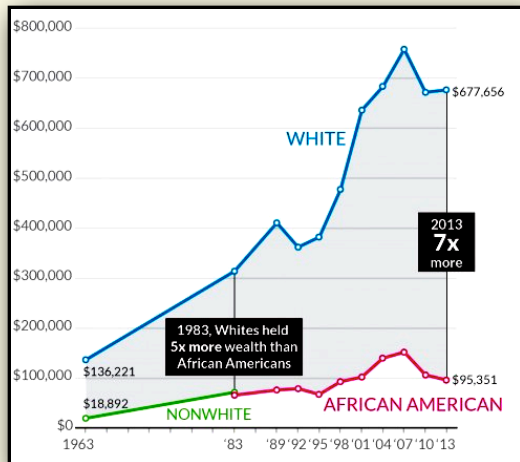


**Do you really think “things” have changed just because you see “token” people of color promoted as athletes, actors, musicians, and politicians?**

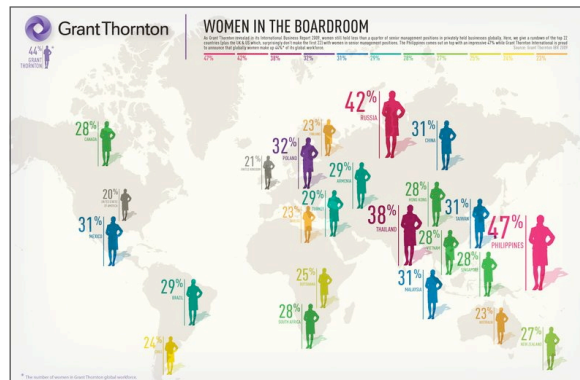


In 1968, a typical middle-class black household had \$6,674 in wealth compared with \$70,786 for the typical middle-class white household, according to data from the historical Survey of Consumer Finances that has been adjusted for inflation. In 2016, the typical middle-class black household had \$13,024 in wealth versus \$149,703 for the median white household, an even larger gap in percentage terms.

As researched by Derenoncourt, Chi Hyun Kim, Kuhn, and Schularick in their March 8, 2021 report, “The Racial Wealth Gap, 1860 - 2020,” the wealth gap between Blacks and Whites has never been abated, has only increased significantly; and if present trends in the data continue, the racial wealth gap is headed to a steady state with average White wealth at least five times greater than average Black wealth - even through 2260!

As perpetually validated by EEO-1s and EEO-4s, whether you call “it” Affirmative Action or DEI, nothing has changed or is likely to change. **Is this what YOU want?**

**The “GLASS CEILING” is proof that Equal Opportunity and DEI is a joke, a lie, an insult to your intelligence. What are YOU going to do about it?**



**Diversity?** With regard to the “Glass Ceiling,” in 2013 women accounted for only 4% of CEOs in Fortune 500 companies. As of 2022, nothing much as changed. *Source: Catalyst.org*

Equally disturbing, why is there a greater percentage of women in corporate and governmental boardrooms in Russia (42%), China (31%), Canada (28%), Australia (23%), Brazil (29%), Mexico (31%), and throughout other countries in Europe and Asia than in the United States (20%)? **Why??** *Source: Grant Thornton*

**Diversity?** As with Affirmative Action (DEI), the greatest beneficiaries of the LGBT+ movement are and will always be White men and White women. **Why would CRT make any difference?**

**For a fair and just solution, schedule your seminar now:**

REYNOS CONSULTING  
 REYNOS.COM  
 P.O. BOX 327  
 OMAHA, NEBRASKA 68144  
 402-418-8424

# AA vs DEI?

**NOTHING CHANGES.**

Just because you slap on a new set of tires and a get a really spiffy paint job doesn't change the fact the "Motortrend Car of the Year for 1961" was made in 1961 and represents all the inherent limitations, bias, flaws, etc.

**1961 PONTIAC TEMPEST in 1961**



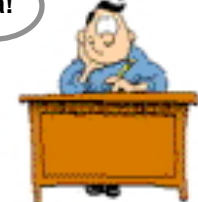
**1961 PONTIAC TEMPEST in 2022**



**AA has been “re-branded” as DEI. It changes nothing!**

**Oh, yeah, I remember when JFK signed Executive Order 10925 on March 6, 1961 to create “Affirmative Action.”**

Ha!



**THE PAST IS NOT THE PAST WHEN THE OVERALL STATUS OF BLACK PEOPLE HAS NOT CHANGED**

**PAST  
PRESENT  
FUTURE**



**PAST  
PRESENT  
FUTURE**



**PAST  
PRESENT  
FUTURE**



**INCARCERATION**

In 2013, Blacks (37%) comprised the largest portion of male inmates under state or federal jurisdiction, but Blacks only represent 13.2% of the U.S. population; and 1 of every 3 Black men have a likelihood of imprisonment. Source: U.S. Census; U.S. Department of Justice, Bureau of Justice Statistics, September 2014, NCJ 247282

**LYNCHING / JIM CROW**

With the end of slavery, to maintain control and to intimidate Blacks nearly 3,500 Blacks were lynched in the United States between 1882 and 1968, mostly from 1882 to 1920 which included Jim Crow laws over the next 80 years. Source: "Lynchings: By State and Race, 1882-1968". University of Missouri-Kansas City School of Law. Retrieved July 26, 2010. "Statistics provided by the Archives at Tuskegee Institute." Also, Marcyllena H. Morgan (2002). Language, Discourse and Power in African American Culture, p. 20. Cambridge University Press, 2002.

**SLAVERY**

In 1860, the U.S. population was 31,443,321 which included 3,953,761 slaves, representing 12.6% of the total population. Source: 1860 U.S. Census; Wikipedia

**Anti-racist, anti-oppression strategies don't point fingers into Johnny-come-lately CRT, DEI, SJW and other fads - they must point to solutions!**

**OPTION A**



**FOLLOW THE LEADER OVER THE CLIFF**

**CRT  
AA/EEEO  
SJW**

**OPTION B**

- 1 LEARN FROM HISTORY**
- 2 ESTABLISH OBJECTIVES**
- 3 DEFINE STRATEGY**
- 4 ACHIEVE OUTCOMES**

**STRATEGIES SHOULD BE BASED ON FACTS, NOT THEORY.**

Otherwise, you're wasting time guessing, and hoping, and wishing.

**STRATEGIES ACHIEVE TARGETED SOLUTIONS.**

Otherwise, you're wasting your time, because you failed to establish objectives that are measurable and achievable.

**STRATEGIES DON'T BLAME, OR CREATE HATE, OR INCITE GUILT.**

Otherwise, you're wasting your time pursuing a political or social agenda.

**STRATEGIES ESTABLISH COMMITMENT, ROLES AND RESPONSIBILITIES.**

Otherwise, nothing changes.

Consequently, an anti-racist, anti-oppression strategy is not anchored to the past, but strategically elevates an organization to achieve, promote, and sustain an equitable and inclusive culture that will benefit everyone.