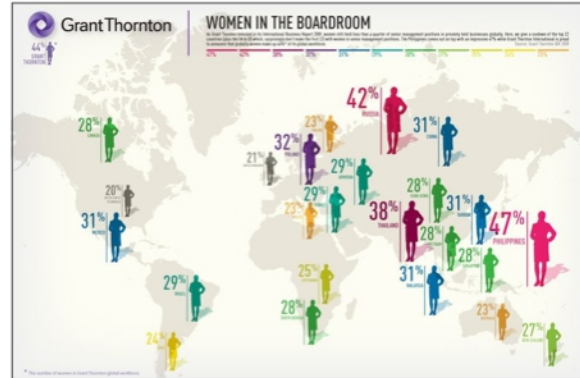


**What are your anti-racist, anti-oppression strategies to guide an organization to develop and sustain a culture that embraces and promotes equity and inclusion?**

**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 412  
CRETE, NEBRASKA 68333  
402-418-8424

# DEI?

## WHO TO BLAME?



I'VE GOT TO BLAME SOMEONE, RIGHT?



## OPTION A

**Anti-racist,  
anti-oppression  
strategies don't  
point fingers,  
they point to  
solutions**

**BLAME, POLITICIZE, AND  
GALVANIZE (YOUNG)  
PEOPLE WITH NO SPECIFIC  
OBJECTIVE**



**FOLLOW  
THE LEADER  
OVER THE  
CLIFF**

**CRT  
AA/EEO  
SJW**

## OPTION B

**LEARN FROM**

**1 HISTORY**

**ESTABLISH**

**2 OBJECTIVES**

**DEFINE**

**3 STRATEGY**

**ACHIEVE**

**4 OUTCOMES**

**COMMITMENT, ROLES, AND  
RESPONSIBILITIES**

**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.*