The UHCL Recreation and Wellness Center is open to the public. © 2023 by Douglas Yazell, licensed under CC BY-NC-ND 4.0.
Diversity

The 2021-2023 AIAA Diversity Plan
Archived on our Houston Section Server

Just as some states found legal ways to subvert voting rights in the face of changing laws, organizations can undermine policies that are aimed at intervening in racial inequality, such as diversity programs. Diversity replaced affirmative action as a rationale for promoting integrated organizations following Supreme Court justice Lewis Powell's opinion in Regents of the University of California v. Bakke. Allan Bakke was a white engineer whose legal team argued that affirmative action unconstitutionally denied him admission to the University of California at Davis medical school. The Bakke decision banned the use of racial quotas in admissions. Powell's opinion also established that the state had a compelling interest in promoting a diverse student body. This compelling interest meant schools could therefore continue to consider race as one factor in a holistic admissions process. Importantly, Powell's opinion in Bakke rejected the traditional rationales of slavery, Jim Crow, or ongoing racial discrimination as reasons to diversify. In line with Bell's interest convergence thesis (see chapter 5), Powell focused on the shared educational benefits of diversity for both whites and people of color. Diversity is a nebulous concept that equates highly politicized identities (race) with relatively benign ones (region of origin). Powell's opinion domesticated diversity, helping to make it palatable by detaching the concept from a commitment to righting historical injustice.

Following Bakke, many organizations claim to support diversity in principle. But diversity policies have done little to change the overall distribution of racial power within organizations. Despite widespread perceptions that Black professionals are sought after, they remain underrepresented in positions of power. White men remain at the top of most workplace hierarchies, in the most high-status and well-paid jobs, and progress on Black-white occupational segregation "essentially stopped after 1980." High-status firms select employees from elite schools whose pool of nonwhite students is limited. Many of these firms see diversity primarily as a public relations exercise, not as a moral or business imperative. Organizations have even reshaped legal responses to civil rights law, capturing and subverting the very laws designed to stop discrimination. For some organizations, having a diversity program is the whole program, as courts have blunted the impact of antidiscrimination law by ruling that the presence of antidiscrimination programming—regardless of that programming’s effectiveness at stopping discrimination—is a good-faith effort and can protect companies from legal liability.

On Critical Race Theory: Why It Matters & Why You Should Care

The 2022 book by Victor Ray

"Diversity is a nebulous concept that equates highly politicized identities (race) with relatively benign ones (region of origin). Powell's opinion domesticated diversity, helping to make it palatable by detaching the concept from a commitment to righting historical injustice."

For twenty-five years, Debby Irving sensed inexplicable racial tensions in her personal and professional relationships. As a colleague and neighbor, she worried about offending people she clearly wanted to befriend. As an arts administrator, she didn't understand why her diversity efforts lacked traction. As a teacher, she found her best efforts to reach out to students and families of color left her wondering what she was missing. Then, in 2009, one "ahah!" moment launched an adventure of discovery and insight that drastically shifted her worldview and upended her life plan. In Waking Up White, Irving tells her often cringe-worthy story with such openness that readers will turn every page rooting for her—and ultimately for all of us.

Source: Publisher
“…the ultimate sense of urgency…”

Views expressed in this document are opinions of the author and do not necessarily reflect views of AIAA.
AIAA Houston Section sister sections

France-USA: www.3af-mp.fr
France: Francis Guimera, preceded by Alain Chevalier
Houston: Douglas Yazell

Ethiopia-USA:
Ethiopia: Tulu Besha Bedada, PhD and Berhan Gessesse, PhD
Houston: Thomas Haregot

Peru-USA:
Houston: Jackelynne Silva-Martinez
Peru: Julio Valdivia, Saul Perez

AIAA Houston Section International Activities Committee (IAC)
Chair: Douglas Yazell, douglas.yazell@me.com

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France

Forty years on, can legacy of pioneering anti-racism march help a divided France?

After recovering from being shot by police in 1983, Toumi Djadjia led a protest historians say must be written into the nation's narrative.
Current events:

https://www.theguardian.com/world/ethiopia

https://www.ethiosss.org

Ethiopia

The two small bodies that Lucy encountered first were the main belt asteroid (152830) Dinkinesh and its satellite. These tiny asteroids are the smallest of Lucy’s targets, measuring only about 700 m (0.5 miles) 200 m (0.16 miles) in diameter. This encounter was added to the Lucy tour in early 2023 to provide an early test of Lucy’s instruments, especially the terminal tracking system. Based on the Lucy observations in the weeks leading up to the encounter, the team began to suspect that Dinkinesh might be a binary. But no one was sure until the first encounter images came down! This small main belt asteroid is an interesting link between the main belt asteroids visited by other spacecraft (which have all been larger than Dinkinesh), and the near-Earth asteroids visited by spacecraft (which have all been more similar in size to this object). Lucy flew by this S-type asteroid on November 1, 2023.

Head of mission
Mr. Gazachew Kebede, Honorary Consul

Ethiopian Honorary Consulate in Houston, United States

Consular services
No information available

Supervising authority
Embassy of Ethiopia in Washington, D.C.


Ethiopia in the News

Lucy and Dinkinesh

AL 288-1, commonly known as Lucy or Dinkinesh (S’waj Dinkinesh), is a collection of several hundred pieces of fossilized bone representing 40 percent of a female of the hominin species Australopithecus australensis. It was discovered in 1974 in Ethiopia, at Hadar, a site in the Awash Valley of the Afar Triangle, by paleoanthropologist Donald Johanson of the Cleveland Museum of Natural History. [19,20]

https://lucy.swri.edu/mission/Targets.html

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Consular services
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Supervising authority
Embassy of Ethiopia in Washington, D.C.


Ethiopian Honorary Consulate in Houston, United States

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Embassy of Ethiopia in Washington, D.C.


Ambassador Tracey Ann Jacobson

Deputy Chief of Mission Fiona Evans

Ambassador, Tracey Ann Jacobson, a career member of the Senior Foreign Service, Class of Senior Foreign Service, arrived in Addis Ababa on February 22, 2022 to begin her assignment as Chargé d’Affaires at the U.S. Embassy in Ethiopia. She previously served as Ambassador to Yemen, Tajikistan, and Turkmenistan. Ambassador Jacobson’s earlier overseas assignments include Seoul, Malaysia, Wells, and Elgin. Her domestic assignments include serving as Principal Deputy to a Senior Secretary of State for International Organization Affairs, Deputy Director of the State Department’s Foreign Service National, and Deputy Executive Secretary at the National Security Council at the White House. Ambassador Jacobson is joined in Ethiopia by her husband, David Hough, a retired member of the British Diplomatic Service.

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AIAA Houston Section Monthly Status from Douglas Yazell: Diversity, Climate, History and Three Sister Sections: France, Ethiopia and Peru, Thursday, 12/11/2023
Everything is dry and very sad: Lake Titicaca gripped by drought crisis

The waters of South America's largest freshwater lake have severely receded leaving the Indigenous people around its shores struggling to maintain their livelihoods.
AIAA Houston Section Monthly Status from Douglas Yazell: Diversity, Climate, History and Three Sister Sections: France, Ethiopia and Peru, Thursday, 12/11/2023

AIAA Houston Section: Mexico and the Section’s territory in Texas
AIAA Region VII (International) and Region IV (Mexico and four states of the USA)

Region IV Sections:
1. Houston (Texas, includes Mexico & Texas A&M University)
2. Southwest Texas (includes Dallas & Fort Worth)
3. North Texas (includes San Antonio)
4. Albuquerque (New Mexico)
5. White Sands (New Mexico)
6. Oklahoma (includes Arkansas)

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Apple co-founder Steve Wozniak hospitalized for stroke in Mexico City

The 73-year-old had been slated to speak at a business conference when he suffered a 'minor but real stroke'
The climate emergency is here, and electric vehicles (EVs) are a big help. My wife and I rented a blue 2023 Tesla Model Y from Turo for three weeks in June and July of 2023. We drove it from Houston Texas to New Mexico and Utah.