

# Critical Race Theory: Ideology, Practices, and Ways to Push Back



## Booklet on CRT

Credit to Californians for Equal Rights Foundation

*Dedicated to Promoting the Principles of Equal Rights and Merit*

[www.Cferfoundation.org](http://www.Cferfoundation.org)

# CRT: A Solid Theory or Political Indoctrination?

## Its Theoretical Underpinnings



Academic roots: **Marxism, Neo-Marxism** (the Frankfurt School), Radical Feminism, Critical Theory, Post-Modernism, Constructivism...

“A collection of critical stances against the existing legal order from **a race-based point of view.**” - --Roy L. Brooks (1994). "Critical Race Theory: A Proposed Structure and Application to Federal Pleading".

“A collection of activists and scholars interested in studying and transforming the relationship among **race, racism, and power.**” --- Richard Delgado & Jean Stefancic (2017). *Critical race theory: an introduction (Third ed.)*.

“An approach to grappling with **a history of white supremacy** that rejects the belief that what’s in the past is in the past, and that the laws and systems that grow from that past are detached from it.” --- Kimberlé Crenshaw (2020). Interview with The Time Magazine.

“The introduction to a particular form of life; it serves in part to prepare students for **dominant or subordinate** positions in the existing society.” --- Peter McLaren (2003). *The Critical Pedagogy Reader*.

## Intellectual Criticisms

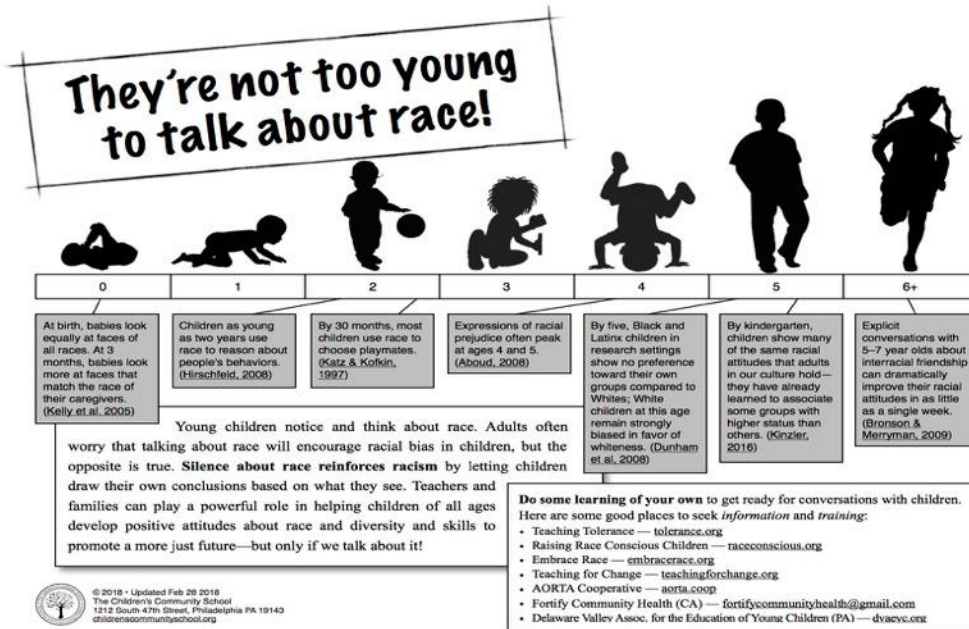


**Bottomline:** It is **a contested and explicitly political theory** that examines all social relations, economic governance and policy outcomes through the prism of race and systemic racism.

CRT creates a phenomenon of people searching for “power imbalances, bigotry, and biases that it assumes must be present,” which **reduces everything to prejudice**, “as understood under the power dynamics asserted by Theory.”--- Helen Pluckrose and James Lindsay (2020). *Cynical Theories: How Activist Scholarship Made Everything about Race, Gender, and Identity—and Why This Harms Everybody*.

“Anti-racism initiatives and the narratives and ideologies feed them result from a ‘primacy of identity’ that, itself, results from **a strong sense of disempowerment** that leads to fallacious interpretations of texts, situations, and people; an infantilization of the field, its scholars, and its students; **an overemphasis of subjectivity and self-expression** over empirical and critical thought; an embrace of **racial essentialism.**” Eric Smith (2019). *A Critique of Anti-racism in Rhetoric and Composition: The Semblance of Empowerment*.

# CRT: From Theory to Propagation



\*The world is divided into **white oppressors and non-white victims**.  
 \***“White privilege” and its unearned benefits** become responsible for economic, health, and social disparities in minority communities.  
 \***Intersectionality** of our social identities perpetuates systemic oppression.

- Personal narratives of marginalized minority “victim” groups evidences the **cruelty and dishonesty of mostly white heterosexual “oppressor.”**
- **Traditional American values** such as hard-work, personal responsibility, self-empowerment/agency, equality and merit are **political vehicles of control** exercised by the **“oppressors.”**
- **Racism is permanent** and affects every aspect of society, including political, economic, social and religious institutions. Colorblindness and race neutrality are delusions imagined by the ruling “oppressors.”
- Every dysfunctional condition in black urban communities can be traced to slavery and its aftermath.
- The oppressive system of **white supremacy must be dismantled** and destroyed.

Nonwhite and working-class women, if they are ever to identify with the organized women's movement, must see their own diverse experiences reflected in the practice and policy statements of these predominantly white middle-class groups.

**Kimberle Williams Crenshaw**

It's not about supplication, it's about power. It's not about asking, it's about demanding. It's not about convincing those who are currently in power, it's about changing the very face of power itself.

Kimberle Williams Crenshaw

Source: Carol M. Swain. (2020). “Critical race theory’s toxic, destructive impact on America.” 1776 Unites.

# CRT in Classrooms: A Thought Revolution

**In recent years**, especially since last summer’s season of racial reckoning, various public school districts and individual schools have rushed to embrace a movement in both classrooms and the work place to aggressively teach and impose controversial political views and non-academic concepts such as *systemic racism, white privilege, power & privilege, white fragility, racial sensitivity, and anti-racism*.



**A few notable examples.** Third graders from an affluent community in Cupertino California recently participated in a math class to **deconstruct their racial and social identities** based on “power and privilege”. Public school teachers in San Diego were forced to take **“white privilege” training** sessions to atone for the sin of “spirit murdering black children.” A Philadelphia elementary school subjected its fifth graders to **a celebration of “black communism,”** followed by a simulated Black Power Rally to “free Angela Davis.” The Oregon Department of Education is offering workshops on **“ethnomathematics”** to dismantle “white supremacy culture.” A critical race theory expert was captured on camera leading hundreds of high school students in L.A. to perform a unity chant that **worships an Aztec God** associated with human sacrifice. **Similar examples abound** and they collectively demonstrate that this movement is **not confined to just social studies, history or to higher grades.**

## Profile 1: The United Nations International School’s Anti-Racism

**Background:** A private school educating children of UN diplomats at \$44,000 a year.

**Events:** A student-led initiative denounced teachers and administrators for their “vast history of systemic racism,” “white liberal racist thinking, and “direct, intentional, repeated racial trauma.” The school responded to the students’ threat of “cancellation” by sponsoring a series of anti-racist training programs.

### Source:

Christopher F. Rufo’s investigative work, accessible at <https://christopherrufo.com/>.  
CFER’s Weekly Newsletters: <https://cferfoundation.org/newsletters/>.

## Profile 2: Buffalo Public Schools’ Culturally Responsive Programming

**Background:** A failed public school district with 18% of math proficiency and 20% of English proficiency by the 5<sup>th</sup> grade.

**Events:** The district promotes “woke” initiatives that teach “Black Lives Matter principles,” “America’s sickness,” “queer-affirming,” “disruption of Western nuclear family dynamics,” “confronting whiteness” to its students from kindergartens to high schools.

# CRT in Workplaces: Race-based Hostility

**The new doctrine of CRT** has also arrived in Corporate America and public agencies on virtually all levels of governance. Diversity consultants, anti-racism trainers, and cultural awareness gurus capitalize on the ideological fashion to root out “**racism,**” “**inequities,**” and “**injustice**” by selling CRT and CRT-infused programming to corporations, townships, and local communities. The underlying logic is to fight perceived racism with actual racism and discrimination.” Similarly, there is a systematic attempt to socially re-engineer our workplace to one that’s hateful, illiberal, and un-American.



## Profile 1: GARE’s “Racial Equity” Map for Local Governance

**Background:** The Government Alliance on Race and Equity (GARE) is a non-profit initiative that has trained over 150 local jurisdictions in 30 states with its racial equity framework.

**Description:** GARE offers a comprehensive list of marketing materials and training tools to help local governments advance racial equity. Its radical claims include: “**hard-work is a myth,**” city/town institutions are “**inherently and structurally racist,**” local officials must “**drive specific outcomes for people of color,**” “**the 1964 Civil Rights Act is racist.**”

Website: <https://www.racialequityalliance.org/>.

## Profile 2: Coca-Cola’s Diversity Training Program

**Background:** The beverage tycoon employs over 86,000 employees and has a “Racial Equity Plan” with a pledge of \$500 million contributions to black-owned businesses in the next 5 years.

**Event:** The company retained CRT theoretician Robin DiAngelo to give an online anti-racism course for its employees. The course made it clear that its goal was to train people “**to be less white to be less oppressive, to be less arrogant, to be less trusting, to be less defensive, to be less ignorant, to be more humble, to listen, to believe. , break with apathy and break with white solidarity.**”

Source:

<https://www.entrepreneur.com/article/366132>

# CRT in Their Own Words

## IT IS WHITE PEOPLE'S RESPONSIBILITY TO BE LESS FRAGILE;

people of color don't need to twist themselves into knots trying to navigate us as painlessly as possible.  
—ROBIN DIANGELO, in *White Fragility*

"selectivity based on ethnic differences is not present in the first days of life, but is learned within the first 3 months of life."

Kelly et al (2005)

"by the time they start kindergarten, children begin to show many of the same implicit racial attitudes that adults in our culture hold"

Kinzler, K. D. (2016)

With sufficient reasoning and positive information, negative implicit attitudes about people can be unlearned.

Mann T., Ferguson M. (2015)

"3 year olds hold adult-like prejudices believing that race determines whether or not one is honest, smart, or clean."

Hirschfeld, L. A. (2008)

"avoiding conversation about race only encourages prevalent stereotypes [to] remain unchanged"

Katz, Kofkin (1997)

**Anti-racism a process of... unlearning co-learning engaging enacting**

"The defining question is whether the discrimination is creating equity or inequity. If discrimination is creating equity, then it is antiracist. If discrimination is creating inequity, then it is racist."

Ibram X. Kendi

"Critical race theory **questions the very foundations of the liberal order** including equality theory, legal reasoning, Enlightenment rationalism, and neutral principles of constitutional law."  
-Richard Delgado & Jean Stefancic

"White identity is inherently racist; white people do not exist outside the system of white supremacy...To be less white is to be less racially oppressive." -Robin DiAngelo

"The oppressors, who oppress, exploit, and rape by virtue of their power, cannot find in this power the strength to liberate either the oppressed or themselves."  
-Paolo Freire

"When **liberal whites fail to understand how they can and/or do embody white-supremacist values and beliefs** even though they may not embrace racism as prejudice or domination, they cannot recognize the ways their actions support and affirm the very structure of racist domination and oppression that they profess to wish to see eradicated." – bell hooks

Source: Educators for Quality and Equality. <https://www.educators4qe.org/critical-race-theory-in-their-own-words.html>

# How Expensive is CRT?

**Ironically**, against their anti-capitalism beliefs, theoreticians and practitioners of CRT have swiftly utilized the free market to build **a multi-billion-dollar industry**. It is fair to argue that CRT interest groups are benefiting financially from the very economic system they condemn. To compound the issue, many CRT and CRT-infused programs targeting public agencies from school districts to local governments are taxpayer-funded!

**Just a sneak peek at CRT price tags:**

**\$11,000** for CRT teacher training at Poway Unified School District.

**\$65,000** for a keynote address and a CRT workshop at Chula Vista Elementary.

**\$1,750/hour** for racial literacy training.

**\$2,000** for a 90-minute talk on “anti-racism and inclusivity”.

**\$21,000** plus travel for a 3-day internal review for a DEI overhaul.

...

**On a macro level...**

The Diversity, Equity and Inclusion (DEI) industry is **an \$8-billion business**.

**30% of job growths** since the beginning of the COVID-19 pandemic.

Industry players include: personnel managers, consultants/contractors, organizational psychologists, social media influencers, marketing professionals...

Case in Point: UC Berkeley spends **\$25 million a year**, hires **400 employees** to advance “equity and inclusion”.

Sources:

Sean Cooper (2021). “Getting Rich in the Diversity Marketplace.” *Tablet*.

Kim Tran (2021). “The Diversity and Inclusion Industry Has Lost Its Way.” *Harpers*.

Christian Schneider (2021). “UC Berkeley spends \$25M a year, pays 400 employees to advance ‘equity and inclusion’.” *The College Fix*.

# How to Spot CRT? Codenames & Keywords



Often, CRT programs are masqueraded in **pleasant-sounding yet ambiguous names**.

## Common Codenames for CRT:

Diversity, equity and inclusion training, anti-racism initiative, racial sensitivity training, racial healing, social emotional learning, critical self-awareness, anti-bias training, culturally responsive practices, critical ethnic studies, critical pedagogy, free radical therapy, free radical self/collective care, action civics...

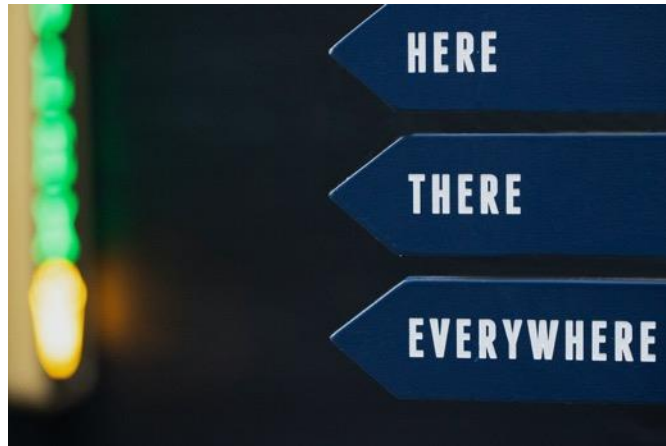
## Keywords of a CRT framework:

White supremacy, systemic racism, white privilege, white fragility, intersectional identities, internalized racism, anti-racism, white social capital, colorism, interrupting racism, racialized identity, racial prejudice, educational justice, anti-blackness, abolitionist teaching, spirit murdering, land acknowledgement, representation and inclusion...



# CRT Maps: Education & Workplaces

Nowadays, **virtually every** university, every school, every large corporation, every government agency, and every scientific society has committed itself to **the fashionable religion of CRT**. The **U.S. Department of Education** recently proposed two funding priorities for **the American History and Civics Education** programs, citing **Ibram X. Kendi** and **the New York Times' 1619 Project**.



CRT curriculum in K-12 schools: <https://whataretheylearning.com/map/>

CRT indoctrination in workplaces: <https://whataretheylearning.com/corporations/>

CRT violations in school districts: <https://defendinged.org/map/>

CRT courses in higher education: <https://criticalrace.org/>

CRT training in local governments: <https://www.racialequityalliance.org/where-we-work/jurisdictions/>

Based on existing databases, the CRT dogma has invaded over **200 colleges and universities**, **299 local and regional government jurisdictions**, and countless school districts in **all 50 U.S. states**.

Notable cases in K-12 education: <https://whataretheylearning.com/>

Notable cases in Corporate America: <https://whataretheylearning.com/corporations/>

Detailed accounts of outrageous cases: <https://christopherrufo.com/>

# Countering CRT: More Intellectual Points

**CRT is centered** on a prognosis of systemic racism. Its five tenets are:

- *Racism is ‘embedded in the structure of society.’*
- *Racism has a ‘material foundation.’*
- *Racism changes and develops over different times.*
- *Racism is often ascribed a degree of rationality.*
- *Racism has a contemporary basis.*



**Something is fundamentally wrong** with examining complex history and our multiethnic/multi-racial society strictly through the prism of race. A group of intellectually honest black academics object:

“(T)he heart of critical race theory **is an idea that all intellectual and moral endeavor must be filtered through a commitment to overturning power differentials.**” --- John McWhorter (2021). “Critical Race Theory: On The New Ideology Of Race.”

“The complaint that ‘microaggressions’ and ‘implicit bias’ contribute to racial oppression implies that many or most of my fellow citizens are extraordinarily bigoted, and are either lying to me about this while pretending to be my friends or are completely lacking in self-awareness.” --- Wilfred Reilly (2021). **“‘Systemic racism’ is a conspiracy theory.”**

“Critical race theory says that every dysfunctional condition in black urban communities can be traced to slavery and its aftermath. There is **no place for individual choice or initiative.** That’s the theory. But what critical race theory actually ‘accomplishes’” is to **create anger, frustration, and despondency** among persons in the victim categories, who internalize this destructive message.” --- Carol Swain (2021). “Critical race theory’s toxic, destructive impact on America.”

“Once America’s evil became ‘poetic’ (permanently true), the formerly oppressed could make **victimization an ongoing feature of their identity**—despite the fact that their actual victimization had greatly declined.” --- Shelby Steele (2020). “An excerpt from ‘Shame’.”

Sources:

1776 Unites. <https://1776unites.com/>.

New Discourses: <https://newdiscourses.com/>.

# Countering CRT: What is America?

**What does “America” mean?** Is it an idea or a collection of high ideals of liberty, freedom, justice and equality fortified through contestations and robust deliberations? Is there a shared inheritance as a “shining city on a hill” that safeguard the self-evident truths of humanity? Or are we a nation historically and presently steeped in the original sin that it is irredeemably racist? What is the path forward? A search for answers to these questions warrants a comparison between **CRT’s journalist groundswell--- the 1619 project** and historically grounded wisdom.

## The 1619 Project by the New York Times: CRT’s Media Debut

\*A journalism project established by Nikole Hannah-Jones in 2019.

\*Reframe America’s history on the legacy of slavery, and contributions of Black Americans.

\*America’s “official birthdate” was in August 1619, when four enslaved Africans were brought ashore in Virginia and sold.

\*American colonists fought the Revolutionary War in order to preserve slavery.

\*Abraham Lincoln was a racial colonizationist.

\*Slavery drove America’s economic growth and the rise of American capitalism.

\*American history is a story of Black struggle against white supremacy.

\*America’s founding ideals of liberty and equality were false when they were written.

\*America’s lack of universal health care, traffic jams, school segregation, racial wealth gap, the obesity problem... can all be explained by slavery.

\*Some people are inherently entitled to more power than others.

\*Slavery and anti-Black racism still define America’s criminal-justice system.



# Countering CRT: What is America?

Since its **August 2019 publication**, the 1619 Project has quickly become an officially endorsed source for civics, history and social studies curriculum in K-12 classrooms. It is also a revered reference in all CRT-themed workplace training programs. But is this **historical Truth or pre-established narrative**?

## When was America Founded? Intellectual Counterpunches!

“Four score and seven years ago our fathers brought forth on this continent, a new nation, conceived in Liberty, and dedicated to the proposition that all men are created equal.” Abraham Lincoln, 1863.

“When the architects of our republic wrote the magnificent words of the Constitution and the Declaration of Independence, they were signing a promissory note to which every American was to fall heir.” Martin Luther King Jr, 1963.

Leading historians Sean Wilentz, James McPherson, Gordon Wood, Victoria Bynum, and James Oakes: the 1619 Project reflected “a displacement of historical understanding by ideology.”

“The 1619 kind of perspective, for all of its elaborate terminology and moral passion vented in serious media organs and entertained by people with PhDs, demands that we abjure complexity. It is a call for dumbing ourselves down in the name of a moral crusade.” John H. McWhorter. 2020.

“What happened in 1776 — the founding of the United States — was vastly more significant for world history than what happened in 1619 — the first arrival in America of African slaves. The narrative we blacks settle upon about the American story, the American project, is fundamentally important. Is this, basically, a good country that affords boundless opportunity to all who are fortunate enough to enjoy the privileges and bear the responsibilities of American citizenship?” Glenn Loury. 2021

### Sources:

Abraham Lincoln. The Gettysburg Address, 1863.

Martin Luther King Jr. I have a Dream. 1963.

John H. McWhorter. “We Cannot Allow ‘1619’ to Dumb Down America in the Name of a Crusade”. 2020.

Glenn Loury. “Whose Fourth of July? Blacks and the ‘American project’”. 2021.

# Fighting CRT: Relevant Laws

## CRT and Discrimination

**“If discrimination is creating equity, then it is antiracist.  
If discrimination is creating inequity, then it is racist”-  
Ibram X. Kendi**

**Implementing CRT** in education and workplaces is not only a matter of moral debates, but also makes various school districts, public agencies and private entities **vulnerable to legal challenges**. After all, CRT encourages race-based discrimination to advance an ideological agenda. But **no ideology is above the law**.

## Federal Laws CRT training may violate

1. The 14<sup>th</sup> Amendment to the U.S. Constitution
2. The 1<sup>st</sup> Amendment to the U.S. Constitution
3. Title VI of the Civil Rights Act of 1964
4. Title VII of the Civil Rights Act of 1964
- 5 Supreme Court Rulings on Race Consciousness (1978 Bakke, 1989 Croson, 1995 Peña, 2003 Grutter/Gratz, 2009 DeStefano, 2016 Fisher)

## Ongoing Legal Challenges: 3 Examples

*Clark v. Democracy Prep*  
In Nevada, an African-American mom and her high school son are suing the State Public Charter School Authority and Democracy Prep for a mandatory social studies class.

*This is a federal district case.*

*Class Action Lawsuit against California State Agencies*  
A state court case was filed against the California Natural Resources Agency and the California Department of Fish and Wildlife for racial discrimination and race-based treatment in CRT-rooted employment practices.

*Lawsuit against Missouri Private High School*  
A high school senior and her parents are suing Villa Duchesne, her all-girls Catholic high school in St. Louis for CRT indoctrination and race-based aggression against the school’s white students.

# Fighting CRT: You are not alone!

With the Federal Government and Corporate America throwing their heavyweight behind CRT, rejecting it seems like a **daunting task**. Yet, we are on the side of **truth and morality**. And the public consensus is overwhelming **against political indoctrination**. According to a recent survey,

While many of America's 14,000 public school boards are embracing CRT, **50% of all parents and 70% of school board members** said that they do not want schools to teach slavery as center of the national narrative. In addition, only **25% of parents and 17% of school board members** believe that students should be taught that the founding ideals of liberty and equality were wrong when they were written.

## A Steady, National and Bipartisan Consensus Against Race-Based Thinking and Policies

*A 2014 Gallup Survey*  
Only 28% of Americans (22% whites, 48% blacks, 31% Hispanics, 43% Democrats, 25% Independents, 11% Republicans) think college admissions should consider race.

*A 2021 PDE Survey*  
74% of Americans oppose white privilege training; 88% disagree with oppression v. privilege teaching; 69% oppose teaching systemic racism; 60% oppose race essentialism.

*2020 California Election*  
Over 9.65 million or 57.2% of CA voters (including about 33% of Biden voters) rejected the racial-discrimination/preference measure Prop. 16.

**Even the international society** is wary of CRT's repercussions on classical western liberal values. **The French Government** has warned its nation against illiberal and divisive philosophies emanating from American universities. **The U.K. Government** established the Commission on Race and Ethnic Disparities which concluded that Britain is no longer a society "deliberately rigged against ethnic minorities."

Sources:

Frank Newport (2014). "Americans on the Use of Race as a Factor in College Admissions." Gallup.

Nikki Graf (2019). "Most Americans say colleges should not consider race or ethnicity in admissions." Pew Research Center.

Althea Nagai (2020). "Race, Ethnicity and California Prop 16." Center for Equal Opportunity.

WSJ Editorial (2021). "Emmanuel Macron and the Woke."

Commission on Race and Ethnic Disparities (2021). The Report.

# Fighting CRT in Education: Resources

## Build Awareness

Acquire knowledge on CRT:

<http://counterweightsupport.com>;

<http://newdiscourses.com>

Sign Up to CFER's Email List:

<http://cferfoundation.org/contact-us/>

## Get Involved

Attend local school board meetings

Write to teachers and administrators

Join local PTAs & other groups

*Demand equal treatment, unity,  
transparency, & balanced curriculum*

## Expose CRT Practices

K-12: <https://whataretheylearning.com/submit/>

Higher Education: <https://criticalrace.org/submit-school-information/>.

General: <https://cferfoundation.org/report-violations-of-equal-rights/>.

File a Freedom of Information Act Request with the School District:

<https://defendinged.org/expose/>

### Critical Race Theory in the Classroom

CRT teaches kids to find hate when hate is not there  
CRT teaches kids to use racism as a mechanism to address racism  
CRT teaches kids to impose guilt and shame on people that are friends  
CRT teaches kids how to resent each other and silence opposing views  
CRT teaches kids that the American melting pot is a failure, but it is not

CRT is not about equality, it's about power  
CRT is not about humanity, it's about politics  
CRT is not about justice, it's about vengeance  
CRT is not about fairness, it's about compliance  
CRT is not about forgiveness, it's about retribution

CRT cannot build unity, because it thrives by sowing division  
CRT cannot build teams, because it uses segregation to divide  
CRT cannot bring peace, because it needs strife in order to prosper  
CRT cannot improve relations, because it values skin color over character  
CRT cannot improve society, because it destroys what we have in common

*Darren Barndt, High School Administrator, IL*

# Fighting CRT in Workplaces: Resources

## Empower with Knowledge

Acquire knowledge on CRT:

<http://counterweightsupport.com>;

<http://newdiscourses.com>

Sign Up to CFER's Email List:

<http://cferfoundation.org/contact-us/>

## Get Involved

Attend local council/township meetings

Engage local administrators

Join local citizen groups against CRT

*Demand equal rights, a non-hostile environment, & non-discrimination*

## Expose CRT Practices

Gather Detailed Evidence of CRT Training and Race-based Treatment

Report to CFER: <https://cferfoundation.org/report-violations-of-equal-rights/>.

File a Complaint with the U.S. Equal Employment Opportunity Commission:

<https://www.eeoc.gov/filing-charge-discrimination>

Explore Legal Options: <https://cferfoundation.org/report-violations-of-equal-rights/>.

## Key Talking Points Against CRT:

**CRT is a new form of Marxism where class conflict between workers and business owners is replaced by race conflict between minorities and whites.**

**CRT is against capitalism and for redistributing wealth from whites to people of color to engineer equal outcomes.**

**CRT practices are blatantly unlawful, violating the 14<sup>th</sup> Constitutional Amendment and the 1964 Civil Rights Act.**

**CRT promotes un-American and illiberal worldviews that examine society and policies through the artificial lenses of race.**

**CRT turns sons against fathers, daughters against mothers, neighbors against each other. It is divisive and corrosive to our social cohesion.**