
The below communications were sent to HR and management of Mr Cooper inc. after noting DEI goals associated with performance evaluation. I had already confronted them over DEI in relation to personal harassment months before.

2Subject: DEI references in required meetings and performance goals and why that constitutes a hostile work environment

(For those not aware, the attachment is the complete record of my communications with management and HR regarding my claim of harassment and discriminatory employment practices at Mr Cooper. Those communications concluded in late October 2023. This is my first response since that set of communications)

Good afternoon-

I had intended to let your final response be the end of this issue, as I got to have my say, but I now see that “advancing DEI” has become a highly visible component of our performance evaluation.

In view of that, I must take time that I could be using to help to resolve technical issues to illustrate why pushing DEI views, especially in required venues and processes, creates a hostile work environment.

With respect to my harassment charge, I made my careful and irrefutable case and informed you and management what I thought of Lilia’s behavior and your advocacy for Marxist DEI ideology in the workplace.

You replied by saying that Lilia’s behavior is “consistent” with her team members and that the lawyers say you’re not doing anything “illegal”.

Firstly, my charge was that Lilia’s behavior was inconsistent with *herself*, which I proved beyond any doubt-not just beyond a shadow of a doubt. Your assertion that this inconsistency is consistent with her peers just confirms that the behavior is systemic.

Secondly, I note that the attorneys did not, apparently, say that Mr. Cooper wasn’t doing anything “wrong” or “evil”, just not “illegal”.

I don't agree with that, of course, but now we live in a world where what is legal or illegal depends on the political leanings of the judge and the accused, rather than the language or principles of the law, which brings me to the next issue to address:

My assertion is that placing DEI propaganda within the content of a required meeting or setting that forces employees to be exposed to these ideas creates an unlawful hostile work environment.

This includes showing slides that celebrate the reduction in the percentage of "white" employees in required weekly huddle meetings, but especially implying within performance evaluation language that 10% of our evaluation will be based on how we participate in the advancement of DEI.

But what is DEI?

It doesn't really matter what it actually is for the purposes of this charge, it only matters how it is generally perceived and by whom.

Whether you support or are offended by DEI policies breaks down practically precisely along party lines.

Modern democrats are in favor of it, and republicans are not. It's as simple as that.

Democrat media, politicians, and voters push the following general types of ideas, which are consistent with DEI:

- The founding of the United States was racist and since it was done by "white men", it doesn't deserve respect.
- The reason that "people of color" aren't doing as well is because institutions are setup to hold them back and because "white people" are racist whether they know it or not.
- Police target "people of color" which is why they're disproportionately represented in prison.

- The government has the right to redistribute wealth through programs from the people who have it to the people who don't so we can have equal outcomes.
- “People of color” would have better ways of running things than “white people”.
- People have a right to cross our border at will and get free resources and the right to vote, because no one is illegal.

Republicans, obviously, don't agree with these ideas. They think more along these lines, which run counter to DEI:

- The founding of the United States was the greatest moment in the history of humankind, for ALL people, ultimately.
- Countless people of all possible ethnic and racial backgrounds have succeeded beyond their dreams in true rags-to-riches stories throughout the history of America.
- Free markets are required to keep prices low and quality high. Redistribution is theft and slavery since it forces the taxed to work for free at gunpoint.
- No matter what you look like, someone who looked a lot like you was enslaved, and enslaved other people historically. The word “slave” refers to “white” Slavic peoples, after all.
- The welfare state robs people of dignity and the happiness that comes from the sense of achievement. You will never have equity without earning it.
- Immigration should be carefully controlled through law and should favor only those who believe in freedom.

Note further that the people who hold those belief systems do not breakdown along racial lines. “People of color” who are democrats agree with DEI, and “People of color” who are republicans disagree with DEI.

“White people” who are democrats agree with DEI, and “white people” who are republicans disagree with DEI.

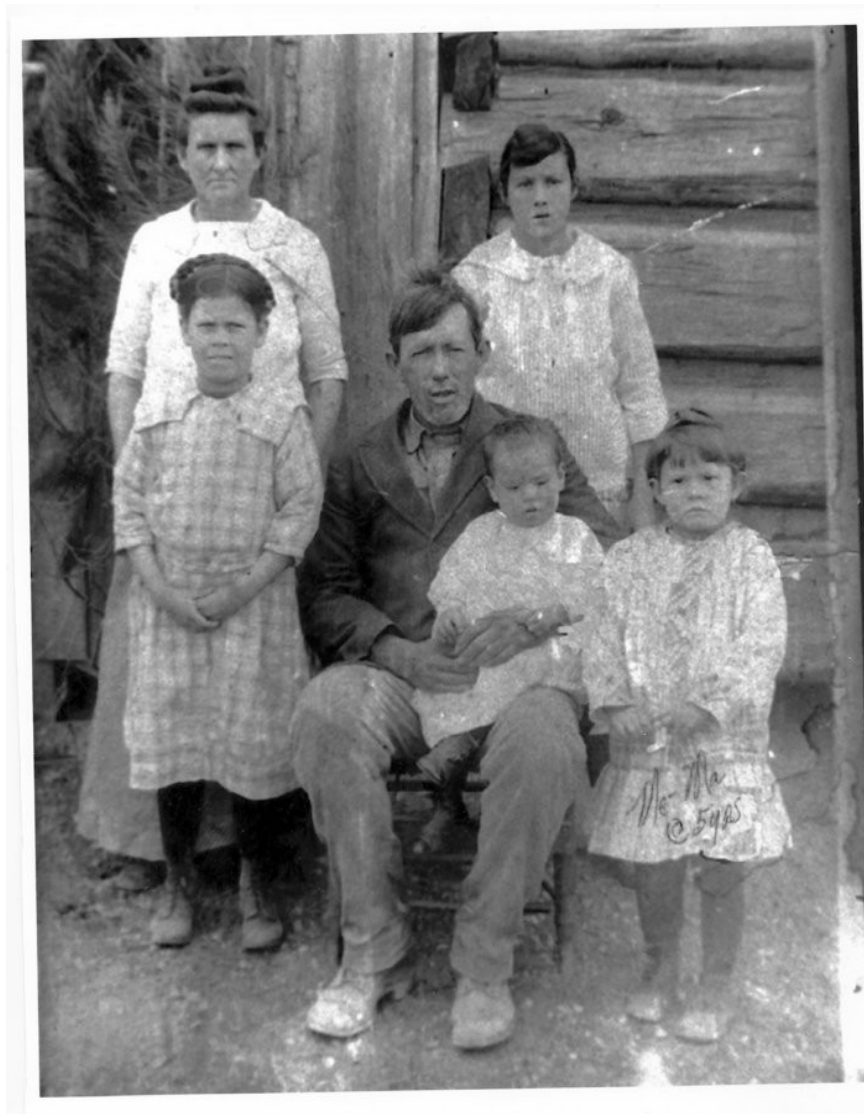
Proponents of DEI claim to advocate for underprivileged races of people. What they do instead, of course, is *advocate for democrats*.

Since “white men” are the cause of all the problems of humanity, according to the beliefs of those who support DEI, we’ll need to explore what a “white man” is.

I don’t know very many and can only speak for one person that Mr Cooper has almost certainly classified as a “white man”, so my life will have to do for this illustration.

Due to a death in the family, I attended a funeral recently at which I was told by extended family that we had close Choctaw ancestry, which had never crossed my mind.

After that, I did a search and found a picture from 1918 of my great grand parents and four of their children.



That's my late grandmother- the 5-year-old girl in the lower right wearing the knee-high moccasins.

The elderly-looking woman in the upper left is 39 years of age, and you may not be able to tell because my great aunt Pearl is in front, but she is pregnant.

You don't see my great uncle Joe in the photo, because right about the time of the photo he would be dying as a teenager in the trenches of WWI France:



And what did this clearly privileged family of “white people” do to keep that homemade roof over their heads?

Like so many people in those days, they picked cotton for a living.

And so now, this blond offspring of Mississippi Choctaw and God-knows-what-else finds himself 106 years later labeled in the workplace as a “white man of privilege” who is being prodded to accept a role in the cause of the failure of people who are “not white”, by people who hate free markets.

What I hope this illustrates is that you can't tell by looking at someone what their racial, ethnic, or economic background is. Most of us don't even know what our *own* background is, let alone someone we don't know.

We are probably all quite mixed, so therefore we're really not talking about biological facts when we're talking about DEI, are we?

DEI is based on racial stereotypes, not realities.

Does anyone really have the right to stamp a racial label on anyone else in view of these facts, especially in an equal-opportunity workplace?

I came to work at Mr Cooper to help with technical configurations, not to be a subject of social experiments by unqualified sociologists and psychologists or to be harassed by democrats conditioned by society and by their management to hold disdain for a race of people they label me as.

In my opinion and that of republicans in general, the ideas behind DEI are nothing new- just a rebranding of Marxism by another set of names, including DEI and critical race theory, with the added cudgel of race-division.

Marxists and socialists with similar ideas, in my opinion, murdered tens of millions in communist Russia. They murdered tens of millions in communist China. They murdered millions in Cambodia, and yes- Hitler was a socialist too- they murdered millions in National SOCIALIST (NAZI) Germany.

The point is, these are not minor disagreements between people who can laugh with one another as we work together to (what were we here for again?, oh yes) to configure information technology components for the mortgage industry.

These are- if any words are- *fighting words*.

This is why they have *no place* in the workplace.

I DON'T WANT TO KNOW WHAT MY CO-WORKERS' POLITICS ARE.

This means it is important to keep interactions as close to business-only as possible, so people with differing opinions on these existential ideas can work together without being exposed too closely to the personal beliefs of coworkers.

This has been relatively doable, aside from the DEI encroachments, because for the last four years of working from home due to COVID, we've not been required to use cameras in meetings and I've been able to steer most of these interactions into a written format and away from personal areas.

I've been informed that this is about to change.

Usually, I would just offer the analysis that this is a costly idea because it introduces myriad inefficiencies. I won't deal with these in detail here, though I do in a book I've nearly completed on IT management based on my 30+ years in the industry.

Just one example, however, is what happens when there is a physically attractive female in the meeting. It becomes obvious that most of the men behave differently and are falling all over themselves with "dad" jokes and other irrelevant personal information that gets passed around before we can focus on the reason we're supposed to be meeting. It's stomach-turning to watch and makes most of us cringe, I suspect.

But due to Mr Cooper's clear stance in siding with Democrats on the topic of politics in America, and specifically the demonization and targeting of men that democrats perceive as

“white”, this adds another layer of problems surrounding this push toward closer personal interaction.

How can a corporation first poison the well between employees on racial and political lines with its unwavering support of DEI, and then push us into closer-and-closer personal interactions?

I'll paraphrase Allen XXXXXXX's advocacy of live video feeds during a meeting from many months ago: “The cameras can help you identify how a person is feeling and their moods as a manager which is why they are important.”

Well, I can tell you how I'm feeling and the mood that I'm in regarding being force-fed Marxist propaganda in my place of work, to save you the trouble.

I'm disgusted and continuously uncomfortable about it. It negatively impacts my ability to focus on my work.

It causes me great anxiety, as someone intelligent and educated enough to understand the lessons of history as they relate to political ideology.

Some people- of course- are quite happy with the idea that others will be forced to use cameras, and don't seem to be bothered by DEI in the workplace at all.

Larry XXXXX, for example, seemed jubilant- asking us to think of the “camaraderie” that seeing one another face-to-face will ostensibly engender.

I found that to be a fascinating choice of words.

Pardon me, but my rose-colored glasses have been shattered by hostility from the left.

I don't understand how someone can see The United States Constitution ignored, millions of illegals pouring across the border, obviously fake elections that people who are analytical enough to make complex applications work are supposed to pretend are totally secure, or else, runaway inflation, and the constant push of race-baiting leftist propaganda in the workplace, and then achieve such a giddy, school-girl-like countenance in a meeting.

Since Mr Cooper management has set the standard for what set of political ideas is the "correct" one for our workplace (The "democrat" one), then people who don't agree being forced into deeper social situations with those who do agree with DEI ideas exacerbates an already oppressive and hostile situation.

It would make my skin crawl to be in the same room with people who agree with DEI ideology, or who think so little of this country's founding principles that they don't feel they owe any debt to those who died for them.

I cannot pretend to be "well-adjusted and happy" among people whom I regard as sociopaths.

If you think that individualism and free markets are old-fashioned, "white guy" ideas, then you are not a friend of mine.

If you think that staying quiet and going along with this Marxist attack on freedom is worth the paycheck, then we are not comrades.

If you're from another country (I wasn't born in the US, btw) and you're just here to make a living and don't care about our founding principles, then we have nothing to discuss but business.

If you fall into any of those groups, I don't want to exchange a single non-work-related word with you. I don't want to hear about your family, what you did over the weekend, I don't want to know what you look like.

I don't want you in my life at all. I prefer to think of the millions of innocent people who were murdered by people who either share your world view or were empowered by people with your apathy or lack of courage.

I think of the boys torn apart in Normandy, and those forced to stack socialist bodies from there to Berlin.

I think about the 2 million innocent citizens of Phnom Penh who were marched out of the city by the child armies of Pol Pot- killing anyone who couldn't make the walk- because socialists wanted to start with a 'clean slate' there; their ideas were just too important to leave people alone, you see.

I should not be placed in this position- I should be able to pursue my job duties in an inclusive, apolitical environment, but because Mr Cooper will not stop its advancement of DEI policies- individualists, free market advocates, and republicans in general, like myself, are excluded, demonized, and oppressed.

That's about as hostile as it gets in a work-related context, in my opinion.

Now my views are clear and "on the record", and if I'm not matching your "nothing to see here in Bliss" energy in the next meeting we share, you don't have to wonder about my behavior.

Sincerely,

Kenneth Shipman

Senior DevOps Engineer

Server Automation


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HR response:

Respond Teams Quick Steps Move Tags Groups Find Speech Language Apps Scheduling Poll Insights Suspicious Phishing Alerts

FW: DEI references in required meetings and performance goals and why that constitutes a hostile work environment

 Kelly
To: Kenneth

Retention Policy: Mr. Cooper - 1 Year Delete from Archive (1 year) Expires: 4/11/2025
You forwarded this message on 4/11/2024 6:30 AM. Wed 4/10/2024 7:35

 My Position_on_Harassment_and_Discriminatory_Employment_Practices_at_Mr_Cooper_9_8_2023.pdf
2 MB

Hi!

Your email was provided to me by our internal Employee Relations department. As you know, we previously reviewed your concerns with the company's Diversity, Equity and Inclusion report and found no discriminatory or otherwise unlawful content in the report. The Company has also reviewed the DEI goal required by your Leadership team and finds that it is not discriminatory or otherwise unlawful. The DEI related goal provided to you is a requirement and will be included in your performance evaluation at a 10% weighting. As it was provided to you, there are numerous ways for you to meet this goal. Please note that you will also be expected to comply with Mr. Cooper and management directives regarding both required in office work and/or on-camera engagement. Finally, as we have told you previously, Mr. Cooper is committed to an inclusive workplace for the benefit of all our team members, our customers, and the communities where we live and work. We expect all of our employees to follow Mr. Cooper policies in this regard, including inclusion of specific performance goals, where directed by management.

Thank you,

KELLY SHRM-SCP
VP, HR Business Partner