



WEEKLY UPDATE

FEBRUARY 19 - 25, 2023

CCLAB
San Luis Obispo County



14th Annual Dinner & Fundraiser

THURSDAY,
MARCH 30, 2023
MADONNA EXPO CENTER

Get the close up dual update on what's happening, what's next, and what you can do about it, direct from San Luis Obispo County Board Chairman John Peschong and Supervisor Debbie Arnold. Rally to their long haul perspective to sustain family, freedom, and heritage.



5:00 pm Social Hour & Open Bar
6:15 pm Filet Mignon Dinner & Wine
Auction will be held after dinner
(Auctioneer Todd Ventura)

\$125/person
\$1,250/table (seats 10)

For tickets:

On-Line Reservations & Payment can be made at www.colabslo.org/events.asp

or

Mail your check to

COLAB SLO County, PO Box 13601, SLO, CA 93406

Cocktail Attire Optional

More info at (805) 548-0340 or colabslo@gmail.com

THIS WEEK

DIVERSITY, INCLUSION, EQUITY & DISASTER

SEE THE ARTICLES – PAGES 18 & 27

NO BOARD OF SUPERVISORS MEETING

OTHER AGENCIES DORMANT

LAST WEEK

3CE POLICY BOARD

WRESTLES WITH REGULATIONS, FAKE ENERGY, AND FUTURE COSTS

CEN COAST WATER BD ADOPTS RACIALIST EDICT

LEVELS ACCUSATIONS OF: *CURRENT BIAS, PREJUDICE, SYSTEMIC, AND INSTITUTIONAL RACISM THAT CONTINUES TO (A) PREVENT EQUAL ACCESS TO RESOURCES AND INSTITUTIONS, (B) UNDERMINES CULTURAL, GOVERNMENTAL, AND NATURAL RESOURCES SOVEREIGNTY, AND (C) LIMITS PROTECTION FROM HARMS AND INJUSTICES*

THEY SAY MINORITY NEIGHBORHOODS HAVE MORE WATER POLLUTION AS PROOF – EUROPEAN DESCENDANTS AND THEIR ANCESTORS ARE GUILTY OF RACIST COLONIALISM WHICH IS CONDEMNING MINORITIES TO DRINKING POLLUTED WATER, PESTICIDES, AND LACK OF ACCESS TO NATURAL RESOURCES



ANNOUNCEMENTS

SEE PAGE 30

California Severe Winter Storms, Flooding, Landslides, and Mudslides Presidential Declaration

DISASTER RECOVERY CENTER/LOCAL ASSISTANCE CENTER OPEN IN SAN LUIS OBISPO

GETTING DISASTER HELP FROM SBA

INITIAL STEPS: Register with FEMA, Apply with SBA, and Visit a Disaster Recovery Center

THIS WEEK'S HIGHLIGHTS

ALL MEETINGS ARE AT 9:00 AM UNLESS OTHERWISE NOTED

In General: The County and regional agencies do not have meetings this Week. Some meetings have been cancelled.

No Board of Supervisors Meeting on Tuesday, February 21, 2022 (Not Scheduled)

The next meeting is set for Tuesday February 28, 2023.

Planning Commission Meeting of Thursday, February 23, 2022 (Scheduled)

The meeting has been cancelled. The next regularly scheduled meeting will be on March 9, 2023, in the Board of Supervisors Chambers, County Governments Center, 1055 Monterey Street, Room D170, and San Luis Obispo at 9:00 a.m.

LAST WEEK'S HIGHLIGHTS

CORRECTION PAGE 12

No Board of Supervisors Meeting on Tuesday, February 14, 2023 (Not Scheduled)

The next scheduled meeting is set for Tuesday, February 28, 2023.

Central Coast Community Energy (3CE) Policy Board meeting of Wednesday, February 15, 2023 (Completed)

In General: The status of 3CE will become an important topic soon as the new Board of Supervisors majority has directed staff to bring back information on joining.

Item 6 - Regulatory and Legislative Quarterly Update (Information Only). The 3CE staff continued to warn its Board of the impending risks as State regulators, including the Public Utility Commission, State Energy Commission, and California Independent System Operators express concern about the short- and long-term ability of community choice energy providers (CCEs) to achieve State goals. These include having sufficient short-term energy available for hot days and emergency outages. This is termed resource adequacy (RA).

At the same time, the overall market for RA capacity has tightened due to, among other factors; increasing limitations on the amount of RA capacity certain resources count for. Staff have already been actively engaged with the CPUC around the impact of all these changes on RA procurement planning and will push back strongly on these new proposals in the coming months.

3CE knows that proposed new RA requirements will increase its costs, which in turn can undermine its business model of acquiring term energy contracts at lower costs than the investor-owned utilities such as PG&E.

Another issue is that the State agencies are fully aware that the so-called green energy component of 3CE's energy is not real energy at all. The actual energy being delivered is PG&E's normal mix. 3CE acquires renewable Energy Certificates (RECs), which it uses to claim its green component. The State is pressing the CCEs and 3CE to develop sources that provide real green energy. This is also very costly and could impact the Authorities' costs.

The SLO County Board should receive a full disclosure and analysis of this aspect of the situation as it considers joining 3CE.

Central Coast Regional Water Quality Control Board meeting of Thursday, February 16, 2023 (Completed)

DIVERSITY, INCLUSION, EQUITY, AND DISASTER

See the related articles below in this week's COLAB In Depth on pages 18 and 27.

Item 7 - Consideration of a Proposed Resolution Condemning Racism, Xenophobia, Bigotry, and Racial Injustice and Strengthening Commitment to Racial Equity, Diversity, Inclusion, Access, and Anti-Racism in the Central Coast Region (Resolution No. R3- 2023-0002). The Regional Board approved the Resolution 4/0 after a long turgid and self-congratulatory presentation by the staff. It should be noted that the Board has 4 current members. There should actually be 7. Governor Newsom is behind in appointments.

The Board was extremely pleased with the draft and the staff that produced it. Nevertheless, Board members tediously went over the wording at a minute level, especially where it involved indigenous people.

The wokist Resolution slanders our history and racializes the Water Board's mission so as to give certain racial and ethnic group's preferences on water quality on the central coast. Resolutions are declarations of official government policy and direction. The Resolution goes on to set up a program of psychological conditioning for the Water Board staff.

The Board and its staff regulate water quality and seek to prevent pollution in Monterey, San Luis Obispo, and Santa Barbara Counties. Following the lead of the State, the Water Board determined to adopt a resolution stating its commitment to diversity, equity, inclusion, and racial justice. Have they not been inclusive up to now? They have certainly gone after small underfunded poor Hispanic farmers over the years with respect to farm tail water and nitrogen.

The resolution covers 14 pages and is too long to replicate here. Some of the more flagrant accusations and conclusions are excerpted here:

CALIFORNIA REGIONAL WATER QUALITY CONTROL BOARD CENTRAL COAST REGION PROPOSED RESOLUTION NO. R3-2023-0002 CONDEMNING RACISM, XENOPHOBIA, BIGOTRY, AND RACIAL INJUSTICE AND STRENGTHENING COMMITMENT TO RACIAL EQUITY, DIVERSITY, INCLUSION, ACCESS, AND ANTI-RACISM IN THE CENTRAL COAST REGION

3. Because race intersects with many, if not all, other marginalized identities, prioritizing and addressing racial inequities improves outcomes for other marginalized communities (e.g., gender identity, sexual orientation, physical ability, immigration status, age, etc.). Accordingly, the Central Coast Water Board aims to improve life outcomes for all marginalized communities in the Central Coast Region through advancing racial equity.

9. Commits to implementation of climate change initiative projects, including components of the State Water Board's Resolution No. 2017-0012, Comprehensive Response to Climate Change, that involves the Central Coast Water Board to address, in part, the disproportionate effects of extreme hydrologic conditions and sea-level rise on Black, Asian, Hispanic/Latino/a/e, Indigenous, and other people of color and underrepresented communities, prioritizing: a. The right to safe, clean, affordable, and accessible drinking water and sanitation. b. Sustainable management and protection of local surface water and groundwater resources. c. Access to surface waters that support subsistence fishing and other Tribal Beneficial Uses.

15. *California Native American Tribes have endured systemic and institutional racism, starting with the establishment of the Spanish Missions in the late 18th century, followed by Mexican ranchos, and as California became a state in 1850. European settlers and their governing authorities took Indigenous land and resources by unjust and inequitable means resulting in the loss of land and resources essential to their spiritual, cultural, and economic well-being and livelihoods. The Central Coast Water Board acknowledges that conditions for California Native American Tribes remain inequitable due to bias, prejudice, systemic, and institutional racism that continues to (a) prevent equal access to resources and institutions, (b) undermine cultural, governmental, and natural resources sovereignty, and (c) limit protection from harms and injustices.*

COLAB Note: Could the Water Board members cite some specific current examples of prejudice, systemic racism, and institutional racism against tribes in Monterey, San Luis Obispo, or Santa Barbara County that cause them to suffer from polluted water? The Water Board has been working on this for decades. If any sites remain, it evinces a complete failure of the agency. After all, they are making an official government finding here.

COLAB Note: Were the Hispanic/Latinos who colonized the Western Hemisphere guilty but are now transmuted somehow to be victims so that only the dependents of other European colonists are guilty?

21. *Farmworkers in the Central Coast Region, who are often people of color, face significant socioeconomic and civic obstacles that increases their vulnerability to impacts from environmental harms including exposure to poor water and air quality, pesticides, and other chemicals. Additionally, farmworker communities often face significant challenges to achieve racial equity and inclusion in the communities where they live and work.*

COLAB Note: In which specific cities and unincorporated villages – SLO City, Arroyo Grande, San Miguel, Santa Maria, Santa Ynez – is this currently occurring? Or where exactly?

24. *Longstanding racial and ethnic inequities regarding access to nature further excludes these communities from direct and indirect health and environmental benefits of natural spaces. Many Black, Asian, Hispanic/Latino/a/e, Indigenous, and other people of color and underrepresented communities lack accessibility to parks, open spaces, greenways, and green infrastructure, which provide natural flood protection, water treatment, and groundwater recharge, and offer opportunities for recreation, improved health and quality of life. Moreover, the destruction, degradation and pollution predominantly occur in natural spaces in or near communities of color.*

COLAB Note: Again, where is this happening in SLO, Monterey, and Santa Barbara Counties now?

The staff report and Resolution itself detail an extensive multi- year process of expensive process, meetings, seminars, etc., to develop the Resolution. What did this cost and how much it divert staff from the actual water quality protection mission? The Resolution itself directs staff to

conduct a massive cultural change in the organization. What will this cost in terms of dollars and lost time?

Water Board Members:

Jane Gray - Chair



Ms. Jane Gray, of Goleta, is a regional planner and project manager who has been working in a private sector environmental and engineering firm since 2006 and previously worked as a planner with Santa Barbara County and County of Fresno. Ms. Gray has a Bachelor's degree in Social Work and led refugee resettlement programming in New York and Arizona, taught English as a Second Language teacher for public agencies, public schools and private language schools in the US and Germany. She earned a Master's degree in regional planning and management from the Technische Universität Dortmund, Germany and spent time in Ghana, West Africa studying and documenting resource issues and governance as part of her masters program. Ms. Gray served as Vice Chair of the Central Coast Regional Water Quality Control Board from 2019 to 2022.

- Term Expires: 09/30/2026

Dr. Jean-Pierre Wolff - Vice Chair



Dr. Wolff, Ph.D., of San Luis Obispo, has been the owner and vintner of Wolff Vineyards since 1999. He was an independent consultant providing technical consulting services for privately held corporations from 2000 to 2002, senior vice president for Global Energy Services, a division of Emerson Electric from 1998 to 2000 and Vice President and corporate officer for Electro-Test from 1981 to 1998.

He is a member of the Coastal San Luis Resource Conservation District and the Agriculture Liaison Advisory Board, Cal Poly Center for Sustainability, Cal Poly College of Agriculture, Food and Environmental Science, Dean's Executive Advisory Board, Central Coast Salmon Enhancement, San Luis Obispo Vintners Association and the Central Coast Wine Growers Association. He served as Chair of the Central Coast Regional Water Quality Control Board from 2014 to 2022.

- Term Expires: 09/30/2023

Dr. Monica S. Hunter



Dr. Hunter, Ph.D., of Los Osos, was formerly the central coast Senior Program Advisor for the Planning and Conservation League Foundation (PCLF) and since 2004 has conducted numerous stakeholder processes in support of sustainable coastal watershed resource management. Since 2014 she has served as a Board Trustee of the PCL Foundation. Dr. Hunter was a consultant to the Morro Bay National Estuary Program in 2001, and a former member of the Executive Committee, serving on the Education and Stewardship Committee. She was a regional liaison to California Sea Grant focused on central coast marine resource stakeholder engagement from 2000 to 2003. She is currently an emeritus board member of the Carmel River Watershed Conservancy and was also a founding member of the Carmel River Task Force. In 2012 and 2013, she served on the Governor's Drinking Water Stakeholder Group. She served as Vice Chair of the Central Coast Regional Water Quality Control Board from 2014 to 2018.

- Term Expires: 09/30/2024

Ms. Stephanie Harlan



Ms. Stephanie Harlan, of Capitola, previously served on the Central Coast Regional Water Quality Control Board from 2018 to 2019 and was reappointed in 2021. Ms. Harlan was a Member of the Capitola City Council from 2010 to 2018, from 1994 to 2006 and 1984 to 1992. She was a Registered Nurse at Salinas Valley Memorial Hospital from 1996 to 2015, at Watsonville Community Hospital from 1984 to 1996 and at Santa Cruz Community Hospital from 1983 to 1984. She is a member of the Santa Cruz County League of Women Voters and Friends of the Capitola Library.

- Term Expires: 09/30/2026

Executive Staff

Matthew T. Keeling - Executive Officer



Matthew T. Keeling has been the Executive Officer for the Central Coast Water Board since April 2020. Prior to coming to the Water Board in 1999, he worked in the private sector as a consultant. Matthew has worked for the Water Board in various programs in both technical and management capacities and he was most recently the Assistant Executive Officer between 2018 and 2020 after managing the Water Board's Active Oil Field Regulatory and Land Disposal Programs. Prior to this he developed and managed the Water Board's Groundwater Assessment and Protection (GAP) Program and participated in several regional and statewide technical working groups and advisory committees focused on addressing groundwater contamination and associated environmental justice issues. He has a Bachelor of Science degree in Environmental Engineering from California Polytechnic State University, San Luis Obispo, a Master of Science degree in Civil Engineering from Oregon State University, and is a Professional Civil Engineer.

Thea Tryon – Assistant Executive Officer



Ms. Thea Tryon has been the Assistant Executive Officer for the Central Coast Water Board since April 2020. Prior to joining the Water Board family in 2001, she was an environmental consultant and specialized in the investigation and cleanup of groundwater pollution. Ms. Tryon has worked for the Central Coast Water Board for the past 16 years in various programs in both the technical and management capacities. She earned a Bachelor of Science degree in chemistry from the University of Western Ontario (Canada) and a Master of Science degree in hydrogeology from the University of Waterloo (Canada).

Tammie Olson - Executive Assistant – Clerk to the Board



Tammie Olson is the Executive Assistant for the Central Coast Water Board and moved to the central Coast from the San Bernardino Mountains in 1990. Once here she worked for the Auto Club for a number of years. She started with the state in 2007 as an office technician for the Department of Juvenile Justice Paso Robles. She quickly promoted and eventually came to the Water Board in 2014.

They want to make the community atone for the sins of the Dons like the Cotas, Castros, Picos, Arguellos, Bandinis, Carrillos, Alvarados, Vallejos, Avilas, Ortegas, Noriegas, Peraltas, Sepulvedas, Pachecos, Yorbas, etc., as well as the Dens, Hollisters, Danas, and other Yankees who bought up or married into the Ranchos?

What penances will the Water Board impose on farmers and municipalities to redress our ancestors' colonization of the Western Hemisphere beginning over 500 year ago? Would the Reconquista of Islamic Spain also count as an illegal land taking? Or, going back a little further, would the Islamic conquest of Germanic-Vandal Hispania in 700 count as an illegal land taking? And in turn, would the Gothic conquest of Roman Hispania in 450 count as yet another example? Of course, the Romans drove the indigenous Celts out of Spain (as well as most of Western Europe), which they had inhabited for thousands of years.

The fact is that when a group of humans with more advanced technology encounters a group with a less advanced technology, the less endowed group often suffers with regard to territory and cultural dominance.

To rewrite anthropological and historic fact with the racialist doctrine is despicable. Finally, the Water Board resolution broad brushes the community for alleged poor circumstances under which agricultural labor works. They might better reflect on the advancement of generations of agricultural labor in California. For example. our Congressman Salud Carbajal's parents were migrant workers. Many other descendents are business owners, civil servants, and farm operators (no thanks to the Water Board).

Big Picture: The woke revisionist racialists on the Water Board, who have threatened agriculture and promulgated scores of over-reaching regulations, should stick to helping protect pure water rather than spewing divisive ideological propaganda and spending their revenue from fines to indoctrinate their staff.

National DEI expert Christopher Russo¹ outlined some of the steps used by institutions to turn left wing radicalism into a psychological conditioning program:

Diversity bureaucracy has turned left-wing racialism into a new orthodoxy and implemented an administrative policy of racial preferences and discrimination. It divides individuals into categories of oppressor and oppressed, presents “anti-racism” as the solution, and proposes “racial identity development”—which, in practice, resembles a form of cult programming—as the necessary method of atonement” ...for “systemic racism that continues to plague our nation.”

These “diversity, equity, and inclusion” programs are a farce. In practice, they promote ideological conformity, racial and sexual discrimination, and the exclusion of any group that finds itself on the wrong side of the identity hierarchy.

Related Action: The City of SLO has embraced DEI.

After a national search, the City of San Luis Obispo appoints Nestor Veloz-Passalacqua to lead the City’s Office of Diversity, Equity, and Inclusion. The City news release states:



The City of San Luis Obispo is pleased to announce the appointment of Nestor Veloz-Passalacqua as its new Diversity, Equity, and Inclusion Manager. He will lead the City’s initiatives and programs to make San Luis Obispo a more welcoming, inclusive, and safe community for everyone.

“Nestor will strengthen the City’s Office of Diversity, Equity and Inclusion and the City’s efforts to make San Luis Obispo a more welcoming, inclusive, and safe community for everyone,” said Deputy City Manager Greg Hermann. “Our programs, policies and projects will all benefit from Nestor’s experience and expertise in this field.”

Veloz-Passalacqua will manage the [City’s Office of Diversity, Equity, and Inclusion \(DEI\)](#). In this role, he will lead Citywide organizational diversity, equity and inclusion initiatives. As the City’s DEI Manager, he will be responsible for collaborating with City leadership to foster opportunities for education, inclusion, and belonging within the community.

¹ Russo, Christopher : [DEI Cult](#), City Journal, February 9, 2023 [Christopher F. Rufo](#) is a senior fellow at the [Manhattan Institute](#) and a contributing editor of City Journal. Sign up for his newsletter [here](#).

“I am passionate about justice, equity, diversity, and inclusion practices in government settings and communities,” Veloz-Passalacqua said. “I look forward to working with all City staff to create and enhance safe and brave spaces for all individuals where differences are respected and where we can foster a strong sense of belonging.”

Veloz-Passalacqua recently served the community as the DEI Program Manager for the County of San Luis Obispo’s Behavioral Health Department and has a deep knowledge of the changes needed in local systems and structures to create a more welcoming and inclusive environment for staff and all individuals seeking public services. Today, Veloz-Passalacqua continues to create consensus on strategies that empower and support disenfranchised communities, while striving to instill justice.

Veloz-Passalacqua has earned two Associates Degrees from Cuesta Community College, a bachelor’s degree in comparative ethnic studies from Cal Poly, a master’s degree in public policy from Cal Poly, and a master’s degree in legal studies from the University of Arizona. He is an expert at developing and operationalizing new policies. His deep-rooted cultural experiences and affinity to learn from other cultures and learn languages have shaped his worldwide lens for inclusion, acceptance, respect, and change.

Veloz-Passalacqua’s first day was February 2, 2023. He filled the role after the City’s first DEI Manager, Beya Makekau, took a new position at Cal Poly in November 2022. For more information on the City’s Office of Diversity, Equity and Inclusion, visit www.slocity.org/Diversity.

To receive updates from the City, please register for City News e-notifications on the City’s website at www.slocity.org/subscribe or follow the City of San Luis Obispo on social media.

COLAB NOTE: The salary range for the position is \$115,778 - \$144,716 per year plus extensive pension, health insurance, vacation, paid holidays, administrative leave, dental, and deferred compensation.

JOB SUMMARY:

Plans, develops, organizes, implements, oversees, and evaluates Citywide internal and external diversity, equity, and inclusion (DEI) initiatives and programs in order to strengthen and build on a culture of equity and inclusion; demonstrates a commitment to the City’s core values; serves as a strategic partner with the City’s Leadership Team on internal and external DEI work, while supporting employees and the community at large; leads and collaborates with senior leadership and the Human Resources Department in the ideation,² coordination, administration, and management of all DEI programs, including learning content, staff development, policy and practice improvement, and community engagement efforts.

² Ideation refers to the process of developing and conveying prescriptive ideas to others, typically in a business setting. It describes the sequence of thoughts, from the original concept to implementation. Ideations can spring forth from past or present knowledge, external influences, opinions, convictions, or principles.

KNOWLEDGE AND ABILITIES:

Knowledge of:

- Principles, practices, trends, and research related to diversity, equity, and inclusion.
- Intersections of race, power, and privilege within the context of organizational structures and functions.
- Principles, practices, and techniques of program implementation, management, evaluation, and budgeting.
- Principles, practices, and techniques of leadership, mentoring, empowering, and teamwork.
- Principles, practices, and techniques of management, supervision, training, and employee evaluation.
- Issues affecting people of diverse racial, ethnic, cultural, and socioeconomic backgrounds.
- Practices and techniques related to community outreach and engagement.
-



**Local Agency Formation Commission (LAFCO) Meeting of Thursday, February 16, 2023
(Cancelled)**

The meeting was cancelled. The next meeting is scheduled for March 16, 2023.

TWO WEEKS AGO

CORRECTION: We reported that the Rural RV Camping Ordinance was approved unanimously. Actually it was approved 4/1 with Supervisor Dawn Ortiz-Legg dissenting. She objected on the grounds that it is unfair competition for the brick-and-mortar hospitality industry, which must pay TOT, sales taxes, property taxes, and facilities maintenance. Another objection is that no revenues are attributable to the program to fund the regulatory costs such as responding to complaints, inspections, and enforcing the rules. These would fall on the County General Fund.

Item 34 - Rural Camping/Request to consider a resolution rendering a final determination and interpretation on Rural Recreation and Camping pursuant to Section 22.30.520 of the Land Use Ordinance (Title 22 of the County Code) and Section 23.08.072 of the Coastal

Zone Land Use Ordinance (Title 23 of the County Code). Exempt from CEQA. The approval of the Resolution would allow rural camping within certain bounds. The Board unanimously approved the Resolution. This means that the Planning Department will not apply the permit requirements and development standards of the Rural Recreation and Camping Ordinance to RV camping operations that meet the specified criteria. RV camping operations that do not meet the specified criteria will continue to be subject to the Rural Recreation and Camping Ordinance (including, but not limited to, setback and minimum site area requirements).

EMERGENT ISSUES

Item 1- Gov. Newsom Signs New Executive Order To Help Retain Water Against Extreme Weather Events. Order continues to make it harder for farmers to get additional needed water, By Evan Symon.

Governor Gavin Newsom signed a new executive order on Monday to help retain water in the state against future droughts.

According to a press release released by the Governor, the new executive order came about as a direct response to both the mega-drought that has occurred in California for the last several years, as well as mega-storms last month that helped refill reservoirs across the state and boosted snowpack levels well above 200% in mountain ranges.

The order specifically keeps many drought and rain emergency orders made in the past few years in effect that protect water reserves and expand how much water can be brought to reservoirs during rainier times. The Department of Water Resources, the State Water Resources Control Board, and the Department of Fish and Wildlife will also be allowed to continue expediting water releases and recharge projects.

In addition, the Water Board can modify water release and diversion limitations in the state to conserve water upstream later in the year in order to protect cold water pools for salmon and steelhead, enhance instream conditions for fish and wildlife, improve water quality, protect carry-over storage, ensure minimum health and safety water supplies, and provide opportunities to maintain or to expand water supplies north and south of the Delta. New groundwater wells, or modifying existing wells, will also need new permissions under the order from a groundwater sustainability agency.

“To protect water supply and the environment given this new reality, and until it is clear what the remainder of the wet season will hold, the executive order includes provisions to protect water reserves, and replace and replenish the greater share of rain and snowfall that will be absorbed by thirstier soils, vegetation and the atmosphere,” the Office of Governor Gavin Newsom said on Monday.

“The order helps expand the state’s capacity to capture storm runoff in wet years by facilitating groundwater recharge projects. It also continues conservation measures and allows the State

Water Board to reevaluate requirements for reservoir releases and diversion limitations to maximize water supplies north and south of the Delta while protecting the environment. Additionally, the order directs state agencies to review and provide recommendations on the state's drought response actions by the end of April, including the possibility of terminating specific emergency provisions that are no longer needed, once there is greater clarity about the hydrologic conditions this year."

Water control experts noted on Monday that the Executive Order will lead to more water restrictions later this year.

"In layman's terms, the Executive Order is giving more power to different agencies and will bring on more restrictions later this year," Jack Wesley, a water systems consultant for farms and multi-family homes, explained to the Globe on Monday. "They're projecting another hot, dry summer, but we also have more rain coming most likely, and a lot of snow to help replenish the state later this year. If you're in a city or suburb, this won't affect you too, too much, except for probably more restrictions this year, like not washing your car or broken up watering times."

"For people in more rural and agricultural areas, it's a bit more of a problem. It's already a pain to dig a new well there, so with this it will be even harder now. But the bigger thing is state agencies deciding more on water releases and solidifying that hated part that protects fish above farms. And most people already know what that means – farms getting hit with the brunt of it. "The order sort of makes sense in that, yes, if it is a drought year we do need to protect the water we have. But they are making a lot of assumptions right now and are once again ignoring important sectors."

Other drought control measures are expected to be put into place across the state later this year.

Evan V. Symon is the Senior Editor for the California Globe. Prior to the Globe, he reported for the Pasadena Independent, the Cleveland Plain Dealer, and was head of the Personal Experiences section at Cracked. He can be reached at evan@californiaglobe.com.

Item 2 - California Per Capita General Fund Spending Doubles – Where is it Going? By Edward Ring

California's state government is spending twice as much as it did a decade ago, and by every metric that matters to ordinary Californians, things have only gotten worse.

Even without further analysis, this is an incredible fact. California's state government, in constant dollars, is spending nearly twice as much per resident as it did a decade ago, and what do they have to show for it? Are the schools better? Are the roads improved? Is crime and homelessness down? The answer to these and similar questions is no.

According to reports downloaded from the [California Legislative Analyst's Office](#) (LAO), and after [adjusting for inflation](#) and for [population growth](#), the state's general fund budget is up 84

percent compared to just ten years ago. Put another way, the state's per capita general fund spending in the current fiscal year is just under \$6,000 per California resident, and ten years ago — in 2022 dollars — it was just over \$3,000 per resident.

Digging into what drove this tremendous increase doesn't reveal much, because the increase is across the board. As the table below indicates, the seven departments that logged the biggest dollar increases in spending were, in most cases, increasing their budget by a lower percentage than the 84 percent by which overall spending increased. Still, some of these multibillion dollar increases bear examination.

The state prison system, for example, increased spending (all figures are in 2022 dollars) by \$3.4 billion over the last ten years, a 29 percent increase. But the inmate population in state prisons dropped during the same period, from [168,000 in 2009](#) to [96,000 in 2022](#). This fiscal year, California's state prison system is now spending an estimated \$159,000 per prisoner.

How is it possible that inflation-adjusted spending is up 29 percent when the inmate population is down by 45 percent?

Similar questions arise with every element of the state budget. The basic LAO report reduces the general fund budget to 12 categories: (1) Business, Consumer Services, and Housing, (2) Corrections and Rehabilitation, (3) Environmental Protection, (4) General Government, (5) Government Operations, (6) Health and Human Services, (7) Higher Education, (8) K-12 Education, (9) Labor and Workforce Development, (10) Legislative, Judicial, and Executive, (11) Natural Resources, and (12) Transportation. But each of these categories can be expanded; viewing all subcategories will reveal 302 separate line items.

For this reason, "Government Operations" rising from \$800 million ten years ago to over \$5.0 billion today, only begins to become explicable if you wade through its 66 line items. The biggest line, accounting for nearly half the increase? "Health & Dental Benefits for Annuitants," otherwise known as OPEB ([Other Post-Employment Benefits](#)), that costly benefit afforded to state retirees that constitutes the unseen but nearly as financially voracious cousin to pension benefits.

The next three lines are all subcategories falling within the category "Health and Human Services." These are big numbers. The "Dept. of Social Services" nearly doubled its spending (remember, all these calculations are after adjusting for inflation). So what's costing another \$8.1 billion a year? It turns out most of this is for so-called SNAP benefits (Supplemental Nutrition Assistance Program), once known as food stamps. Factors influencing this rise would include [\\$6 billion per year](#) of recently allocated "emergency allotment benefits," part of the state's response to the COVID pandemic. Another reason for the rise in spending is the decision of the state to award SNAP [benefits to undocumented immigrants](#), but there is no publicly available data on how many of California's undocumented residents are recipients.

The eligibility of undocumented immigrants is also a factor in the biggest single line item increase in the state budget over the past ten years, that of Health Care Services. Nonetheless, most of this increase, \$17.3 billion, is the result of the expansion of Medi-Cal under the Affordable Care Act. By 2015, so-called Obamacare in California had grown to [cover 12.7 million people](#), a nearly [60 percent growth](#) in less than two years. By 2018 there were an [estimated 13.5 million](#) Californians covered by Medi-Cal. By 2022, enrollment grew to [nearly 14 million](#). Because most of the costs to cover Med-iCal recipients qualifying under the Affordable Care Act are covered by the Federal Government, however, it remains unclear just how much of this cost increase is due to higher enrollment, and how much is attributable to higher costs per insured, the extension of benefits to the undocumented, and more bureaucracy.

California State General Fund

Depts with Largest Budget Increases (\$ = billions)
Spending for 2012-13 adjusted for inflation & pop growth

	<i>adjusted</i> 2012-13 Budget	2022-23 Budget	\$ increase	% increase
Corrections and Rehabilitation	11.4	14.7	3.4	29%
Government Operations	0.8	5.9	5.0	592%
Department of Developmental Services	3.5	7.7	4.1	117%
Department of Social Services	9.1	17.2	8.1	89%
State Department of Health Care Services	20.0	37.3	17.3	87%
Higher Education	13.3	23.6	10.3	78%
K-12 Education	56.2	78.2	22.0	39%
Subtotal - Major Expenditures	114.3	184.6	70.3	61%
Total General Fund Budget 2022-23	127.7	234.4	106.7	84%

When it comes to the primary recipients of general fund spending for education, there is almost no case to be made that the population served has increased. As shown on the next chart, compared to [10 years ago](#) the total enrollment is actually [down at community colleges](#) and in [K-12 public schools](#). In the California State University system, enrollment is [up 12 percent](#) compared [to a decade ago](#); enrollment at the University of California is [up a bit more](#), at 22 percent compared to [a decade ago](#).

But these enrollment trends, at most up by 2 percent per year, do not begin to keep pace with overall spending increases in every case. Per student spending in just the last ten years increased (again, after adjusting for inflation) by 97 percent at the community colleges, 73 percent in the Cal State system, 38 percent for the UC System, and 53 percent in the K-12 public schools.

The most egregious of these examples has to be the K-12 schools. They receive approximately [38 percent of the state general fund](#) every year, no matter how swollen the budget gets. Imagine the perverse incentive this creates. The powerful teachers unions will push for anything that increases the state budget, because no matter what the expenditure is for, they will get 38 cents out of every dollar increase. But all this money has not improved educational outcomes.

Before moving on it's important to note that the \$13,377 per pupil spending reported by the LAO is nowhere near the actual amount Californians pay for K-12 education. That is just the general fund's share. When spending from all other sources are considered, the per pupil expenditure rises to over \$20,000. That is a spectacularly high amount of money, reminiscent of the apocryphal \$600 hammer once uncovered in a defense budget audit. But at least the hammer hammered. Are California's children learning?

California Public Education Funding

Budget per Student - General Fund Only
Spending for 2012-13 adj. upwards for inflation

	Est. Enrollment 2012-13	adjusted \$ per Student	Enrollment 2021-22	\$ per Student
Community Colleges	2,300,000	2,181	2,100,000	4,286
California State University	425,000	6,226	477,466	10,796
University of California	230,000	13,253	280,000	18,305
K-12 Public Schools	6,225,000	8,751	5,846,317	13,377

The big remedies are as obvious as they are anathema to the government unions that run Sacramento.

Tens of billions every year could be saved by scrapping defined benefit pensions and OPEB benefits, and instead giving public employees the same state-funded retirement package that every taxpaying citizen is entitled to, i.e., Social Security and Medicare. That would not only restore solvency to every local government in California and eliminate the looming state budget deficit, but it would reestablish a badly needed sense of shared fate between public servants and the citizens they serve.

Such reforms might also stimulate a more meaningful dialogue in the state legislature as to what realistic limits might be placed on taxpayer supported benefits to undocumented Californians. If the weight of undocumented beneficiaries threatens to sink the budgets and hence the systems that state workers also depend on along with their fellow citizens, maybe a more appropriate balance will be struck between policies that are compassionate and policies that are sustainable.

Another way to save would be by implementing school choice, where parents would have the ability to direct the public funds allocable to their child into whatever accredited school they wished. Tens of billions in education establishment bloat could be saved with better educational outcomes.

To truly restore solvency in the state government, California could also enact common sense policies that would lower the cost of living and stimulate genuine economic growth: deregulate the housing market, loosen building code restrictions, abandon the policies of urban containment to free up land for housing, end the assault on natural gas drilling and distribution, keep natural gas generating plants open, invest in water infrastructure to lower the cost of food and housing, bring back the timber industry to create jobs, and enable access to low-cost lumber, and create a business climate that is friendly instead of hostile.

Instead of pursuing practical measures, and making tough decisions, California's state legislators are exclusively committed to simply spending more money. A lot more money, as the past decade clearly indicates. If lawmakers would balance their penchant for spending with a commitment to eliminate inequitable and failed — and very expensive — programs, it would help everyone living here, instead of just the special interests.

Edward Ring is a senior fellow with the California Policy Center, which he co-founded in 2013. Ring is the author of Fixing California: Abundance, Pragmatism, Optimism (2021) and The Abundance Choice: Our Fight for More Water in California (2022). This article originally appeared in the [California Globe](#), Feb 13, 2023.

COLAB IN DEPTH

IN FIGHTING THE TROUBLESOME, LOCAL DAY-TO-DAY ASSAULTS ON OUR FREEDOM AND PROPERTY, IT IS ALSO IMPORTANT TO KEEP IN MIND THE LARGER UNDERLYING IDEOLOGICAL, POLITICAL, AND ECONOMIC CAUSES

THE SUDDEN DOMINANCE OF THE DIVERSITY INDUSTRIAL COMPLEX

BY THOMAS HACKETT

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Little more than a decade ago, DEI was just another arcane acronym, a clustering of three ideas, each to be weighed and evaluated against other societal values. The terms diversity, equity, and inclusion weren't yet being used in the singular, as one all-inclusive, non-negotiable moral imperative. Nor had they coalesced into a bureaucratic juggernaut running roughshod over every aspect of national life.

They are now.

Seemingly in unison, and with almost no debate, nearly every major American institution – including federal, state, and local governments, universities and public schools, hospitals, insurance, media and technology companies and major retail brands – has agreed that the DEI infrastructure is essential to the nation’s proper functioning. From Amazon to Walmart, most major corporations have created and staffed DEI offices within their human resources bureaucracy. So have sanitation departments, police departments, physics departments, and the departments of agriculture, commerce, defense, education and energy. Organizations that once argued against DEI now feel compelled to institute DEI training and hire DEI officers. So have organizations that are already richly diverse, such as the National Basketball Association and the National Football League.

Many of these offices in turn work with a sprawling network of DEI consulting firms, training outfits, trade organizations and accrediting associations that support their efforts.

“Five years ago, if you said ‘DEI,’ people would’ve thought you were talking about the Digital Education Initiative,” Robert Sellers, University of Michigan’s first chief diversity officer, [said in 2020](#). “Five years ago, if you said DEI was a core value of this institution, you would have an argument.”

Diversity, equity and inclusion is an intentionally vague term used to describe sanctioned favoritism in the name of social justice. Its [Wikipedia entry](#) indicates a lack of agreement on the definition, while [Merriam-Webster.com](#) and the [Associated Press online style guide](#) have no entry (the AP offers [guidance on related terms](#)).

Yet however defined, it's clear DEI is now much more than an academic craze or corporate affectation.

“It’s an industry in every sense of the word,” says Peter Schuck, professor emeritus of law at Yale. “My suspicion is that many of the offices don’t do what they say. But they’re hiring people, giving them titles and pretty good money. I don’t think they do nothing.”

It’s difficult to know how large the DEI Industrial Complex has become. The Bureau of Labor Statistics hasn’t assessed its size. Two decades ago, MIT professor Thomas Kochan estimated that diversity was already an \$8 billion-a-year industry. Yet along with the addition of equity, inclusion, and like terms, the industry has surely grown an order of magnitude larger. Six years ago, McKinsey and Company estimated that American companies were spending [\\$8 billion a year on diversity training](#) alone. DEI hiring and training have only accelerated in the years since.

“In the scope and rapidity of institutional embrace,” [writes Marti Gurri](#), a former CIA analyst who studies media and politics, “nothing like it has transpired since the conversion of [Constantine](#).”

Yet in our time, no Roman Emperor has demanded a complete cultural transformation. No law was passed mandating DEI enactment. No federal court ruling has required its implementation. There was no clarion call on the order of President Dwight D. Eisenhower’s “military industrial complex” warning. No genuine public crisis matched the scale of the response.

The sources of this transformation are both deep and fairly recent. On one level, they can be traced back to the egalitarian movements that have long shaped American history – from the nation’s founding, through the Civil War and Reconstruction to the battles for women’s suffrage, the civil rights movement, and same-sex marriage. In other ways, the rapid transformation can seem no more explicable than an eccentric fashion trend, like men of the late 18th century wearing periwigs. However, a few pivot points of recent history bent its arc in DEI’s direction.



DEI has roots in affirmative action, but the Supreme Court is expected to soon [curtail that in college admissions](#).
Whoisjohngalt/Wikimedia

The push for affirmative action is the most obvious influence, a program first conceived during the Reconstruction era but then abandoned for nearly a century. Although triumphs for social justice, the Civil Rights Act and Voting Rights acts of the late 1950s and 1960s didn’t stop discrimination; the country would need to take more affirmative steps toward assisting minority groups and achieving more equitable outcomes, proponents argued. A controversial policy from the

start (with the Supreme Court expected to curb its use in college admissions this term), affirmative action was further complicated by immigration reforms that allowed for more non-European immigrants, setting off a seismic demographic shift that continues to reverberate.

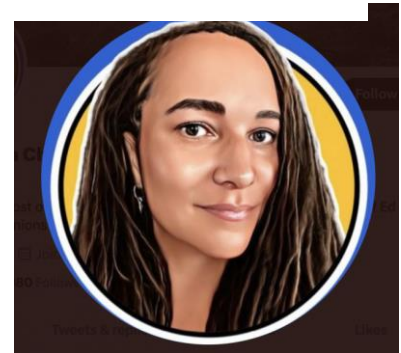
The diversity movement of the early 1990s was in part an attempt to capitalize on the new multicultural reality. Stressing individual and institutional benefits rather than moral failings, early corporate diversity training programs hewed to traditional values of equality and meritocracy. Creating a diverse workplace, [R. Roosevelt Thomas wrote in the Harvard Business Review, in 1990](#), “should always be a question of pure competence and character unclouded by birth.”

And in many ways it appears to have worked. Just look at the tech industry, where immigrants from East and South Asia have flourished. [Nigerian immigrants are perhaps the most successful group in America, with nearly two-thirds holding college degrees](#). Doors have opened wide to the once-closeted LGBT community.

But in other ways, the recent explosion of DEI initiatives reflects shortcomings of earlier efforts, as suggested by the headline of 2016 article in the Harvard Business Review, [“Why Diversity Fails.”](#) Even as high-achieving first- and second-generation immigrants have thrived in certain industries, particularly STEM fields, people of color remain scarce in senior institutional positions. There is also the deeper issue of what many in the post-George Floyd era have taken to calling systemic or structural racism, citing major disparities for black Americans in education, healthcare, homeownership, arrests, incarceration, and household wealth.

More recently, a spate of widely publicized police killings of unarmed African Americans has galvanized a growing belief, especially among progressives and especially since Donald Trump’s election, that America is an irredeemably racist nation. In 2020, in the wake of the Floyd murder and in advance of a fraught election, a moral panic set in. Having increased their ranks, social justice entrepreneurs and bureaucrats were poised to implement an ideological agenda and compound their institutional power.

Tabbye Chavous, the University of Michigan's top diversity officer, with a salary of \$380,000. Her predecessor was her husband, who got \$431,000.



Although no hard numbers exist on the exact size of the industry, the “DEIfication” of America” is clear. From Rochester, New York, to San Diego, Calif., cash-strapped municipalities have found the funds to staff DEI offices. Startups and small companies that once relied on their own employees to promote an inclusive culture now feel compelled to hire diversity consultants and sensitivity trainers to set them straight. The field is so vast it has born a sub-field: [recruiting agencies for DEI consultants](#). So-called “authenticity readers” tell publishing companies what [are acceptable depictions](#) of marginalized groups and [who is entitled to tell their stories](#). Master’s degree and certificate programs in DEI leadership at schools like Cornell, Georgetown, and Yale offer new and lucrative bureaucratic careers.

At Ohio State University, for example, the average DEI staff salary is \$78,000, according to public information gathered by economist Mark J. Perry of the American Enterprise Institute – about \$103,000 with fringe benefits. Not to be outdone by its Big Ten conference rival, the University of Michigan pays its diversity officers \$94,000 on average – about \$124,000 with benefits. Until he retired from the position last summer, Michigan’s chief diversity officer, Robert Sellers, was paid over \$431,000 a year. His wife, Tabbye Chavous, now has the job, at the vice provost rank and a salary of \$380,000.

For smaller organizations that cannot afford a full-time equity officer, there are other options for shoring up social justice bona fides – namely, working with any of the [hundreds of DEI consulting agencies](#) that have risen like mushrooms after a night’s rain, most of them led by “BIPOC” millennials. With some firms, the social justice goals are unmistakable. [The Racial Equity Institute](#) is “committed to the work of anti-racist transformation” and challenging “patterns of power” on behalf of big-name clients like the Harvard Business School, Ben &

Jerry's, and the American Civil Liberties Union. With others, the appeal has less to do with social change than [exploring marketing opportunities and creating a "with-it" company culture](#), where progressive politics complement the office foosball tables and kombucha on tap.

["Diversity wins!"](#) declares the management consultancy McKinsey & Company. Certainly diversity officers have been winning, although opposition is building in [Florida](#) and [elsewhere](#), where the wider woke agenda that includes DEI has advanced. Even minimally trained practitioners are in high demand, and signs of their influence abound.

Wells Fargo offers cheaper loans to companies that meet racial and gender quotas. Private equity and venture capital firms like [BlackRock](#) and [KKR](#) declare their commitment to racial "equity." [Bank of America tells its employees they are implicated in a white supremacist system.](#) Lockheed Martin asks its executives to ["deconstruct their white male privilege."](#) Major tech companies like Google publicly chart the ["Black+ and Latinx+"](#) people they've hired, and assure the public that Artificial Intelligence will [prioritize the DEI political agenda](#). ChatGPT, an AI model that can generate remarkably cogent writing, is been designed with a liberal bias, summarily rejecting requests that don't conform to the algorithm's notions of ["positivity, equality and inclusivity."](#) [Disney instructs employees to question colorblind beliefs](#) espoused by the Rev. Martin Luther King Jr. and others. [Fire departments are told to lower their physical fitness requirements for women.](#) Similarly, universities are dropping standardized tests to yield more admissions of certain minorities (typically not Asians). And the Academy of Motion Picture Arts and Sciences, hoping to award more "films of color," inspects [Oscar-nominated films for cast and crew diversity](#). (Netflix has been a notable exception, last May [laying off dozens of employees working on such issues](#). Under Elon Musk, Twitter is also flouting woke orthodoxies.)

Why Diversity Programs Fail

And what works better by Frank Dobbin and Alexandra Kalev

From the Magazine (July-August 2016)

... but not long ago, Harvard Business Review [flagged](#) the shortcomings of earlier efforts. [Harvard Business Review](#)

In education, college students are required to take [DEI-prescribed courses](#). Community college employees in California are evaluated on their [DEI competencies](#). Loyalty oaths to the DEI dogma are demanded of professors. Applicants to tenure-track positions, including those in math and physics, are rejected out of hand if their mandatory DEI statements are found wanting. Increasingly, DEI administrators are involved in hiring, promotion, and course content decisions. "Academic departments are always thinking, 'We need to run this by Diversity,'" says Glenn Ricketts, public affairs officer for the National Association of Scholars.



The industry's reach can also be seen in the many Orwellian examples of exclusion in the name of inclusion, of reprisals in the name of tolerance. Invariably, they feature an agitated clutch of activists browbeating administrators and executives into apologizing for an alleged trespass against an ostensibly vulnerable constituency. When that has been deemed insufficient or when senior executives have sensed a threat to their own legitimacy, they've offered up scapegoats on false or flimsy pretexts. That might be a [decades-long New York Times reporter](#), a head [curator at a major art museum](#), an adjunct [art history professor](#), a [second-year law student](#), or a [janitor at a pricey New England college](#). (The list is long.)

Often enough, the inquisitions have turned into public relations [debacles](#) for major institutions. But despite the intense criticism and [public chagrin](#), the movement marches on.

Laurice Walker, hired by racially calm Tucson as the youngest chief equity officer at age 28 -- making \$145,000 a year, nearly three and a half times the mayor's pay.

The expansion "happened gradually at first, and people didn't recognize the tremendous growth," Perry says. "But after George Floyd, it really accelerated. It became supercharged. And nobody wanted to criticize it because they would be seen as racists."

Not playing along with the DEI protocols can end an academic career. For example, when Gordon Klein, a UCLA accounting lecturer, dismissed a request to grade black students more leniently in 2020, the school's Equity, Diversity and Inclusion office intervened to have him [put on leave and banned from campus](#). A counter-protest soon reversed that. However, when Klein also declined to write a DEI statement explaining how his work helped "underrepresented and underserved populations," he was denied a standard merit raise, despite excellent teaching evaluations. (He is suing for defamation and other alleged harms.)

Scores of professors and students have also been subject to capricious, secretive, and career-destroying investigations by Title IX officers, who work hand-in-glove with DEI administrators, focusing on gender discrimination and sexual harassment. As writer and former Northwestern University film professor Laura Kipnis recounts in "Unwanted Advances," individuals can be brought up on charges without any semblance of due process, as she was, simply for "wrongthink" – that is, for having expressed thoughts that someone found objectionable. With activist-administrators assuming the role of grand inquisitors, "the traditional ideal of the university – as a refuge for complexity, a setting for free exchange of ideas – is getting buried under an avalanche of platitudes and fear," she writes. And it would appear that students and professors would have it no other way. By and large, they want more bureaucratic intervention and regulations, not less.

As more institutions create DEI offices and hire ever more managers to run them, the enterprise inevitably becomes self-justifying. According to [Parkinson's Law](#), bureaucracy needs to create more work, however unnecessary or unproductive, to keep growing. Growth itself becomes the overriding imperative. The DEI movement needs the pretext of inequities, real or contrived, to maintain and expand its bureaucratic presence. As Malcolm Kyeyume, a Swedish commentator

and self-described Marxist, writes: [“Managerialism requires intermediation and intermediation requires a justifying ideology.”](#)

Diversity, Equity, and Inclusion (DEI) Personnel at Major Universities

University	DEI Personnel	University	DEI Personnel	University	DEI Personnel
1 Michigan	163	23 Louisville	50	44 Washington St.	32
2 Virginia	94	23 Penn St.	50	45 Clemson	31
2 Ohio St.	94	25 Oregon	49	45 Alabama	31
4 California	86	25 UCLA	49	45 Florida St.	31
5 Virginia Tech	83	27 Iowa St.	47	48 Florida	29
6 Stanford	80	28 Texas A&M	46	49 Arizona St.	28
7 Illinois	71	AVERAGE	45.1	50 Kansas St.	27
7 Maryland	71	29 Texas	45	50 Kansas	27
9 Syracuse	65	30 NC State	44	52 Oregon St.	26
10 Colorado	62	31 Purdue	43	52 Oklahoma St.	26
11 Utah	60	32 Texas Tech	42	52 Kentucky	26
11 Washington	60	33 Georgia Tech	41	52 Notre Dame	26
13 Arizona	59	34 USC	39	56 Mississippi	25
13 Iowa	59	35 Georgia	38	57 Wake Forest	24
15 Duke	57	35 Vanderbilt	38	58 Miami	23
15 Minnesota	57	37 Missouri	37	58 South Carolina	23
15 Wisconsin	57	37 Nebraska	37	60 Arkansas	21
18 North Carolina	53	37 LSU	37	61 West Virginia	20
18 Rutgers	53	40 Tennessee	36	61 Auburn	20
20 Northwestern	52	41 Oklahoma	35	63 Mississippi St.	12
21 Indiana	51	42 Pittsburgh	34	64 Texas Christian	7
21 Michigan St.	51	42 Boston College	34	64 Baylor	7

From the 2021 Heritage Foundation report ["Diversity University: DEI Bloat in the Academy."](#)
Heritage Foundation

Ten years ago, Johns Hopkins University political scientist Benjamin Ginsberg found that the ratio of administrators to students had doubled since 1975. With the expansion of DEI, there are more administrators than ever, most of whom have no academic background. On average, according to a [Heritage Foundation study](#), major universities across the country currently employ 45 “diversicrats,” as Perry calls them. With few exceptions, they outnumber the faculty in history departments, often two or three to one.

At Michigan, Perry wasn’t able to find anyone with the words “diversity,” “equity,” or “inclusion” in his job title until 2004; and for the next decade, such positions generally remained centralized at the provost level, working for the university as a whole. But in 2016, Michigan president Mark Schlissel announced that the university would invest [\\$85 million in DEI programs](#). Soon after, equity offices began to “metastasize like a cancer,” Perry says, across every college, department, and division, from the college of pharmacy to the school’s botanical garden and arboretum, where a full-time DEI manager is now “institutionalizing co-liberatory futures.” All the while, [black enrollment at Michigan](#) has dropped by nearly 50% since 1996.

Despite the titles and the handsome salaries, most DEI administrative positions are support staff jobs, not teaching or research positions. In contrast with the provisions of Title IX, DEI is not mandated by law; it is entirely optional. DEI officers nevertheless exert enormous influence, in part because so few people oppose them. The thinking seems to be that if you’re against the

expanding and intrusive diversity, equity, and inclusion agenda, you must be for the opposite – discrimination, inequality, and exclusion.

“By telling themselves that they’re making the world a better place, they get to throw their weight around,” says Ricketts. “They have a lot of money, a lot of leverage, and a lot of people who just don’t want to butt heads with them – people who just want to go along to get along. People who are thinking, ‘If we embrace DEI, nobody can accuse us of being racist or whatever.’ They’re trying to cover their backsides.”

Some organizations, it seems, are merely trying to keep up with cultural trends.

Consider Tucson, Ariz., where diversity is not a buzzy talking point but an everyday reality. With a population that is 44% Hispanic, 43% white and only 4.6% black, the city has had no major racial incidents in decades. Yet like hundreds of other communities, Tucson suddenly decided in direct response to the George Floyd murder 1,600 miles away that it needed an office of equity. To many observers, it seemed that the city was just “getting jiggy with it,” pretending to solve a problem that didn’t exist. After a two-year search, it hired Laurice Walker, the youngest chief equity officer in the country, at age 28, with a salary of \$145,000 – nearly three and a half times what Tucson’s mayor, Regina Romero, earns.

Kimberlee Archie, Asheville's first equity and inclusion manager, likened the largely black city council to "bobbleheads" with a “white supremacy culture.”

www.ashevilenc.gov

Not that the mayor is complaining. “I think this position is about putting an equity lens into all that we do,” Romero said [in May](#), by which she means – well, nobody is quite sure what “equity” means, particularly with respect to federal legislation clearly prohibiting positive and negative discrimination alike.

But trying to get out in front of the DEI train can also result in getting run over by it.

When the city council of Asheville, N.C., hired Kimberlee Archie as its first equity and inclusion manager, its members probably didn’t anticipate being accused of having a “white supremacy culture.” After all, city manager Debra Campbell is black, as are three of the seven women making up the city council. The council had cut police funding and [unanimously approved a reparations resolution](#). Archie nevertheless complained that her colleagues still weren’t doing enough to advance racial equity. “What I describe it as is kind of like the bobblehead effect,” [she said in 2020](#). “We’d be in meetings ... and people’s heads are nodding as if they are in agreement. However, their actions didn’t back that up.”



The drama in western North Carolina illustrates a dilemma that organizations face going forward. They can pursue an aggressive political agenda in which white supremacy is considered the country's defining ethos (per The New York Times' "[1619 Project](#)") and present discrimination as the only remedy to past discrimination (see [Ibram X. Kendi](#)). Or they take the path of least resistance, paying rhetorical tribute to DEI enforcers as the "bobbleheads" that Archie disparages but doing little more than that. After all, they still have universities, businesses, and sanitation departments to run, alumni and investors to satisfy, students to teach, research to pursue, roads to be paved, sewage to be treated, costs to be minimized, and profits to be maximized.

Perhaps, too, senior administrators and executives are beginning to realize that, despite the moral panic of 2020, the most culturally diverse country in the world might not be irredeemably racist, even if it's no longer acceptable to say so. The United States twice elected an African American man named Barack Hussein Obama as president. His first attorney general was a black man, who would be replaced by a black woman. His vice president would pick a woman of mixed race as his running mate. The mayors of 12 of the 20 largest U.S. cities are black, including the four largest cities. Likewise, many of the people whom Americans most admire – artists, athletes, musicians, scientists, writers – are black. Lately most [winners](#) of MacArthur Foundation "genius" grants are people of color. Gay marriage is legal, and enjoys wide public support, even among conservatives. The disabled, neurodivergent, and gender-divergent are applauded for their courage and resilience. And nonwhite groups, particularly Asians, Latinos, and African immigrants, have been remarkably upwardly mobile (often without official favoritism).

Like other DEI advocates, the [National Association of Diversity Officers in Higher Education](#) declined to answer questions for this article. Its officers are too busy traveling to conferences to do so, a spokeswoman said.

Clearly, troubling disparities persist for African Americans. What's much less clear is that racism, systemic or not, remains the principal cause of these disparities or that a caste of equity commissars will reverse them. And now, it would seem that narrowing these disparities runs counter to their self-interest.



"I don't want to deny that there's genuine goodwill on the part of some of these programs," says Prof. Schuck, stressing that he hasn't examined their inner workings. "But some of these conflicts are not capable of being solved by these gestures. They have to justify their own jobs, their own budgets, however. And that creates the potential for a lot of mischief. They end up trafficking in controversy and righteousness, which produces the deformities we've been seeing in policies and conduct."

Still, to hear DEI officers, it's they who are beleaguered and overwhelmed. Yes, they have important-sounding jobs and rather vague responsibilities. They are accountable to nobody, really. Rather than fighting "the man," they now are the man, or at least the gender-neutral term

for man in this context. But this also means that they are starting to catch flak, particularly as the evidence mounts that the institutions they advise and admonish aren't actually becoming more fair, open, and welcoming. They're not even becoming more ethnically diverse.

Like other DEI advocates, the National Association of Diversity Officers in Higher Education has declined to answer questions for this article. Its officers are too busy traveling to conferences to do so, a spokeswoman said.

But at a recent association meeting, Anneliese Singh of Tulane University invoked Rosa Parks' refusal to take a back seat to discrimination. Although Parks was a housekeeper and diversicrats have comfortable university sinecures, their struggles are analogously distressing, Singh suggested. The latter, too, are on the "front lines" in a harrowing war. However, she said, her colleagues needed to remember what mattered most: Looking out for themselves.

"It is not self-indulgence," she said, now quoting the feminist and civil rights activist Audre Lord. "It is self-preservation. And that is an act of political warfare."

For the moment, it's a war Singh and her DEI colleagues are clearly winning.

This article first appeared in the January 14, 2023 Real Clear Investigations.

DESTROYING MERITOCRACY IS DEADLY

Our government is playing with our lives as it prefers diversity, equity, and inclusion over ensuring the best qualified employees are hired

BY VICTOR DAVIS HANSON

A recent epidemic of airline near misses deserves both attention and reflection.

In mid-December, a San Francisco-bound United Airlines Boeing 777-200 airliner, just a little over a minute after taking off from Maui, Hawaii, suddenly dived. It lost more than half its altitude and came within 800 feet of crashing into the Pacific Ocean before pulling up.

About a month later, an American Airlines jet crossed the runway at New York City's John F. Kennedy International Airport just as a Delta Air Lines plane was accelerating for takeoff. The two aircraft nearly collided.

Then in February, a FedEx cargo jet at the Austin, Texas airport just missed crashing into a Southwest Airlines airliner by a mere 100 feet.

The same month an American Airlines Airbus A321 was being towed out of the gate at Los Angeles International airport, and smashed into a bus carrying passengers between terminals, injuring five.

These near and actual accidents come amid a general landscape of aviation chaos.

After Christmas, Southwest Airlines simply canceled 71 percent of its flights. It blamed staff shortages due to storms. The airline seemed incapable of ensuring enough of their pilots, attendants, crews, and airport staff could get to work.

The Federal Aviation Administration in January canceled all flight departures from the United States for two hours due a computer safety system collapse. Thousands of additional flights were canceled, many for over 24 hours.

Something has gone terribly wrong.

Either the Department of Transportation and its Secretary Pete Buttigieg, or the head of the FAA, or the quality of either ground crews, pilots, or air traffic controllers—or all combined—are putting American travelers at mortal risk.

If not corrected, these near-death airline experiences and the near collapse of the U.S. commercial aviation system presage catastrophes to come.

Similar problems are plaguing the U.S. military.

On July 21, 2021 the Chairman of the Joint Chiefs of Staff Mark Milley assured the country that “The Afghan security forces have the capacity and capabilities needed to fight and defend their country.”

Those forces utterly collapsed in a matter of hours less than a month later.

On the eve of the war in Ukraine, the Pentagon wrongly warned Congress that Kyiv could fall within 72 hours of a general Russian invasion.

This month, the Defense Department officials apparently allowed a series of surveillance balloons to enter U.S. airspace. Joe Biden claims he was advised by the military not to shoot down a Chinese survival balloon craft as it crossed with impunity much of the United States.

In the aftermath, Pentagon spokespeople gave incomplete, mutually contradictory, and absurd explanations for these serial violations of U.S. airspace, most likely perpetrated by the Chinese communist government.

The Pentagon likewise disputes details of recruitment shortfalls. But the military brass concedes that many branches of the military are still between a third to a quarter short of their recruitment goals—despite the military steadily lowering standards for enlistment. It denies that the new woke military culture has alienated future recruits, although polls suggest otherwise.

The same shortfall is true of U.S. weapon arsenals. Between cuts in the defense budget, poor procurement planning, incompetent administration, and massive arms shipments to Ukraine, the military suffers dangerously low inventories of anti-tank and anti-aircraft missiles, artillery shells, rockets, missiles, and mines.

America's security, safety, prosperity, and postmodern lifestyles are not our birthright.

They are the dividends of centuries of prior hard work, unfettered freedom of speech, disinterested research, and a meritocracy.

Tamper with any of that and the system begins to fall apart.

The United States will then resemble the miasma we see in most of the world abroad where ideology suppresses free inquiry, political correctness warps research, and tribalism trumps meritocracy.

Many of the major airlines have established racial and gender quotas for government pilot training programs.

United Airlines has set quotas to ensure half of its trainees will be minorities or women.

Since 2013, the FAA has been lowering standards for air traffic control qualifications to achieve *de facto* race and gender quotas.

In testimony before Congress our top military brass has bragged not of their reduction in standards for enlistment, but of their "diversity" hiring, as they purportedly ferret out "white supremacy" and "white rage."

In sum, our government is playing with our lives as it prefers diversity, equity, and inclusion over ensuring the best qualified employees are hired on the basis of racially and gender-blind competitive tests and experience.

Keep it up, and there are going to be a lot more Afghanistan-style surrenders, Chinese surveillance craft in our skies, and airline nightmares.

*Victor Davis Hanson is a distinguished fellow of the Center for American Greatness and the Martin and Illie Anderson Senior Fellow at Stanford University's Hoover Institution. He is an American military historian, columnist, a former classics professor, and scholar of ancient warfare. He has been a visiting professor at Hillsdale College since 2004. Hanson was awarded the National Humanities Medal in 2007 by President George W. Bush. Hanson is also a farmer (growing raisin grapes on a family farm in Selma, California) and a critic of social trends related to farming and agrarianism. He is the author most recently of *The Second World Wars: How the First Global Conflict Was Fought and Won*, *The Case for Trump* and the newly released *The Dying Citizen*. This article appeared in the Stanford University Hoover Institution Daily Review, American Greatness, and other scholarly sites.*

ANNOUNCEMENTS



Disaster Recovery Center / Local Assistance Center to Open in San Luis Obispo

Author: County OES

Date: 1/23/2023 3:36:25 PM

A Disaster Recovery Center / Local Assistance Center will open Tuesday, January 24, 2023 at 12:00 PM in San Luis Obispo



San Luis Obispo, CA – On Tuesday, January 24 at 12:00 PM, a Disaster Recovery Center (DRC) and Local Assistance Center (LAC) will open in San Luis Obispo to provide resources to residents who were affected by the storms. The DRC/LAC is a partnership between the Federal Emergency Management Agency (FEMA), Governor's Office of Emergency Services (Cal OES), and County of San Luis Obispo.

The DRC/LAC will be open seven days a week, from 8:00 AM to 7:00 PM at the Veterans Memorial Building, 801 Grand Ave in San Luis Obispo. Residents can get help applying for federal assistance and disaster loans, update applications, and learn about other resources that are

available. Spanish and ASL interpreter services will be present. If you need transportation to the DRC/LAC, please call the County Office of Emergency Services at (805) 781-5678.

Information and services will be available from agencies such as: County Behavioral Health, Environmental Health, and Planning and Building; DMV, IRS, insurance services, Small Business Administration, legal assistance, and non-profits. Information from the Ag Commissioner, County Assessor and Clerk Recorder will also be available.

In addition to the Disaster Recovery Center, FEMA Disaster Survivor Assistance (DSA) teams are visiting neighborhoods impacted by the storms to help residents apply for FEMA assistance and answer questions about federal assistance. DSA teams wear FEMA attire and have federal photo identification badges.

To apply online for assistance, visit disasterassistance.gov. You may also use the [FEMA mobile app](#) or call 1-800-621-3362. The line is open every day from 7 a.m. to 11 p.m. ET. Help is available in most languages.

If you have questions, call the County Office of Emergency Services at (805) 781-5678. Follow the County of San Luis Obispo Office of Emergency Services on [Twitter @slocountyoes](#) and [Facebook.com/SLOCountyOES](#).

DISASTER RECOVERY CENTER AND LOCAL ASSISTANCE CENTER TO OPEN IN SAN LUIS OBISPO

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DRC/LAC will be open seven days a week, from 8:00 a.m. to 7:00 p.m. at the Veterans Memorial Building, 801 Grand Ave in San Luis Obispo. Residents can get help applying for federal assistance and disaster loans, updating applications, and learning about other available resources. Spanish interpretation and ASL (sign language) services will be present. If you need transportation to DRC/LAC, call the County Office of Emergency Services at (805) 781-5678.

Information and services will be available from agencies such as: County Health and Wellness, Environmental Health, and Planning and Construction; DMV, IRS, insurance services, Small

Business Administration, legal aid and nonprofit organizations. Information from the Commissioner of Agriculture, County Appraiser, and Registrar of Records will also be available.

In addition to the Disaster Recovery Center, FEMA's Disaster Survivor Assistance (DSA) teams are visiting storm-affected neighborhoods to help residents apply for FEMA assistance and answer questions about federal assistance. DSA teams wear FEMA attire and have federal photo identification badges.

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Full press release in [English](#) and [Spanish](#)

ANDY CALDWELL SHOWNOW LOCAL IN SLO

GETTING DISASTER HELP FROM SBA

INITIAL STEPS: Register with FEMA, Apply with SBA, and Visit a Disaster Recovery Center

- ◆ **Step 1:** Register with FEMA at www.disasterassistance.gov -or- www.disasterassistance.gov/es (Spanish). This is the fastest way to register for help and you will receive a FEMA number unique to your application.
- ◆ **Step 2:** [Apply For A Disaster Loan \(sba.gov\)](http://sba.gov) [disasterloanassistance.sba.gov]. The section "What You Need to Know" provides information on the SBA federal low-interest disaster loans for **businesses of all sizes, most private nonprofit organizations (including places of worship), homeowners, and renters.**
- ◆ **Note:** Homeowners and renters should submit their SBA disaster loan application, even if they are not sure if they will need or want a loan. If SBA cannot approve your application, in most cases we refer the applicant to FEMA's Other Needs Assistance (ONA) program for possible additional assist.

WHAT YOU NEED TO KNOW

- ◆ SBA offers federal low-interest disaster loans to **businesses of all sizes, most private nonprofit organizations, homeowners, and renters.**
- ◆ Businesses of any size may borrow up to \$2 million to repair and replace damaged property and working capital needs caused by the disaster.
- ◆ Small businesses, small businesses engaged in aquaculture, and most private nonprofit organizations (including places of worship) may borrow up to \$2 million to repair and replace damaged property and working capital needs caused by the disaster.
- ◆ If over 50% of revenue is carried from agricultural, farming, and ranching business-contact your local United States Department of Agriculture (USDA) and Farm Service Agency (FSA) for available programs.
- ◆ If you are a homeowner or renter, FEMA may refer you to SBA.
- ◆ Homeowners may borrow up to \$200,000 to repair or replace their primary residence.
- ◆ Homeowners and renters may borrow up to \$40,000 to replace personal property, including vehicles.
- ◆ SBA Customer Service #: 1.800.659.2955
- ◆ FEMA Customer Service # 1.800.621.3362

COUNTY

Now you can listen to THE ANDY CALDWELL SHOW
in *Santa Barbara, Santa Maria & San Luis Obispo Counties!*

We are pleased to announce that The Andy Caldwell Show is now

broadcasting out of San Luis Obispo County on FM 98.5 in addition to AM 1290/96.9 Santa Barbara and AM 1240/99.5 Santa Maria



The show now covers the broadcast area from Ventura to Templeton - THE only show of its kind on the Central Coast covering local, state, national and international issues!

3:00 – 5:00 PM WEEKDAYS You can also listen to The Andy Caldwell Show LIVE on the [Tune In Radio App](#) and previously aired shows at: 3:00 – 5:00 PM WEEKDAYS You can also listen to The Andy Caldwell Show LIVE on the [Tune In Radio App](#) and Previously aired shows at:

**COUNTY UPDATES OCCUR MONDAYS AT 4:30 PM
MIKE BROWN IS THE REGULAR MONDAY GUEST AT 4:30!**

A Voice for Reason
3:00 PM to 5:00 PM Monday thru Friday
- Ventura to San Luis Obispo -

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*The Only Talk Radio Show to Cover
Santa Barbara, Santa Maria & San Luis Obispo!*

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DAN WALTERS EXPLAINS SACTO MACHINATIONS AT A COLAB FORUM



AUTHOR & NATIONALLY SYNDICATED COMMENTATOR BEN SHAPIRO APPEARED AT A COLAB ANNUAL DINNER



NATIONAL RADIO AND TV COMMENTATOR HIGH HEWITT AT COLAB DINNER



MIKE BROWN RALLIES THE FORCES OUTDOORS DURING COVID LOCKDOWN

JOIN OR CONTRIBUTE TO COLAB ON THE NEXT PAGE
Join COLAB or contribute by control clicking at: [COLAB San Luis Obispo County \(colabslo.org\)](https://colabslo.org) or use the form below:

Coalition of Labor, Agriculture and Business
San Luis Obispo County
"Your Property - Your Taxes - Our Future"
PO Box 13601 - San Luis Obispo, CA 93406 / Phone: 805.548-0340
Email: colabslo@gmail.com / Website: colabslo.org

MEMBERSHIP APPLICATION

MEMBERSHIP OPTIONS:

General Member: \$100 - \$249 \$ _____ Voting Member: \$250 - \$5,000 \$ _____

Sustaining Member: \$5,000 + \$ _____

(Sustaining Membership includes a table of 10 at the Annual Fundraiser Dinner)

General members will receive all COLAB updates and newsletters. Voting privileges are limited to Voting Members and Sustainable Members with one vote per membership.

MEMBER INFORMATION:

Name: _____

Company: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____ Email: _____

How Did You Hear About COLAB?

Radio Internet Public Hearing Friend

COLAB Member(s) / Sponsor(s): _____

NON MEMBER DONATION/CONTRIBUTION OPTION:

For those who choose not to join as a member but would like to support COLAB via a contribution/donation.
I would like to contribute \$ _____ to COLAB and my check or credit card information is enclosed/provided.

Donations/Contributions do not require membership though it is encouraged in order to provide updates and information.
Memberships and donation will be kept confidential if that is your preference.
Confidential Donation/Contribution/Membership

PAYMENT METHOD:

Check Visa MasterCard Discover Amex NOT accepted.

Cardholder Name: _____ Signature: _____

Card Number: _____ Exp Date: ____/____ Billing Zip Code: _____ CVV: _____

TODAY'S DATE: _____