

Protecting American Ideals

and ridding our schools of Critical Race Theory

American Values

- Equal Opportunity.
- U.S.A. a force for good.
- Hard work and personal choices determine our future.

CRT Ideology

- Equal Outcomes (Equity).
- U.S.A. irredeemably racist.
- Skin color and Gender determine our future.

Critical Race Theory

It Goes By Many Names:

- Equity
- Culturally Responsive Teaching
- Social Justice
- Social-Emotional Learning
- Diversity, Equity, and Inclusion
- Critical Ethnic Studies

Critical Race Theory

- America is Systemically and Irredeemably Racist
- Skin Color Derives Beliefs and Behaviors
- Equity (Equal Outcomes) Replaces Equality (Equal Opportunity)

Identity Politics



Marxism

Identity is the means, Marxism is the end

Constitutional Fundamentals

“...all men are created equal,”



All men are created unequal
(hierarchy)

*“...that they are endowed by
their Creator...”*



Rights come from government

*“...to secure these rights,
governments are instituted”*



The purpose of government is to
ensure equity

“...deriving their just powers...”



Power by coercion, censorship,
cancel culture

Equality

Protects Individual Rights – Equal Opportunity

Equity

Divides people by race and ensures race-based equality of outcomes

Encourages discrimination to get there

CRT in NJUHSD

Written Statements and Documents that Reflect CRT in NJUHSD

1. June 9, 2020 Superintendent's Message: *Racism in our community and the District's roles and responsibilities:*
"... I remain firmly committed to fundamentally changing individual beliefs and institutional systems that continue to condone and support racism in our community".

"...the District will continue to....dismantle systemic racism within our local systems in both policy and practice".

"Nevada County's schools must be part of the solution in creating systems that insure equitable outcomes for all students".
2. January 13, 2021 Superintendent's Message: *Recent Events in Washington D.C.:*
"The District has a long way to go when it comes to its own Journey to address internal and external systems of racism".
3. District Board of Trustees Policy No. 0415: *Equity:*
The Board and the Superintendent or designee shall develop and implement policies and strategies to promote equity in district programs.

CRT in NJUHSD

Written Statements and Documents that Reflect CRT (Cont'd)...

4. Petition forming the Superintendent's Anti-Racism and Inclusion Task Force:

We urge the District to...

(1) Redefine the district's mission, values, and student conduct codes to directly reflect anti-racist and inclusive positions.

(2) Expand the body of anti-racism, racial justice, cultural diversity, feminism, and inclusivity literature assigned in the social sciences and humanities curricula.

(3) Create identity-based affinity groups (Black Student Union, Asian Student Alliance, Queer and Questioning Groups, etc.) as a brave space for students to explore their identities.

(4) Increase training on implicit bias, equity, inclusion, and restorative justice systems.

(5) Invite diverse speakers and take students on field trips that directly address matters of racial justice, inclusivity, and white privilege in the NJUHSD student body.

Definition:

Racist
versus
Antiracist

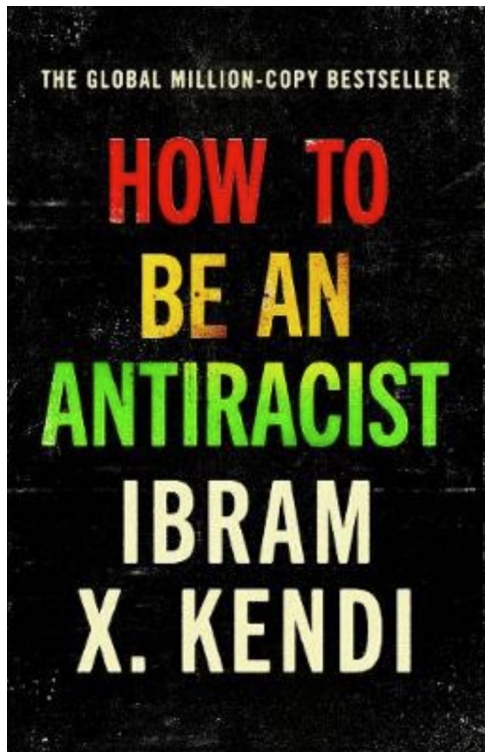
Anti-Racism + Inclusivity Task Force Update



NJUHSD Board of Trustees
May 12, 2021
Occuring on Nisenan Land



We acknowledge that the Nisenan People are still here among us today, although nearly invisible. We understand that we are on Nisenan Land that was never ceded and the original Tribal families have yet to recover from the near genocide of their people. As a resident or visitor in Nisenan Land, we support the Nevada City Rancheria Nisenan Tribe in efforts to stabilize their people as well as their campaign to restore their federal recognition.



“But if racial discrimination is defined as treating, considering, or making a distinction in favor or against an individual based on that person’s race, then racial discrimination is not inherently racist. The defining question is whether the discrimination is creating equity or inequity. If discrimination is creating equity, then it is antiracist.”

-Ibram X Kendi

California Education Code Section 220:

No person shall be subjected to discrimination on the basis of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation...

NJUHSD Policy 0410:

District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity,