productivity for the production of products and/or for the effective delivery of services to clients and customers.
3. The three-(3) HR functions most likely to receive concerns from employees, individually or collectively, are:
 - a. Compensation and Benefits – perception of being under-compensated; increase in the cost of health care and/or reduction in health care services; pension and deferred compensation;
 - b. Employee / Labor Relations – perception of inequitable treatment; tenure; employment status; discipline; sexual harassment or abuse; discriminatory practices; or inequitable compensation;
 - c. Negligent Management – Poor leadership; discriminatory practices; incompetence; lack of job knowledge;
4. As defined by the employer, and executed by the Human Resources Department, by default (by design), all "human resource functions" (listed below) have an immediate impact on employees, but the "**degree of impact**" is subject to strategic business plans and related organizational development objectives established by immediate and/or executive management.

Compensation / Position & Change Management, Job Evaluation / Recruitment & Selection (local, regional, national, international) / Training & Organizational Development / Employee & Labor Relations / Health Benefits (acute, long-term care, medical research, wellness) / Employee Assistance Programs / Deferred Compensation / TQM / HRIS and ERP / Employee Communications & Media relations (print, broadcast, intranet/internet, social media campaigns, web design/HTML, seminars, public speaking) / Diversity Management (AA/EEO/ADA) and Ethics, etc.