



## **Critical Race Theory Toolkit**

### **WHAT IS CRT AND HOW TO FIGHT BACK**

#### **FAQs:**

- 1. What is CRT?**
- 2. What is the origin of CRT?**
- 3. What is the historical development of CRT?**
- 4. Why is CRT dangerous?**
- 5. How was CRT brought to public awareness?**
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### *Parents and Teachers, did you know . . .*

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- **CRT** makes race the prism through which its proponents analyze all aspects of American life.
- **CRT** underpins identity politics, which reimagines the U.S. as a nation riven by groups, each with specific claims on victimization.
- **CRT's** intolerance can be found in schools, the workplace, and the entertainment sector, “normalizing” belief in systemic racism for the average American.<sup>1</sup>

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<sup>1</sup>Jonathan Butcher and Mike Gonzalez and Heritage Foundation

Dear Parents and Teachers,

As you have seen in recent news reports there has been an uprising of parents against an Anti-American curriculum that is finding its way into the public schools. These reports also include teachers who are unwilling to teach this curriculum and are offended as to why they are being forced to teach it. This toolkit has been created to answer some of those questions and to give parents and teachers a way to combat this Anti-American curriculum.

### **1. What is CRT?**

**CRT** stands for *Critical Race Theory*. **CRT** argues that racism is in the DNA of American society. Racism is more than individual bias and prejudice against people based on their racial identity. Racism is embedded in our laws, regulations, rules, and procedures which is the cause for the social and economic disparity of marginalized people.

**CRT** also argues that structural racism gives white people the privilege to succeed, while the people of color are systematically oppressed and victimized.

### **2. What are the origins of CRT?**

Critical Race Theory is derived from *Critical Theory*. Both Critical Theory and Critical Race Theory are rooted in Marxism based on the philosophy of Communist, Karl Marx from Germany in the late 1800's. From the Marxist viewpoint, the world consists of the oppressor class and the oppressed class. Lenin and Mao successfully used class as the tactic to overthrow the existing government and established Communist power.

However, Marx's prediction that through class struggle, Communism will prevail over Capitalism in industrialized western countries failed to become a reality. Marxist disciples had to figure out something different to carry on the Marx ideology.

The Italian Communist Antonio Gramsci developed the theory of cultural hegemony to counteract the failure of Marxist economic approach. Gramsci concluded that the best way to overthrow the capitalist system is not by class struggle or violence, but by destroying its hegemonic culture.

Influenced by Gramsci, a group of Marxist theorists in Frankfurt, Germany, formed its own school of thoughts. They developed the Critical Theory, which criticizes all traditional culture, institutions, and social norms. The goal is to challenge the power structures; thus, the birth of Cultural Marxism. The Frankfurt School [of thought] migrated to America in the 1930's to escape Nazi persecution. It settled at the University of Columbia, where they further developed their Marxist theory.

Critical Race Theory is a branch of Critical Theory. It started in the 1960's as a legal scholarship to critically examine the legal systems of the United States through the lens of race and racism.

### **3. What is the historical development of CRT?**

The Godfather of Critical Race Theory is Derrick Bell (1930 –2011), a lawyer, professor, and civil rights activist. His book *Race, Racism and American Law* (1973) laid the foundation for the Critical Race Theory, which provides a framework to examine American legal systems. **CRT** also became a college course and is taught in many law schools.

**CRT** did not remain in the confines of the legal studies of academia. It was widely adopted as a political ideology and used as the theoretical foundation for the “woke movement” that has been gaining prominence in recent years. **CRT** has infiltrated most of the American institutions from the public education system to the United States Military. It is widely used in universities throughout America.

#### **4. Why is CRT dangerous?**

**CRT** uses racial identities to group people into two categories: the oppressors or villains, and the oppressed or victims. White people are inherently the oppressors and racists. People of color, on the other hand, are oppressed, and the oppressive society would not let them succeed no matter how hard they try. **CRT** teaches that it is not your character, but rather your skin color that determines whether you are a *good* person or a *bad* person, whether you will succeed or fail. **CRT** undermines what Dr. Martin Luther King and the Civil Rights Movement have achieved which proclaimed that all people should be judged by the content of their character and not the color of their skin.

**CRT** emphasizes equity, not equality. Equality is an American value that everyone is entitled to equal opportunities. Equity is a Marxist doctrine that asserts an equal outcome ensured by the government. Equity is the enemy of a meritocracy, which is a true democratic value.

**CRT** silences descending voices. It has no tolerance for honest questions and meaningful discussions. If one does not go along, one is deemed as a racist.

In summary, **CRT** is a tool for indoctrination. It teaches the students to loathe America and its values because it is an assumed racist country.

#### **5. How was CRT brought to public awareness?**

The person who is credited for bringing **CRT** to public awareness is Christopher Rufo. Rufo is a conservative journalist, researcher, and activist. He investigated and reported cases of **CRT** training in public schools and the federal government where white teachers and federal employees were told to denounce their white privilege and whiteness.

On Sept. 1, 2020, Rufo went on Fox News to tell his **CRT** stories. Three days later President Trump's administration banned such training for Federal agencies and Federal contractors. **CRT** has since entered the public lexicon.

Although President Joe Biden has since overturned former President Trump's Executive Order, the battle over **CRT** has just started. Parents are fighting against **CRT** in school board meetings all over the country and winning. Whistleblowers have also come forth and exposed how **CRT** is dividing our military and people in the workforce.

#### **6. How do I know whether CRT is taught in my schools?**

It is very important to understand that **CRT** is rarely taught as an academic subject in public schools yet is embedded within a variety of public-school subjects including history, social studies, science, math, and the arts.

Even though **CRT** as a political ideology is embedded in the curriculum and policies in many public schools many school administrators across the country deny that **CRT** is taught in their schools,

both the American Federation of Teachers and the National Education Association openly support the teaching of **CRT**.

Because **CRT** is not taught as a subject matter, one needs to look for the telltale signs in your school to assess whether **CRT** is in your school. Be on the lookout for efforts such as the following:

- Curriculums/policies/programs that focus on diversity, equity & inclusion, social justice... (see #10. *List of terms commonly accompanying CRT teaching*)
- Required reading lists. (See #8. Pro-**CRT** Reading List)
- Redefining of America's history as a struggle between "oppressors" and the "oppressed", for example, The Zinn Education Project
- School approved student clubs such as minority-only clubs, anti-racism clubs, Gay-Straight Alliance clubs
- Programs like the Bias Reporting System encourage students to anonymously report other students for racist remarks.
- Creation of an environment in which anyone (teacher/parent/student) who disagrees with the curriculum with runs the risk of being called a racist

## 7. What are the common pro-CRT arguments and how to debunk them?

**CRT** is a graduate course taught only in higher education.

True. However, **CRT** as a radical political ideology has long been used by the Left to infiltrate every part of American institutions including public schools. (See 6. How do I know whether **CRT** is taught in my schools?)

**CRT** teaches the real history of slavery and Jim Crow.

False. The history of slavery and Jim Crow laws in the United States has been part of the curriculum now for decades. What **CRT** wants to teach is the revised version of American history. The 1619 Project argues that the founding of the United States was in 1619 when the first slave was brought to America, not in 1776.

**CRT** teaches anti-racism.

False. **CRT** does not teach anti-racism. It teaches the reversed racism where all white people are inherently racists and people of color are inherently victims in this racist system.

**CRT** is not taught in our school.

To find out, see #6. How do I know whether **CRT** is taught in my schools?

## 8. Pro-CRT Reading List

- *An Indigenous Peoples' History of the United States* by Roxanne Dunbar Ortiz
- *Between the World and Me* by Ta-Nehisi Coates
- *For White Folks Who Teach in the Hood... and the Rest of Y'all Too: Reality Pedagogy and Urban Education (Race, Education, and Democracy)* by Christopher Emdin
- *How to be an Antiracist* by Ibram X. Kendi
- *Other People's Children* by Lisa Delpit

- *Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in America Sixth Edition* by Eduardo Bonilla-Silva
- *So You Want to Talk About Race* by Ijeoma Oluo
- *The 1619 Project* by Nikole Hannah-Jones
- *The New Jim Crow* by Michele Alexander
- *White Fragility: Why It's So Hard for White People to Talk About Race* by Robin DiAngelo

### 9. Anti-CRT reading list

- *A Parent's Guide to Critical Race Theory: Fighting CRT in Your Child's School* by Christopher Paslay
- *American Marxism* by Mark R. Levin
- *Black Eye for America: How Critical Race Theory Is Burning Down the House* by Carol Swain and Christopher Schorr
- *Cynical Theories: How Activist Scholarship Made Everything About Race, Gender, and Identity - and Why This Harms Everybody* by Helen Pluckrose, James Lindsay, et al.
- *Discrimination and Disparities* by Thomas Sowell
- *Escaping the Racism of Low Expectations* by Barbara from Harlem
- *Speechless: Controlling Words, Controlling Minds* by Michael Knowles
- *The Diversity Delusion: How Race and Gender Pandering Corrupt the University and Undermine Our Culture* by Heather Mac Donald
- *White Guilt: How Blacks and Whites Together Destroyed the Promise of the Civil Rights Era* by Shelby Steele
- *Woke Racism: How a New Religion Has Betrayed Black America* by John McWhorter

### 10. A list of terms and concepts commonly accompany CRT teaching

Abolitionist teaching	Critical pedagogy
Anti-bias training	Critical self-awareness / self-reflection
Anti-blackness	Cultural Appropriation
Anti-meritocracy	Cultural appropriation/misappropriation
Assimilationist	Cultural awareness
Bias,	Cultural competence
conscious/explicit/implicit/institutional/stru	Cultural misappropriation
ctural/systemic/unconscious	Cultural proficiency
Bigotry	Cultural relevance
BIPOC (Black, Indigenous, People of Color)	Cultural responsiveness practices/teaching
Black Lives Matter	Decolonization
Caucusing (Affinity Groups)	Deconstruct knowledge
Centering or de-centering	Diaspora
Collective guilt	Diversity, equity, and inclusion (DEI)
Collusion	Dominant discourses
Colonization	Equity, institutional/racial/social/structural
Colorism	Examine “systems”
Critical ethnic studies	Free radical self/collective care

Free radical therapy	Racial reconciliation
Hegemony	Racial sensitivity training
Identity deconstruction	Racial supremacy
Inclusivity education	Racialization
Indigeneity	
Inequity, institutional/racial/social/structural	Racialized identity
Intersectional identities	Racism,
Intersectional studies	anti/Institutional/Institutional/Structural/Sys
Intersectionality	tematic
Justice, educational/racial/restorative/social	Reflective exercises
Land acknowledgment	Reparations
Marginalized identities/minority/people	Representation and inclusion
Microaggression	Restorative practices
Microassault	Settler colonialism
Microinsult	Social-emotional learning (SEL)
Model minority	Spirit murdering
Multicultural competency	Structural Racialization
Multiculturalism	Targeted universalism
Neo-segregation	Under-represented communities
Normativity	White fragility
Oppression, institutional/systemic/structural	White nationalism
Oppressor vs. oppressed	White privilege
Patriarchy	White social capital
Protect vulnerable identities	White supremacy
Race essentialism	Whiteness
Racial healing	Woke
Racial Identity Development Theory	
Racial inequity	
Racial prejudice	

## 11. What can parents do to fight back?

1. Start a social media group of school parents to rally them to go to board meetings and speak out on their concerns.
2. Have meetings at parks or homes to engage and educate other parents. Create a texting group using an app you feel comfortable with to easily reach out to core parents in your group.
3. Put as much pressure as possible on each school board member to meet your needs by emailing, calling, and setting up meetings with them to share your point of view.
4. If the school board does not budge then the community needs to elect board members who will meet the parent's concerns.
5. Publish editorials in the local paper about the lack of professionalism among school leaders and the offensive materials being presented to students against the will of parents and community members.

6. Recruit viable candidates to run in the next election and support them with boots on the ground, finances, campaign workers, etc.

## 12. What can teachers do to stop this agenda?

1. Immediately opt out of the teachers' unions. Your dues are funding CRT and other disturbing agendas in our schools. You can get superior professional liability insurance (twice the coverage for a fraction of the cost) from independent organizations. Go to menu item "UnionExit" at [ForKidsAndCountry.org](http://ForKidsAndCountry.org) for support.
2. Stand together with good parents and community members and voice your opposition to CRT.
3. Become a whistleblower and share what you've endured in teacher training/meetings, and how your district or teachers' union bullies teachers into supporting CRT.
4. Share your testimony of being forced to endure training in "unconscious bias," in which you were either told you're white so you're automatically a racist, or you're another color so you're a victim. Expose who was behind the training if possible.

## 13. Helpful online resources

### Organizations

- [Parents Against CRT](#)
- [1776 Unites](#)
- [Christopher Rufo](#)
- [Institute for Classical Education](#)
- [United We Stand](#)
- [Fight For Schools](#)

### Articles

- [Utah Parents United](#)
- ["Social Justice, Critical Race Theory, Marxism, and Biblical Ethics," \*Christianity Today\*](#)
- ["It's Racist and Marxist Teaching..." \*Daily Mail\*](#)
- [What is CRT and Should We Be Concerned](#)

## Guest Contributor: Xi Van Fleet



Xi Van Fleet grew up in Mao's China. She spent her entire school years in Mao's Cultural Revolution. After completing high school, she was forced by the Chinese Communist Party to go to the countryside to work in the fields for three years and to be reeducated by the peasants, like all other urban high school graduates. She was able to go to college after Deng Xiaoping seized power. In 1986 she came to America as a student to pursue her graduate studies. She has been working in the field of Information Management for the past 30 years. As a private citizen, she has never been involved politically. Compelled by her personal experience during the Chinese Cultural Revolution and the realization that what she has experienced is taking place here in America, she has committed herself to warn the American people and help them to clearly see what is really happening now in America.