

CRITICAL RACE THEORY

Knowing It
When You See It
and

Fighting It
When You Can



Critical race theory (CRT)

is a philosophy founded by law professors who used Marxist analysis to claim that America is “systemically racist.” Critical race theorists have been active in colleges and universities for years, but their impact on public policy was limited until recently.

The precepts of CRT have now burst outside the universities, affecting K-12 schools, workplaces, houses of worship, state and federal governments, and even the military. Around the country, parents, educators, and employees have rejected CRT’s discrimination in favor of equality under the law and opportunity for all—regardless of skin color.

As a new tactic against this grassroots opposition, CRT’s defenders now deny that the K-12 curricula and workplace training programs in question include CRT’s prejudicial principles. However, there are bedrock features common to all critical theorists and practitioners.

HOW TO IDENTIFY
**CRITICAL
RACE
THEORY**



1 Systemic Racism

Critical race theory's key assertion is that racism is not the result of individual, conscious racist actions or thoughts. Racism is **“systemic”** and **“structural.”** It is embedded in America's legal system, institutions, and free-enterprise system, and imposes “whiteness” as the societal norm. The system, including capitalism, is “rigged” to reward white behavior and preserve white supremacy. Curricula and training sessions that teach that racism is systemic and structural, and demand that Americans work to dismantle laws, traditions, norms, institutions, and free-market enterprise—the entire American system itself—are part of CRT.

CRT AT WORK

- “It's important to try to help youth understand how bias and oppression are institutional, structural and systemic, and not simply interpersonal,” asserts Dorinda Carter Andrews, chairperson of the Department of Teacher Education at Michigan State University.

THE FACTS

→ **Racial discrimination is illegal in America.**

In the Civil Rights Act of 1964, the government rejected racial discrimination and made it illegal in all public aspects of our lives. Likewise, the civil rights movement affirmed that prejudice has no place in American life. There are racists in America, as in all other countries, but the vast majority of Americans we work and worship with, live and learn alongside, embrace the equal rights and dignity of all. There is not evidence to suggest that our social order is oppressive and dangerous. CRT improperly focuses on completely overhauling our social order as a cure to any individual racism that still exists in America instead of the recognizing the individual factors—and solutions—involved.

2 Race Drives Beliefs and Behaviors

Critical race theory proponents say American culture is a conspiracy to perpetuate white supremacy by imposing white concepts on people of other races.

Thus, members of minority groups must reject habits and ideas practiced by other cultures, even if the activities promote community cohesion and individual well-being. CRT champions curricula and diversity, equity, and inclusion (DEI) programs that separate individuals by race, or teach that concepts such as being on time, hard work, and literacy are products of white values, and should be rejected by minorities.

CRT AT WORK

- “[M]any Latinos naturally view information about time more generally and simply cannot see the judicial system’s need for specificity and exactitude,” says Maria Ontiveros in “Critical Race Feminism” (p. 223).

THE FACTS

- **To accuse American culture of being a front for white culture, as CRT does, is an insult to Americans of all ethnicities and backgrounds who have flourished in America and contributed significantly.**

American culture is based on a timeless understanding of rights rooted in the inherent value and nature of the human race. People of all colors and national backgrounds come here and flourish because our culture embraces common humanity and dignity. In fact, throughout our history black Americans have worked, sacrificed, and built institutions that have had an enormous impact on American culture. These efforts represent the American way, just as the Civil Rights Act fulfilled America's promises of freedom and opportunity to people of every race and ethnicity.

3 White Privilege

Because critical race theorists see American culture as cementing white supremacy, they say that **white people are born with unearned privilege** that other Americans are denied. This produces a “whiteness premium” that prevents working-class whites from collaborating with working-class blacks to change the economic system. Reflecting its Marxist origins, CRT asserts that to achieve the unification of the working class, whites must recognize their white privilege and renounce it. Any curricula or diversity, equity, and inclusion (DEI) program that compels students or employees to accept their white privilege and/or work to abandon it are part of CRT.

CRT AT WORK

- As Derrick Bell writes in “Race, Racism and American Law,” segregation “represented an economic-political compromise between the elite and working-class whites [that] gave to the poor the sense of superiority, while retaining the substance for the rich.”

THE FACTS

- **Individual choices and decisions have a greater impact on our happiness, well-being, and success than any other factor.**

Social science research finds that once family characteristics are accounted for, racial differences in life outcomes are significantly diminished. Children from intact families are less likely to spend time in prison or face poverty than children from non-intact families. Nearly all black millennial Americans who finish high school, get a job, and get married before they have children avoid poverty, putting middle class status or above within reach. Growing up in an intact family is the best advantage we can give children of any race or background. The vast majority of Americans of all colors do not want to overthrow the American system because they see it allows them to flourish.

4 The System Won't Allow Non-Whites to Succeed, So Meritocracy Is a Myth

Critical race theory teaches that whites have rigged the system, so the criteria used to measure merit and success in school or the workplace are not objective, but are designed to keep white individuals on top. Hiring metrics and workplace benchmarks, such as punctuality and logical thinking, need to be eliminated if non-whites are to succeed. Any curriculum or training program that says color blindness is a myth and advocates for eliminating standard measurements of success, including standardized testing for university admissions for reasons of racial equity, are part of CRT.

CRT AT WORK

- “In short, merit serves as the phony pennant of color-blindness, used as justification for opposition to affirmative action,” claims Derrick Bell in “Popular Democracy.”

THE FACTS

→ **The path to success is well known—and it's not based on skin color.**

Academic standards aren't holding our children back—our failing public schools are. A growing body of rigorous research shows that having and taking advantage of school choice policies that let parents opt out of failing schools and choose the best education for their child lead to better academic results and higher graduation rates. School choice also improves student and family satisfaction, allowing families to choose learning environments that reflect their values and individual aspirations. Families, school board members, and policymakers should not allow education officials to compel teachers or students to affirm or believe CRT's racially discriminatory ideas. Success benchmarks and color-blind criteria for education and employment will lead to less discrimination, not more.

5 Equity Replaces Equality

“Equity” sounds like “equality,” but under critical race theory, it has become its functional opposite. “Equality” means equal treatment of all Americans under the law. CRT’s “equity” demands race-based discrimination. Because systemic racism has produced disparities between the races and because the system will only deepen these disparities by rewarding the “wrong” criteria, government must treat individual Americans unequally according to skin color to forcibly produce equal outcomes. Advocating equity over equality is part of CRT.

CRT AT WORK

- “Equitable treatment means we all end up in the same place,” says Vice President Kamala Harris.

THE FACTS

→ **Equal opportunity doesn't produce equal outcomes.**

If two people are given the same opportunity, but only one takes advantage of it, they will naturally have different outcomes. The only way government can try to produce equal outcomes for them is by taking away the result from the first person, or unfairly giving the unearned benefit to the second. Attempts by government officials to take the fruits of your achievements and give them to those who did not earn it will hurt those whose rewards are diminished as well the intended beneficiaries. This betrays the idea that the American dream belongs to all of us, and everyone should have the same opportunity to pursue success.

HOW TO STOP
**CRITICAL
RACE
THEORY**



1 Find Out What Your Schools Teach

Submit a FOIA request to gain access to public documents, including school board and school district materials. If requested, the government is required to hand over the records via open records laws and sunshine laws.

LEARN MORE:

→ <https://bit.ly/3zclRtZ>

2 Speak to Your Child's Teacher and Principal

Share with them Heritage's analysis showing that treating students in the manners described in this booklet violates several statutes, including Title VI of the Civil Rights Act of 1964 and the 14th Amendment.

LEARN MORE:

→ heritage.org/crt

3 Engage With Your Local School Board

More than 14,000 school boards and 100,000 school board members across the country determine the shape and content of curriculum in their school districts, holding the key to how these various issues are addressed in American classrooms.

- Identify local school board meetings to attend throughout the year (these typically occur monthly during the school year).
- Stay abreast of board activities by reading meeting minutes (usually posted online after the meeting).
- Locate school district budget documents and draft questions about spending on CRT/DEI-related activities, training, and personnel.
- Look up the local school board's mission statement and become familiar with assigned textbooks.
- Become involved in the school's Parent Teacher Association/Organization (PTA/PTO).
- Set up a parent group on Facebook or other social media for families in the local school community.

4 Become a Whistleblower

You can submit documentation of CRT training at your school or workplace to:

- Parents Defending Education
defendinged.org
- Activist Christopher Rufo
christopherrufo.com
- The Daily Signal
letters@dailysignal.com

5 Become a Heritage Action Sentinel Today

Grassroots activists are leading the charge to stop critical race theory and ensure school curriculums uphold the intrinsic equality of all humans. Heritage Action created the Sentinel program to connect, equip, and support grassroots activists. Heritage Action is organizing efforts to reject CRT and push for legislation to ban it from schools and government.

LEARN MORE:

- Join with 20,000 like-minded Sentinels at HeritageAction.com/Sentinel

Building
an America
where freedom,
opportunity,
prosperity,
and civil society
flourish.



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