



**BUILDING THE
BELOVED
COMMUNITY**

Six Steps for Social Change

1. Information Gathering
2. Education
3. Commitment
4. Discussion/Negotiation
5. Direct Action
6. Reconciliation

Talking Points

- Political Polarization
- Varying Points of View about CRT
- CRT in Academia
- CRT in Public Education
- Things to consider moving forward

Kerner Commission: 1968

President Lyndon B. Johnson established the National Advisory Commission on Civil Disorders in 1968.

The report famously concluded that “our nation is moving towards two societies, one black, on white--separate and unequal” and argued without dramatic action, the nation would see a “continuing polarization of the American community and, ultimately, the destruction of basic democratic values.”

Should teachers engage students in current events?



Internalized Equity Work: Knowledge of Self



Is history repeating itself?



Critical Race Theory and National Discourse



Perspectives on Critical Race Theory

Critics of Critical Race Theory believe:

- The theory advocates discriminating against white people in order to achieve equity.
- Curricular excellence can't coexist alongside culturally responsive teaching or anti-racist work.
- The proponents of CRT hate America.

Dr. Carol Swain

- Critical Race Theory's Toxic, Destructive Impact on America
- The Woodson Center: Robert Woodson
 - 1776 Unites (Black Conservatives)



Christopher Rufo

“Critical Race Theory: What It Is and How to Fight It” (Imprimis: Mar. 2021, Vol. 50)

- Critical Race Theory is an academic discipline, formulated in the 1990’s, built on the framework of identity based Marxism.
- Code words for Marxist ideology:
 - Equity
 - Social Justice
 - Diversity and Inclusion
 - Culturally Responsive Teaching
 - Anti-Racist
 - Unconscious Bias



Texas Policy Organization: CRT Buzzwords

- CRT (Culturally Responsive Teaching)
- Diversity, Equity and Inclusion
- Cultural/Multicultural Competence
- Implicit and Internalized Bias
- Social Justice and/or Restorative Justice
- Micro-aggressions
- Anti-racism
- White privilege/fragility/supremacy
- Identity
- Ally or Allyship
- Liberation
- Social Constructs

Christopher Ruso

“According to a recent Gallup poll, 77% of conservatives are afraid to share their political beliefs publicly. Worried about getting mobbed on social media, fired from their jobs, or worse, they remain quiet, largely ceding the public debate to those pushing these anti-American ideologies.”

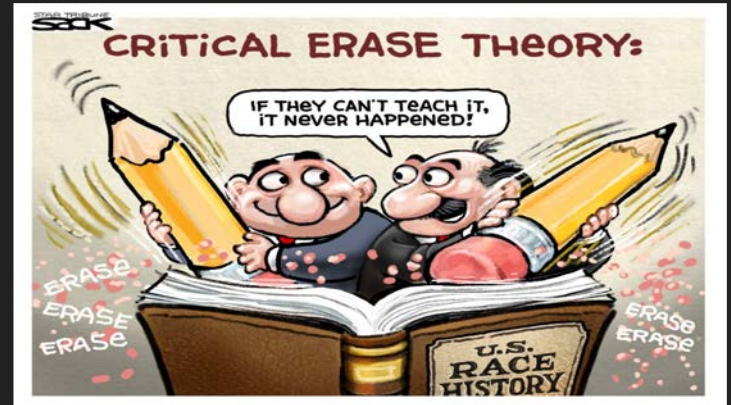
How to defeat Critical Race Theory:

1. Governmental Action
2. Grassroots Mobilization
3. An Appeal to Principle



Perspective: Efforts to defeat CRT

- **Governmental Action:**
 - National movement in more than two dozen states across the United States
 - Six states have passed “anti-CRT” legislation
 - A draft bill passed in the Wisconsin State Assembly
- **Grassroots Mobilization:**
 - MCPASD Parents-Focus on Education Group
 - WILL(WI Institute for Law and Liberty)
 - MacIver Institute
 - FAIR(Foundation Against Intolerance and Racism)
 - NLTE(No Left Turn in Education)



In the great state of Wisconsin...

An act to amend 118.57 and 119.04...of the statutes; relating to: anti-racism and anti-sexism pupil instruction and anti-racism and anti-sexism training for employees of school districts and independent charter schools.



Statute 118.018

A school board...shall not allow a teacher to teach race or sex stereotyping, including any of the following concepts, to pupils in any course or as part of any curriculum:

- One race or sex is inherently superior to another race or sex.
- An individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or **unconsciously**.
- An individual should feel discomfort, guilt, anguish, or any other form of psychological distress because of the individual's race or sex.
- Systems based on meritocracy or traits such as hard work ethic are racist or sexist or are created by individuals of a particular race to oppress individuals of another race.

A better way to fight Critical Race Theory

[Bob Woodson: The Woodson Foundation](#)



FAIR

FairForAll.org/JoinUs



FOUNDATION
AGAINST
INTOLERANCE
& RACISM



FairForAll.org/JoinUs

Join the Pro-Human Movement

Critical Race Theory

- Racism is a component of life in the United States(systemic racism)
- Challenges the claims of [meritocracy](#) and [color-blindness](#) in society
- Voices of color are appropriate, legitimate, and an integral part to analyzing and understanding racial inequality
- Race and racism must be placed in both a contemporary and historical context using interdisciplinary methods
- Commitment to social justice



Critical Race Theorist

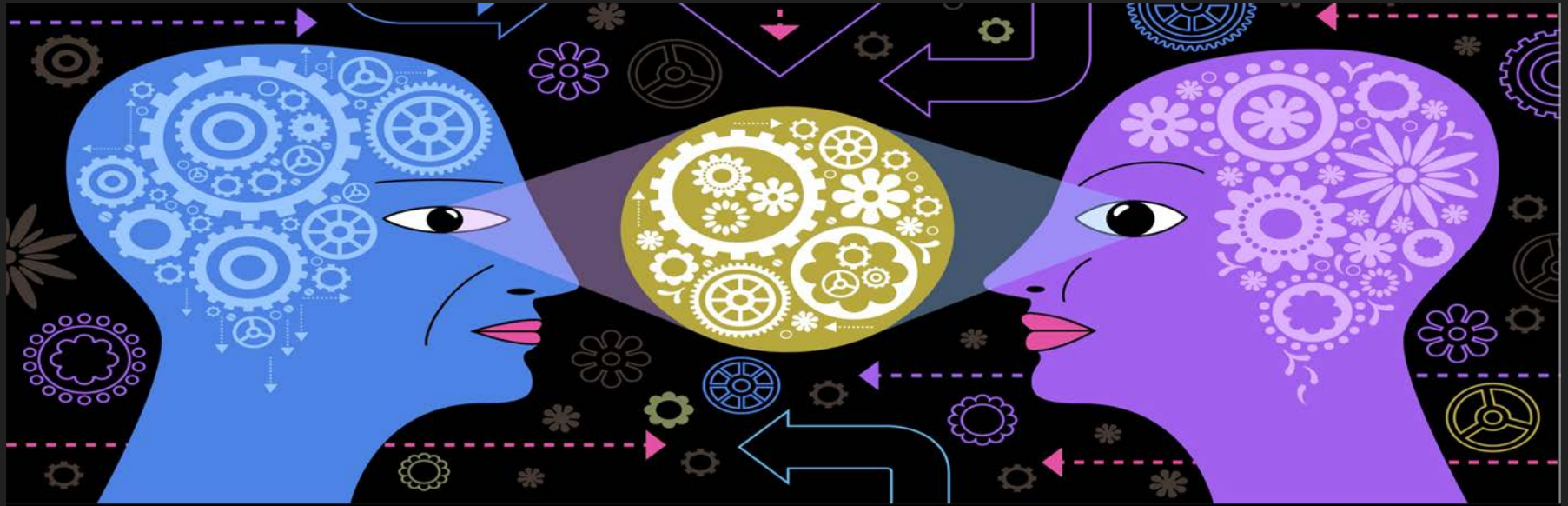
- Inform v. Indoctrinate
 - No Child Left Behind
- Looking at disaggregated quantitative data (academic and behavioral) alongside qualitative data
 - Meaningful ways to capture the experiences of students who are identified as disproportionate in academic and/or behavioral data
 - Sense of belonging
- Examination of current data from a historical perspective
- Curriculum Renewal Process
 - Do students see themselves reflected in the curriculum?
- Recruitment, Hiring and Retention of a Diverse Staff

Things for School Board members to consider...

Review of Administrative Policies and Procedure Manuals

- **Controversial Topics/Issues**
- **Philosophy of Educational Programs, Instruction and Materials**
- **Parent Rights and Access to the Curriculum and Instructional Materials**
- **Board Meeting Procedures**
 - **Public Participation in Board Meetings**
- **Open Records Requests**

Finding Common Ground



Finding Common Ground



Breakout

- What resonated with you this evening?
- What wonderings and/or questions do you have as we close?
- What do you need moving forward?

Closing

“Courage is a decision you make to act in a way that works through your own fear for the greater good as opposed to pure self interest. Courage means putting at risk your immediate self interest for what you believe is right.”

