

Issue Brief #6 (3 January 2022)

Portland State's Anti-Educational "Equity" Plan

On January 3, 2022, Portland State University president Stephen Percy issued a sweeping framework to turn PSU into a race and ideology-centered cult. The so-called "Plan for Equity and Racial Justice" represents a significant turn away from education as the primary mission of PSU. By enforcing a new ideological conformity and institutionalizing race-based discrimination, the plan represents an alarming case of organizational capture by contemporary identity politics. The plans are not evidence-based and will do significant harm to first-generation and disadvantaged students in Oregon, the very students it claims to promote. Meanwhile, Portland State will fall farther behind its already lagging status as a serious university. The plan represents a suicide dive by an out-of-control administration led by the ideological Percy.

Following a year in which the city of Portland recorded its highest ever level of homicides and amidst a spiraling crisis of gun violence and downtown economic stagnation as a result of the 2020 "black lives matter" riots in the city, PSU president Stephen Percy has doubled down in support of the "racial justice" movement with the issuance of the plan.



Police identify shooting victim, 25 North Portland park

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Curtis D. Smith died on Thursday, Feb. 25, 2021, after being shot in Farragut

Portland's advancing "racial justice" which PSU President Stephen Percy applauds.

The plan is a slap in the face for the alumni, donors, and current students of this long-standing institution of higher education in Oregon. It is also a grave violation of the trust and support that PSU enjoys from Oregon taxpayers. The plan attacks hard-working Oregon students based on race, and more broadly destroys the history and traditions of Portland State University, which has always served *all* Oregonians with quality education at an affordable price. The so-called “equity and racial justice” plan is elite Woke ideology run amuck.

In addition to the institutionalization of racist practices and the enforcement of ideological conformity at the university, the plan envisages the creation of an official PSU language to ensure thought conformity. The Oregon Association of Scholars is not aware of any previous race and ideological plan in higher education in the United States that has gone so far as to envisage a whole new language in which the race-ideologues will be expected to engage in approved speech-acts.

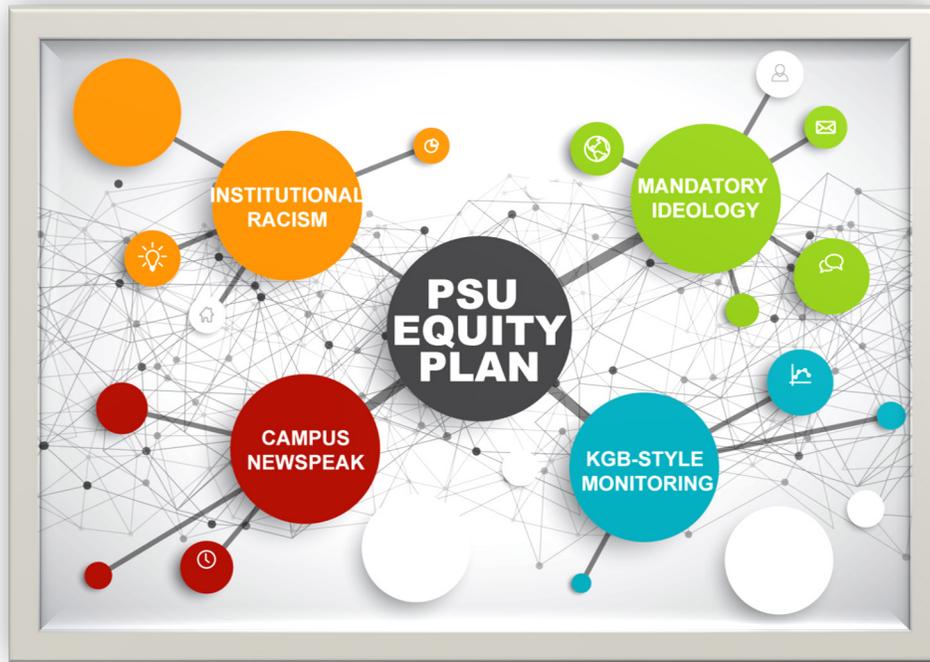


PSU President Stephen Percy

Most alarming, the document transforms non-white (so-called “BIPOC”) students into little more than objects of Woke fantasy, unable to think for themselves, unable to plan and lead their own lives, needing constant attention and coddling from administrators and activists, unable to deal with debate and disagreement, bound for failure without the life-saving interventions of micro-aggression specialists and trauma-informed social workers. This demeaning, degrading, and disgusting belittling of non-white students in the PSU racial justice framework is astounding and should attract wide condemnation

Themes

This Oregon Association of Scholars has divided the document into four themes: (1) institutional racism against white students and faculty; (2) mandatory ideological conformity; (3) campus newspeak; and (4) KGB-style monitoring. This issue brief will simply cite the relevant passages from the plan in order to substantiate its critique. The plan is so unambiguously racist and totalitarian, that no further argument is needed beyond simply citing it.



Theme 1: Promote Institutionalized Racism at PSU

RACIST SALARIES AND BENEFITS

- “Budgets and position descriptions should include and compensate BIPOC and other under-represented people (PSU employed and community partners) for their time when supporting or representing PSU in racial equity work or as a BIPOC representative.” (p. 10)

RACIST HIRING AND PROMOTION

- “‘Direct appointments’, hiring practices, lateral transfers, and access to advancement for BIPOC employees and prospective employees.” (p. 18)
- “Hire BIPOC full-time faculty.” (p. 29)
- “Anti-Racism Faculty Fellowship Grants: Scholars were awarded between \$100,000 and \$120,000 each to advance social justice and support change.” (p. 10)

RACIST UNIVERSITY OPERATIONS

- “Center BIPOC voices and needs...PSU will create structures that intentionally seek to disrupt.” (p. 13)
- “Broad, student-facing communications are responsive to the experiences of BIPOC students and particularly the BIPOC community in Portland. Content is examined for micro-aggressions and linkages to racial trauma.” (p. 24)
- “Return BIPOC students to PSU through re-engagement and financial support strategies.” (p. 28)

- “Expand capacity-building experiences for BIPOC students. (p. 5)
- “Many departments have also adopted the practice of duplicate counting (counting multi-racial and multi-ethnic students in every community they indicate).” (p. 12)

RACIST CLASSROOMS

- “BIPOC students will be surveyed and interviewed regarding their positive classroom experiences.” (p. 20)
- “Survey BIPOC students about positive classroom and co-curricular experiences.” (p. 21)

Theme 2: Promote Ideological Conformity and Indoctrination at PSU

CLASSROOMS AS IDEOLOGICAL STRUGGLE SESSIONS

- “PSU will encourage and provide support for faculty in incorporating culturally inclusive pedagogy and universal design in learning (UDL) into their curriculum....This initiative will provide opportunities for faculty to develop culturally responsive and sustaining practices and re-envision the space they create in their classrooms.” (p. 20)
- “PSU will center racial equity, inclusion, and cultural responsiveness in student learning experiences...We will commit to anti-racist, anti-oppressive, and transformative experiences for all students at PSU...It is recommended that a group of students lead this work.” (p. 21)
- “Hire a Director of Diversity Education.” (p. 23)

MANDATORY STUDENT INDOCTRINATION

- “Funding allocated for the development of a Race and Ethnic Studies requirement for all PSU undergraduate students.” (p. 10)
- “In spring 2021, the Faculty Senate approved a new Racial and Ethnic Studies Requirement (RESR) as part of the general education curriculum. All new first-year students will be required to take 6 credits, and transfer students will be required to take 3 credits.” (p. 20)

IDEOLOGICAL LITMUS TEST FOR HIRING AND PROMOTION

- “The faculty senate ad hoc committee will complete its work outlining recommendations for infusing equity and inclusion into the promotion and tenure process, including recognizing invisible labor and different types of scholarship.” (p. 11)

LEVERAGING ONE IDEOLOGY TO SUPPORT ANOTHER

- “University relations will partner with engaged Community-Based Organizations to address the intersection of climate action and urbanization through the development of shared priorities.” (p. 14)

Theme 3: Create Official Words and Language for Thought Control

OFFICIAL PSU NEWSPEAK AND LANGUAGE CONTROL

- “Create a shared language to promote justice, equity, diversity, and inclusion. Faculty, staff, and students have expressed a need to develop a shared language/glossary around justice and equity work in order to promote shared understanding, bridge conversation, operationalize JEDI efforts, improve campus climate, and assist in the development of future initiatives.” (p. 16)
- “This campus-level shared language will help ensure equity is truly at the center of our campus priorities.” (p. 16)
- “Build a glossary of shared justice, equity, diversity, and inclusion terms that inform the work and a shared understanding of terms campus-wide...Existence of widely accepted and used glossary.” (p. 16)

PSU ADMINISTRATORS AS OFFICIAL INTERPRETERS OF NATIONAL EVENTS

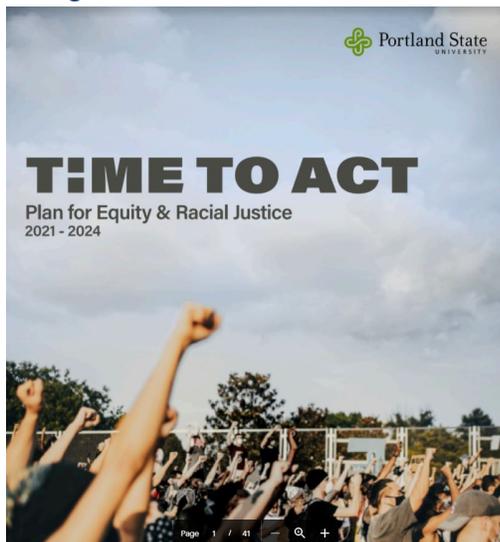
- “The shared language and understanding will also assist in campus communications when responding and providing support-related to national incidents in moments of unrest and injustice.” (p. 16)

Theme 4: KGB-Style Monitoring

- “Create an Equity Analytics Team.” (p. 12)
- “Regular campus-wide climate surveys.” (p. 4)

Policy Recommendations: Time to Act

The “Plan for Equity and Racial Justice” issued by Portland State University on January 3, 2022 is a clear and present danger to the future of this taxpayer-supported institution of higher education. Even as PSU has fallen out of the ranks of the top-500 colleges and



universities in the United States and as it struggles with falling enrolment, a budget crisis, and a loss of public trust, the radical faculty and administrators have embraced rather addressed the institutional nosedive. To preserve this institution from the destructive plan requires that external actors -- including alumni, donors, relevant legal defense funds, community supporters, and state legislators -- quickly step in to address the mismanagement of the university under president Stephen Percy. PSU is a treasured inheritance that belongs to generations of hard-working Oregonians – past, present, and future. The time to act in defense of its educational mission has clearly arrived.

About

The Oregon Association of Scholars is the Oregon affiliate of the National Association of Scholars, a network of scholars and citizens united by a commitment to academic freedom, disinterested scholarship, and excellence in American higher education. Membership in NAS is open to all who share a commitment to these broad principles. NAS publishes a journal and has state and regional affiliates. Visit NAS at www.nas.org, and OAS at www.oregonscholars.org. Contact: Dr. Bruce Gilley, OAS President, info@oregonscholars.org