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## A statement on Diversity, Equity & Inclusion (DEI)



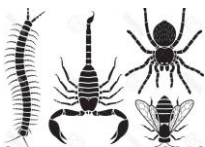
Think, do, be,  
prosper, and make  
great music

Each individual matters in my classes regardless of religion, sexuality, class, gender, or race. DEI matters in this class for many reasons. I will outline two. First, humans have an arduous journey ahead of us toward a healthy, happy, sustainable, prosperous, peaceful planet for everyone. For everyone. People exactly like you are vital to this process. So are a large number of people who are not like you at all.



If we do not include, employ, reward, and respect all talent, we will make more noise than music, more heat than light, more chaos than progress. No one wants to live in noisy, dark and chaotic places.

How do I know this? Simple. From human history. Some 200,000 years ago, grass bedding with insect repellent herbs was a major invention of humans. If the person who knew about grass, stayed with other people who knew about grass; if the grass and bedding person did not want to include the herbalist with insights into insect repellent, and if each did not





benefit equitably from the collaboration – you and I would sleep on stone and face perforation by insects.

No one wants to sleep on stone while perforated by insects.

A DEI denying species leaves behind a trail of bits and bobs such as plastic in oceans, dioxin in air, lead in water, hate and discord on the airwaves and neglect and strife on the ground. Without dedication to DEI, we make for a very dull, silly species. Dull, silly species fight with each other and eventually go extinct.



Capitalism is  
freedom

Capitalism is  
happiness

Capitalism is good  
music

Second, my classes are only possible because we live in free, capitalist democracy; and there is no capitalism without DIE. Capitalism works only when it works for everyone; i.e., when we all aim to get rich in health, character, values, options and solutions. Homogeneous, hostile, intolerant people living in exclusive enclaves, behind barbed wire, refusing the basic tenets of equity– in every single period of world history – have fostered injustice, poverty, poor health, wars, famines, and a plundered environment. Each recovery required bearing of immeasurable pain and sacrifice of very precious life and coin.

In 200,000 years of human history, there is no exception to this rule. My class will not be the sole exception.

I welcome you to process of learning in my class if you share this value. If you do not, I wish you well and encourage you to seek other destinations. Come if you seek and absorb what you do not know, adapt, innovate, improvise, and change because you aim for intellectual growth, expand your personal effectiveness, and aim to work toward a just society. Come if you will bring your best energy, curiosity, intelligence, and hunger for new learning; it is all that matters. Leave all other irrelevant detritus – if you carry it - at the door. If you choose to be here, let me know if anything in this class impedes your desire to pursue your learning in effective ways – sooner rather than later.

