

Overcoming Identity Politics in North America

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FOUNDATION
AGAINST
INTOLERANCE
& RACISM



Why I oppose identity politics: How I found FAIR/NAUA



- My lived experience as a child was decolonization
 - Grew up in Sri Lanka (1956 – 1974)
- Decolonization was about the majority culture (Sinhalese, Buddhist) asserting itself
 - An advanced civilization with approx. 2500 year history.
- Politicians made many mistakes in implementing decolonization
 - A zero sum game pitting communities against one another (ethnicity, religion, rural versus urban,..)
 - A rejection of ideas that originated in the West (e.g. merit).
- Tensions between communities eventually became a civil war.

<https://www.fairforall.org/teaching-about-identity/>

FAIR's Mission



- The Foundation Against Intolerance & Racism ("FAIR") is a nonprofit organization that fills the role the American Civil Liberties Union (ACLU) has abandoned by addressing **new challenges and threats to civil rights** in an authentically nonpartisan manner.
- FAIR advocates for the **rights of all people** who are denied equal protection, free speech and other essential liberties, *regardless of whether they are members of underrepresented groups*
- FAIR supplements its legal efforts by working at the grassroots level to promote a **pro-human culture**, i.e. a common culture based on universal equality, fairness, understanding, and our common humanity

Source: <https://www.fairforall.org/about-us/#our-mission>

A comparison of NAUA and FAIR Values



- NAUA promotes the practice of liberal religion by embracing **freedom, reason, and tolerance**—rooted in our **commitment to the inherent worth and dignity of every person and all peoples**
- **FAIR**
 - supports **respectful disagreement**. We believe that bad ideas are best confronted with good ideas — never with censorship, dehumanization, deplatforming, or blacklisting.
 - **believes that objective truth exists**, that it is discoverable, and that scientific research must be open, honest, and untainted by any political or social agenda.
 - is committed to promoting **compassionate opposition to intolerance and racism that is rooted in dignity for all human beings and respect for our common humanity**.

Sources: <https://www.fairforall.org/about-us/#our-mission>; <https://naunitarians.org>

How does FAIR overcome identity politics



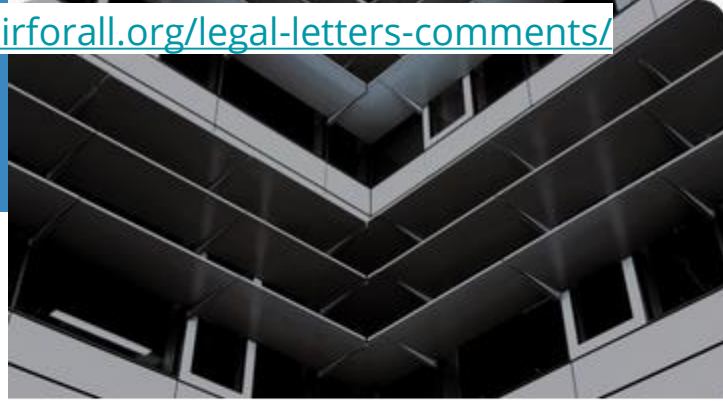
1. Litigation that ensures diversity and inclusion efforts are non-discriminatory.
 - FAIR Transparency
 - Legal Letters
 - Legal Cases – Zack dePierro, Tabia Lee
2. Instigate a cultural shift at the grassroots level that celebrates a broad range of individual traits, talents and experiences and emphasizes equality of opportunity, not outcome
 - FAIR Substack
 - FAIR in the Arts

<https://www.fairtransparency.org/>

1. A mechanism that allows any concerned person to provide incident reports regarding possible free speech or civil rights violations
 - Preserves user confidentiality
2. Reports on schools, colleges, foundations, libraries, ...
3. Reviewed by FAIR Legal Team
 - May follow-up with the appropriate party

Incident Report: [Incident - University Of Virginia](#)

Follow up: <https://news.fairforall.org/p/fair-news-advocacy-in-action-at-uva>



Seattle K-8 School Civil Rights Complaint

Leadership at Pathfinder K-8 School in Seattle, Washington has implemented several programs that separate students and other community members based on race or skin color in violation of federal law. Despite two attempts to begin a constructive dialogue with Pathfinder on better ways to further its antiracism goals, FAIR has not received a response from the school. It is our hope that the Office of Civil Rights will open an investigation into the matter and set forth requirements for the school to cease all discriminatory activities.

"Liberated" Ethnic Studies for University of California Applicants

The ethnic studies discipline is represented by a wide spectrum of potential content and curriculum guidelines. While some teach ethnic studies in an inclusive manner, others teach Liberated Ethnic Studies, which uses a critical theory lens and promotes division and discrimination. FAIR supports inclusive ethnic studies programs that offer students an apolitical, holistic and comprehensive historical perspective of the ethnicities discussed.

Legal cases: Zack dePiero



<https://www.youtube.com/watch?v=BgU9unuf2xY&t=500s>

- Zack dePiero was a nontenured professor of writing at Penn State Abington
- He resigned his job because of a hostile work environment.
- He filed a lawsuit with the support of FAIR alleging violation of Title VII of the Civil Rights Act.

https://www.realclearpolitics.com/articles/2023/06/29/why_im_suing_penn_state_149419.html

Zack dePiero: Shaping the future of DEI programs



<https://www.youtube.com/watch?v=BgU9unuf2xY&t=1535s>

- Title VII (Civil Rights) prohibits discrimination in employment. In Zack's case it was on the basis of race.
- An Obama appointed judge allowed the case to move forward
"When employers talk about race—any race—with a constant drumbeat of essentialist, deterministic, and negative language, they risk liability under federal law."
- Conor Friedersdorf, a writer for the Atlantic Magazine wrote:
"A lawsuit alleging racial discrimination in Penn State's approach to DEI can go to trial, and could shape the future of diversity programs on campus".

<https://www.theatlantic.com/ideas/archive/2024/01/dei-lawsuit-penn-state/677268/>

Dr. Tabia Lee : Rejecting the DEI orthodoxy from within DEI



<https://www.youtube.com/watch?v=FR9KFImvVWg>

- Hired to run the Office of Equity, Social Justice, and Multicultural Education at DeAnza college in Cupertino, CA.
- She had her own methodology of addressing DEI based on universal values, and did not conform to the DEI orthodoxy
- Ran into a buzzsaw of resistance from her own department and was eventually forced to leave.
- FAIR supported her when she initially ran into trouble, and helped her file a lawsuit for wrongful termination after she left.

<https://news.fairforall.org/>

Original content that exemplifies FAIR's commitment to pro-human values, free speech, and viewpoint diversity on issues relating to civil rights and civil discourse.

- The Ideological Takeover of the Church I loved – Dr. Kate Rhode
- How I Found FAIR – Hana Halff
- 2024 Election Series – rejecting divisive rhetoric, fostering understanding

Recommended for understanding the impact of identity politics within the US and Canada.

The Many Faces of Pride: stories and perspectives from a wide range of voices that provide a more holistic, authentic, and nuanced understanding of LGBT identity and experience.

Lessons from Obergefell v. Hodges

Reid Newton

Agreeing to Disagree

Kate Johnson

The "LGBT Community" Fallacy

Kevin Ray

Deconstructing the LGBTQ+ Backlash

Monica Harris

From Pride to Alienation

N3VLYNN

The Fracturing is Necessary

Michelle Pollino

The Case for Pride

James Beaman

- **Why The Arts**
 - The Arts serve as both a mirror and a catalyst for cultural change.
 - The Arts are where many of our culture wars are being fought.
- **FAIR in the Arts promotes freedom, excellence and humanity in the Arts, devoid of ideology.**
 - A directory of artists aligned with FAIR's mission
 - Grants to artists to promote free expression, creative excellence, and/or viewpoint diversity
 - Stories of artists negatively impacted by intolerance.

<https://www.fairforall.org/fair-in-the-arts/>

Make them Hear You: Stories from Artists



The Cancellation Playbook

It is time to rewrite the playbook. It will take a collective effort to restore balance within arts institutions and remove the chilling effect of cancellation—if we work together, it's achievable.

Right now, there are world-class playwrights who cannot get their plays on stage, talented choreographers who cannot get their dances programmed, and quality writers who cannot get published. Cancel culture is alive and well—and continuing to rob artists of their livelihoods.



Rosie Kay

Foundation Against Intolerance &
Racism by FAIR

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The Art Thieves

How my voice was nearly stolen

As I sat down to write this essay, I became aware of a rising unease, something close to nausea. You see, I'm a canceled artist, initially shouldered aside by my theater community in Portland Oregon around 2019 for my heterodox views on pronoun usage, and finally booted out entirely for my outspoken stance on compelled speech, BLM/CRT, biological realit...



Mary McDonald-Lewis

Foundation Against Intolerance &
Racism by FAIR

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Art Under Quiet Siege

Most artists aren't canceled—they're quietly excluded from increasingly politicized cultural programming.

There are many dismaying stories of canceled artists whose professional, creative, and personal lives were severely damaged by their inability to agree to some requirement of progressive orthodoxy. This series at FAIR in the Arts has featured two of them so far, those of



Franklin Einspruch

Foundation Against Intolerance &
Racism by FAIR

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FAIR in the Arts Member Stephanie Lepp created Faces of X, a creative way to look at controversial issues in a new context.

<https://www.fairforall.org/faces-of-x-perspective-integration/>



- **FAIR in Education**

- Resources for parents and teachers (K-12) dealing with identity politics in the schools.
- Library neutrality fund
- Educators alliance.

<https://www.fairforall.org/fair-in-education/>

- **FAIR in Medicine**

- Countering DEI in Medicine
- Advancing ethical, evidence based research standards and medical care
 - Excessive use of psychotropic drugs among young people.
 - Lack of informed consent.

<https://news.fairforall.org/p/fair-in-medicine-charts-a-new-direction>

<https://www.fairforall.org/fair%20in%20medicine/>

Conclusion: Questions for discussion groups

- What do you think about the work that FAIR is doing?
- Which aspects of FAIR's work are you most interested in?
- How can you maintain liberal values while being anti-woke?
- What other organizations most represent your values? e.g. Braver Angels, FIRE, ...