RESPONDING TO SOCIAL JUSTICE RHETORIC

**SOCIAL JUSTICE**

**WHAT THEY MEAN IS...**
Group entitlements

**WHICH IS...**
- The reframing of particular political demands as universal moral imperatives
- A denial of just rewards to individuals who follow the law

**CRITICAL RACE THEORY**

**WHAT THEY MEAN IS...**
Belief that people of European descent make society racist for their own benefit

**WHICH IS...**
- The view that racism is baked into the system and inescapable
- The view that racism is present even if no one is racist
- The view that all disparities in group outcomes are due to racist systems

**DIVERSITY**

**WHAT THEY MEAN IS...**
An identity-based approach to society; includes only those who agree with Social Justice

**WHICH IS...**
- A violation of individual identity; enforced intellectual conformity
- Political quotas; an attack on merit and a form of soft bigotry

**EQUITY**

**WHAT THEY MEAN IS...**
Equality of outcomes plus reparations

**WHICH IS...**
- A violation of equality before the law
- A dismantling of the foundations of a free society
- State management of society by redistributing resources, opportunity, and access

**INCLUSION**

**WHAT THEY MEAN IS...**
Restricted speech and justification for purges

**WHICH IS...**
- Making people feel “welcomed” by banning anything they find offensive
- An attack on freedoms of association and speech
- An enforced separation of people by race (“neo-segregation”)

**BIPOC FOLX**

**WHAT THEY MEAN IS...**
Non-European people

**WHICH IS...**
- Used for neo-racist policies (racism reborn as “progressive”) and stereotypes

**IMPLIED BIAS**

**WHAT THEY MEAN IS...**
Unconscious bigotry as a result of socialization by oppressive systems

**WHICH IS...**
- Shown not to be significant on behavior above age 12
- Mind-reading that always finds what it seeks

**DECOLONIZATION**

**WHAT THEY MEAN IS...**
Removing European influence

**WHICH IS...**
- An attempt to delegitimize the U.S. as a “colonial project”
- Replacing universal equality with illiberal non-European “traditions”

**RACIAL JUSTICE**

**WHAT THEY MEAN IS...**
Racial favoritism

**WHICH IS...**
- Using anti-discrimination laws for unrelated political purposes
- A violation of equality before the law
- Neo-racist (racism reborn as “progressive”); group stereotyping

**CULTURAL COMPETENCE OR RELEVANCE**

**WHAT THEY MEAN IS...**
Catering to stereotypes associated with identity groups

**WHICH IS...**
- A blank check to tell people that they are not sufficiently “culturally aware” and must modify their behavior
- Indoctrination in Critical Race Theory; neo-racism
- An ineffective method with no scientific evidence

**DISCRIMINATION**

**WHAT THEY MEAN IS...**
Judgement based on experience, facts, predictions, and preferences

**WHICH IS...**
- Claimed to be inexcusable when exercised with respect to “minoritized” groups unless it makes them better off
- Claimed to be required against “privileged” groups to “level the playing field”
- A tool to achieve “equity”
- Illegal

**ENVIRONMENTAL JUSTICE**

**WHAT THEY MEAN IS...**
Environmental issues are race issues

**WHICH IS...**
- Using environmental protection for unrelated political purposes
- An ineffective and inefficient way to protect the environment

**WHITE PRIVILEGE / SUPREMACY**

**WHAT THEY MEAN IS...**
European moral culpability

**WHICH IS...**
- Racist scapegoating, especially against economically disadvantaged Europeans
- Neo-racist (racism reborn as “progressive”); group stereotyping

**SYSTEMIC RACISM**

**WHAT THEY MEAN IS...**
Differences in outcome are always due to systemic biases

**WHICH IS...**
- An attribution of group differences to vague “systems” imposed by others
- An attempt to “dismantle” freedoms and to forcibly redistribute public and private goods

**MICRO-AGGRESSION**

**WHAT THEY MEAN IS...**
Small slights perceived as bigotry

**WHICH IS...**
- Weaponizing the taking of offense to control others
- Putting perceived impact above actual intentions
- Claiming that normal, everyday interactions are bigotry

**HATE SPEECH**

**WHAT THEY MEAN IS...**
An expression of opinion that the accuser finds objectionable

**WHICH IS...**
- Usually constitutionally protected speech
- Usually a reflection of political differences rather than an expression of hatred
- A way to restrict the speech of others by claiming it poses a danger

**ACCOUNTABILITY**

**WHAT THEY MEAN IS...**
Using institutional and social power to force compliance

**WHICH IS...**
- Bullying
- Mob rule
- Heckler’s veto

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