

The background of the left half of the slide is a photograph of a large, ornate stone archway at a university. The archway is made of light-colored stone with intricate carvings. Through the arch, a paved path leads to a green lawn and trees. A small blue sign is visible on the left wall of the arch, and a green trash can is on the right. The overall scene is bright and clear.

SOCIAL JUSTICE

How two incompatible sacred values are driving conflict and confusion in American universities

Jonathan Haidt

New York University—Stern School of Business

Duke University, Oct. 6, 2016

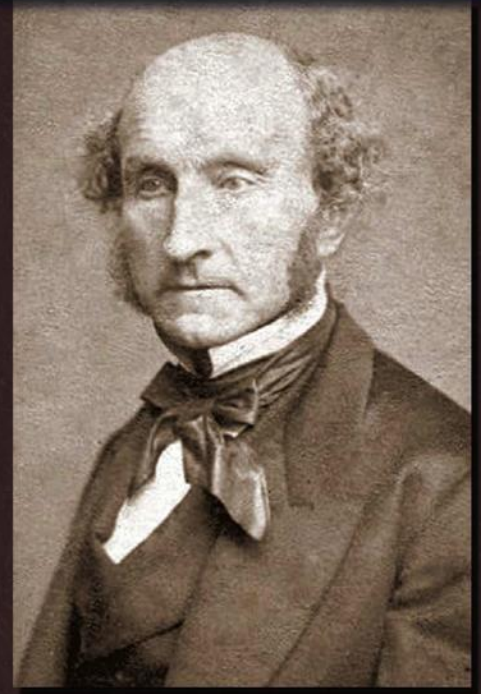
The background of the right half of the slide is a photograph of the same university archway as the left half. This image is faded and has a slightly darker, more somber tone. The archway, path, and surrounding elements are the same as in the left image, but the overall lighting is dimmer, creating a sense of mystery or shadow.

TRUTH

“He who knows only his own side of the case knows little of that. His reasons may be good, and no one may have been able to refute them. But if he is equally unable to refute the reasons on the opposite side, if he does not so much as know what they are, he has no ground for preferring either opinion...”

--J.S. Mill, 1859

On Liberty



John Stuart Mill

**THE POINT IS NOT MERELY TO
UNDERSTAND THE WORLD, BUT TO
CHANGE IT.**

“The philosophers have only interpreted the world, in various ways; the point is to change it.”

--Marx (1845/1888) Theses
On Feuerbach

**KARL MARX (1818 -
1883)**

TRUTH



SOCIAL JUSTICE



SOCIAL JUSTICE



SOCIAL JUSTICE

1. Telos
2. Motivated Reasoning
3. Sacredness
4. Anti-Fragility
5. Blasphemy
6. Correlation
7. Justice
8. Schism

TRUTH



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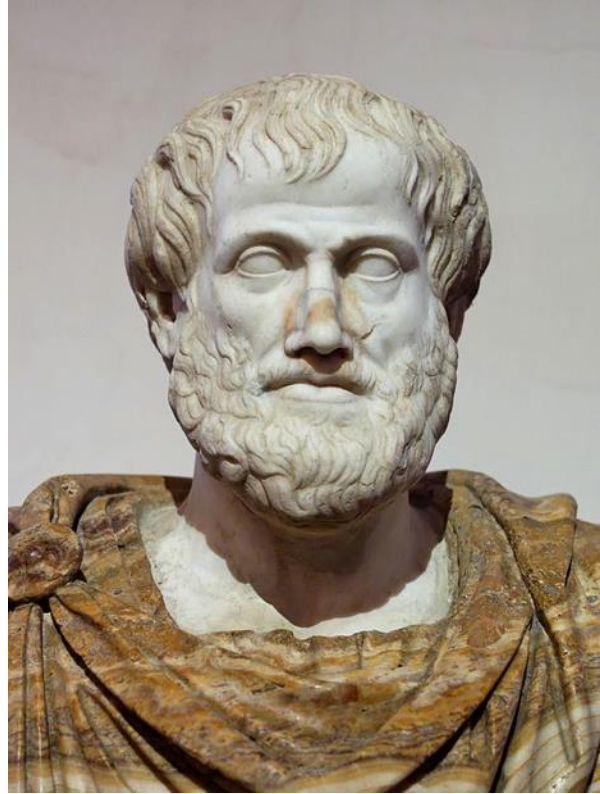


Telos

The end, purpose, or goal of an object, person, or practice

What is the telos of a knife?

What is the telos of a physician?





Medicine

Scholarship

Law

Telos

Health

Medicine

Truth

Scholarship

Justice

Law

Telos

Health

Medicine

Truth

Scholarship

Justice

Law

Telos

Business

Social Justice

Health

Medicine

Truth

Scholarship

Justice

Law

Telos

Profit, or value

Business

Racial Equality
(and other kinds)

Social Justice

Health

Medicine

Truth

Scholarship

Justice

Law

Constructive interactions:

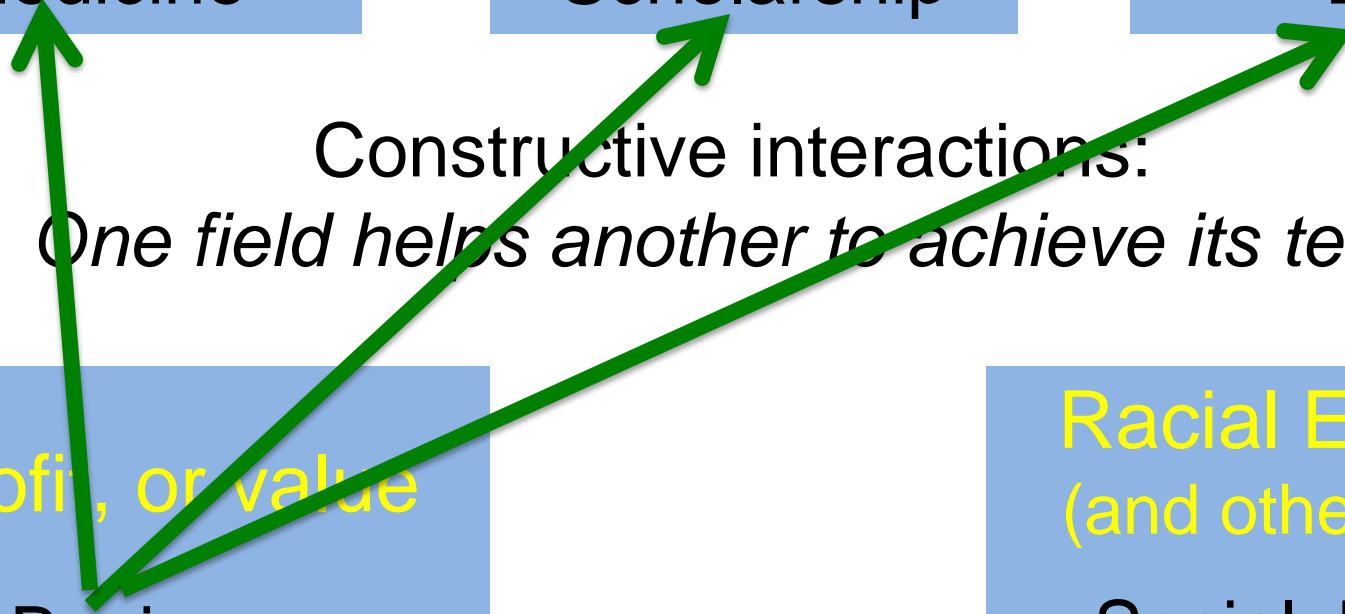
One field helps another to achieve its telos

Profit, or value

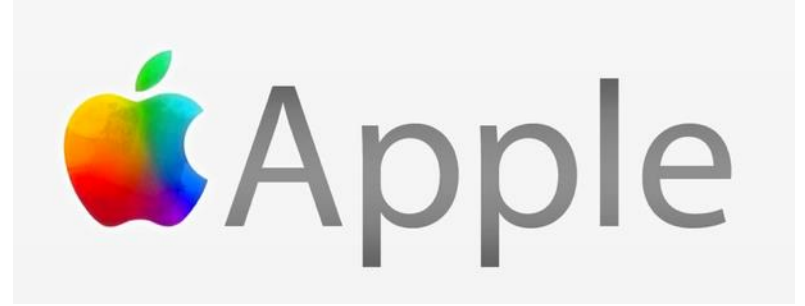
Business

Racial Equality
(and other kinds)

Social Justice



Businesses help scholars achieve their teloses



Health

Medicine

Truth

Scholarship

Justice

Law

Constructive interactions:

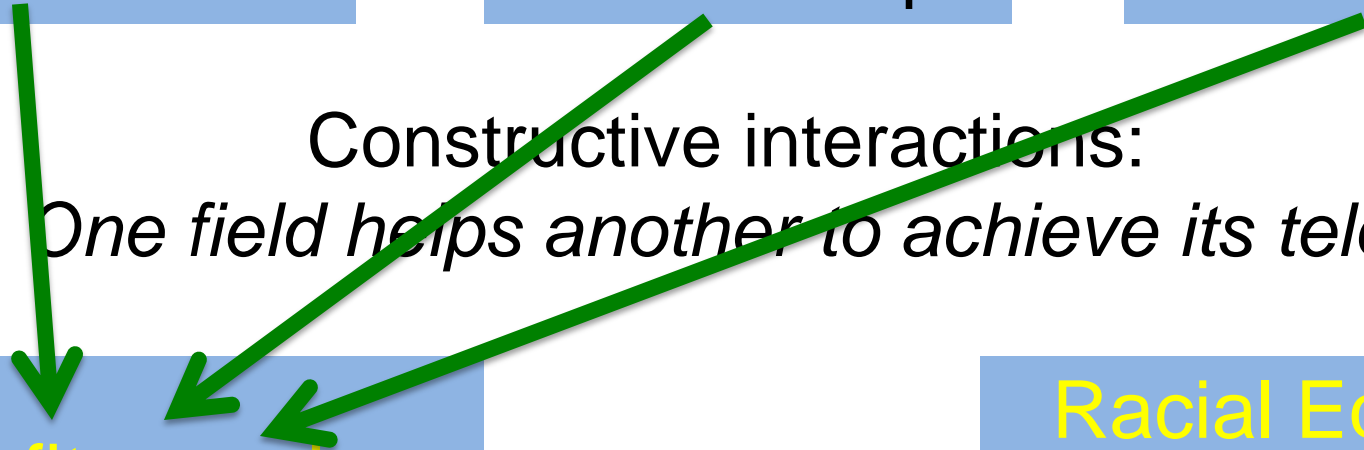
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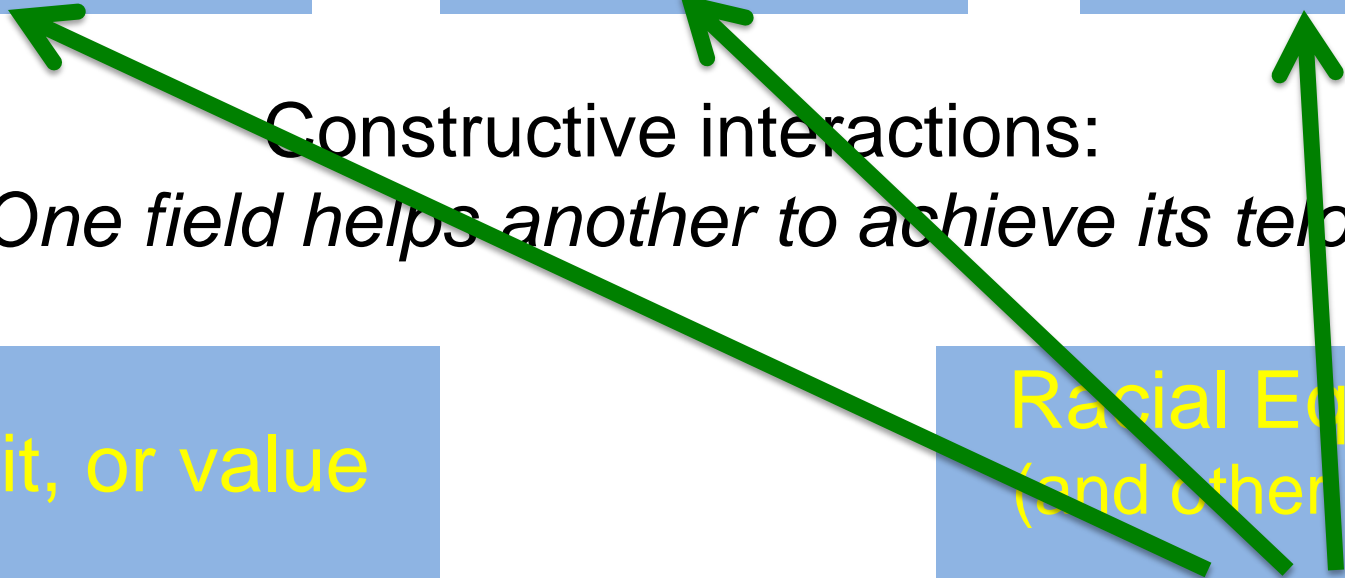
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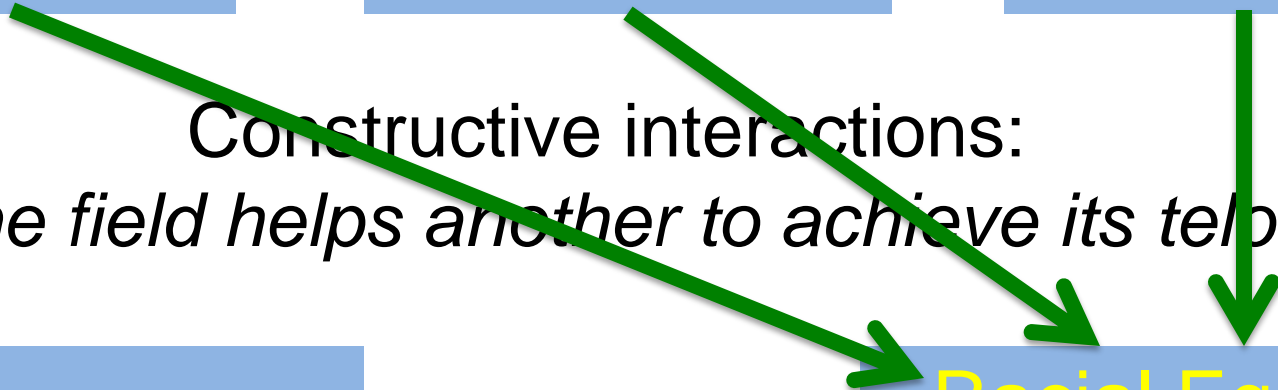
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Destructive interactions:

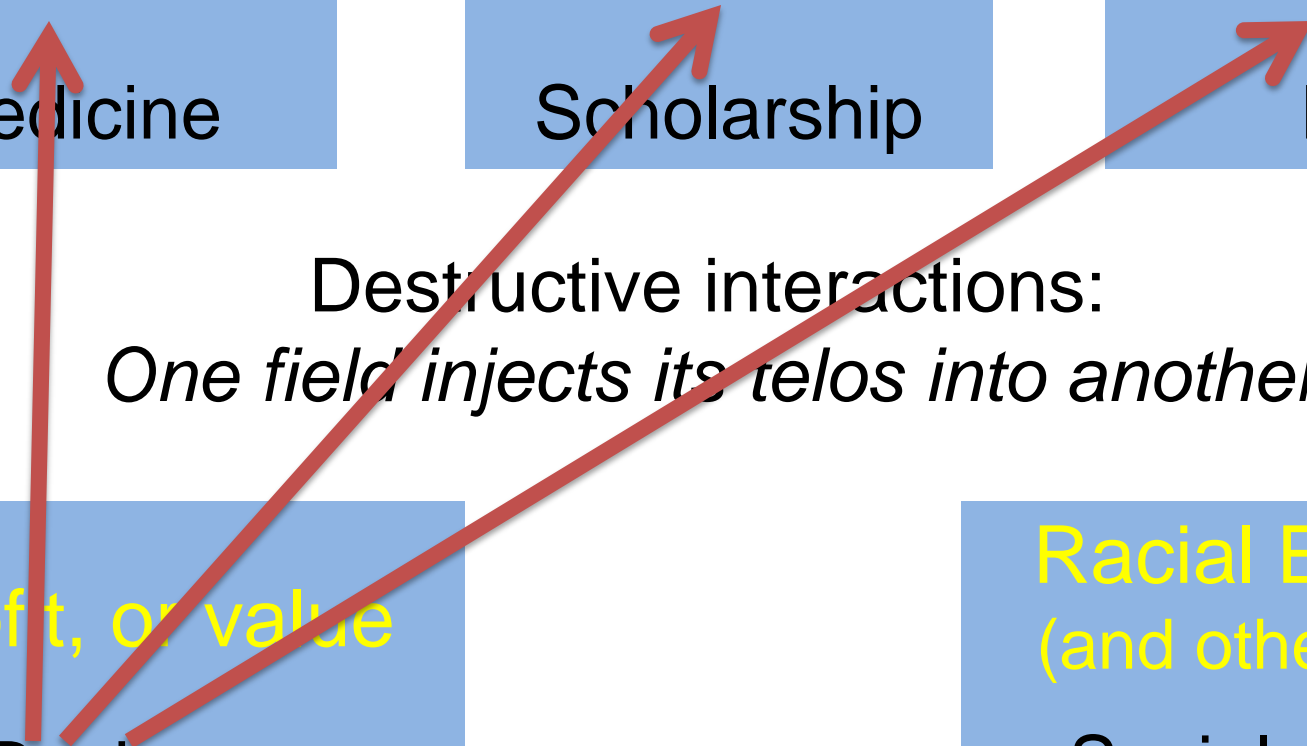
One field injects its telos into another

Profit, or value

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Profit

Medicine

Profit

Scholarship

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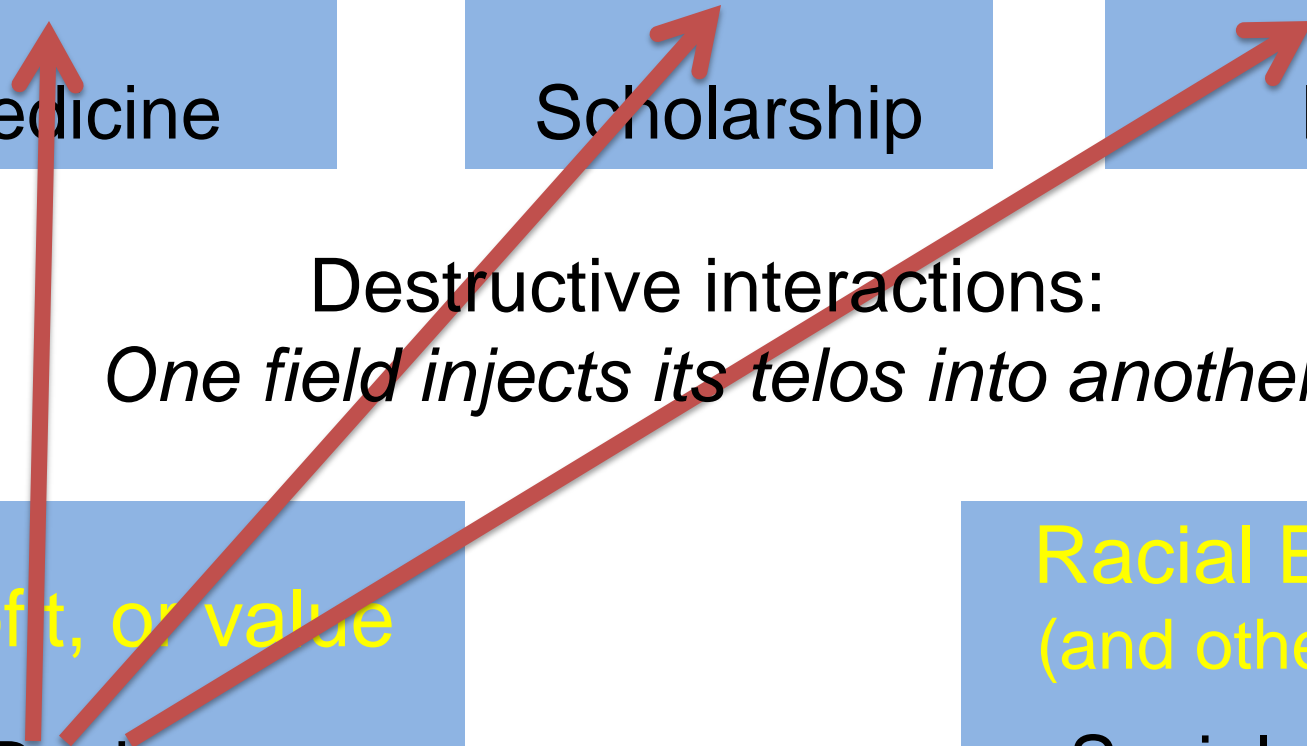
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Social Justice




How the Sugar Industry Shifted Blame to Fat

By ANAHAD O'CONNOR SEPT. 12, 2016



“a trade group called the Sugar Research Foundation... paid three Harvard scientists the equivalent of about \$50,000 in today’s dollars to publish a 1967 review of research on sugar, fat and heart disease. The studies used in the review were handpicked by the sugar group, and the article... minimized the link between sugar and heart health and cast aspersions on the role of saturated fat.”



Health

Medicine

Truth

Scholarship

Justice

Law

Destructive interactions:

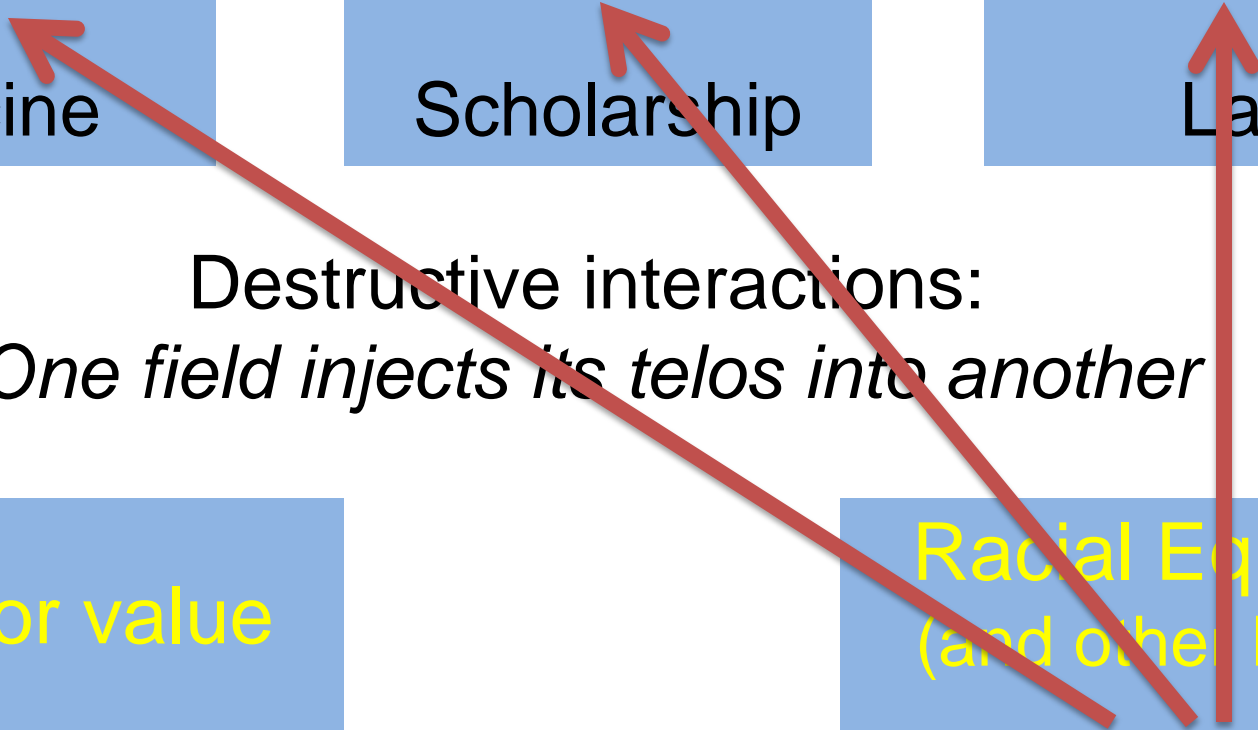
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Racial Equality

Medicine

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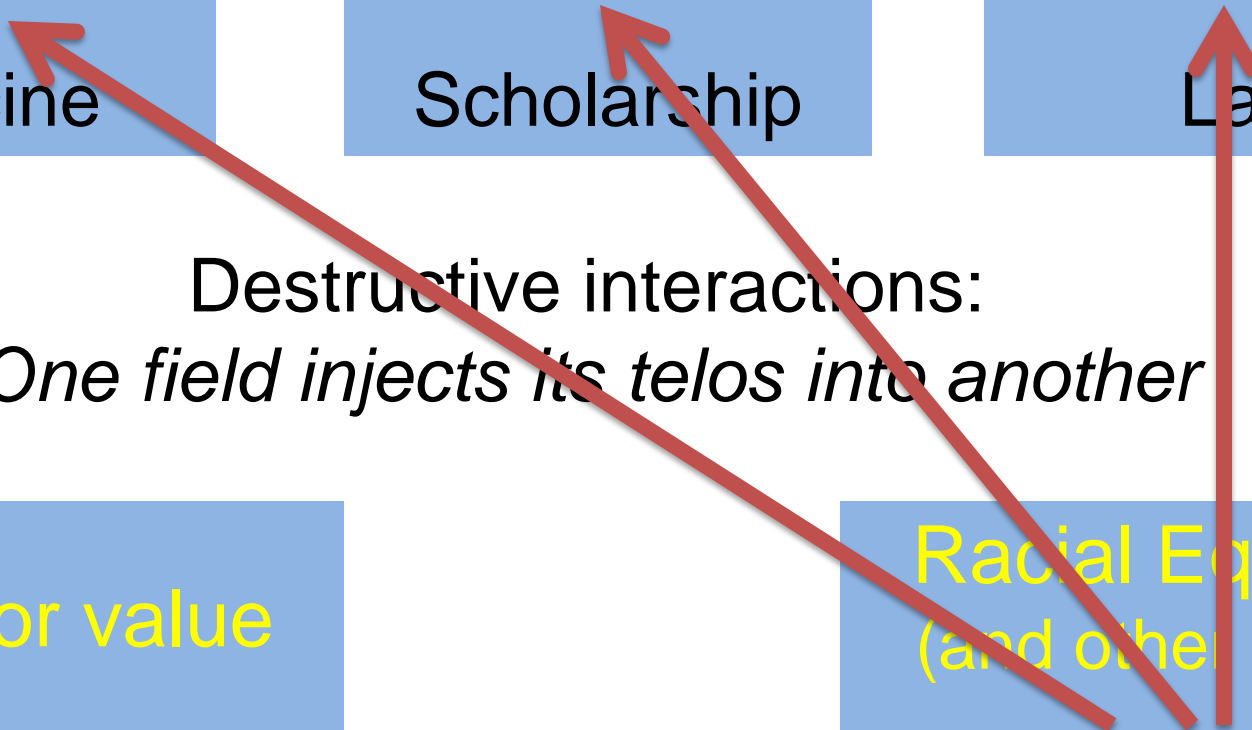
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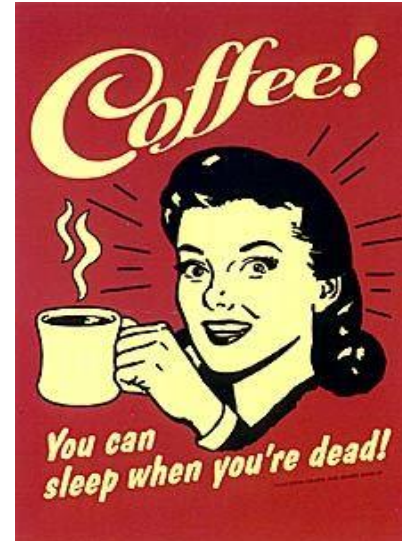


Motivated Reasoning

If we WANT to believe X, we ask: “Can-I-Believe-It?”

If we DON'T want to, we ask: “Must-I-Believe-It?”

B



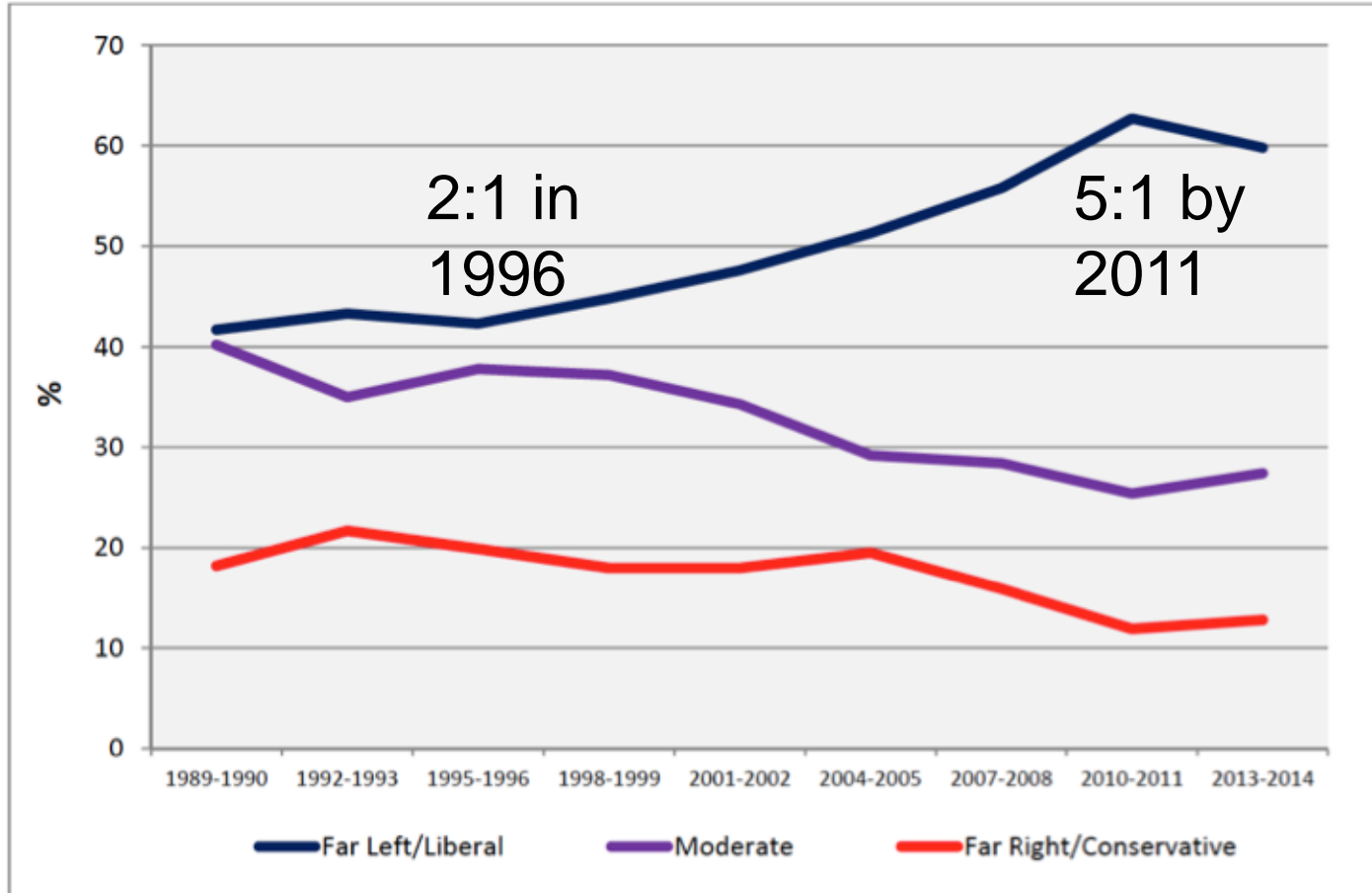
Motivated Scholarship

If we WANT to believe X, we ask: “Can-I-Believe-It?”

If we DON'T want to, we ask: “Must-I-Believe-It?”

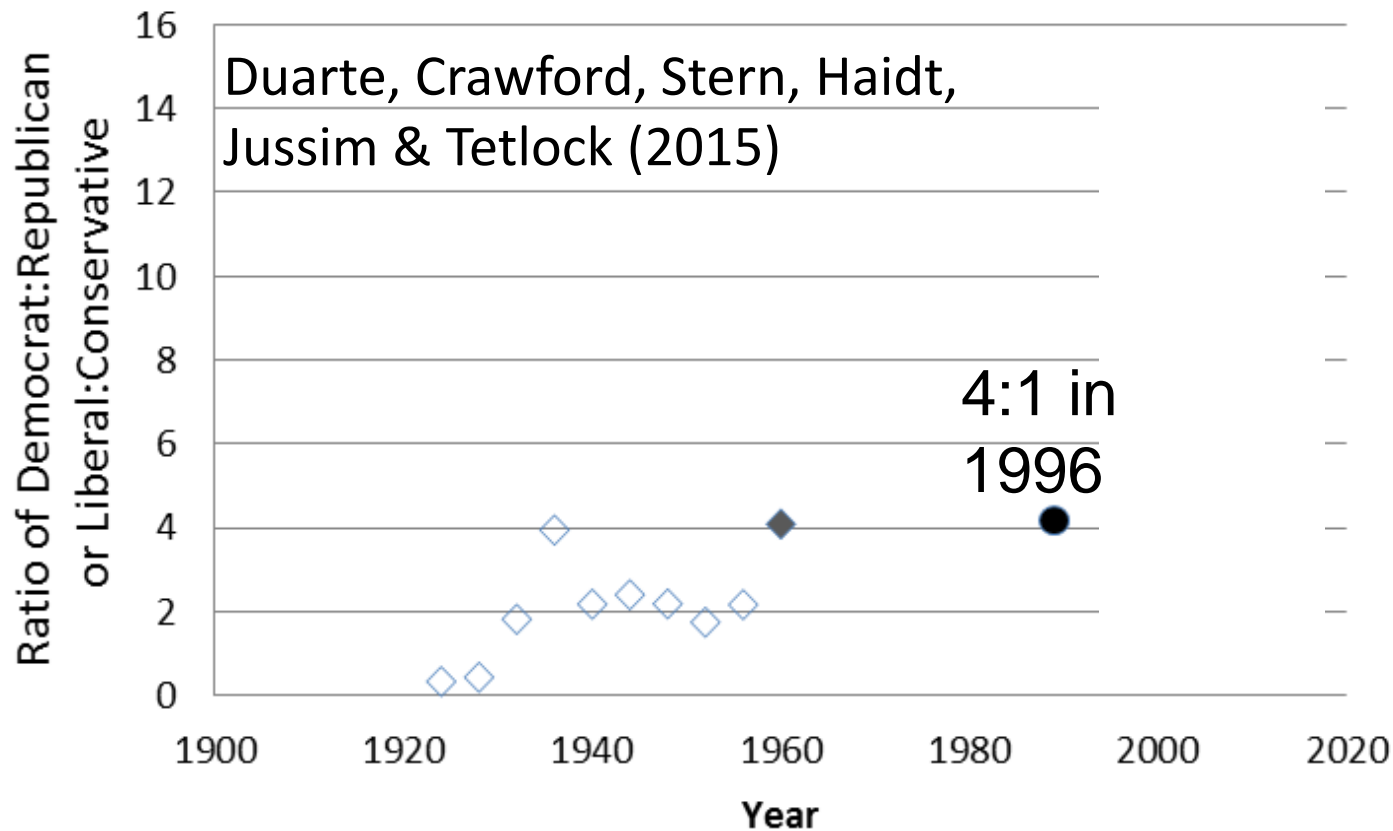
- Scholarship undertaken to support a political agenda almost always “succeeds.”
- Scholar rarely believes she was biased
- Motivated scholarship often propagates pleasing falsehoods that cannot be recalled
- Damage is contained if we can count on “institutionalized disconfirmation”

The End of Institutionalized Disconfirmation



Data from HERI

Ratio of lib:con psychology professors



Duarte, Crawford, Stern, Haidt,
Jussim & Tetlock (2015)

14:1 by
2012

4:1 in
1996

Implications for Universities

1. For students:

- Orthodox views become strongly held but weakly supported (Mill);
- Students “walking on eggshells” in class discussions;
- Some become “intellectually fragile” from lack of challenge → disinviting and banning speakers.

2. For faculty: misallocation of effort; loss of rigor; fear of dissent; fear of students.

Implications for Universities

1. For

--Or

supp

--Stu

--So

chal

2. For

fear



ns;

**I'm a liberal professor, and my
liberal students terrify me**

by Edward Schlosser on June 3, 2015

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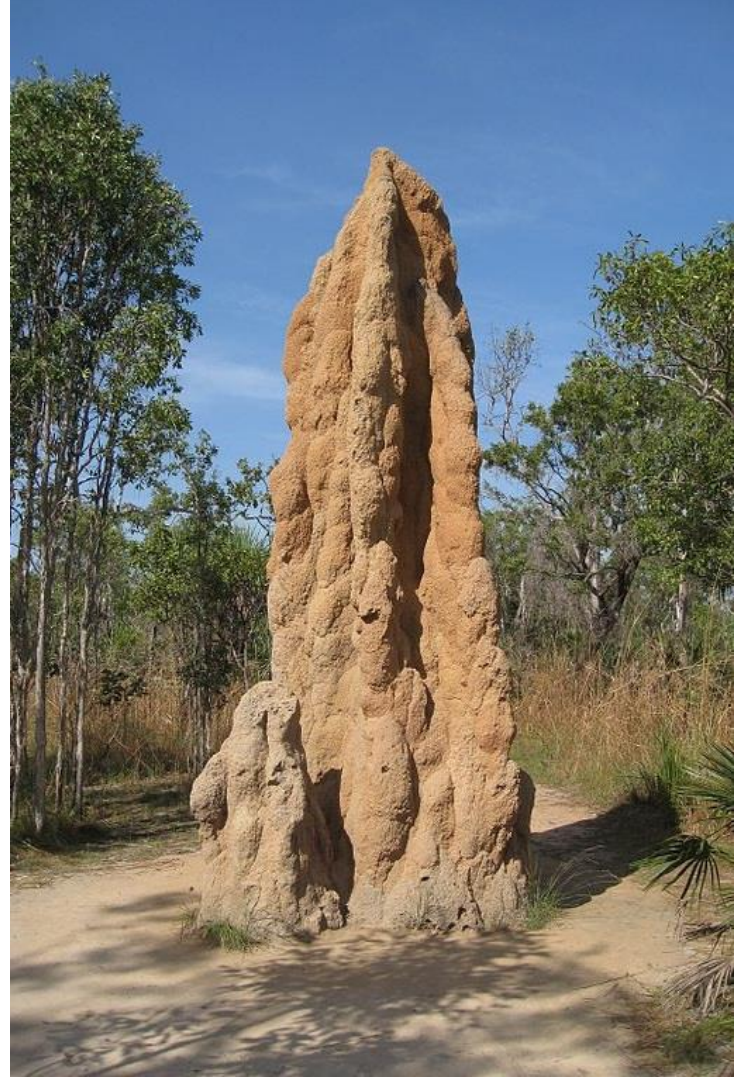


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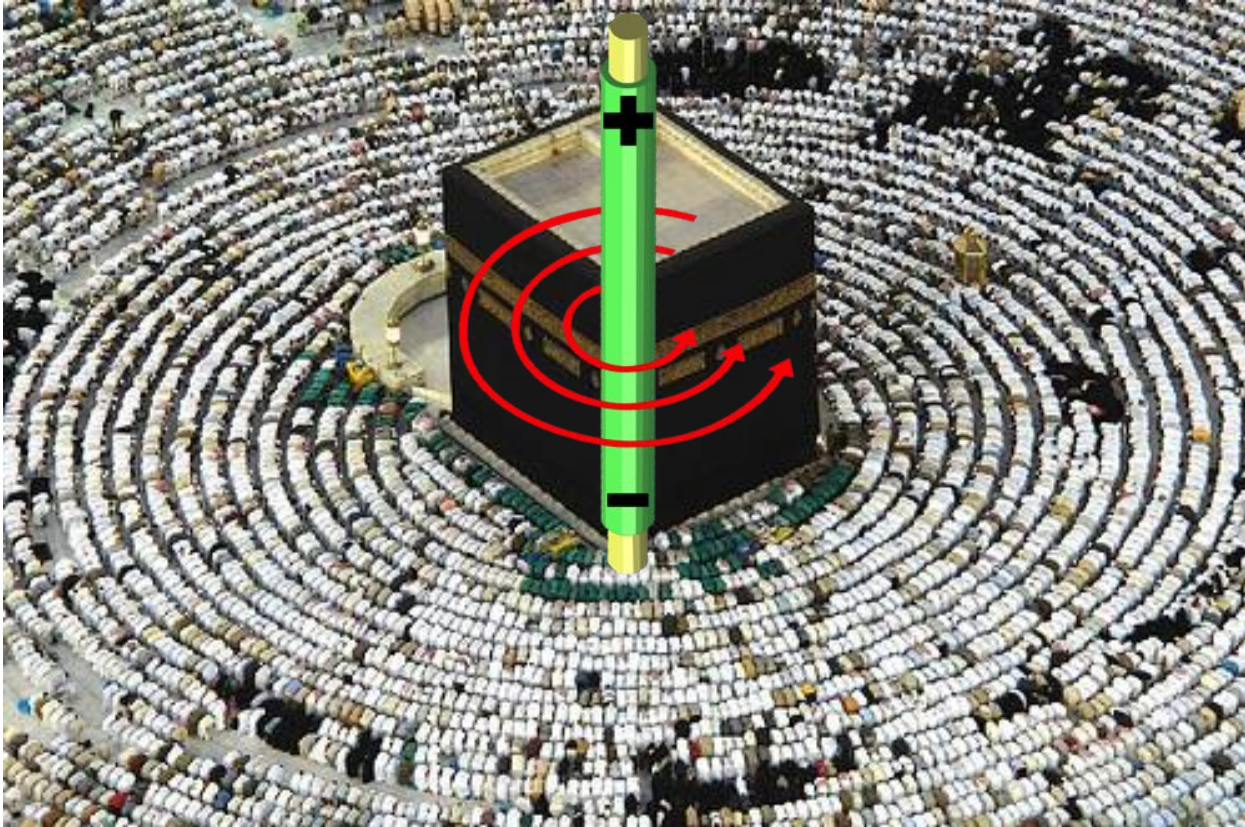
TRUTH







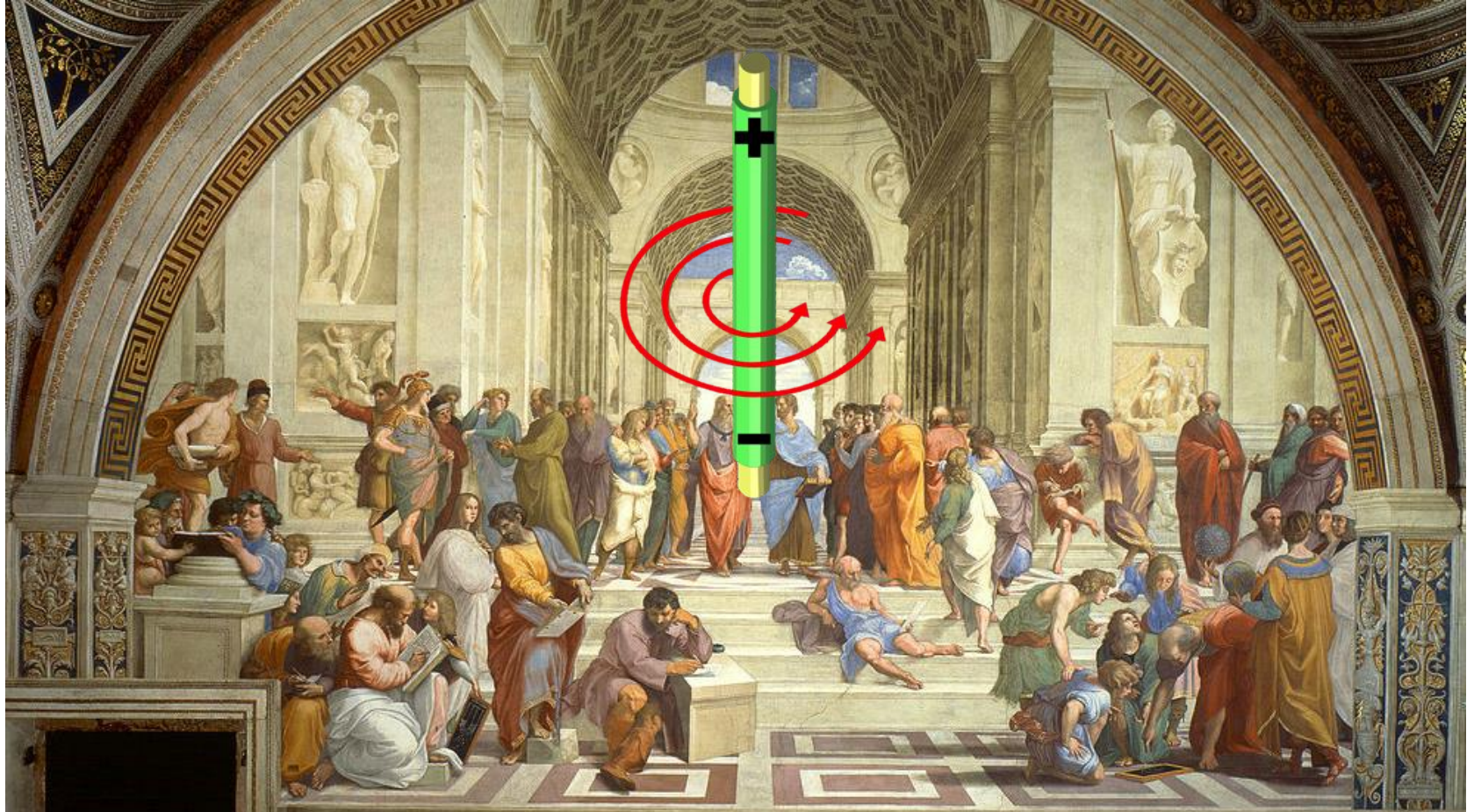
Our evolved trick: Ability to forge a team by circling around sacred objects & principles



We circle around sacred objects & principles

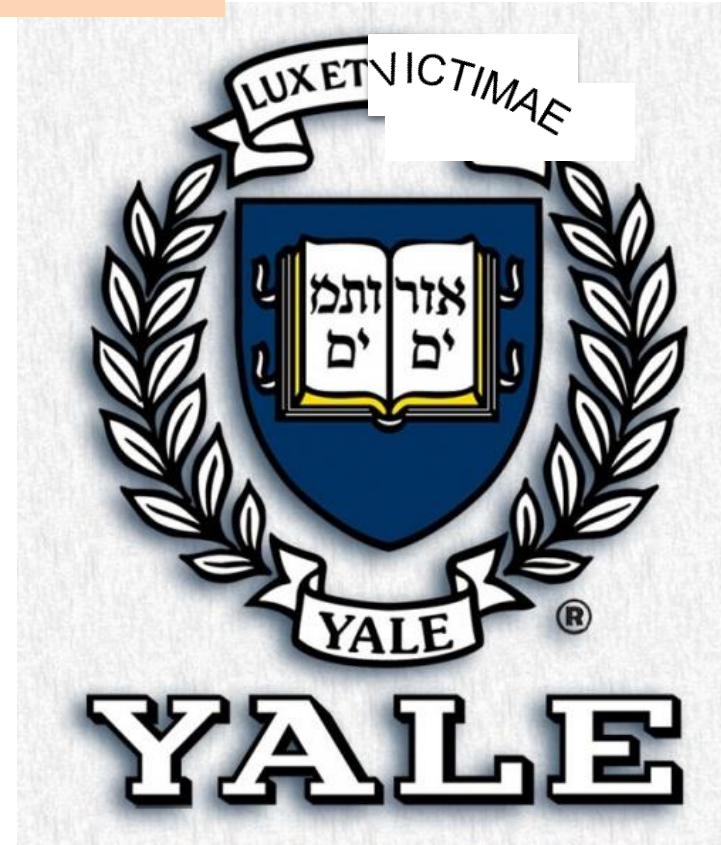


What's sacred at a university?



What's sacred at a university?

SOCIAL JUSTICE



The Six Sacred Groups

The Big 3:

- 1) Blacks
- 2) Women
- 3) LGBT

The Other 3:

- 4) Latinos
- 5) Native Americans
- 6) Disability

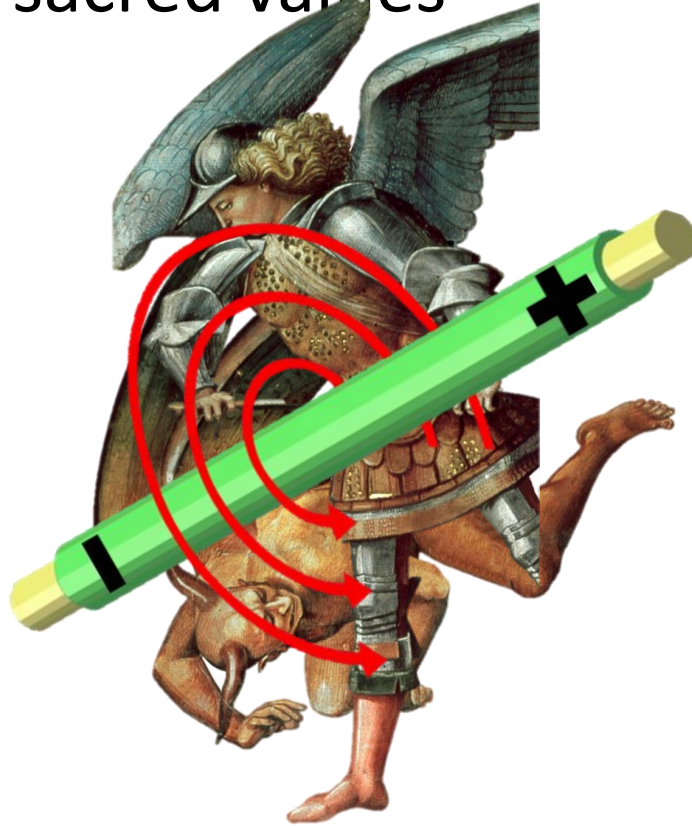
Moral revolution since 2014:

- New 7th group: Muslims
- Transgender issues
- Black Lives Matter

Sacred Objects must be defended!
No jokes, insults, or utilitarian tradeoffs.
Irrational commitment required



Circling around sacred values
creates a moral
electromagnet



The Rise of Victimhood Culture

Microaggression and Moral Cultures



Authors: [Bradley Campbell¹](#) and [Jason Manning²](#)

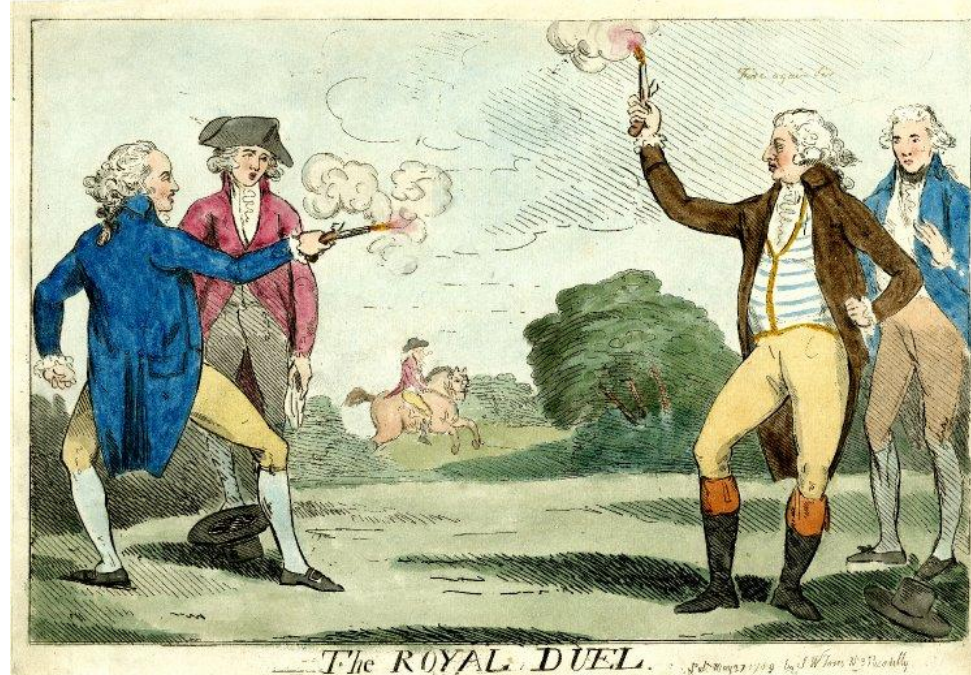
Source: [Comparative Sociology](#), Volume 13, Issue 6, **pages** 692 – 726

Publication Year : 2014

DOI: [10.1163/15691330-12341332](#)

Honor culture:

“people socialized into a culture of honor will often shun reliance on law or any other authority even when it is available, refusing to lower their standing by depending on another to handle their affairs”



Dignity culture

“Dignity exists independently of what others think, so a culture of dignity is one in which public reputation is less important... It is even commendable to have “thick skin” that allows one to shrug off slights and even serious insults... parents might teach children some version of “sticks and stones may break my bones, but words will never hurt me.””



Victimhood culture

“A culture of victimhood is one characterized by concern with status and sensitivity to slight combined with a heavy reliance on third parties. People are intolerant of insults, even if unintentional, and react by bringing them to the attention of authorities or to the public at large...rather than emphasize either their strength or inner worth, the aggrieved emphasize their oppression and social marginalization.”

Welcome, this is a

Safe

Space

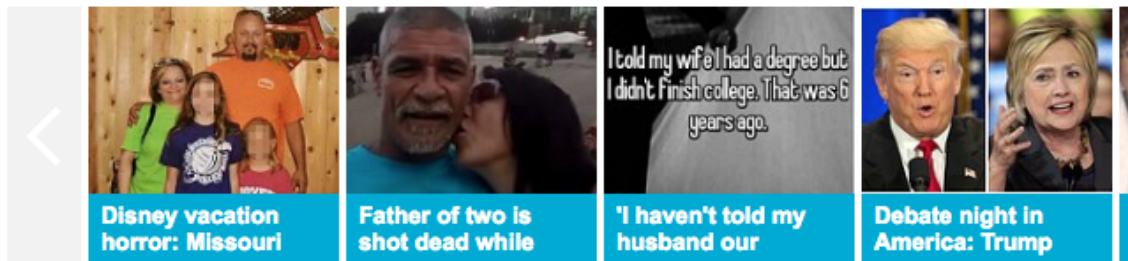
**This is a safe space to
be who you are and to
find support and
resources.**





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Disney vacation
horror: Missouri

Father of two is
shot dead while

'I haven't told my
husband our

Debate night in
America: Trump

Students freak out because someone chalked Trump slogans on campus: Emory university president says students are scared and 'in pain'

- President Jim Wagner said students viewed graffiti as intimidating
- Officials arranged a meeting for those offended to address concerns
- University organizations also offered counselling to those affected
- The editor of the student newspaper said some students 'felt victimized'
- A freshman said she 'feared for life' and thought it was a 'KKK rally'

Victimhood culture entails...

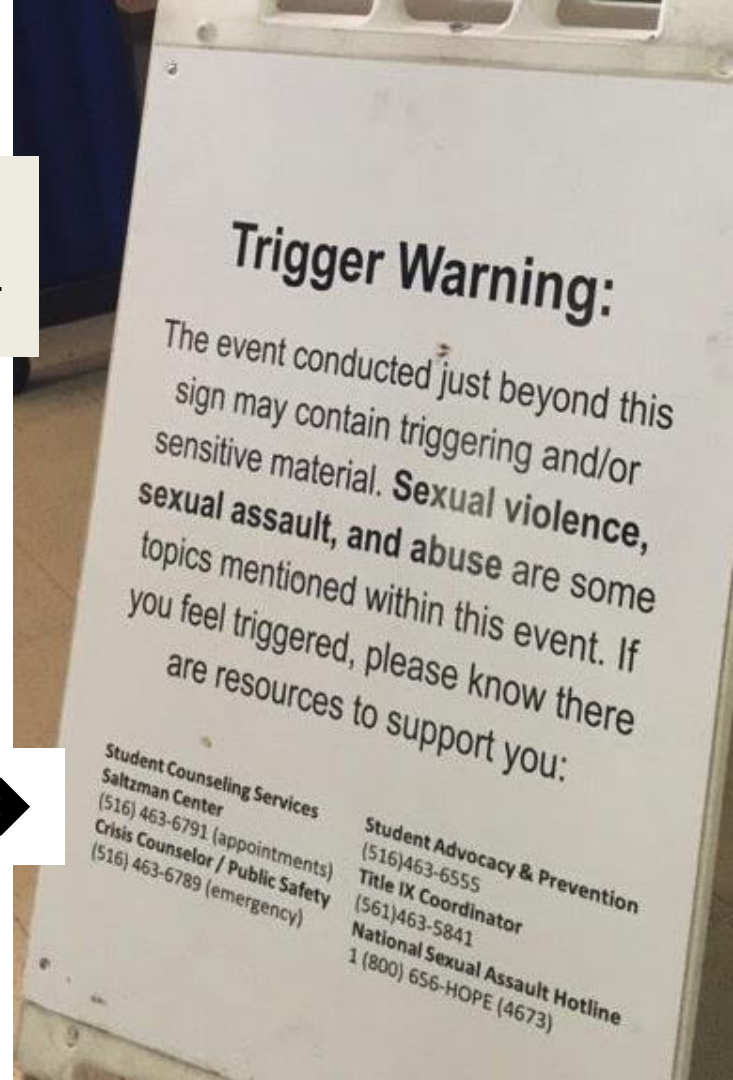
- 1) Teaching students to divide people into good and bad classes (victims and oppressors)
- 2) Eternal conflict and grievance
- 3) Walking on eggshells, self-censoring
- 4) Implementing “safety” culture; Words and ideas are “violence,” so we need trigger warnings and safe spaces
- 5) Making members of victim classes weaker, more “morally dependent”



Note added after the lecture was given:
This trigger warning sign turns out to have been for a different event at Hofstra in the same building, the same day. But it still illustrates “moral dependency”



Moral Dependency →



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TRUTH

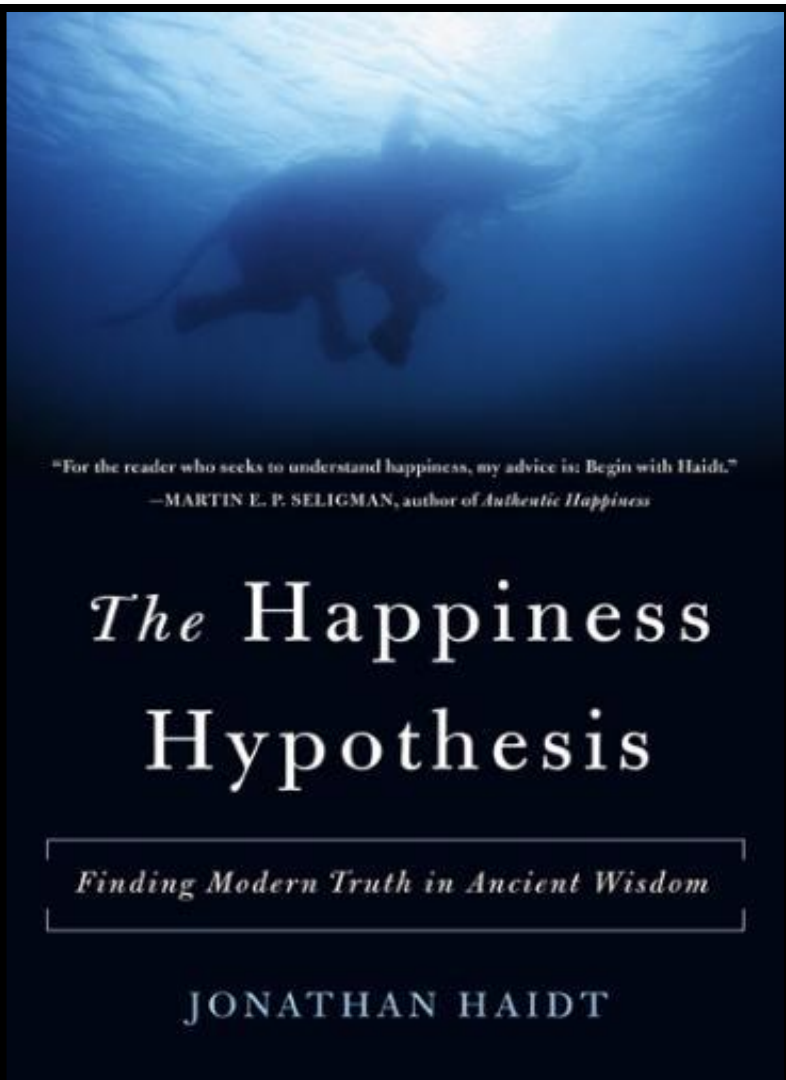


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TRUTH





"For the reader who seeks to understand happiness, my advice is: Begin with Haidt."

—MARTIN E. P. SELIGMAN, author of *Authentic Happiness*

The Happiness Hypothesis

Finding Modern Truth in Ancient Wisdom

JONATHAN HAIDT

1. The Divided Self
2. The Power of Appraisal
3. Reciprocity
4. Hypocrisy
5. Happiness
6. Love
7. The Uses of Adversity
8. Virtue
9. Divinity
10. Between

Great Truth #7: People are Anti-Fragile

*“What doesn’t kill me
makes me stronger.”
(Friedrich Nietzsche, 1888)*



Great Truth #7: People are Anti-Fragile

“When heaven is about to confer a great responsibility on any man, it will exercise his mind with suffering, subject his sinews and bones to hard work, [...and] place obstacles in the paths of his deeds, so as to stimulate his mind, harden his nature, and improve wherever he is incompetent.”

--(Meng Tzu , China, 3rd Cent. BCE)





**Nassim
Nicholas
Taleb**

Author of *The Black Swan*

TOUGH TIMES DON'T LAST
TOUGH PEOPLE DO

Antifragile

Things That Gain
From Disorder

'The ultimate model to aspire to'
The Times

Systems that increase in capability, resilience, or robustness as a result of mistakes, faults, attacks, or failures.

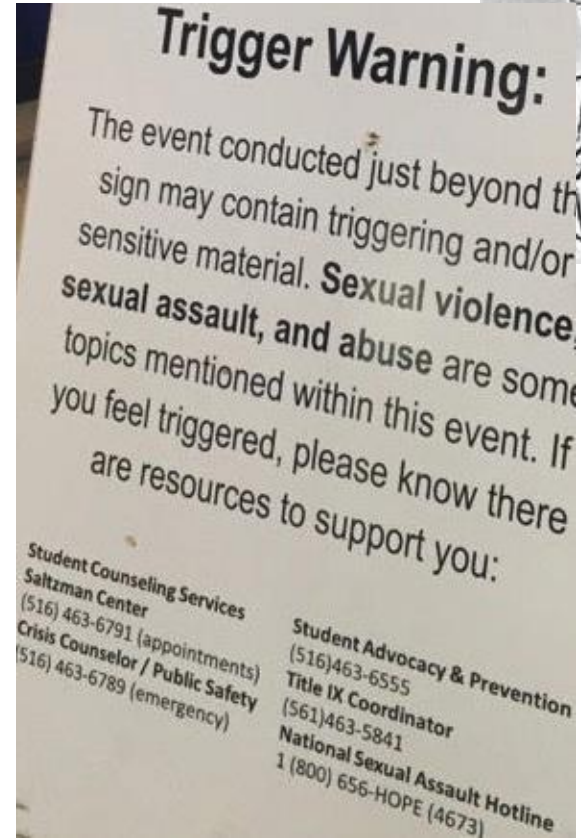
"The resilient resists shocks and stays the same; the antifragile gets better."

Examples:

- Bones
- The immune system
- Children



Note added after the lecture was given:
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Different event at Hofstra in the same building, the same day.
But it still illustrates “moral dependency”



Safety Culture is Debilitating:

- 1) Those who embrace a “marginalized” identity become MORE fragile and morally dependent; less likely to thrive after leaving the bubble of safety.
- 2) SWMs get stronger from frequent criticism and no special support
- 3) SWMs are ready for the workplace. (But employers fear safety culture grads.)

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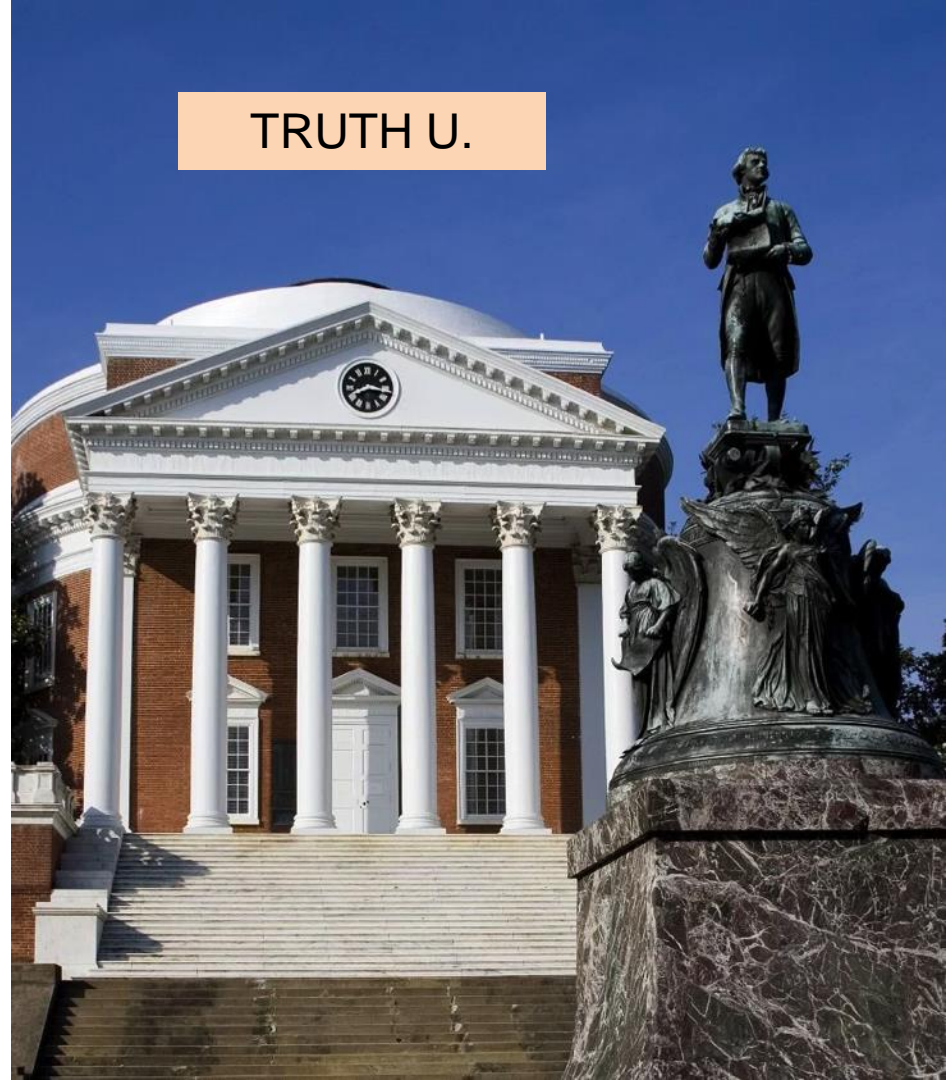


No blasphemy laws

"This institution will be based on the illimitable freedom of the human mind. For here we are not afraid to follow truth wherever it may lead, nor to tolerate any error so long as reason is left free to combat it."

- Thomas Jefferson (1820)

TRUTH U.





SOCIAL JUSTICE

Religious dogma protected by blasphemy laws

- 1) Racism/sexism are endemic in American society*
- 2) Victims played no role in arriving at their current state*
- 3) No diffs of ability or interest between any groups*
- 4) Affirmative action is good. More is better.*





SOCIAL JUSTICE



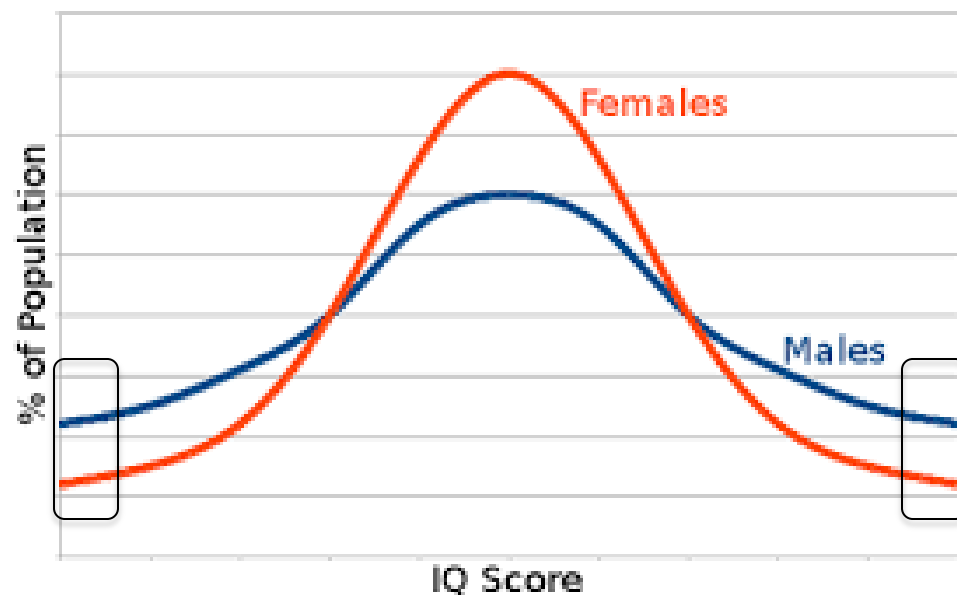
TRUTH

Example: Women are underrepresented on faculty in STEM depts. What do to?



There are many causes, including discrimination, but one contributor might be that the standard deviation of IQ scores is larger for men. So at +4 SD, there are more men.





Sex differences in the right tail of cognitive abilities: A 30 year examination

Jonathan Wai  , Megan Cacchio, Martha Putallaz, Matthew C. Makel

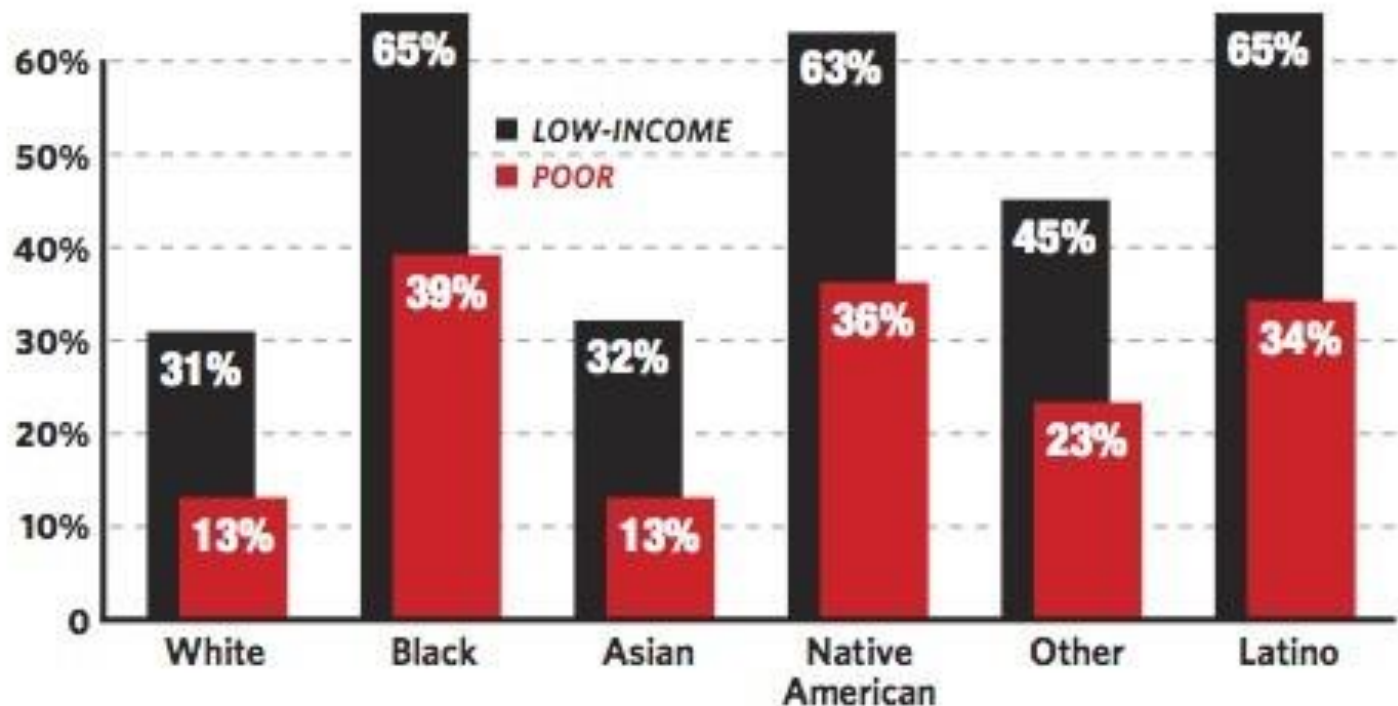
[+ Show more](#)



Blasphemy!

- 1) Sexism is endemic on campus*
 - 2) Victims played no role in arriving at their current state*
 - 3) No diffs of ability or interest between any groups*
- 

CHILDREN LIVING IN LOW-INCOME AND POOR FAMILIES BY RACE/ETHNICITY



Source: Skinner (2013) in The American Prospect



OPPORTUNITY, RESPONSIBILITY, AND SECURITY:

A CONSENSUS PLAN FOR REDUCING POVERTY
AND RESTORING THE AMERICAN DREAM

December 4, 2015

AEI-Brookings Working Group on Poverty and Opportunity

Left's preferred causes:

- Economic changes
- Rigged political system
- Systemic racism

Right's preferred causes:

- Decline of marriage
- Dependency, loss of agency
- Irresponsible personal choices

To strengthen *families*

- 1) Promote a new cultural norm surrounding parenthood and marriage.
- 2) Promote delayed, responsible childbearing.
- 3) Increase access to effective parenting education.
- 4) Help young, less-educated men and women prosper in work and family.

To improve the quantity and quality of *work*

- 1) Improve skills to get well-paying jobs.
- 2) Make work pay more for the less educated.
- 3) Raise work levels among the hard-to-employ
- 4) Assure that jobs are available.

To improve *education*

- 1) Increase public investment in preschool and postsecondary.
- 2) Educate the whole child to promote social-emotional and character dev
- 3) Modernize the organization and accountability of education.
- 4) Close resource gaps to reduce education gaps.

Left's preferred causes:

- Economic changes
- Rigged political system
- Systemic racism

Right's preferred causes:

- Decline of marriage
- Dependency, loss of agency
- Irresponsible personal choices

Blaming victims is blasphemy!
Don't look at these!



Banned at
Social Justice U

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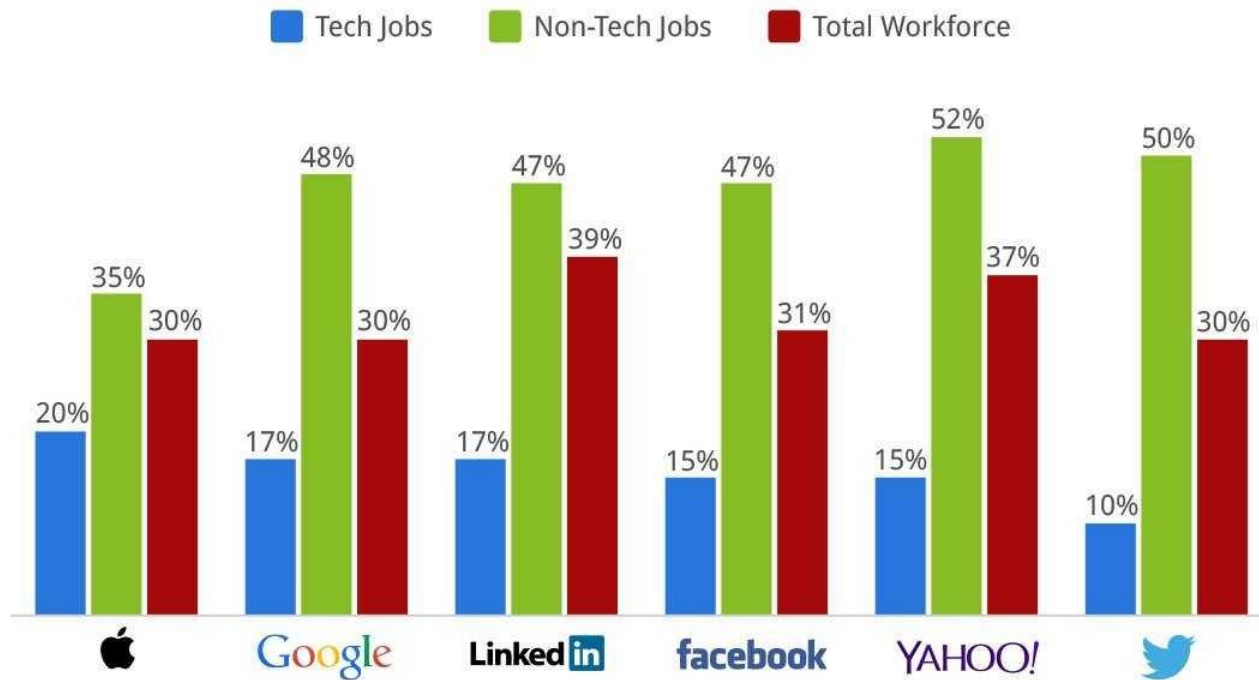
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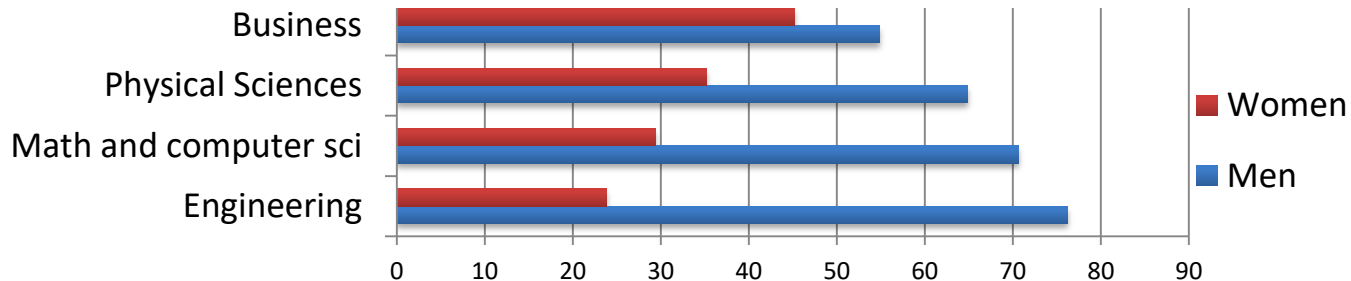


Women Vastly Underrepresented In Silicon Valley Tech Jobs

% of female employees in the workforce of tech companies



The Gender Gap in Ph.D.s, 2015



Source: Council of Graduate Schools

Men and Things, Women and People: A Meta-Analysis of Sex Differences in Interests

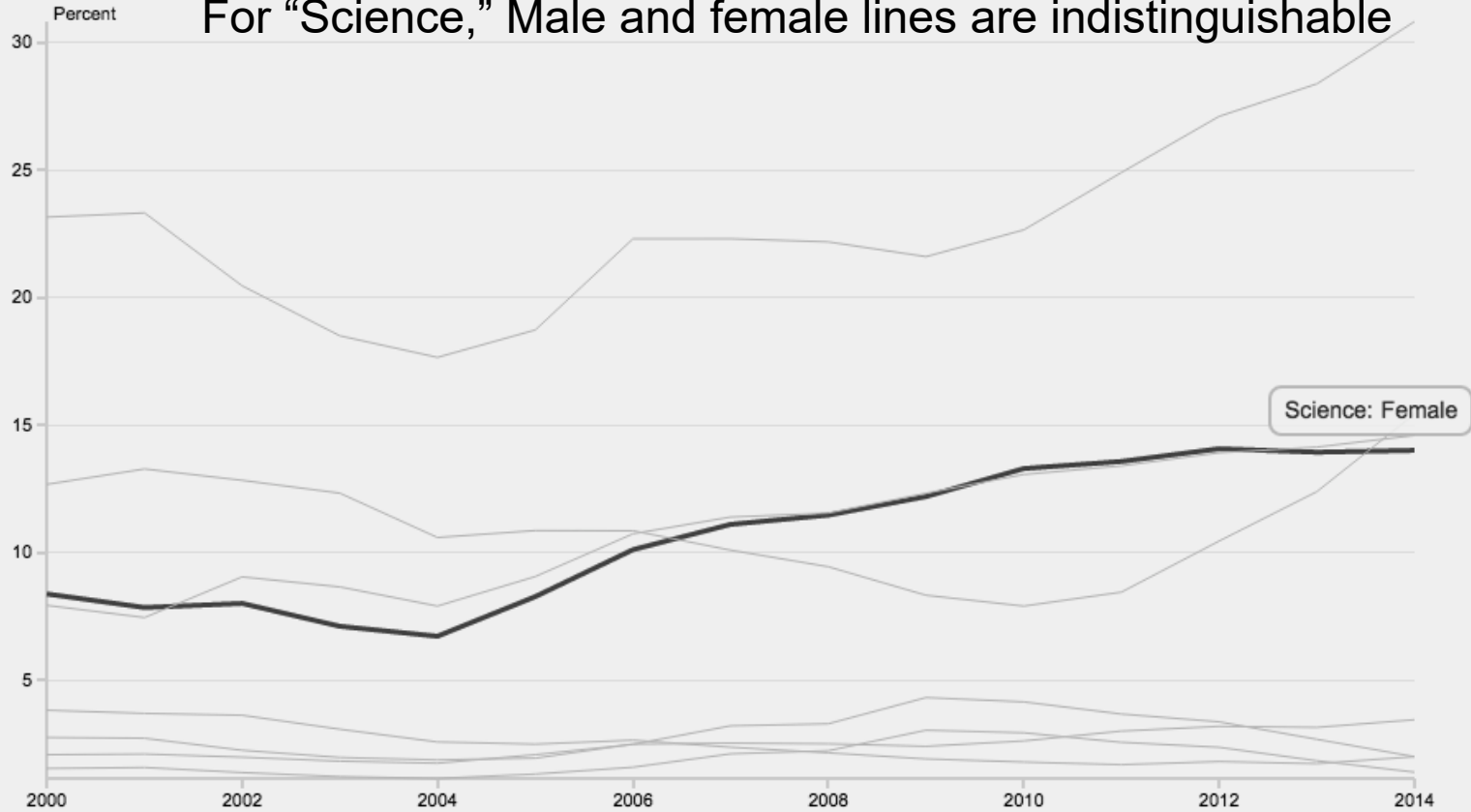
Rong Su and James Rounds
University of Illinois at Urbana–Champaign

Patrick Ian Armstrong
Iowa State University

“Results showed that men prefer working with things and women prefer working with people, producing a large effect size ($d=0.93$) on the Things–People dimension... The present study suggests that interests may play a critical role in gendered occupational choices and gender disparity in the STEM fields.”

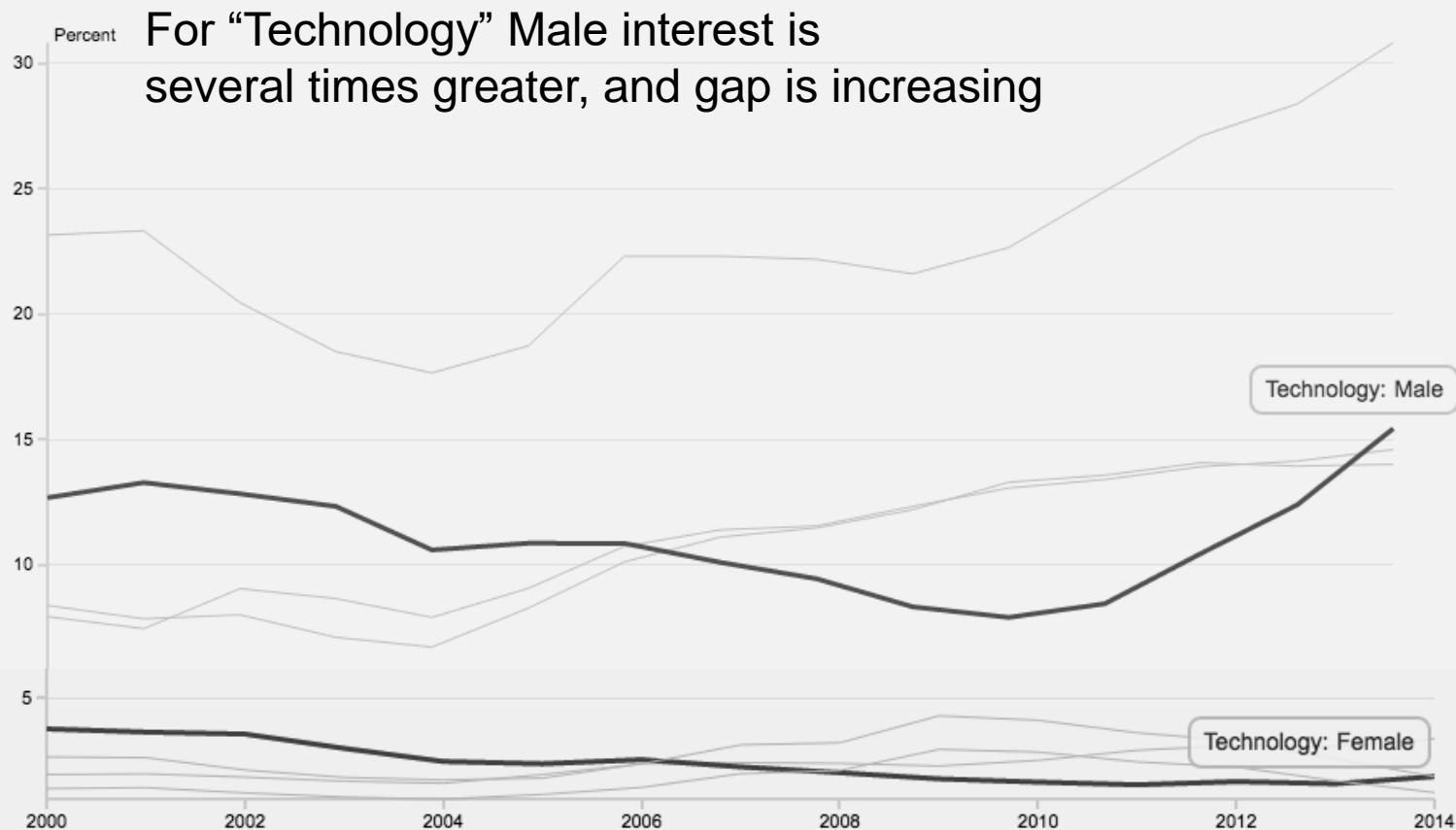
High School Interest Index

For "Science," Male and female lines are indistinguishable



Source: US News/Raytheon STEM index

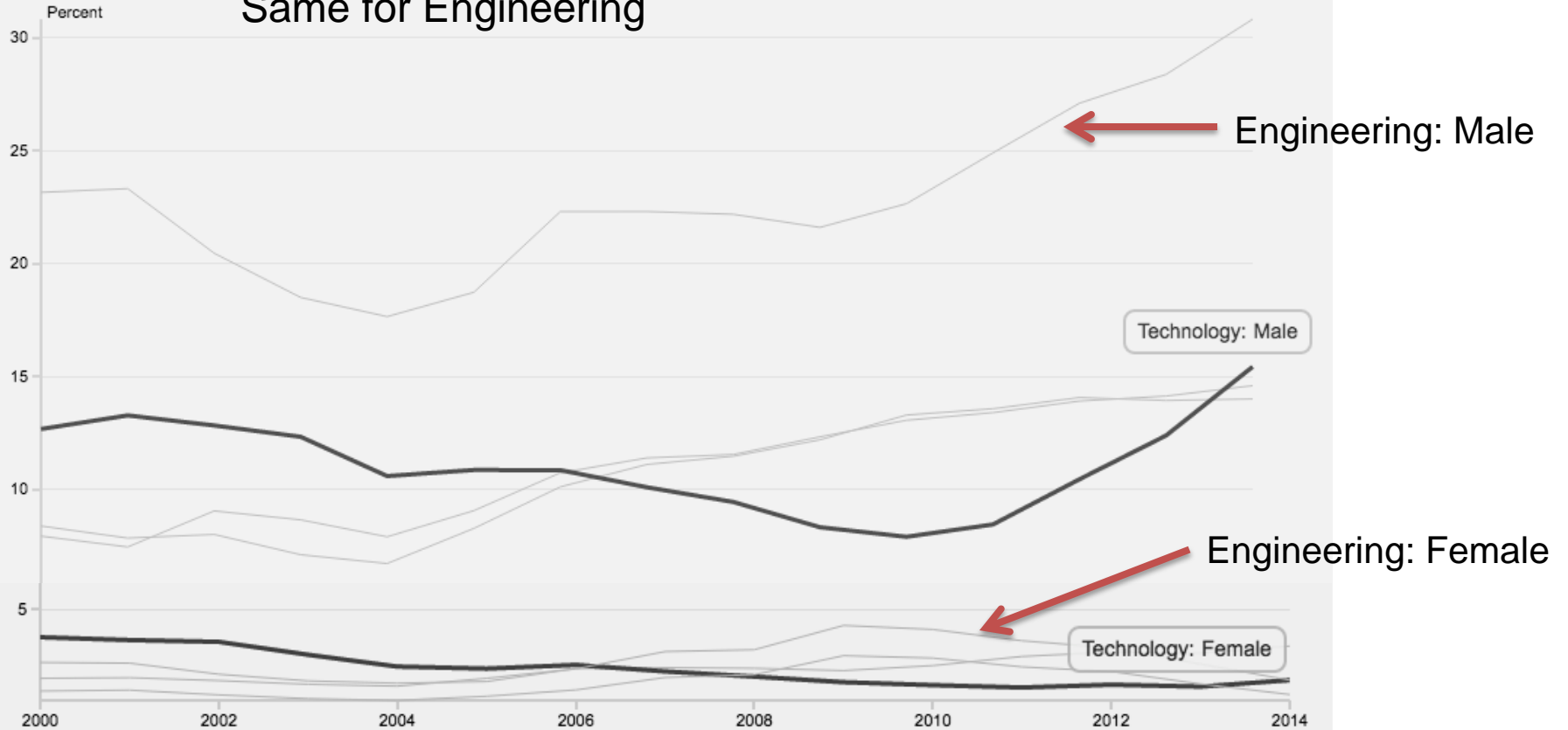
High School Interest Index



Source: US News/Raytheon STEM index

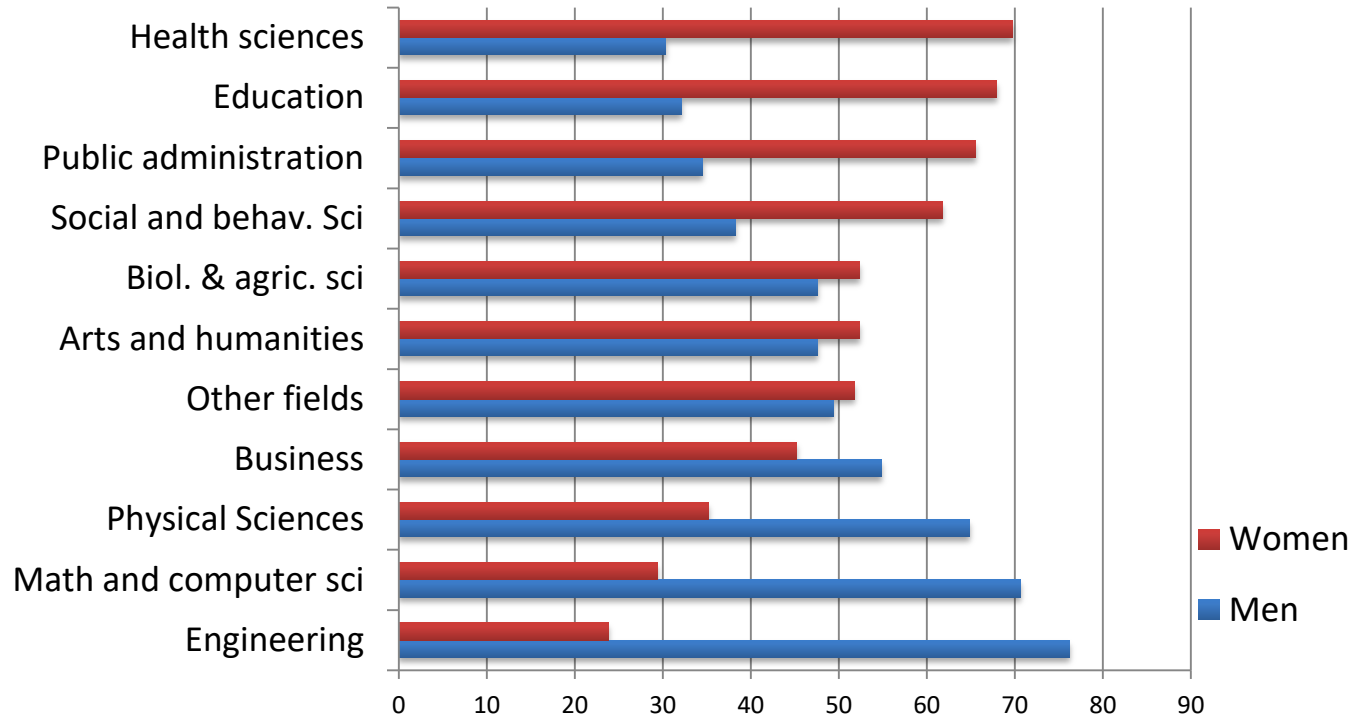
High School Interest Index

Same for Engineering



Source: US News/Raytheon STEM index

So is this institutional sexism? Or free choice?



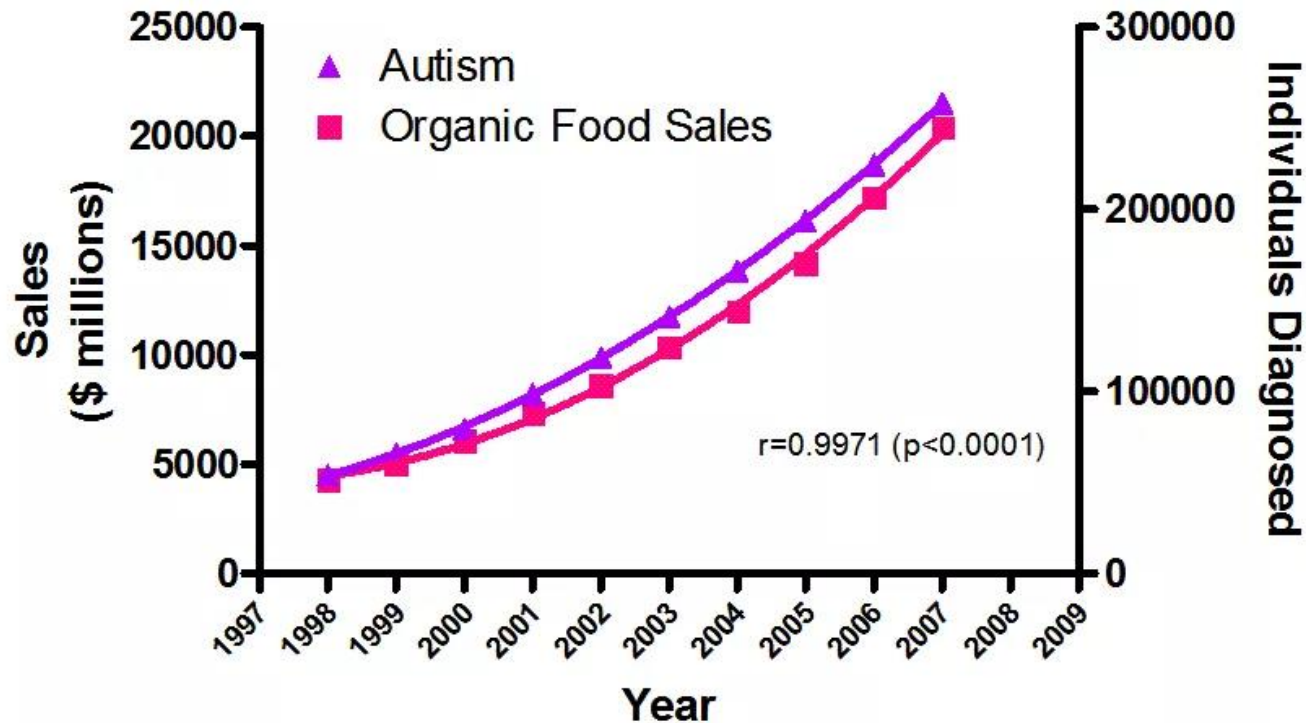
Source: Council of Graduate Schools

The Deeper Problem:

All social scientists know that...

**CORRELATION DOES NOT
IMPLY CAUSATION!**

CORRELATION DOES NOT IMPLY CAUSATION!



Sources: Organic Trade Association, 2011 Organic Industry Survey; U.S. Department of Education, Office of Special Education Programs, Data Analysis System (DANS), OMB# 1820-0043: "Children with Disabilities Receiving Special Education Under Part B of the Individuals with Disabilities Education Act"

CORRELATION DOES NOT IMPLY CAUSATION!

More Buck For Your Bang: People Who Have More Sex Make The Most Money



Max Rivlin-Nadler

08/17/13 10:54AM Filed to: SEX



34.86K



3rd Variable



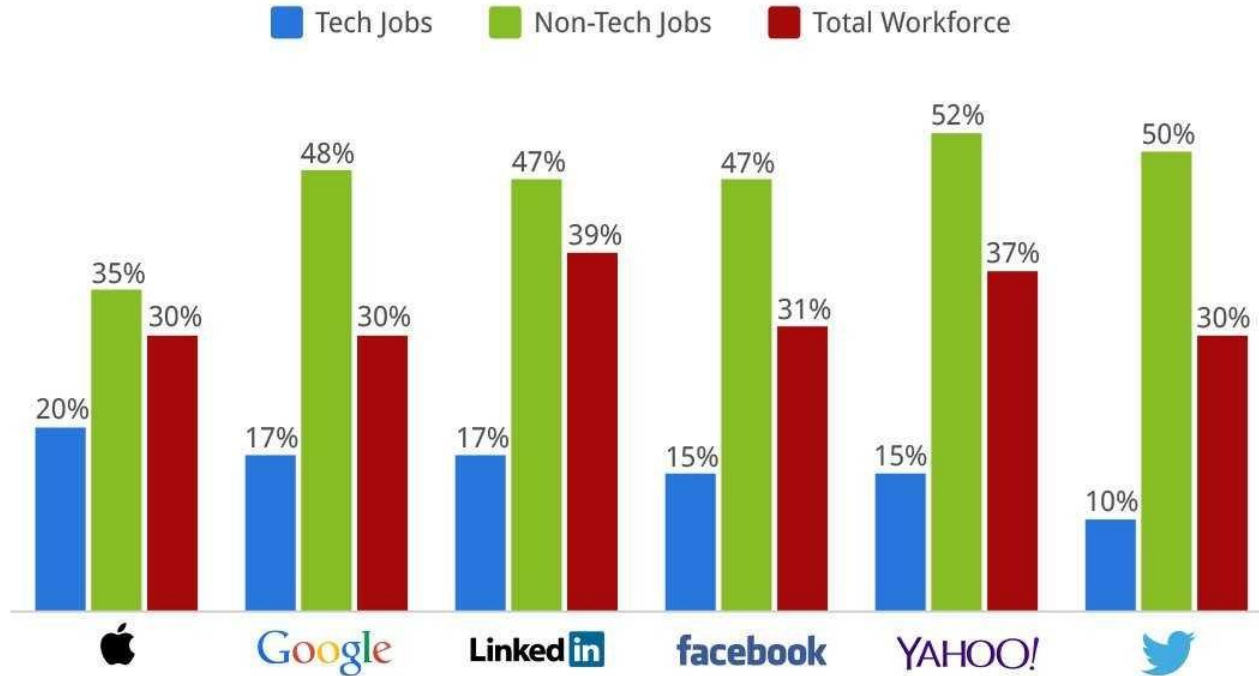
"Wages are higher for those with extraversion and openness traits who are sexually active," the study found after surveying 7,500 German households.



CORRELATION DOES NOT IMPLY CAUSATION!

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% of female employees in the workforce of tech companies



At SJU they teach you that:

~~If group X is under represented, it proves
(or strongly suggests) that there is
systemic or structural discrimination
against group X~~

At TU they teach you that:

CORRELATION DOES NOT IMPLY CAUSATION!

- It offers an invitation to look more closely. There could well be differential treatment.
- Look for 3rd variables and reverse correlation
- Experimental manipulation is next step

National hiring experiments reveal 2:1 faculty preference

Wendy M. Williams¹ and Stephen J. Ceci

Department of Human Development, Cornell University, Ithaca, NY 14853

Edited* by Richard E. Nisbett, University of Michigan, Ann Arbor, MI, and approved March 5, 2015 (received for review September :

“Applicants’ profiles were systematically varied to disguise identically rated scholarship...

National hiring experiments reveal 2:1 faculty preference for women on STEM tenure track

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“Applicants’ profiles were systematically varied to disguise identically rated scholarship... Results revealed a 2:1 preference for women by faculty of both genders across both math-intensive and non–math-intensive fields, with the single exception of male economists, who showed no gender preference.”

The next time you hear a social justice claim backed up only by a numerical disparity, please say:

“Disparate outcomes do not imply
disparate treatment”

Then get to work trying to determine if there is
disparate treatment, i.e., injustice. There might be.
But false accusations are unethical, so don't toss
them off carelessly.

SOCIAL JUSTICE

1. Telos
2. Motivated Reasoning
3. Sacredness
4. Anti-Fragility
5. Blasphemy
6. Correlation
7. Justice
8. Schism

TRUTH



SOCIAL JUSTICE

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TRUTH



Equity Theory (Adams, 1969)

$$\frac{\text{Your outcomes}}{\text{Your inputs}} = \frac{\text{Mary's outcomes}}{\text{Mary's inputs}} = \frac{\text{Bob's outcomes}}{\text{Bob's inputs}} = \dots$$

Equality is a special case of equity

Then:

$$\frac{\text{Your outcomes}}{\text{Your inputs}} = \frac{\text{Mary's outcomes}}{\text{Mary's inputs}} = \frac{\text{Bob's outcomes}}{\text{Bob's inputs}}$$

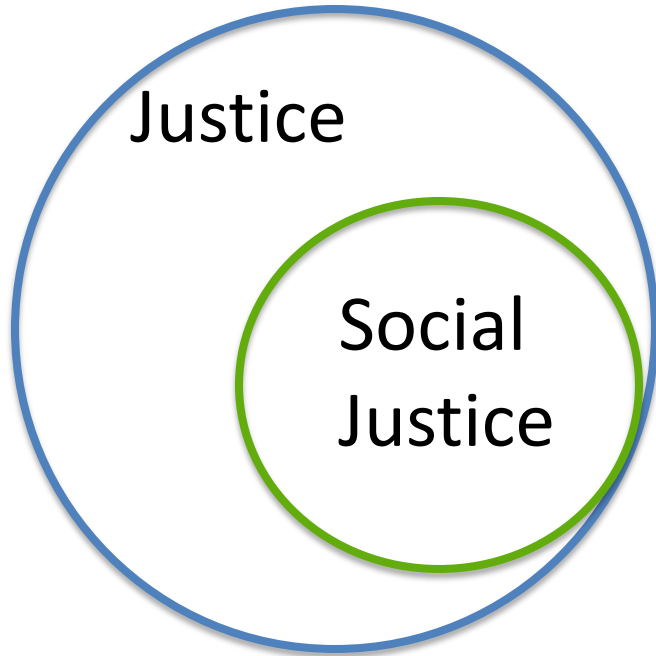
If:

$$\text{Your inputs} = \text{Mary's inputs} = \text{Bob's inputs}$$

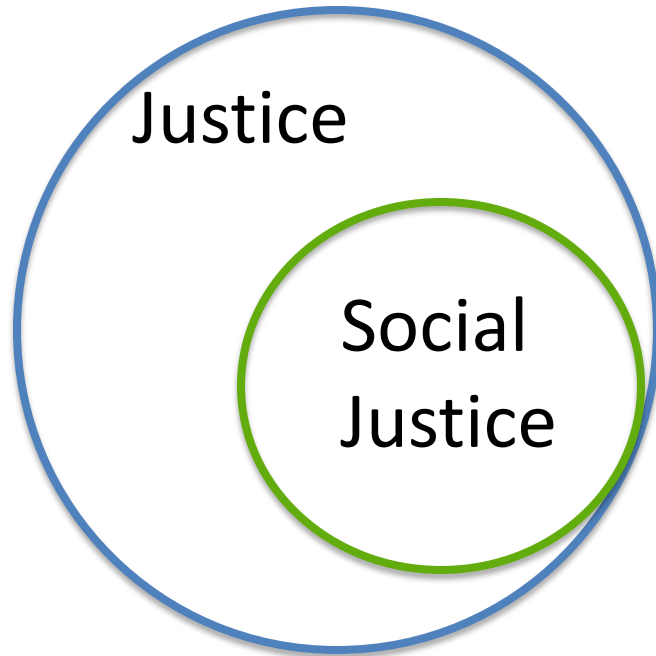
Is this fair?

$$\frac{\text{Your outcomes}}{\text{Your inputs}} = \frac{\text{Mary's outcomes}}{\text{Mary's inputs}} = \frac{\text{Bob's outcomes}}{\text{Bob's inputs}}$$

When social justice focuses on disparate treatment of individuals, based on category membership, it is a subset of justice.



When social justice demands equal outcomes for all groups, without concern for inputs or 3rd variables, it becomes unjust:



2006: Bush Admin Title IX Enforcement

- In Minneapolis public schools, boys were suspended 10 times more often than girls.
- Violation of Title IX (prohibits discrim. by gender)
- DOE told schools they must eliminate disparities
- New policy: Crackdown on girls to raise suspension rates; go easier on boys to lower rates

Is this fair?

$$\frac{\text{Boys' Susp. rate}}{\text{Boys' violation rate}} = \frac{\text{Girls' Susp. rate}}{\text{Girls' violation rate}}$$

2014: Obama Admin OCR Enforcement

- In Minneapolis public schools, Blacks & Latinos are suspended 10 times more often than Whites & Asians.
- Violation of civil rights act (prohibits discrim. by race)
- DOE-OCR tells schools told they must eliminate disparities



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

THE ASSISTANT SECRETARY

October 1, 2014

Dear Colleague:

Sixty years ago the Supreme Court famously declared in *Brown v. Board of Education* that education “is a right which must be made available to all on equal terms.”¹ Today, I write to call your attention to disparities that persist in access to educational resources, and to help you address those disparities and comply with the legal obligation to provide students with equal access to these resources without regard to race, color, or national origin.^{*} This letter builds on the prior work shared by the U.S. Department of Education on this critical topic.²

Minneapolis public schools to take a new approach to suspensions



Tim Post · Minneapolis · Nov 7, 2014

Education



LISTEN Story audio

Nov 10, 2014

3min 23sec

The Minneapolis school district plans to closely monitor why schools are suspending black, Latino and Native American students as part of an agreement announced Friday with the U.S. Department of Education's Office of Civil Rights.

District officials hope that increased scrutiny reduces the disproportionate number of students of color schools are suspending.

For more than two years, the Office for Civil Rights has been investigating the high number of suspensions of African-American students in the Minneapolis School District. It has been trying to determine whether school



Bernadeia Johnson Photo courtesy Minneapolis Public Schools

MINNEAPOLIS

Minneapolis schools to make suspending children of color more difficult

Minneapolis public school officials are making dramatic changes to their discipline practices by requiring the superintendent's office to review all suspensions of students of color.

The moratorium has helped reduce overall suspensions by 50 percent, Johnson said. She remains committed to completely eliminating the racial suspension gap by 2018.

Is this fair?

Black & Latino
susp. rate

=

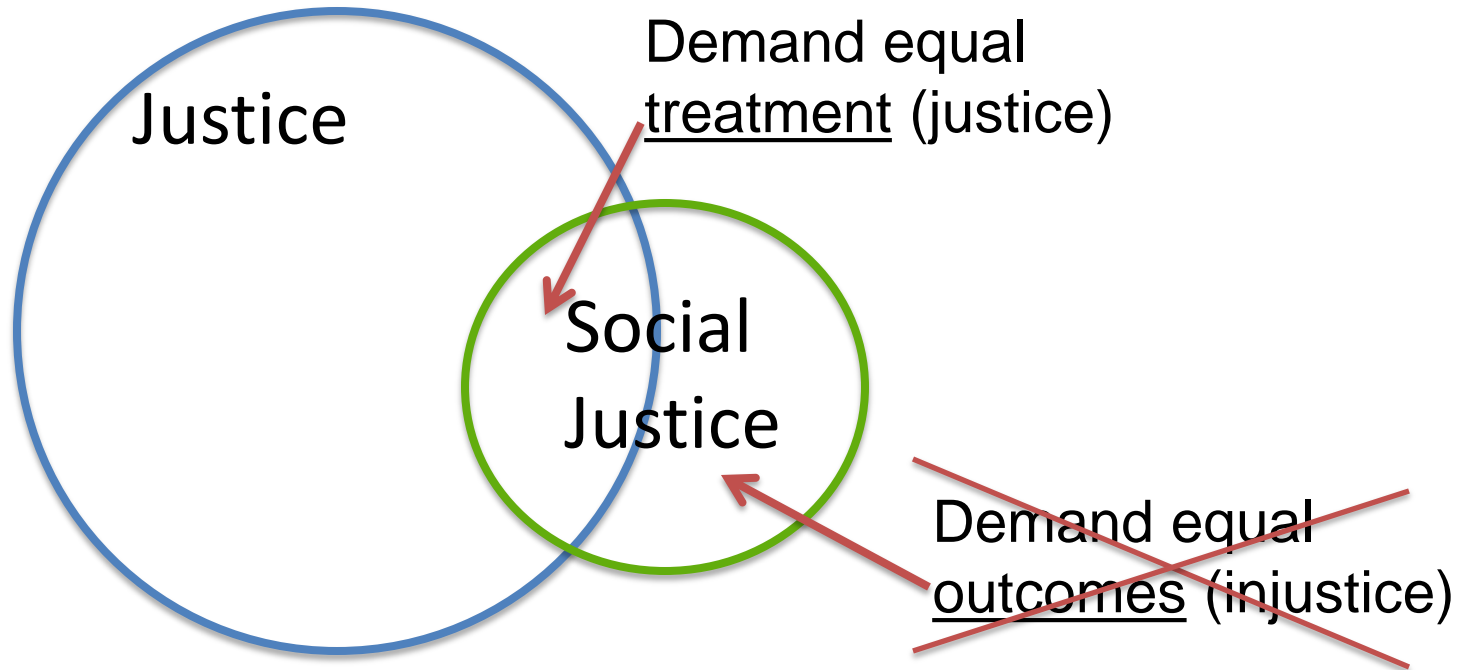
White & Asian
susp. rate

Black & Latino
violation rate

>

White & Asian
Violation rate

When social justice demands equal outcomes for all groups, without concern for inputs or 3rd variables, it becomes unjust:



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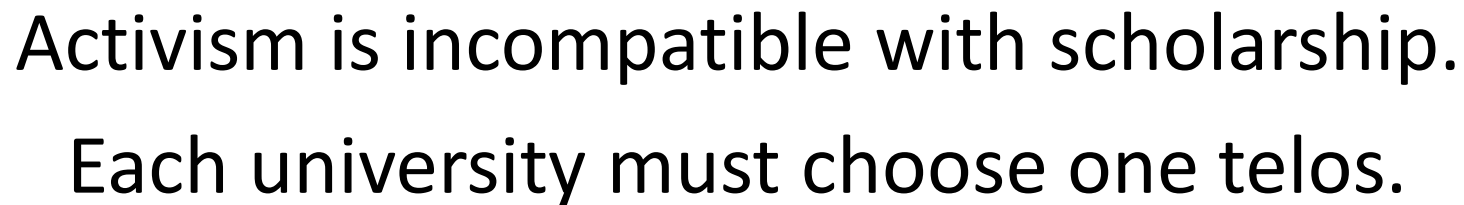




SOCIAL JUSTICE



TRUTH



Activism is incompatible with scholarship.
Each university must choose one telos.



Let Brown and Chicago lead the schism!

Brown Commits to Social Justice

“We want students to enjoy unbridled academic opportunities... new ideas to explore and challenge and an equitable, intrinsic, bedrock commitment to social justice and equity.”

--Christina Paxson et al., 10/9/15





Brown faculty members: Supporting students of color in changing Brown



By **BROWN UNIVERSITY FACULTY MEMBERS**

Friday, November 13, 2015

“We applaud and are hopeful about the call of the president and provost to unite around a University agenda of social justice. Many of us have long been asking for the rigorous and careful interrogation of race, racism and privilege... We are ready and eager to be a part of what promises to be a remarkable, comprehensive transformation of Brown.

The Atlantic

SUBSCRIBE SEARCH MENU



Brown University's \$100 Million Inclusivity Plan

The ambitious effort that could transform the institution and inform how other campuses respond to student protests.

TEXT SIZE

University of Chicago Strikes Back Against Campus Political Correctness

By RICHARD PÉREZ-PEÑA, MITCH SMITH and STEPHANIE SAUL AUG. 26, 2016



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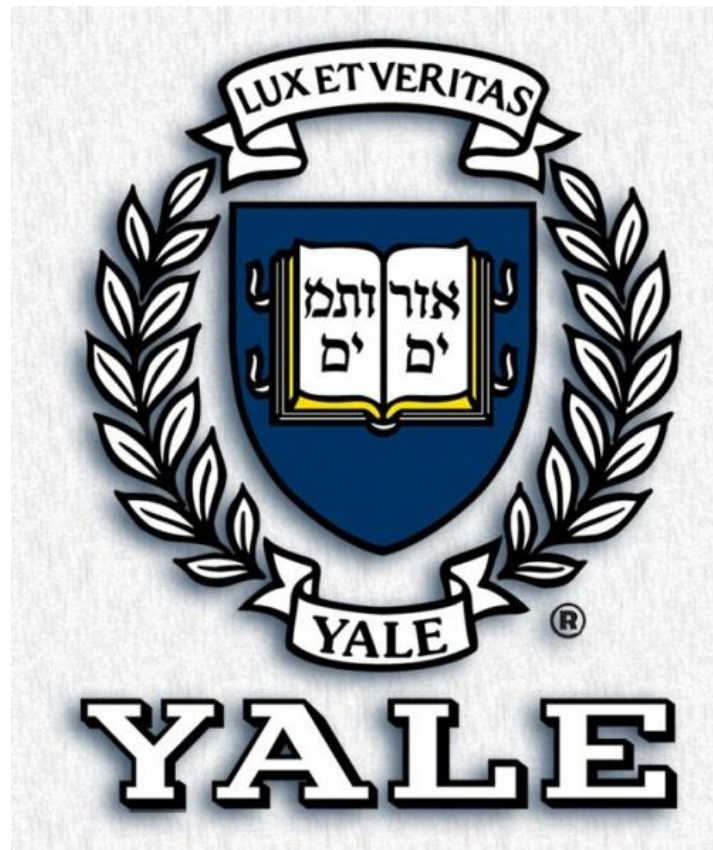


“Our commitment to academic freedom means that we do not support so-called trigger warnings, we do not cancel invited speakers because their topics might prove controversial, and we do not condone the creation of intellectual ‘safe spaces’ where individuals can retreat from ideas and perspectives at odds with their own.”

--John Ellison, dean of students, to entering class



We've already had a schism!





Wheaton, Illinois
Accredited by NEASC,
just like Yale

Wheaton College®

For Christ and His Kingdom

Our Mission

Wheaton College serves Jesus Christ and advances His Kingdom through excellence in liberal arts and graduate programs that educate the whole person to build the church and benefit society worldwide.

CHRIST



SOCIAL JUSTICE



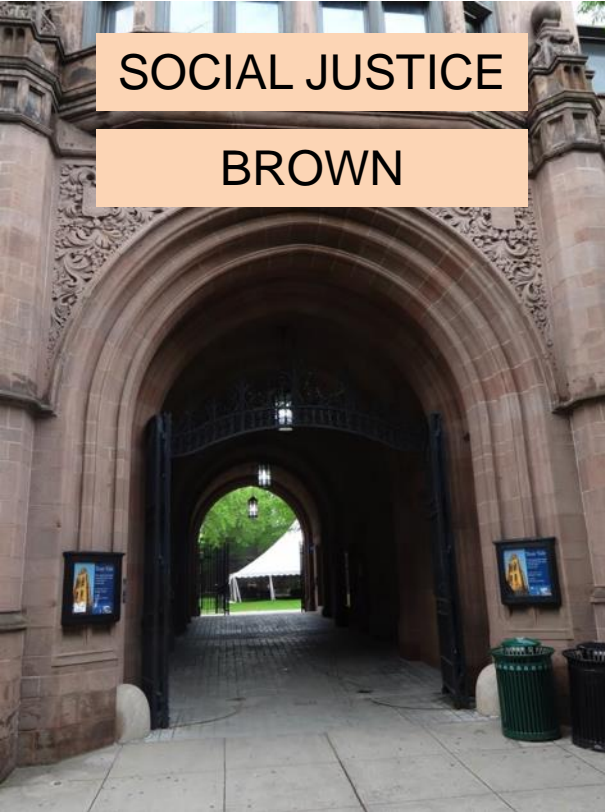
TRUTH



CHRIST



Which Telos for Duke?



SOCIAL JUSTICE

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TRUTH



What now?

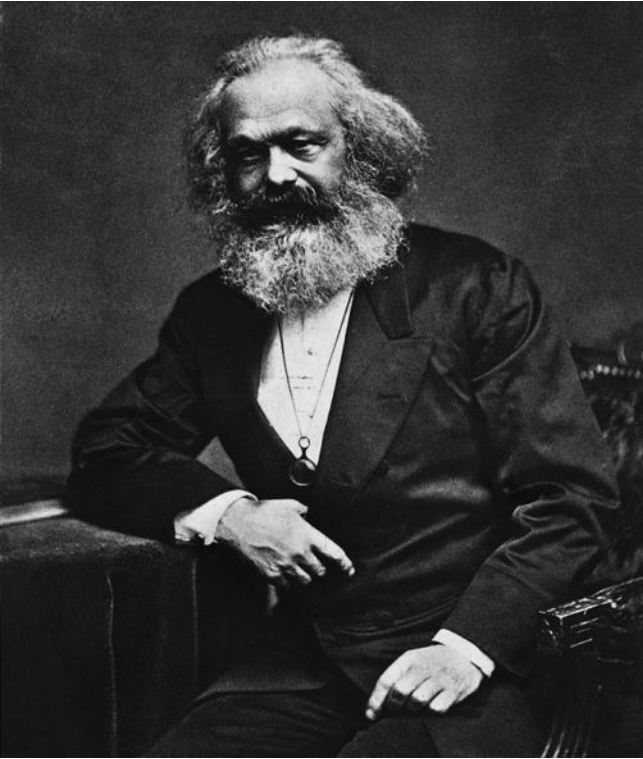
How can Duke affirm the Telos of Truth?

COLLEGE STUDENTS:
Make your school a “Heterodox University”
by affirming viewpoint diversity

- 1) Adopt the Chicago Principles on Freedom of Expression
- 2) Implement a non-obstruction policy for protests
- 3) Include viewpoint diversity as a kind of diversity

SOCIAL JUSTICE

“The point of a university is to change the world.”



TRUTH

“The point of a university is to understand the world.”

