

The Failure of “Diversity” and the Temptation of Policy

I like Arch and his content quite a bit, I don't play TT games much but I like his takes on them and other topics, and the way he usually argues: very little authoritarianism and good takes

In his recent video “Podcasting Has a Diversity Problem” he makes a very strong case

- The public is increasingly seeing that affirmative action and diversity requirements are more trouble than they're worth
 - Worse results
 - Huge costs
 - Improvements of actual “diversity” limited
- Diversity requirements even failing in Norway where they're double-sided
 - “more female computer programmers and more male nurses”
 - Still not creating intended result, at high costs
 - trying to push people into places they don't want to be
 - way better than U.S. programs that encourage women in universities after they're a significant majority
- Now an opportunity to get rid of these programs?
 - (Implies) Maybe even enough political capital in some jurisdictions to eliminate them

Any good economist will tell you there is a cost to discrimination in the market

- Fail to hire best candidates
- Scare away some customers (including second-order effects)
- Reduce viability/profitability

These are not disputed among economists

If have polit. capital to Get rid of diversity requirements, maybe take them out as well as barriers to entry?

Golden opportunity to knock big corps off of their pedestals, enable competitors to rise and take some of their market share

- Big corps may still do diversity for PR reasons
- Slowness of big corps to adapt to new market conditions
- Knock big wanna-be monopolists (GW) and bait-and-switch grifters (Trench Crusade) down a peg

Despite this, Arch finishes with this (clip—gov't intervention, assumed meaning: ban diversity programs)

- Get the government out of this entirely
- Prevent them from meddling
- You'll get the results you want soon, better to wait a bit than encourage more meddling

Easy to want to use the State to get your desired results faster, but if it's a result the market will provide, demanding gov't intervention makes you look impatient and shortsighted and even a little stupid

(Simpsons clip, 40 seconds?!)

Outro