

## What is Critical Race Theory (CRT)

Critical Race Theory (CRT) is a neo-Marxist-type ideology that replaces the Marxist idea of class conflict between capitalists and workers with the idea of racial conflict. It is a distinctively American invention developed in academia and has no scientific validation. This racist, discriminatory, divisive, and self-flagellating ideology is metastasizing throughout America's corporations, medical facilities, the military, educational institutions, and most disturbingly, in our K-12 schools. The central tenets of CRT include:

1. A person is *judged* by the color of their skin not their character (a reversal of MLK Jr.'s philosophy).
2. A person's *identity* is based primarily on the color of one's skin.
3. People are not seen as individuals, but rather as members of a racial category. A person's behavior, values, talents, soul, feelings, thoughts, and environment are not defining traits. Hence, stereotypes and assumptions about people are based primarily on their skin color.
4. Society is divided into a race of permanent *oppressors* (white people) and races who are *oppressed* (people of color). Asians, White Hispanics, and Jews are labeled "white adjacent."
5. All white people, and **only** white people, are *intrinsically and permanently racist*.
6. The regime of white supremacy and privilege is maintained despite the rule of law and the constitutional guarantee of equal protection under the law.
7. Any success and achievement of a white person is attributed solely to white privilege and always comes at the expense of people of color.
8. White people judge non-whites *consciously or unconsciously (implicit bias)* by the color of their skin.
9. Any criticism of CRT or denial of racism is proof of racism.
10. People of color cannot be racist, but those who repudiate CRT are condemned and stigmatized as "Uncle Toms".
11. The United States is an *inherently and fundamentally* racist society, steeped in white supremacy culture.
12. The United States is illegitimate because it was founded on slavery, murder, and racist principles. Hence, the United States is systemically and irredeemably racist.
13. Racism is always present and can be found in all interactions and in every institution. Racism is ingrained in American political, legal, and educational structures.
14. Capitalism, white supremacy, and patriarchy are systems of domination resulting in structural inequality. These systems provide unearned privileges to whites at the expense of people of color.
15. It is not enough to be a non-racist; one must be anti-racist.
16. Only those in the oppressed groups can define what is racist.
17. Principles of truth, objectivity, neutrality, merit-based systems (meritocracy), colorblindness, rational reasoning, science and math empiricism, as well as attributes such as individualism, hard work, punctuality, having an intact nuclear family, are products of "Western Civilization" and are rooted in racism.
18. *Storytelling* and *personal experience* are elevated over evidence and reason to validate the position of the oppressed.
19. *Intersectionality* is a derivative of CRT, emphasizing multiple overlapping sources of oppression, such as race, ethnicity, sex, sexual orientation, gender, class, and disability.
20. *Euphemisms* are used to deceive and camouflage CRT, including *diversity, equity, inclusion* (often groups as DEI), *anti-racism, social justice, cultural responsiveness, and racial sensitivity*.