

Addenda #3 – February 2025

Re: A Clear and Present Danger, Threat #1 – Progressive Democrat Marxism

Summary

The University of Michigan Doubled Down on D.E.I. What Went Wrong

New York Times, October 16, 2024

While other educational institutions pulled back on their diversity, equity, and inclusion (DEI) initiatives, the University of Michigan doubled down, spending nearly \$250 million since 2016 on employees and programming that fill this ever-expanding niche.

Some 241 employees of the university work in DEI offices or have one of those key words—diversity, equity, or inclusion—in their job titles, according to the American Enterprise Institute's Mark Perry. Each and every university department, unit, and office must have a DEI action plan. This constitutes perhaps the largest DEI bureaucracy of any public university, according to an exhaustive review by The New York Times.

The verdict? Spending hundreds of millions of dollars, and countless hours, specifically designing plans to make the campus more equitable, diverse, tolerant, and affirming of minority students...backfired utterly.

Although the New York Times reviewed the results of a 2022 survey of students and faculty conducted by the University of Michigan on its own D.E.I. policies and made its findings public three months ago, the results of the report hadn't been widely known until President Donald Trump signed an Executive Order terminating DEI practices in federal government agencies, federal contracting and forcing schools to end discriminatory admissions policies.

The University of Michigan began implementing Diversity, Equity and Inclusion policies in all aspects of admissions, academics and campus life in 2016. After six years of D.E.I. policies being in place, the internal study found; "students and faculty members across the board reported a less positive campus climate than at the program's start and less of a sense of belonging... Students were less likely to interact with people of a different race or religion or with different politics—the exact kind of engagement D.E.I. programs, in theory, are meant to foster."

"Where some found it shallow, others found it stifling. They rolled their eyes at the profusion of course offerings that revolve around identity and oppression, the D.E.I.-themed emails they frequently received but rarely read,"

Instead of fostering inclusion, compassion and understanding and improving students' ability to engage with one another, Michigan's D.E.I. programs have created "an explosion in campus conflict over race and gender." The report noted that, "Everyday campus complaints and academic disagreements are now cast as crises of inclusion and harm."

"The cocktail chatter is: 'I can't say anything in class anymore. I'm going to get run out of class.' There's an enormous amount of fear."

The Times report probably came as a complete surprise to the more than 500 University of Michigan employees focused on DEI, at an annual payroll cost exceeding \$30 million.

UM employs at least 241 paid staff members whose main duties are to provide DEI programming and services as either their exclusive or primary job responsibility. In addition, 76 faculty or staff members work part-time as “DEI Unit Leads” advancing diversity efforts in one of UM’s 51 schools, colleges, and units that are a key part of UM’s new 5-year Diversity, Equity & Inclusion (DEI) 2.0 Plan.

University of Michigan 2023-2024 Diversity Report; The College Fix, January 8, 2024

<https://docs.google.com/document/d/1WbFztg7z0oQKdNIL73L6q9FeMaCSucq0/edit>

University of Michigan Professor Emeritus, Mark Perry, who wrote one of the research reports used by the New York Times, noted that the universities ‘chief diversity officer’ is paid almost twice the salary of average full professor at the university and about 3X more than the average UM assistant or associate professor. I wonder if there is any resentment about “income inequality” at the University of Michigan?

Perry also revealed that thirteen DEI staff members earn more than \$200,000 per year and 66 earn more than \$100,000 per year. The average DEI salary at UM is \$96,400, which brings total average compensation to more than \$127,000 with fringe benefits added at a rate of 32%. With fringe benefits, 144 DEI employees at UM receive total compensation of more than \$100,000. Apparently, the only ones benefitting from the universities DEI program, are those who are in charge of writing and implementing it.

The number of UM DEI staff has grown from 23 in 2013 to 58 when DEI became a priority in 2026, to 142 in 2022. In 2023 alone, the number of full-time “diversity staff” increased to 241. There are an additional 76 part-time Faculty and staff members, known as “DEI Unit Leads” bringing the known number of DEI staff to at least 317 employees. Perry believes that the real number of DEI staff members likely exceeds 500 employees.

Pressure grows for UMich to end its failed \$250 million DEI experiment; The College Fix, Nov. 5, 2024

<https://www.thecollegefix.com/pressure-grows-for-umich-to-end-its-failed-750-million-dei-experiment/>

The Office of the Provosts’ Student Headcount Enrollment’ shows there were 66,232 students enrolled in classes at all levels at the University of Michigan in the fall of 2023. The UM ‘Faculty and Staff Counts’ lists a total of 55,562 total faculty and staff on all UM campuses, with roughly 4,400 being instructional faculty members. Based on these numbers, there is one DEI staff member, making in excess of \$100,000 per year, for every 9 instructional faculty member. In-state undergraduate students pay an average of \$33,300 in tuition, fees, books and room and board, while out-of-state students pay \$75,000 per year. All for the privilege of experiencing the universities D.E.I. 2.0 “strategic plan”

Despite numerous reports that affirmative action, quotas and diversity, equity and inclusion policies are **not** working the way the Left intended them to work, Progressive Democrat Marxists can’t admit failure. Instead, they double down on claims that these programs do create a diverse and equitable workforce and student body. The most recent example of this occurred after a White House Press briefing given by Press Secretary Karoline Leavitt.

First, some background on Karoline Leavitt... Leavitt is twenty-seven years old, the youngest person ever to be named White House press secretary. She attended Saint Anselm College, a liberal arts school in Manchester, New Hampshire, on an athletic scholarship. She graduated in 2019 with a bachelor's degree in politics and communication, the first in her immediate family to earn a college degree.

Leavitt interned at Fox News the summer before her senior year in college and was accepted for a White House internship during Donald Trump's first term in office. After her graduation, Leavitt was hired as an assistant to White House press secretary Kayleigh McEnany, moving on to communications director for Republican U.S. representative Elise Stefanik from New York after Trump's first term. Leavitt ran for Congress in 2022, winning in the New Hampshire primary but losing in the general election and was chosen by Donald Trump to be his Press Secretary in November 2024. And she was Trump's national press secretary for his reelection campaign.

Leavitt has shown a history of ambition, drive and working hard to get what she wants. She is living the "American Dream", that everyone has the freedom and the opportunity to succeed and live a better life. Leavitt *should be* a positive role model for young women to look up to and emulate, and for older women to admire for her achievements. But the left doesn't see it that way. Why?

Leavitt is a Republican. She is a gun owner and gun enthusiast. She is Catholic. She is married to a man. She is white. She is attractive. And she works for President Trump.

During the White House press briefing on January 29, Leavitt spoke about the temporary freeze on funding federal grants, while programs were being vetted for waste, fraud and redundancy. Leavitt clarified the freeze saying, "So, what does this pause mean? It means no more funding for illegal DEI programs... no more funding for transgenderism and wokeness across our federal bureaucracy and agencies." Immediately after the briefing, the ladies of *The View* attacked both the statement and the person who gave it.



The View co-host Joy Behar took the first shot at Leavitt, with a personal attack on her apparent inability to get a job based on merit alone, but having to rely on her phappearance.

"I think that she's probably been put in there because, according to Donald Trump, she's a 10... You know that's what it is."

The View co-host Whoopie Goldberg then followed up with more of the same...



"I would like this young woman... who this is her first job... I would like her to do a little homework. She said something yesterday that really pissed me off... She said there will be no wokeness here... Oh yeah, let me explain something to you because without that wokeness, you might not have that job because women were not invited to that table. Women were not invited to many tables in this nation. The reason we fought and busted our behinds to make sure that you didn't have to worry about this."

Goldberg went on to point out Joe Biden's White House press secretary Karine Jean-Pierre was the first Black person and first openly LGBTQ person to be appointed to the role. She held Jean-Pierre up as an example for "women of all kinds of colors and ilks" to have the "opportunity to bust down that door." She also reminded her audience that white women are the ones who benefit the most from affirmative action. *"So please, please stop using that phrase...because you don't understand what you're saying."*

Maybe Whoopie should do a little homework herself! First, this is not Karoline Leavitt's "first job" as I previously noted. The reason Leavitt was "invited to the table", is because of her past experience working for the first Trump administration, U.S. Rep. Elise Stefanik and as the lead press secretary on Trump's reelection campaign. Kayleigh McEnany thought enough of Karoline Leavitt's performance as White House intern, that she hired her as an assistant. Elise Stefanik thought enough about Leavitt's performance in the White House, to hire her as communications director. And Donald Trump thought enough about Leavitt's performance in all of those positions, to hire her as his national press secretary for his reelection campaign and White House Press Secretary after he was elected president. Isn't this the way that the American Dream *should* work? Start at the bottom, fresh out of college, and work your way up through the ranks based on how you've performed, not based on sex, gender, race or religion?

No, the ladies of *The View*, all classic Hollywood Liberal, Progressive Marxists, had to bring sexism, "white privilege" and identity politics into the story line.

Note: After Kamala Harris lost decisively to Donald Trump in November, the ladies of *The View* went into full excuse and accusation mode. Co-host Sunny Hostin claimed that Harris ran a 'flawless campaign' and stated, "As a woman of color, I was so hopeful that a mixed-race woman married to a Jewish guy could be elected president of this country... And I think that it had nothing to do with policy. I think this was a referendum of cultural

resentment in this country.” Doubling down on her own cultural resentment, Hostin continued her tirade, “Black women tried to save this country again, last night. What we do not have is white women, who voted about 52 percent for Donald Trump - uneducated white women is my understanding.

Yeah, there was nothing racial in that remark!

The DEI media was in full attack mode after the Trump inauguration, bound and determined to show just how racist the president is. *New York* magazine ran a story about the Power 30 Awards, a pre-inauguration celebration held by media influencers that had supported Trumps election campaign.

The cover of the magazine showed young people celebrating in a downtown Washington DC bar, with the headline: “The Cruel Kids Table: Out late with the young right as they contemplate cultural domination.”

“Almost everyone is white,” reporter Brock Colyar wrote. “The men look like Pete Hegseth, in bow ties and black suits, with clean-shaven faces. The women are almost all out of their league.” But it was soon revealed that the photograph was “cropped”, to show only white people celebrating.



GOP Youth Advisory Council co-chair CJ Pearson shot back on X Monday. “This is insane... I hosted this event and @NYMag intentionally left me out of their story because it would have undermined their narrative that MAGA is some racist cult.” Other black attendees included former Georgia state Rep. Vernon Jones, rapper Waka Flocka Flame and PragerU’s Xaviaer DuRousseau, and political commentator Rob Smith.

We should expect to see more of this one-sided reporting over the next four years. Despite all the negative reports about the results of DEI initiatives and programs, the Progressive Democrat Marxists just can’t admit the truth: D.E.I. has nothing to do with diversity, equity and inclusion. It’s all about division, prejudice and exclusion.