

surfequity



Kelly Sla...



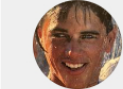
PRIMARY GENERAL Requests (10)



WSL PURE You sent a post · 6d



Dave Crellin You sent a post · 6d



Kelly Slater You sent a post · 6d

May 26, 2022 9:50 am

Hello Kelly,

This is @sabrinarjbrennan from @surfequity

I encourage you to get better informed about Trans athletes. The negativity and hate speech coming from many cisgender surfers has been really embarrassing for the sport of surfing.

You have an opportunity to be a leader on this issue or at least be a voice for respectful dialog.

The tone of your comments has been offensive to the Trans community. As you know your words matter to many people including youth.

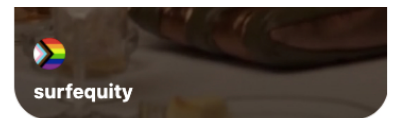
Happy to chat privately if you care to discuss.

Thanks, Sabrina

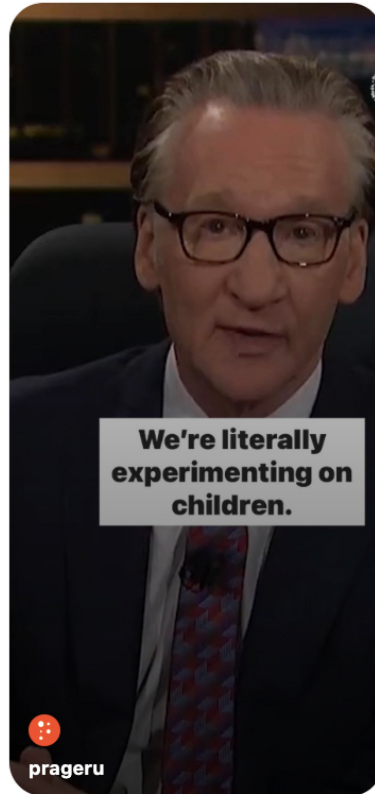
May 26, 2022 10:55 am

You mentioned kellyslater in your story





June 5, 2022 1:30 am



Thought of your account when I saw this. Probably a big part of a larger conversation beyond a surf contest.



June 5, 2022 1:30 pm

Kelly,

Bill Maher is a cranky old clueless libertarian who gives atheists a bad name. Bashing trans youth is an effort to keep his cisgendered show on life support. Bill's older than you so we'll cut him a tiny bit of slack for factually inaccurate info and appearing sadly out of touch. The backlash to his anti-trans remarks can be found on Twitter and elsewhere.

No reason for you to become a cynical old cis man yourself. You need a trans friend! Happy to connect you with one of our board members who is an out and proud Trans surfer. And by all means keep talking to KK, she once said she would have transitioned if she was younger. Maybe she didn't

younger. maybe she didn't because it may have had negative impacts on big wave comp opportunities and so on.

Seven-time X Games medalist Leo Baker gave up an opportunity to represent the US at the Olympics in Tokyo to be his authentic self.

<https://www.outsports.com/2021/7/19/22583898/leo-baker-skateboarding-olympic-games-tokyo-transgender-nonbinary>



Skateboarder Leo Baker withdrew from Olympics to live as their true self

In a moving essay, the trans and non-binary skateboarder says they resigned from Team USA so they could keep transitioning and live their truth.

"Leo Baker is a true inspiration, because they realized their identity and peace of mind are more important than a gold medal."

That said, maybe Leo will qualify for the Men's Olympic Skateboarding team in the future...

June 7, 2022 3:53 pm

5% of young adults in the U.S. identify as transgender or nonbinary, according to the Pew Research Center

OUT NEWS



Repost from @nbcout

"Adults younger than 30 are more likely than older Americans to say their gender differs from their sex assigned at birth, according to data released Tuesday by the Pew

released Tuesday by the Pew Research Center. The findings estimate that the total number of adults who identify as transgender or nonbinary in the U.S. is 1.6 %.

The new data comes from a May survey of 10,188 randomly sampled people.

Published during Pride Month, the findings come amid a record surge in anti-LGBTQ legislation, particularly targeting the rights of trans people at the state level."

June 13, 2022 8:01 pm



garbagehuman4.0



TullipR 
@TullipR

I want to tell everyone what they took from us, what irreversible really means, and what that reality looks like for us.

No one told me any of what I'm going to tell you now.



4:57 AM · 6/14/22 · Twitter Web App

4,934 Retweets 2,340 Quote Tweets 13.5K Likes

So I have questions in my head all the time when I read about transitioning for people. Here is a scenario that refutes so much of the pros for transitioning. I'm sending this because the convo was kind of opened (you said I need a trans friend so I read stuff). Again I'm not against anyone being who they need to be but the question has to be asked, what happens when a decade from now many people experience this kind of thing from transitioning but weren't aware of all the nuances and details they'd be effected by in doing so? This seems like a total nightmare and would potentially make someone suicidal. Do you find this concerning? This is probably at the heart of why I find it anti nature and difficult to support. It might be this logic for many people who question it cause I'm sensitive and empathetic and would hate for anyone to feel this way ever. 🙌🙏



June 14, 2022 9:31 am

Gender affirming medical care includes noninvasive treatments to help transition to a gender expression that matches a persons gender identity.

Patients may opt to take hormones such as androgen or estrogen to achieve a more desirable gender expression. Younger patients may also take blockers or drugs that prevent puberty.

Speech-language pathologists offer voice therapy to help patients achieve a pitch, resonance and intonation that matches their gender identity.

A friend started taking blockers at age 9. This was in the 1960's in San Francisco. She did medical research herself and convince her doctor to prescribe hormones to suppress testosterone. She did this on her own with no help from her family. She transitioned from M to F and was the first Woman and the first Trans person to graduate from UC Berkeley College of Engineering. She did not elect to have surgery. Nothing about her life has been easy. Throughout college she lived in her car and an academic scholarship covered tuition. She's brilliant and retired now in the Bay Area. She might be the first person to ever use puberty blockers. At the time the term "puberty blocker" didn't exist. My friend has no regrets about her decision to transition.

June 19, 2022 4:56 pm

<https://wwos.nine.com.au/swimming/fina-world-championships-2022-transgender-athletes-banned-from-womens-events/1fa6fade-9926-436d-845f-fce69db86074>



Swimming makes historic transgender decision

'No one quite knows how this is going to work'



June 20, 2022 12:08 pm

I know you like to win but you won't win this fight in the long run.

FINA's new eligibility criteria for transgender athletes and athletes with intersex variations is discriminatory, harmful, unscientific and not in line with the 2021 IOC principles. If we truly want to protect women's sports, we must include all women.

Question: Why didn't you publicly support equal prize money for women athletes prior to 2018?

June 20, 2022 5:46 pm

Because the prize money was a personal choice by the owners of the WSL. I don't care what they choose to pay em but if they're being fair, whichever individuals bring the most views should earn the most money. It shouldn't discriminate between men and women although the women get far fewer views overall.

And I didn't say anything about winning. Logic should win out and I believe it ultimately will. Sorry but no matter how you define or view this debate, natural born men and women as a whole are different biologically. Men are a stronger specimen than women 'in general' although there are obviously some physically stronger women than some men. If someone cannot

accept who they were born into as a human that's up to them but it's not on everyone else to play along and ultimately society won't also pretend it's equal. They will end up having their own division separate to men or women I'm quite sure.



June 22, 2022 5:14 pm

Sept 2018 WSL Press Release:

"My brothers and I were raised predominantly by our mom on a small weekly paycheck so it's refreshing to set an example as a sport for what should be the norm, and not the exception, in society" – Kelly Slater

I remember reading that and thinking it was BS.

June 22, 2022 7:43 pm

You think that's BS? It's factually correct.



It's not consistent with remarks you made in this thread. Did you change your mind?

What part is confusing to you?

You find them mutually exclusive comments?



You said prize money should be based on views.

Ok



I agreed with the press release quote but was not convinced you meant it because you did not support equal prize money prior to the WSL announcing they were finally going to make the transition to prize parity.

It should be based on views if they're being objective. If they're being fair to each person's brand it should be by individual views. Answer me this. What makes a company/business viable?





company/business viable:

I seem to recall that Bianca mentioned she asked for your support on prize equity and you didn't help.



Not everything is my issue to address.

From a fan perspective it's not all about business it's about fairness, sportsmanship and opportunity.

If women athletes had more men athlete allies their performance and the fan base for women's sports would be much broader.

I was asked my the WSL in the moment they were having the press conference if I would sit in. I wasn't prepped by anyone but I was happy to take part.

Anyway you are a single person. Those are your issues you find interesting. Most surf fans have people they like watching surf and that's about as far as it goes for them. They tune in for certain people and they buy according to what speaks to them. Each person is different. You seem to dove a lot deeper into meanings than the average person tuning in and make it your own.



Don't under estimate the intelligence of surf fans. They're getting smarter incrementally. 😂



I'm a fan of pro surfing and I only watch women's sports. My wife is lifetime surfer and she's one of your many fans.

I don't think most people like to make sport political. It's a turn off and not the reason people watch. Occasionally the right thing crosses over and speaks to people like Muhammad Ali and the Vietnam war for instance. But people trying to make it a political statement instead of a stage for being great at their

skill is not what attracts people. And a business needs to be sustainable financially to be viable. WSL hasn't done a great job of that and we now see it reflected in our prize money which has dropped.



Your voice matters and I think you know that. I'm in the middle of a Sierra Club zoom meeting. Athlete activists are rockstars in my opinion. I'll get back to you soon.



June 27, 2022 9:40 am



Thoughts? Still think a man taking hormones and limiting testosterone is an equal competitor when challenging women in sport? I might have misunderstood that also and maybe you're just saying you want people to be able to participate and winning doesn't matter, it's the inclusion that matters? That's not facetious. I'm interested to hear your true feelings on it. This guy Matt Walsh seems to be the most interested in having the conversations across the board with people to find objective results.



Hope you're well. 👍

June 29, 2022 11:18 am

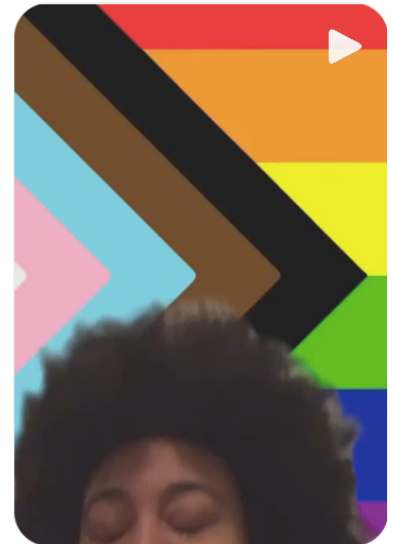
Hello Kelly,
I think the anti-trans platform is also anti-woman. I'm with Billy Jean King and Megan Rapinoe on this.

Think about this, some elite athletes have physical advantage and it helps them win. I don't know if that the case for you. Maybe you're a phenomenal surfer because of access to the ocean and hard work/training. What do you think, do you have any advantages?

I support abortion rights and gay marriage. I'm also an environmentalist among other things. Not sure how conservative you are? Maybe we can agree on other issues.

Here's a little video I hope you enjoy.

Sabrina



July 28, 2022 2:43 am

Just getting back to this. I'm all for gay marriage. Makes no difference to me who marries who. Not sure why it would bother anyone. Celebrate loving people. I think abortion rights need to remain legal. I do think late term abortions should not be legal unless there is a rare dangerous situation for mother. I see it and do strongly believe that the constant convo in front of kids about transitioning and sexuality is very confusing and

unnecessary for children. I'm hearing it from both kids and parents about the confusion they feel because it's so center in media lately and in pop culture. That seems harmful. I also know many stories I'm continuing to hear about that have people resenting their choice to transition. One guy I know transitioned in his 60's only to want to go back within a year or two. That must be a painful place for people emotionally. I have no need to push my own agenda but I just have an opinion on what I see, hear and read. Hope you are well.



July 28, 2022 12:16 pm

Glad to hear that we share some areas of agreement. As an activist I focus on environmental and civil rights issues. Currently, I'm on the California Department of Education Safe Bathrooms Committee working on future legislation and policies that will insure that kids have access to All-Gender bathrooms at school. Most of the committee members are students in high school. I was recruited for the committee by a trans boy in Southern CA. His name is Sam and I'm a friend of his fathers. Here's an editorial Sam wrote that I think is worth considering.
<https://www.losangelesblade.com/2022/03/19/transgender-students-need-to-pee-too/>

It's a much slower process that students would like because many politicians are afraid of the anti-trans parents.



Transgender students need to pee too

While other states actively seek to enshrine discrimination against transgender youth in their laws- California should and can do better

Because CA is relatively progressive and Democrats have the majority vote in our state Capitol it's likely we will make progress on this issue.

That said, what's up with GromSearch? Why not include girls in all age categories? I read that Surf Ranch is hosting the final event.

What's a girl/woman? I keep seeing people ask what a woman is but nobody will answer it directly. I'm being slightly facetious but not in any mean tone. It's just weird to me that people avoid a direct answer to this question over and over. As for bathrooms, just like a restaurant I'm not sure why everyone can't use the same bathrooms that have locked doors. Seems like a non issue to me. And on the topic of California as a whole, it's a mess in my eyes. The progressive agenda doesn't seem to be working. Homelessness is like nowhere else in America that I've seen. Theft and crime is rampant and the criminals are back on the streets the same day. If it's under \$1000 it's not even addressed most times. The roads are awful. They tax the hell out of you and the infrastructure is a mess. Hawaii is similar in many ways. I don't understand.



That's a lot to respond to. I'll try to respond to some of it.

What's a girl/woman? Words describing gender identity. From my perspective those words include anyone who identifies with them regardless of their gender designation at birth.

Why do I think that? Around age 12 (around 1981 or 82) I became friends with a person

became friends with a person born with male and female anatomical characteristics. I learned a lot about the intense discrimination they experienced. They were assigned a gender by a doctor. The doctors decision did not jive with their gender identity. It was a very difficult experience and resulted in suicidal thoughts and depression.

It was at this point in my life that I first considered that gender designations do not always match a persons identity. This was a difficult concept to understand at age 12 as a cis gender kid. It's taken me years to understand just how deep and damaging status quo assumptions about gender can be for many people including youth.

I'm by no means an authority on the topic.

Athletic performance is influenced by biological and psychological factors as well as environmental factors such as access to healthcare, financial stability, housing security, access to youth sports, family support and access to training and coaching. External factors that impact performance include politics, laws, policies, civil rights, discrimination, sexual abuse and pay parity.

None of these factors should be used to deny trans athletes an opportunity to compete in the gendered category they identify with.

I agree that All-Gender restrooms with individual locking doors is the way to go. That's what I hope will happen in all new construction in CA schools.

Replied to you

It was at this point in my life that I first considered that gender designations do not always match a persons identity. This was a difficult concept to understand at age 12 as a cis gender kid. It's

As a cis gender kid, it's taken me years to understand just how deep and damaging status quo assumptions about gender can be for many people including youth.

I believe you are what you're born with and that's part of the spirituality/energy/lesson of your life. A person born with both sexual organs or parts of both would be the only time it seems very confusing. I don't know why a child under puberty age would need to make a decision or claim to be something they're biologically not. Sure you can dress to feel good of course but the idea of changing sexual physicality is totally extreme to me and irresponsible. So I do see this topic as a very small percentage of people. I do think most examples I see in media seem to show an overt sexuality instead of just a normal life for trans people. In other words, the exposure most of us have to it would be a flamboyant, over the top as opposed to just normality. I'm not sure if I've worded that perfectly well or if you get my meaning.

I most definitely disagree though with people born as males competing against women. It feels anti women. And in this situation you are talking about biology, not an identity. Men and women are built differently biologically. That's the point. This is not a sexual identification topic. It's a biological argument.



Current stats indicate that between 0.05% and 1.7% of the population is born with intersex traits. I think it's higher because of chronic underreporting however that the current data.

A lot of people agree with your concerns and perspective. Some people do start to see things differently the more they get to know the trans community.

It isn't being a woman a feeling or an identity as opposed to

biology?

Trans woman



Can't we agree there?

I'll get back to your question. Regarding exaggerated or sexualized expressions and representations of gender we see it everywhere including cisgender women. Jennifer Lopez has a "booty balm" and I hear the ads are impressive. And then there's Pamela Anderson...

As a 50+ year old southern woman from New Orleans I identify with lots of traditional ideas about gender. I do my best to push myself not to get stuck in those traditions.

I don't think being a woman is a feeling.

It's an identity that was handed down to me by a system of social norms and expectations.

Today, the Supreme Court and conservative Republicans are passing and enforcing laws to require women to become breeding machines. This is a massive violation of fundamental civil rights and freedom. I don't identify with their beliefs about gender.

Gender is a social and legal status, and set of expectations from society, about behaviors, characteristics, and thoughts.

Sex is a label — male or female — that you're assigned by a doctor at birth based on the genitals you're born with and the chromosomes you have. It goes on your birth certificate.

Replied to you

It's an identity that was handed down to me by a system of social norms and expectations.

Social norms and expectations, if lived by

expectations...if I lived by those passed down to me by my own family I would have been a failure in all honesty. People want to hold you down, even those who say they love you. That's a personal battle to break out of whether micro or macro, I believe.

As for the breeding machines... that's a big can of worms. I had a daughter out of wedlock with someone I didn't really even like. I learned the hard way. I'm not anti abortion but I do know many women who have had 3+ abortions. That's birth control, not a mistake. However, I would argue abortion should be legal and safe for women. Overall it's too complex to be black and white to me which I think is middle ground. For instance, I would argue past the first trimester you're dealing with a human and there should be a biological problem for quality of life of baby or major risk to health of mother. Is that fair enough?

Let me ask you this. If a pregnant woman is killed, is it fair for that to be a double homicide or just a single life?

•Murdered

Hypothetical questions seem to help guide framework.



A better question might be why are so many women murdered and what can we as a society do to reduce the number of women murdered?

Well that's a different topic altogether and doesn't answer the question. I would agree.



There is a tendency by conservatives to treat women like property, even today.

Just conservatives? Really?

Do you have data to support that or is that an assumption or accusation because you don't align with them?



Not just but they're legislating it and laws and policies have a huge impact

Do conservatives get divorced at a higher rate or have a higher rate of spousal abuse?

I don't know.

I find that to seem an extrapolation of political posturing. Not sure any data I've seen backs that up.

But maybe. 🙄

Most of the conservative people I know from southern states are racist.

They certainly have more guns!

How so? Overtly or covertly? I don't think most of them I know are. Guns don't equal racism. If so what does that say about inner city hoods?

Why don't democrats do away with security teams if they're so anti guns?

Try growing up in Alabama it's not like Florida

Oh I'm sure it's not. Lots of different factor there. And history.

It's just that our micro experiences can't dictate the macro reality.

We spent a lot of time in Florida because that where we windsurfed, it's different

I'm in South Africa currently. Totally different here. Pre Mandela was radical but I didn't experience that. Now there is a governmental plan that seems very anti white here. Maybe it's a retaliation. My friend was good friends

My friend was good friends with Mandela. White billionaire. He's too threatened to come home without a huge security detail around him now whereas he used to surf and be pretty free here. But this place is radical almost always for very wealthy in the wrong places.

The world is crazy. I have very wealthy friends in Rio living a mile from the biggest favela in the world. It's mind blowing how different it is just across the road. Then my other buddy teaches Jiu Jitsu and judo for free to all the kids from the favela who have nothing.



You have amazing opportunities to learn about places most Americans no nothing about.



Good for thought on this one? This is where I think humans are flawed and hypocritical, myself included.



I think that type of activism/social media is deceptive and unprofessional

How so?

I mean I understand what you're saying but otherwise he wouldn't be able to make his point and metaphor.

Or comparison.

As a lawyer it might be guiding the witness?

But if it shows inconsistencies in your argument it might be worth considering.



Metaphors and analogies are useful and sometimes they go too far when they're deceptive

Women should have reproductive freedom as should Eagle mothers

I was talking to my gf today about how it's important to flesh out the reasons you believe things and challenge your own beliefs. I don't think we can trust our own opinions if we haven't first challenged them via alternate viewpoints.

Replied to you

Women should have reproductive freedom as should Eagle mothers

So you're saying that it's the eagles decision and not the person messing with the egg, right?

That would validate the comparison.



It's helpful to challenge beliefs. That's why we're chatting I assume.



I'm saying it's the pregnant persons decision. Issues of wildlife are not comparable for many reasons that have to do with wildlife protection.

Apples to oranges

Pregnant people are not

wildlife

To suggest that pregnant people are the same as wildlife as the person in the video does is equating pregnant people with wildlife.

Replied to you

Pregnant people are not wildlife

But humans are actually part of nature even if we don't act or feel like it.



This gets back to the need for strong civil rights protections

Do you want to be told that you're not allowed to surf because baby Eagle can't surf? It's nonsensical and absurd.

It sounds kooky and non-credible. Not a good argument and it's not going to change minds

Replied to you

Do you want to be told that you're not allowed to surf because baby Eagle can't surf? It's nonsensical and absurd.

I don't think that's the comparison either.



It's just as stupid

I think your point that it's not a good enough argument to change minds is what all debates should hope to be.

But most are totally biased for personal reasons.

Mine also I'm sure.

Personal experience, social standing, business and personal relationships, etc.

Did I ask you if you follow africa broke?



Brooke

Reproductive freedom should be a protected civil right. Re-litigate it to score political points with QAnon cult members and the extreme right is wasting everyone's time and money.

Never heard of it.

She's a person.



Slightly different topics but she was super 'woke' by self admission and realized it was causing her to be so biased she hated people she didn't know, to paraphrase.

<https://instagram.com/africabrooke?igshid=YmMyMTA2M2Y=>

africabrooke
instagram.com



Do you think your access to wealthy people may influence your perspective? It's an honest question. It's hard for middle class me to fathom how it hasn't.

Possibly and probably. But I'm friends with homeless people, broke drug addicts, losers, etc. My friend group is as diverse as the world pretty much.



I do also know a couple of the richest people on earth. But I don't identify with them more often than not. None are great friends of mine but I like most of them alright.



If you ask activists I work with locally if I'm "woke" they'll tell you I'm far from it. 😊

Around here (Northern CA) I do not fit expectations of "woke".

My views are way to moderate. Im like a white lesbian soccer mom without any kids.



In fact it's a problem for me at times when I'm working on issues related to criminal justice reform.

Replied to you

My views are way to moderate. Im like a white lesbian soccer mom without any kids.

I drive a soccer mom minivan in hawaii! I did put some rims and bigger tires on it though. :)



Replied to you

In fact it's a problem for me at times when I'm working on issues related to criminal justice reform.

How do?

How so I meant



Im not onboard with the abolitionist movement. I want murders and rapists sent to jail for a long time.



Correction: abolition movement!

I don't think *everyone* can be rehabilitated and released. But I do support many criminal Justice reforms.

Pedos need to go for life. Can't be rehabbed.



I would agree that we're better off without them having any access to kids

But prison itself needs reform. Most don't come out better unless they have a big, spiritual epiphany. Time does not equal rehabilitation. So there needs to be a giant overhaul of how to treat and help prisoners. But at the same time we are taught that you are paying for your crimes and don't deserve something good

for it. Those are the people who really need help the most but we don't judge fairness that way in society.



I agree we're not doing much of anything to help rehabilitate people in prison and it's needs to happen

There should be some test cases with plant medicines if I were to have a say. Ayahuasca could do wonders. So could iboga.

Ground and humble people back to who they're meant to know themselves as. Having purpose in life and connection to society.



Lots of good people doing work in the prisons their work should be expanded.

Let's discuss GromSearch please. Can this event be improved? The final is at your ranch.

I e got nothing to do with rip curl.



If it's too late to fix it this year can we get it fixed next year?

What specifically do you want to see fixed?



The girls were left out of a majority of the age categories

You realize these are just marketing programs by companies right?



The girls were only included in the 16 year old category

Yes, and it still means a lot to

kids to compete

They do market research on who sells stuff, who buys, who it influences, etc. I think they base it on simple economics for each brand.

Replied to you

Yes, and it still means a lot to kids to compete

I agree but it costs companies quite a bit of money and resources. Sustainability is about staying relevant and in business. Not everyone wants to take a chance on everything



One of the events was held in Huntington Beach on CA State Lands. It's inconsistent with current state pay parity law.

The law was inspired by my work related to Mavericks and the CA Coastal Commission. While the law is not perfect I'd like the spirit of the law respected.

*spirit

Have you watched LFG on HBO?

LFG stand for "Let's Fucking Go"

It's a documentary about the US Women's Soccer Team

If you haven't seen it you should check it out, it's very well done.

If women do the same work as men and make the same effect while getting paid less in a free market, why wouldn't everyone hire only women for less money? Serious question. Men and women gravitate towards different job roles in society. I'm. Why aren't men making the same money as women in modeling jobs? Does anyone care about that?



What does your daughter and your partner think about that?

I'm asking you.

My girlfriend agrees. She doesn't complain about inequality in the workplace. She owns her own company she started from nothing and does quite well. She works hard and loathes people who she feels want handouts for not working hard.

Her dad started his own company out of college and has worked hard for 40 Years. He does well and employs dozens of people, mostly Mexican immigrants who have been able to make a life for themselves and their families here in the states.



I own a signage company. When I started my company in 1998 I was the only woman in the Bay Area doing what I do. I'm still the only one I know of. I'm very good at what I do. I produce artwork for museums such as SFMOMA and so on. Why am I the only one? Because it's a no traditional job for women and very few are exposed to the business in the way I've been.

And they haven't worked for it like you did.



*non-traditional job

My mom was the first woman firefighter in Florida.



She quit because of sexual harrassment. My dad should have beat the captains head in but he didn't do anything about it. So she moved on.



My wife is a scientist. She deals with all sorts of gender discrimination in her work life but manages to stay at her company, it's been 21 years at the same company now.



How so?

Your lived experience does not match your politics

You understand the negative impacts of gender discrimination yet you don't think women/girls deserve pay parity

Or inclusion

My brother and I raised by the same parents in the same household. He's an alcoholic who thinks he is entitled to almost everything and angry about it. He's super far Right in his politics. We are very different in how we view things. With political climate now I would say I'm right of center. Used to be left. But my reasons are different to his. I consider both sides and generally pick what seems most reasonable and logical in my head. He on the other hand thinks he is right and that's about it. He doesn't think the other side could be valid. I don't see things that way cause life isn't black and white. It's based on your own experience and IQ and a host of things.



As a business owner I respect hard work and tenacity. Pay parity is not a handout

Your brother sounds like he was cut from the same cloth as my brother

Mines a pothead and an alcoholic

Replied to you

You understand the negative impacts of gender discrimination yet you don't think women/girls deserve pay parity

I don't think women deserve the same because they're women. I think women deserve the same or more if they do an equal or better job. It has

equal or better job. It has nothing to do with sex of the person. Show me stats for same jobs so I understand what you're talking about and I might agree. I don't read those stats and would have to take your word for it that women make less for the same job. If you're talking soccer or golf or basketball I would totally disagree with you. They just don't create the same industry buzz and sell tickets. But for an office role or modeling or a host of other things they might just totally be better in their effect.



Sometimes there need to be corrections not unlike rehabilitate in prisons.

Replied to you

As a business owner I respect hard work and tenacity. Pay parity is not a handout

Ok so I asked you a very direct question about that you didn't answer. If women can and do do the same job as a man for less money, why aren't only women hired and paid less to save the company money?



Systemic gender discrimination calls for a correction

It's fair and good for society as a whole

Women, migrant workers and developing nation workers are all hired to cut costs

And I would agree if both people are hired for the same job and do the same thing. I didn't say anything about being against it. But if a job is shown to be better done by either a man or a woman then they should benefit. Probably not a lot of great secretaries are men for instance.



We don't call them secretaries these days we call them administrate assistants and both men and women do that work well

And again I ask you, if a woman can do the same job as a man for a company and benefit them exactly the same, or vice versa, why wouldn't every company in their right mind only hire that way?



Many companies are happy to pay as little as possible for an employee.

If they can get away with paying women less they will.

Replied to you

We don't call them secretaries these days we call them administrative assistants and both men and women do that work well

Is saying secretary demeaning in some way? That seems overly triggered considering it doesn't seem like a condescending term or job title.

Replied to you

If they can get away with paying women less they will.

That still doesn't answer the question and that's why I continue asking it.



We as a society need to insure that women are protected from unfair labor practices and get companies to pay employees in similar roles similar salaries regardless of their gender.

Why do you avoid answering the question directly. I'm confused. I don't disagree with you.



If that is the case.

The more equity/pay parity the more opportunity for single mothers to support their families. This is just one example

BUT if that was the case everyone would hire only cheaper employees. Companies negotiate to hire everyone as cheaply as they can. That's the nature of business unless someone is laundering money I would assume.



You can say Secretary if you like. I'm just letting you know it's outdated

The playing field is not level

I'm not convinced your argument is backed up by data so you keep saying over and over about pay parity. I would agree with you if that is the case but the market dictates a lot of this. If a company can hire only women to make a better bottom line because they will accept a lower paying job for the same work that's all a company would hire. Where am I wrong here?



As we proceed towards leveling the playing field changes must happen and they include lifting the bar to entry

Not everything should be about the bottomline even in business

That's where we're not agreeing I think

If it were we might not be living in a post Civil War society

Replied to you

As we proceed towards leveling the playing field changes must happen and they include lifting the bar to entry

That's sort of not saying anything. Everything shouldn't be about the bottom line but for most companies it very much is. And that's my point you still haven't answered with anything of substance. I don't mean to be offensive but we

do disagree or something because you can't give an adequate argument to refute my point.

Our tour decided to have pay parity. The women now actually make more per heat than the men with less viewership. We've spoken about this a bit. Do you think that's fair? They surf one round less than us and get paid more per heat than I do. And our tour has suffered financially from it.



I think they should surf an equal number of rounds and I also think there should be an equal number of women to men in each gendered category

Why?

Isn't that just virtue signaling?



I'm not belittling. I'm asking.



In boxing they short the women on the number of rounds. It's a problem

How many womens soccer or basketball teams and players can you name?

Female nurses way outnumber men. There have been studies on job roles about this stuff.



Well I have my favorites do I need to list them?

My point is made. I guarantee the average person can name male teams and players more readily. Why is that?

I risk being called a sexist for asking this but hear me out.



My cousins boyfriend is going to nursing school. That goodness because my cousin has been working at a farm.

*thank

I'm not disagreeing that men have more opportunities in pro sports.

I didn't say there were no male nurses. It's just a job women gravitate towards more than men because they tend to have that emotional ability or care more than the average man. Doesn't mean men are worse or can't do it but it's kind of a more natural job for women.



They do and that's been the case for much longer than we've been alive.

You believe men are more visible because they have more visibility? Or do you think there's a chance it's physicality?



I think the nursing example is a stereotyping

I do think men can do jobs women do well and it's unfortunate when they're respected less for their work because of their gender

I think some things are traditional values because they're natural to men or women. I see a lot of hatred towards men for some reasons I don't think are reasonable. There are shitty men in the world. There are sexist men. But there are women that have their own shitty character flaws also.

For every good or bad man or woman they tend to find a match. 😊



Same for the good ones.



The issue of disrespect or hate towards white men is a very interesting topic.



I think that's a big issue of concern for many men as more women and BIPOC people move up.

Let's consider that Jack Johnson song about sharing.

White men appear to need some skills that help them learn to share.

No insult intended. It's something we could all use help with

Let's take Jeff Clark my neighbor for example.



There's a man who has a problem sharing

Haha. Jeff is a character.

Is that because he's a man and white? Or did he get raised by people who taught him that? Or was it his community? Or did he get burned when he was younger? Everyone has trauma and deal with it differently. I've had challenges with Jeff myself.

He's a trip. His ego gets the best of him. I've also enjoyed some times with him.

He did his best to ruin a friend of mine regarding the mavericks contest. Not getting it on details but I lost a lot of respect for him.



I'd say being a Mormon didn't help him and I hear from one of his next door neighbors that his dad was abusive to him.

There you go.

So is it cause he's a white man? I just find this argument kind of nauseating. Maybe because I'm predominantly white.

The 23andMe is a trip. Now I'm confused at my lineage.



If he was brown I don't think as many white people would put up with him but I could be wrong

Some Asian, a little North African, more Italian than I thought. Tons of Irish.



Your not alone with Jeff issues. He hates my guts

I think people put up with Jeff not because he is white. He's just a very alpha male and a big guy and in your face. Most people just don't care to challenge him cause the reward isn't anything great.



Could be but I detect some privilege issues and he's a lot of issues with women

got*

Can only speak for myself but if he was Hawaiian I would be more intimidated by him. I haven't even let him know I don't care much for him because of that situation. There isn't much upside in the confrontation for me and it didn't change my life. I was just standing up for a friend but that friend asked me not to bother.



Do you know any black men who have issues with women?



I know all 3 of his ex-wives to some existent



I only know one of his exes but never spoke to her about him.

He's intense.



Yes, of course it's not limited

The gift is always the curse in life.

I stay away from Jeff and don't talk to him at all.

His gung Ho attitude helped him surf mavericks. Some good there. But socially problematic.

He drives by our house to check the surf at mavericks

Lucky you. 😊

I kid.

I gotta go to sleep. Game drive at a reserve in 6 hours. Enjoyed our talk. Thank you.

While I was a Harbor Commissioner for 8 years he made regular appearances. He always went to great lengths to verbally attack me.

Good taking

Not in defense of Jeff but that's his territory he did create and found. It's like building a home. When someone comes into a lion's territory they take it by force or leave. We are nature still and it's his baby in his mind. I understand it.

But Jeff is very stuck in his ways and probably won't ever change by being challenged. Some people need to see the error in their ways by other means. He's just very stubborn.

July 29, 2022 12:21 pm

Jeff's the leader of the Big Wave Brotherhood of Myopic Tribalism around these parts. Even though many of his local brothers wish he'd back off. Happy to have a break from him.



Here's a counterpoint for you to consider when time permits. I'm using this NBC article as a reference for some stuff I'm working on.



<https://www.nbcnews.com/nbc-out/out-politics-and-policy/nearly-240-anti-lgbtq-bills-filed-2022-far-targeting-trans-people-rcna20418>



Nearly 240 anti-LGBTQ bills filed in 2022 so far, most of them targeting trans people

The annual number of anti-LGBTQ bills to have been filed has skyrocketed over the past several years, from 41 in 2018 to 238 in less than three months of this year.

July 30, 2022 8:33 am

Are you familiar with Chris Butler? He created the Science of Identity Foundation.

When the Gabbards moved to Hawaii, in 1983, they joined the circle of disciples around Butler.

As a girl, Tulsi spent two years in the Philippines, at informal schools run by followers of Butler.

Butler's former disciples recall a harsh, authoritarian atmosphere. Defectors tell stories of children discouraged by Butler from attending secular schools; of followers forbidden to speak publicly

forbidden to speak publicly about the group; of returning travellers quarantined for days, lest they transmit a contagious disease to Butler; of devotees lying prostrate whenever he entered the room, or adding bits of his nail clippings to their food, or eating spoonfuls of sand that he had walked upon. Some former members portray themselves as survivors of an abusive cult. Butler denies these reports, and Gabbard says that she finds them hard to credit. "I've never heard him say anything hateful, or say anything mean about anybody," she says of Butler. "I can speak to my own personal experience and, frankly, my gratitude to him, for the gift of this wonderful spiritual practice that he has given to me, and to so many people."

This and more was reported in the New Yorker magazine in 2017. They did a long form story on Tulsi around the time I first met her at CA Democratic Convention in San Diego. After hearing speak publicly a couple times in-person and reading about her I came to the conclusion that she's in a cult and the cult drives a lot of what she does. It's sad because without the cults negative influence she might have been our first woman president.

*woman President

<https://www.newyorker.com/magazine/2017/11/06/what-does-tulsi-gabbard-believe/amp>



What Does Tulsi Gabbard Believe?

The making of a charismatic, unorthodox Democrat.

Sending you this because we both commented on her anti-trans IG post.

Disappearing Message

Use the Instagram app to see this type of message.

Replied to you

Are you familiar with Chris Butler? He created the Science of Identity Foundation.

I'm not familiar didn't him.

Replied to you

Butler's former disciples recall a harsh, authoritarian atmosphere. Defectors tell stories of children discouraged by Butler from attending secular schools; of followers forbidden to speak publicly about the group; of returning travellers quarantined for days, lest they transmit a contagious disease to Butler; of devotees lying prostrate whenever he entered the room, or adding bits of his nail clippings to their food, or eating spoonfuls of sand that he had walked upon. Some former members portray themselves as survivors of an abusive cult. Butler denies these reports, and Gabbard says that she finds them hard to credit. "I've never heard him say anything hateful, or say anything mean about anybody," she says of Butler. "I can speak to my own personal experience and, frankly, my gratitude to him, for the gift of this wonderful spiritual practice that he has given to me, and to so many people."

I didn't know his name but I've heard about him. And I know vaguely about her family's involvement with that group but I'm not familiar in details. I am obviously good friends with tulsi. We text and speak a bit and catch up whenever we're in same vicinity.



I'm not friends with her but liked her when I bread her speak. That was while she was still in office. My opinion has changed as I've learned more about her.

*heard

At this point she's considered a nut by people in politics on the left.

I don't think she's crazy but I do think she was damaged by the cult and it appears she's still involved with the cult.

Have you watched the Teal Swan Documentary on Hulu? I recommend it if your interested in learning about cult leaders.

Wednesday 11:02am



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SURF EQUITY'S POSITION ON THE INCLUSION OF TRANS ATHLETES

Athletic performance is influenced by biological and psychological factors as well as environmental factors such as access to healthcare, financial stability, housing security, access to youth sports, family support, transportation and access to training and coaching.

SURF EQUITY

surfequity Here's our position on the inclusion of trans and non-binary... [...]



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