### 1st off – K

#### [ROJ & Giroux] I negate. The Role of the Judge is to Promote Critical Education for ALL Debaters, which means they must enhance our potential to expose dominant, oppressive biases both outside and within the debate space.

Giroux: Giroux, Henry. [Waterbury Chair Professor, Pennsylvania State University] “Critical Pedagogy and the Postmodern/Modern Divide: Towards a Pedagogy of Democratization.” *Teacher Education Quarterly*, Winter 2004. CH

The search for a new politics and a new critical language that crosses the critical theory/postmodern divide must reinvigorate the relationship between democracy, ethics, and political agency by expanding both the meaning of the pedagogical as a political practice while at the same time making the political more pedagogical. In the first instance, it is crucial to recognize that pedagogy has less to do with the language of technique and methodology than it does with issues of politics and power. Pedagogy is amoral and political practice that is always implicated in power relations and must be understood as a cultural politics that offers both a particular version and vision of civic life, the future, and how we might construct representations of ourselves, others, and our physical and social environment. As Roger Simon (1987) observes: As an introduction to, preparation for, and legitimation of particular forms of social life, education always presupposes a vision of the future. In this respect a curriculum and its supporting pedagogy are a version of our own dreams for ourselves, our children, and out communities. But such dreams are never neutral; they are always someone’s dreams and to the degree that they are implicated in organizing the future for others they always have a moral and political dimension. It is in this respect that any discussion of pedagogy must begin with a discussion of educational practice as a form of cultural politics, as a particular way in which a sense of identity, place, worth, and above all value is informed by practices which organize knowledge and meaning. (p. 372) An oppositional cultural politics can take many forms, but given the current assault by neoliberalism on all aspects of democratic public life, it seems imperative that educators revitalise the struggles to create conditions in which learning would be linked to social change in a wide variety of social sites, and pedagogy would take on the task of regenerating both a renewed sense of social and political agency and a critical subversion of dominant power itself. Under such circumstances, agency becomes the site through which power is not transcended but reworked, replayed, and restaged in productive ways. Central to my argument is the assumption that politics is not only about power, but it also, as Cornelius Castoriadis (1996) points out, “has to do with political judgements and value choices” (p.8), indicating that questions of civic education and critical pedagogy (learning how to become a skilled citizen) are central to the struggle over political agency and democracy. In this instance, critical pedagogy emphasizes critical reflexivity, bridging the gap between learning and everyday life, understanding the connection between power and knowledge, and extending democratic rights and identities by using the resources of history. However, among many educators and social theorists, there is a widespread refusal to recognize that this form of education is not only the foundation for expanding and enabling political agency, but it also takes place across a wide variety of public spheres mediated through the very force of culture itself. One of the central tasks of any viable critical pedagogy would be to make visible alternative models of radical democratic relations in a wide variety of sites. These spaces can make the pedagogical more political by raising fundamental questions such as: What is the relationship between social justice and the distribution of public resources and goods? What are the conditions, knowledge and skills that are a prerequisite for political agency and social change? At the very least, such a project involves understanding and critically engaging dominant public transcripts and values within a broader set of historical and institutional contexts. Making the political more pedagogical in this instance suggests producing modes of knowledge and social practices that not only affirm oppositional cultural work, but offer opportunities to mobilize instances of collective outrage, if not collective action. Such mobilisation opposes glaring material inequities and the growing cynical belief that today’s culture of investment and finance makes it impossible to address many of the major social problems facing both the U.S. and the larger world. Most importantly, such work points to the link between civic education, critical pedagogy, and modes of oppositional political agency that are pivotal to elucidating a politics that promotes autonomy and social change. At the very least, critical pedagogy proposes that education is a form of political intervention in the world that is capable of creating the possibilities for social transformation. Rather than viewing teaching as technical practice, radical pedagogy in the broadest terms is a moral and political practice premised on the assumption that learning is not about processing received knowledge but actually transforming it as part of a more expansive struggle for individual rights and social justice. This implies that any viable notion of pedagogy and resistance should illustrate how knowledge, values, desire, and social relations are always implicated in relations of power and how such an understanding can be used pedagogically and politically by students to further expand and deepen the imperatives of economic and political democracy. The fundamental challenge facing educators within the current age of neoliberalism is to provide the conditions for students to address how knowledge is related to the power of both self-definition and social agency. Central to such a challenge is providing students with the skills, knowledge, and authority they need to inquire and act upon what it means to live in a substantive democracy, to recognize anti-democratic forms of power, and to fight deeply rooted injustices in a society and world founded on systemic economic, racial, and gendered inequalities.

This means we need to *talk about issues* like classism instead of just figuring out new ways not to. Let’s look to **lived experiences** and not just ideas of people, since we can’t fight what we don’t discuss.

#### [ROB] The Role of the Ballot is to Endorse the Position that Fosters Solutions to Social Oppression. Fostering solutions to social oppression means identifying and trying to redress inequality, rather than theorizing without realizing. This requires exposing hidden oppression.

## A. Link

#### [Raghu & Siriani] The aff requires workers to strike in order to get X benefits (preventing nuke war, stopping extinction). That puts the burden on them to strike for better conditions.

Raghu & Siriani: Raghu, Maya [Director of Workplace Equality and Senior Counsel, National Wom[x]n’s Law Center] and JoAnna Siriani [J.D., New York School of Law]. “#MeTooWhatNext: Strengthening Workplace Sexual Harassment Protections and Accountability.” National Wom[x]n’s Law Center, December 21, 2017. CH

But the charge statistics do not even begin to represent the extent of sexual harassment in the workplace, given that a survey found that 70 percent of workers who experience sexual harassment say they have never reported it.[6] Whether suffering harassment from supervisors, coworkers, or third parties, such as customers, most victims of harassment are suffering in silence. Sexual harassment is an expression of power. It is used to reinforce cultural norms about appropriate roles, behavior, and work for wom[x]n and men, and to exert control over people with less power and status in society, and in the workplace – particularly wom[x]n, wom[x]n of color, immigrants, and LGBTQ people.[7] Indeed, wom[x]n are the majority of those who are sexually harassed; at least 25 percent, and as many as 85 percent, of wom[x]n surveyed report having experienced sexual harassment at work.[8] The sexual or sex-based element of the workplace harassment these individuals experience, including demands for sexual favors, or denigrating and humiliating comments, is a way of enforcing and perpetuating gender inequality at work. No occupation is immune from sexual harassment, but the incidence of harassment appears to be higher in workplaces with stark power imbalances between workers and employers, and is exacerbated by the devaluation of work performed by wom[x]n. Wom[x]n, and particularly wom[x]n of color and immigrant wom[x]n, are overrepresented in low-wage jobs, which often lack legal protections and critical supports like higher wages, fair and predictable schedules, access to health insurance, and paid time off, leaving workers vulnerable to exploitation. Accordingly, industries with a high proportion of low-wage jobs, such as food service, hospitality, and agriculture, have high incidences of sexual harassment.[10] High rates of sexual harassment are also present in workplaces that have traditionally excluded wom[x]n, including both blue collar jobs like construction, and white collar ones like medicine and science.[11]

## B. Impacts

#### [Harris] INTERNALIZED DEHUMANIZATION: the aff exploits Black womxn and refuses to recognize their existing contributions, simply demanding more and more from them. That causes womxn THEMSELVES to neglect their own needs.

Harris: Harris, Tamara Winfrey. [Writer] “The Truth Behind the ‘Strong Black Wom[o]n’ Stereotype.” Alternet.org, November 6, 2014. CH

Sofia Quintero, author and creator of the [Feminist Love Project](https://www.facebook.com/FeministLoveProject), a telesummit on feminism and love, concurs, saying that there are times when she embraces the idea of strong black wom[o]nhood “as a way to practice resiliency and protect myself. But the flip side is that it allows little space for me to be vulnerable, seek support, and otherwise be fully human.” And that is what the enduring meme of the “strong black wom[o]n” obscures: It ultimately flattens black wom[x]n’s humanity, making it harder for others to see us as complex beings. Worse, the myth of our extraordinary strength makes it difficult for us to see ourselves.

She adds:

Many African American wom[x]n are increasingly ambivalent about the “strong” label, and not solely because of how we look through society’s eyes. The label also distorts how we view ourselves and, more important, how we take care of—or fail to take care of—ourselves. Stories of black families are filled with sacrificing Ma’Dears and Mamas, whose ability to nurture and work was seemingly limitless. Too often we lose sight of them as human beings and, in efforts to emulate them, dash our own health and well-being on the rocks. We believe, to our detriment, that preternatural strength means that we can and should bear any physical and emotional burden without complaint. Black wom[x]n are more likely to suffer from chronic health problems that may be alleviated by self-care, such as heart disease, high blood pressure, diabetes, and stress. One in four black wom[x]n over the age of 55 has diabetes. We are more likely to die of heart disease than any other group in the United States. Black wom[x]n have a rate of depression 50 percent higher than that of white wom[x]n, but in 2003 the [California Black Wom[x]n’s Health Project](http://www.cabwhp.org/) found that only 7 percent of black wom[x]n with symptoms of mental illness seek treatment. And, according to a 2009 National Institutes of Health manuscript, a 2008 study of African American wom[x]n’s perspectives on depression found many “believed that an individual develops depression due to having a ‘weak mind, poor health, a troubled spirit, and lack of self-love.’”

## C. Implication

#### [Blum] Reject their scholarship and drop the debater, since they ACTIVELY PREVENT LIBERATION. This comes before passing the plan – they DON’T get to weigh the case. Effective policymaking assumes we have good mindsets to start.

Blum: Blum, Andrew J. [Managing Partner, The Triumph Group.] “Managing Mindset to Break the Cycle of Reactive Decision-Making.” March 31, 2012. DD

Mindset is the underlying beliefs and assumptions we bring to a situation, conscious or unconscious. It is our inner dialogue reflecting our view of reality, and it shapes how we interpret situations, how we act, and how we are acted upon. For instance, when you enter a dialogue with a creative mindset, you look to advance and build on the discussion at hand. On the other hand, if you approach a conversation with a critical mindset, you believe your value-add is to point out flaws and missing elements. Both creative and critical mindsets are essential in business, but when people’s mindsets are inconsistent with the needs and goal of the situation, problems occur—often in the form of unproductive or counterproductive action Skills training will not lead to sustained behavior change unless you address underlying mindsets in parallel. For example, people can be trained in innovation practices—tools to advance creativity, such as the “plussing” Pixar is known for (Sims. Peter, Little Bets: How Breakthrough Ideas Emerge from Small Discoveries, New York: Free Press, 2011)—but those skills will never be effectively applied by someone with an unconsciously skeptical mindset. Skepticism will surface as negative languageand lead to a focus on flaws. Similarly, someone with rigorous quality management training operating from a creative mindsetmight tend to focus on what is working or look for opportunities to innovate but fail to identify and address flaws, breakdowns, or substandard outcomes. Managing and Changing Mindset Through Responsible Inquiry As success largely depends on ensuring the mindset people bring is appropriate to the situation, the first step in managingand changingmindset is creating awareness. When people are unaware of their own mindset, they remain in a reactive pattern driven by unconscious beliefs and assumptions. Though they may believe they’re trying to do things differently, they often experience repeated failures in the same activities because their actions are shaped continually by the same unconscious, unproductive mindsets. In working with a senior leader at a large technology company (let’s call him Bill), I observed this dynamic in play and helped him apply a simple strategy to get control of and manage his mindset. Bill operated predominantly from a fear-based mindset with the underlying belief that he was “at risk.” Regardless of the situation, his immediate orientation was to look at the places where he was likely to be held unfairly accountable, or to the places where the opinion of others might negatively affect him. With that unconscious predisposition, nearly every action he took had some measure of defensiveness in it. No matter how much Bill tried to reshape his actions, they were unconsciously driven by a mindset of fear. This changed as we began to note and question his fear-based assumptions through a process called “Responsible Inquiry.” When he would say something such as, “If I blow this, I am gone,” we agreed to pause, call it out as an assumption, and note the mindset behind it. With just a bit of dialogue he was able to see that his general fear of failure often was applied inappropriately to situations that, in reality, entailed little risk. We took this a step further and examined the actionsthat arose from his assumptions, and saw that as soon as Bill believed his mistake would get him fired, he immediately took a set of defensive and largely unproductive actions. Ironically, he began to see that those defensive actions were more likely to lead to him being fired than courageous actions he might have taken if he weren’t being driven by fear. Through this simple process, Bill saw the connection between his mindset and actions. More importantly, he began to understand that his results were less a function of his actions than of his underlying thinking, and he was able to break the cycle of unconscious reactivity and make choices more consistent with his true intent. The entire process of mindset management is based on three premises: My mindset drives my actions. I am in control of my mindsets. To take different actions and produce different results, I must own and manage my mindsets. Until a leader accepts his/her own “responsibility” in all of this, mindsets and their subsequent actions are something that will remain “outside of the leader.” Much of the work in mindset management focuses on developing awareness, followed by a responsible mindset driven by the underlying belief: “I am an integral factor in everything that occurs and can influence every situation through my thinking, actions, and reactions.” Defining and managing mindset, along with developing a responsible mindset, offers leaders the key to fundamental change and previously unachievable results. Without these distinctions and practices, however, mindset joins the multitude of esoteric buzzwords that are thrown around without clear definition.

### 2nd off – DA

#### [Bartash] There is currently a labor shortage, but we can overcome it.

**Bartash, yesterday**: Bartash, Jeffry. [Jeffry Bartash is a reporter for MarketWatch in Washington.] “November’s 210,000 new jobs marks worst headline number of 2021—but there are bright spots” *MarketWatch*, Dec. 3, 2021.

**The numbers: The U.S. gained a paltry 210,000 new jobs in November even though businesses took more aggressive hiring steps, marking a disappointing increase that shows the worst labor shortage in decades is still a drag on the economic recovery. The increase in hiring — the smallest this year — was way below Wall Street’s expectations. Economists polled by The Wall Street Journal had forecast 573,000 new jobs. “Consistent with low jobless claims and record-low layoff announcements, labor shortages are only worsening,” said senior economist Sal Guatieri of BMO Capital Markets. The U.S. jobless rate, meanwhile, fell to 4.2% from 4.6% and touched a new pandemic low. Economists say the official rate likely underestimates the true level of unemployment by a few percentage points, however. In another encouraging sign, the size of the labor force grew substantially. Some 594,000 people rejoined the labor force in November, based on a separate survey of households** The so-called rate of participation rose two ticks to 61.8% and reached the highest level since the start of the pandemic. The poll of households also showed that a much-larger 1.14 million people found work in November, which is why the jobless rate fell so sharply. Yet the household data is more volatile than the payroll survey of businesses from which the government derives the official increase in employment. Businesses have sought to cope with a labor-market shortage by increasing pay and benefits. Hourly pay rose sharply again last month and wages have climbed 4.8% in the past year. The last time wages rose that rapidly before the pandemic was in the early 1980s. The paltry increase in hiring last month probably won’t deter the Federal Reserve from speeding up plans to end its bond-buying program to stimulate the economy. The high demand for labor shows the U.S. is still primed to grow at a rapid clip and the central bank is more worried now about high inflation. Big picture: Businesses still can’t attract workers fast enough to meet their needs. At the current pace of hiring, employment levels in the U.S. might not return to precrisis trends for two years — or more. The longer the labor shortage persists, the longer it will take for the U.S. economy to make a full recovery. What’s the holdup? An unusually higher number of people retired during the pandemic and millions more are still too anxious to return to work. They fear exposure to the coronavirus or worry they might have to stay home to care for their children, especially if new strains of the coronavirus emerge and shut down schools again. The increase in the size of the labor force in November was good news, but it remains to be seen if the uptrend is sustained. Key details: Companies in the hospitality business, mostly restaurants and hotels, created just 23,000 new jobs last month. That largely explains the big shortfall in hiring in November. These businesses lost the most jobs during the pandemic and are still far from a full recovery. The lingering delta strain of the coronavirus appears to be keeping some customers away and companies are struggling to fill a chasm of open jobs. The biggest job gains took place in white-collar professional jobs and warehouse and transportation. Employment also grew steadily in construction and manufacturing. Retailers and government cut jobs in November. Strong demand for labor continued to push up wages. Average hourly pay rose 0.3% in November to $31.03 an hour. Over the past 12 months, wages have climbed a sharp 4.8%. Yet the rate of inflation has also soared and largely eaten up the extra earnings. The cost of living has surged 6.2% in the past year, based on the consumer-price index. Alarmed by persistently high inflation, the Fed might be moving to end its economic-stimulus strategy sooner than it had planned.

#### [JANSE] Strikes leads increase the labor shortage.

**JANSE**: ALEJANDRA MARQUEZ JANSE and AILSA CHANG [Writers for NPR] “3 reasons labor strikes are surging right now — and why they could continue to grow” NPR, November 2, 2021. EM

**Thousands of workers across the U.S. are on strike, demanding better wages, better working conditions and more benefits. In what some have called "Striketober," workers in factories as well as the health care and food industries have either started or authorized strikes in the past month. It comes after more than a year of working during the pandemic and as millions of workers are quitting in what has been named the "Great Resignation." Joseph McCartin is a professor of history and the director of the Kalmanovitz Initiative for Labor and the Working Poor at Georgetown University. He spoke with NPR's All Things Considered about why so many American workers seem to be either striking or threatening to strike.**

#### [Maranz] These strikes and shortages hurts the economy.

**Maranz**: Maranz, Felice. [Editor: Markets Blog Americas] “Strikes and Labor Shortages Are Hurting Corporate Earnings,”Bloonberg, October 20, 2021. EM

**Labor issues, from shortages to strikes, are intensifying and hurting company profits.** The increasing likelihood that more wage gains lie ahead implies higher costs and thinner margins, while also undermining the prospect of transitory inflation. The latest labor news comes from restaurant firm Brinker International Inc. -- the Dallas based parent of bar and grill chain Chili’s. The stock plunged as much as 12% in early Wednesday trading, after reporting worse-than-expected results as Covid exacerbated industry-wide labor and commodity challenges. Peer Chipotle Mexican Grill Inc., which is due to report on Thursday, also slipped in Wednesday trading, as did other dining stocks. **The “COVID surge starting in August exacerbated the industry-wide labor and commodity challenges and impacted our margins and bottom line more than we anticipated,” Brinkers CEO Wyman Roberts said in the statement.** “We are responding to these COVID headwinds with increased focus on hiring and retention efforts, and working with our partners to gain further stabilization of the supply chain environment.” Brinker joins a variety of firms reporting earnings with warnings about labor problems, from JB Hunt Transport Services Inc., the country’s biggest long-haul trucking company, to JPMorgan Chase & Co., its biggest bank. Among 23 S&P 500 companies that reported from Oct. 4 to Oct. 15, **labor was a top concern among supply-chain worries, with double the number of firms discussing labor versus those mentioning logistics and port congestion, according to a check cited by RBC strategist Lori Calvasina in a recent note.** “Dialogue with our key customers reveals both a challenged labor market and a pent-up need to increase the in-stock levels across the system,” JB Hunt said during its earnings call, adding that it’s “not insulated from the labor dynamics mentioned above for our customers.” The firm has “reached all-time highs in the need for company drivers in all segments as well as openings we have on our office and field teams.” On JPMorgan’s call, Chief Financial Officer Jeremy Barnum said “labor inflation is definitely a watch item for us.”