

All Receive - Agenda Item # 5
For the Information of the: CITY/
SCHOOLS COMMITTEE
Date: 10/26/21 CA X
CC X CM X ACM X
DCM (3) X

From: [Catherine Tierney](#)
To: [City Clerk](#)
Subject: Diversity:
Date: Monday, October 25, 2021 7:35:14 PM

Go back to school and learn about our Constitution.....our American school children do not know beans about America.....read the Declaration of Independence/United States Constitution/Bill of Rights/George Washington/Frederick Douglas/Benjamin Franklin, etc., etc., etc.

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From: [Sidney](#)
To: [City Clerk](#)
Subject: CRT
Date: Tuesday, October 26, 2021 8:40:45 AM

As a retired teacher of 35 years, I oppose CRT being taught in our schools. It is a divisive, anti - American ideology. Martin Luther King would have considered it racist.

Pat Shankland
Carlsbad Resident

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From: [Ann Avery](#)
To: boardoftrustees@carlsbadusd.net
Cc: [City Clerk](#)
Subject: School education - Critical Race Theory
Date: Monday, October 25, 2021 8:19:49 PM

Greetings ,

I understand there will be a discussion tomorrow about Critical Race Theory being included in our students curriculum- I do not want this political slant taught to our students .

Please consider my request - just another American against the politicalization of our education .

Thank you - Ann Avery

Sent from my iPhone

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From: [Paula Yokoyama](#)
To: [City Clerk](#)
Subject: Agenda item 5
Date: Monday, October 25, 2021 8:32:22 PM

I am totally against Critical Race Theory being taught in our schools. Paula Yokoyama , 7941 Grado El Tupelo, Carlsbad, CA 92009.

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From: [Lana Black](#)
To: [Kaylin McCauley](#); [City Clerk](#); boardoftrustees@carlsbadusd.net
Subject: AMERICAN PEOPLE DO NOT WANT Diversity, Equity & Inclusion Initiatives in our children's schools!
Date: Monday, October 25, 2021 9:02:02 PM

AMERICAN PEOPLE DO NOT WANT Diversity, Equity & Inclusion Initiatives in our children's schools!

There is **NOTHING** unifying, inclusive, fair, just, or otherwise beneficial in any aspect of the proposed "DIVERSITY, EQUITY & INCLUSION" initiative.

It is UNFAIR!!!

It is DIVISIVE!!!

It is ANTI-AMERICAN!!!

It is MARXIST!!!

I am an AMERICAN

I am a CITIZEN of the United States of America

I am a CALIFORNIA RESIDENT

I am a CARLSBAD RESIDENT and PROPERTY OWNER and TAXPAYER

I am a PARENT

I am a GRANDPARENT

And, I am VERY CONCERNED ABOUT your destructive ideology destroying my children's and grandchildren's future!!!

I OPPOSE to this divisive, anti-American ideology!!!

American People

DO NOT want it in our schools,

DO NOT want it in our community,

DO NOT want it anywhere near our children's lives

You owe to the parents, grandparents and all residents of Carlsbad community to LISTEN TO OUR VOICES AND FRUSTRATION AND UNDERSTAND!

Lana Black

(650) 703-7733

Resident of Carlsbad, CA

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All Receive - Agenda Item #_____
For the Information of the:
CITY COUNCIL
Date:____ CA____ CC____
CM____ ACM____ DCM (3)

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From: [JC](#)
To: [City Clerk](#)
Subject: Agenda item 5
Date: Monday, October 25, 2021 11:17:23 PM

I am opposed to diversity and equity being taught to our children in the schools.
Thank you, JC mishler

Sent from my iPhone

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From: [nancy white](#)
To: [City Clerk](#); boardoftrustees@carlsbadusd.net
Subject: Diversity Equity and Inclusion
Date: Tuesday, October 26, 2021 5:50:07 AM

We ***do not want*** this subject in our curriculum for schools. Our children need education not indoctrination.

We live in a community where inclusion is already the norm.

Stand against Critical race theory.

Nancy White
Carlsbad

[Sent from Yahoo Mail on Android](#)

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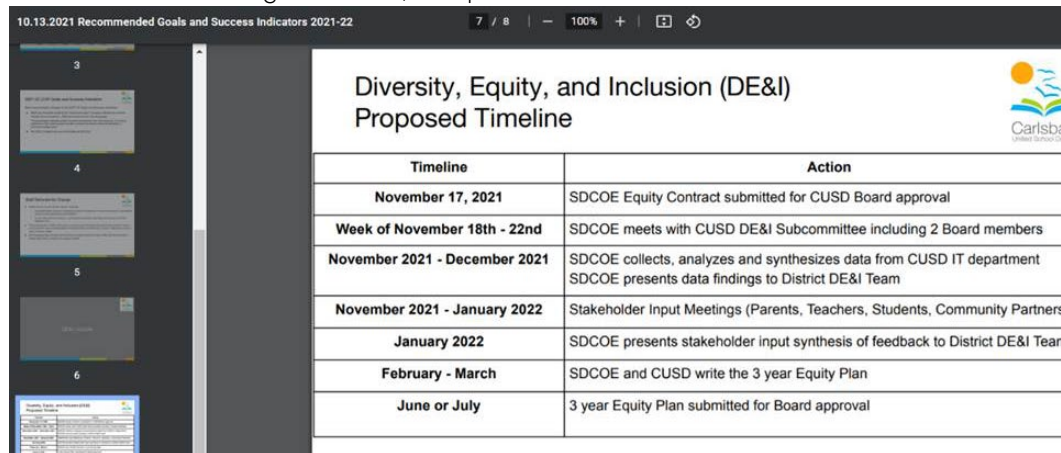
From: [Kaylin McCauley](#)
To: [Faviola Medina](#)
Subject: FW: Carlsbad City Council and Carlsbad USD joint meeting October 26, 2021; Agenda V: Diversity, Equity & Inclusion Initiatives
Date: Tuesday, October 26, 2021 9:15:12 AM
Attachments: [image022.png](#)

From: kelly.leberthon12@gmail.com <kelly.leberthon12@gmail.com>
Sent: Monday, October 25, 2021 4:33 PM
To: Kaylin McCauley <kaylin.mccauley@carlsbadca.gov>
Subject: Carlsbad City Council and Carlsbad USD joint meeting October 26, 2021; Agenda V: Diversity, Equity & Inclusion Initiatives

Carlsbad City Council and Carlsbad USD joint meeting October 26, 2021

"Agenda V: Diversity, Equity & Inclusion Initiatives - Receive a report on city and school district initiatives related to diversity, equity and inclusion for discussion."

Carlsbad USD is training in Diversity, Equity & Inclusion (DE&I). Here is a screenshot from Carlsbad Unified School District Board of Trustees meeting October 13, 2021 presentation on "Goals and Success Indicators 2021-22"



Timeline	Action
November 17, 2021	SDCOE Equity Contract submitted for CUSD Board approval
Week of November 18th - 22nd	SDCOE meets with CUSD DE&I Subcommittee including 2 Board members
November 2021 - December 2021	SDCOE collects, analyzes and synthesizes data from CUSD IT department SDCOE presents data findings to District DE&I Team
November 2021 - January 2022	Stakeholder Input Meetings (Parents, Teachers, Students, Community Partners)
January 2022	SDCOE presents stakeholder input synthesis of feedback to District DE&I Team
February - March	SDCOE and CUSD write the 3 year Equity Plan
June or July	3 year Equity Plan submitted for Board approval

[https://cusd-](https://cusd-ca.schoolloop.com/file/1514016722943/1218679748465/1968843968201119619.pdf)

[ca.schoolloop.com/file/1514016722943/1218679748465/1968843968201119619.pdf](https://cusd-ca.schoolloop.com/file/1514016722943/1218679748465/1968843968201119619.pdf)

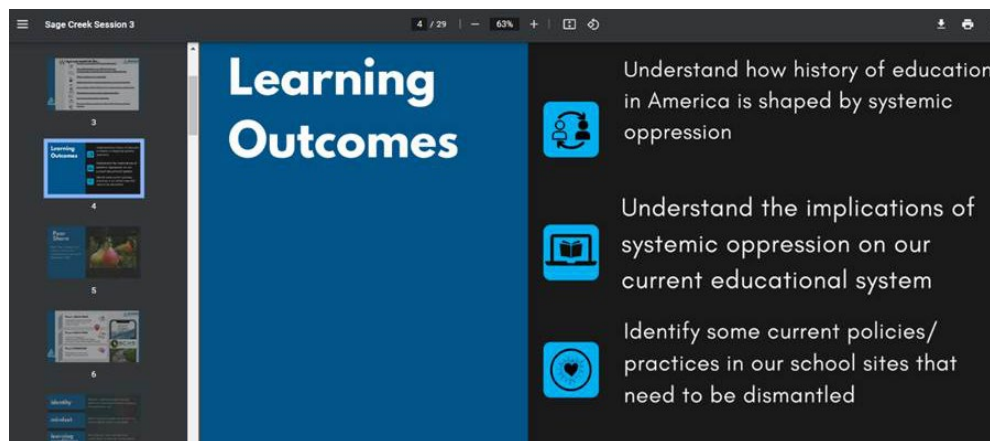
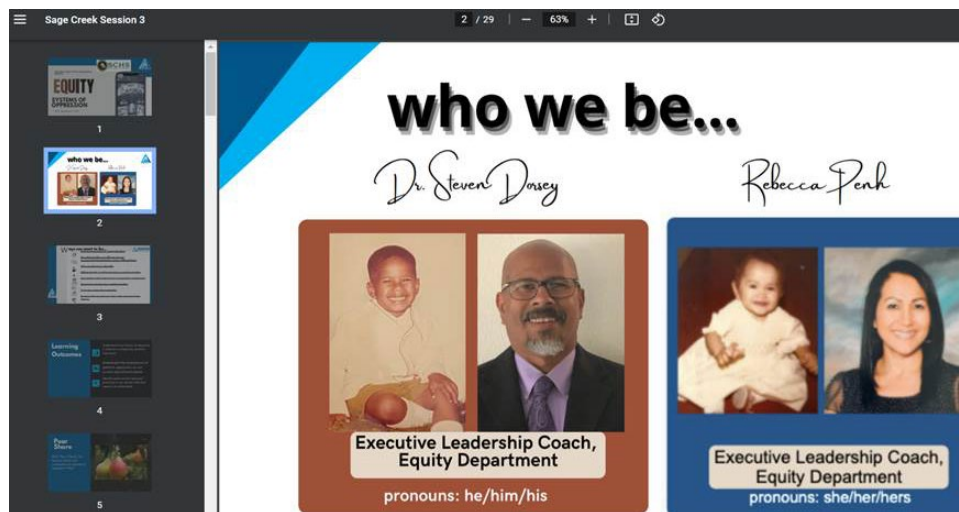
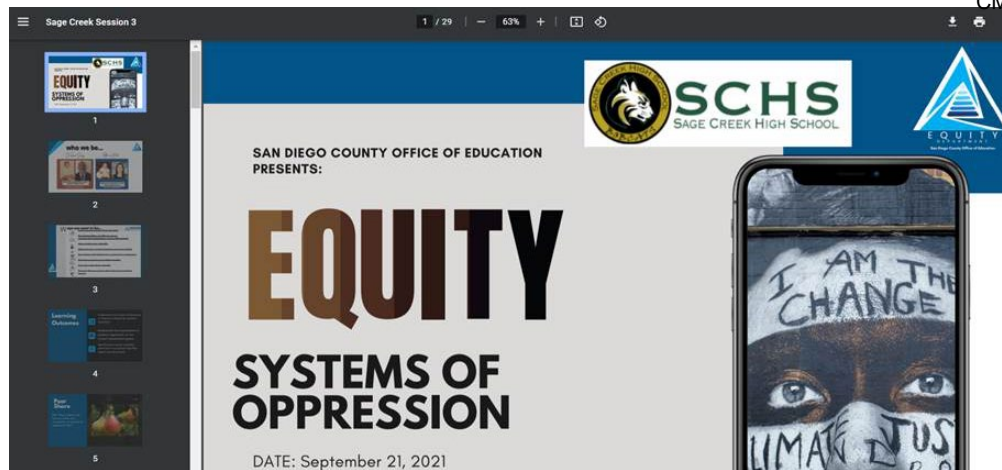
Council, Trustees, parents and citizens must come to realize that Diversity, Equity & Inclusion is a Critical Race Theory/CRT trojan horse used to usher in racist, divisive, anti-Christian and anti-American ideas NOT meant to educate our children, but to indoctrinate them into believing hateful things about their country being 'systemically racist' and believing hateful things about themselves based on immutable characteristics like their own skin color – racist by definition. Our schools need to return to educating our children in reading, math, science and civics and NOT usurping the rightful duties of parents to form their own children.

Additionally, Equity training in businesses, government and the military is equally reprehensible, destructive, divisive and racist. A recent example is the US military brass' focus on Critical Race Theory (CRT) and 'white rage' rather than a successful extraction from Afghanistan, losing the lives of 13 servicemembers in Kabul, leaving behind American citizens and the takeover of the country by the Taliban. <https://www.breitbart.com/politics/2021/06/24/top-u-s-military-officers-defense-of-critical-race-theory-to-understand-white-rage-stokes-controversy/>

This is the **Equity Training material** used in the September 21, 2021 Equity training at **Sage Creek High School in Carlsbad**.

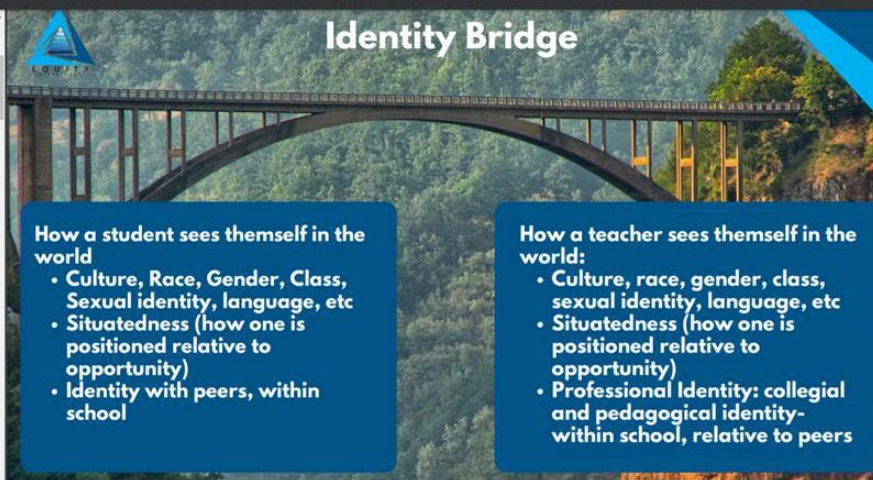
<file:///C:/Users/Owner/Documents/Political/Carlsbad%20Unified%20School%20District/SDCOE/Sage%20Creek%20Session%203.pdf>

Here are some slides from the Equity presentation at Sage Creek HS:



Sage Creek Session 3 8 / 29 63%

Identity Bridge



How a student sees themselves in the world

- Culture, Race, Gender, Class, Sexual identity, language, etc
- Situatedness (how one is positioned relative to opportunity)
- Identity with peers, within school

How a teacher sees themselves in the world:

- Culture, race, gender, class, sexual identity, language, etc
- Situatedness (how one is positioned relative to opportunity)
- Professional Identity: collegial and pedagogical identity- within school, relative to peers

Sage Creek Session 3 11 / 29 63%


Systemic Oppression

Exists at the level of institutions (harmful policies and practices) and across structures (education, health, criminal justice, etc.) that are interconnected and reinforcing over time.



Sage Creek Session 3 12 / 29 63%

Lens of Systemic Oppression



INDIVIDUAL

A person's beliefs & actions that serve to perpetuate oppression

- conscious and unconscious
- externalized and internalized

INTERPERSONAL

The interactions between people —both within and across difference

SYSTEMIC

INSTITUTIONAL

Policies and practices at the organization (or "sector") level that perpetuate oppression

STRUCTURAL

How these effects interact and accumulate across institutions —and across history

The Lens of Systemic Oppression assumes that:

- All negative forms of prejudice and/or bias are learned and therefore can be unlearned.
- Oppression and injustice are human creations and phenomena and therefore can be undone.
- Systemic oppression exists at the level of institutions (harmful policies and practices) and across structures (education, health, transportation, economy, etc) that are interconnected and reinforcing over time.
- Oppression and systematic mistreatment (such as racism, classism, sexism, or homophobia) is more than just the sum of individual prejudices.
- Systemic oppression is systematic and has historical antecedents; it is the intentional disadvantaging of groups of people based on their identity while advantaging members of the dominant group (gender, race, class, sexual orientation, language, etc.).
- Systemic oppression manifests in economic, social, political and cultural systems.
- Systemic oppression and its effects can be undone through recognition of inequitable patterns and intentional action to interrupt inequity and create more democratic processes and systems supported by multi-ethnic, multi-cultural, multi-lingual alliances and partnerships.
- Discussing and addressing oppression and bias will usually be accompanied by strong emotions.

Sage Creek Session 3 14 / 29 63%

Some phenomena playing out at each level

INDIVIDUAL	INTERPERSONAL	INSTITUTIONAL	STRUCTURAL
<ul style="list-style-type: none"> Identity and difference Individual advantage and disadvantage Explicit bias Implicit bias Stereotype threat Internalized oppression 	<ul style="list-style-type: none"> Reproductive discourse ("Discourse 1") Microaggressions Racist interactions Transferred oppression 	<ul style="list-style-type: none"> Biased policies and practices (e.g. in hiring, teaching, discipline, parent-family engagement) Disproportional (e.g. racialized) outcomes and experiences 	<ul style="list-style-type: none"> Systems of advantage and disadvantage Opportunity structures Societal history of oppressive practices and policies

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Sage Creek Session 3 15 / 29 63%




"Every system is perfectly designed to get the results it gets" -Deming

Individual biases get institutionalized through collective processes, practices, decisions, and policies

- Disciplinary (zero tolerance)
- Acceptance into GATE
- Placement in Special Education
- Practices in family engagement
- A-G, AP, and Honors Access
- LGBTQ student restroom/locker room usage

Sage Creek Session 3 24 / 29 63%

THE TALE OF THE SPIDER-LESS WEB



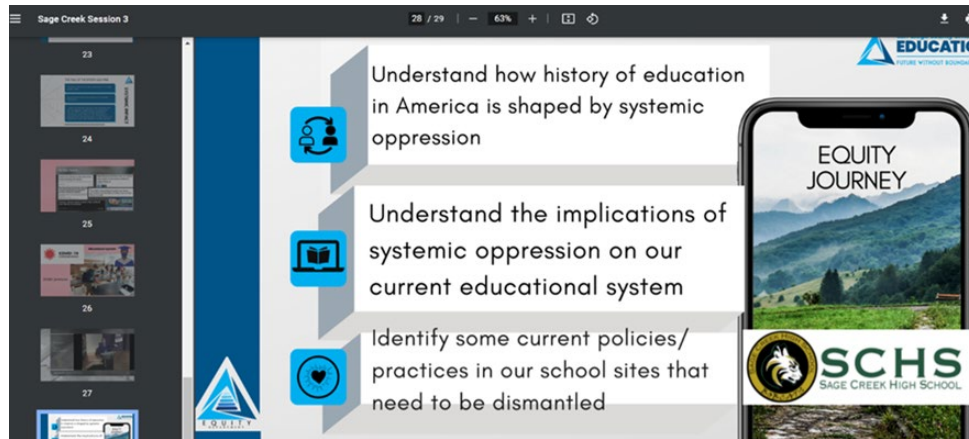
If systemic bias can be compared to a large spider web,

and structural bias the sections of the web that touch...

...then institutional racism is the threads that run throughout, experts say. It is bias that occurs within social and governmental institutions and refers to the blocking of people from the distribution of resources in a systematic way that benefits certain groups.

ABC News Resource. What do terms like systemic racism, microaggression and white fragility mean?

SYSTEMIC IMPACT



Our community must come together to abolish this racist indoctrination of our children and support a return to educating our children to academically compete w/ other states and countries, to end the race to the bottom and return to merit based hiring practices and awards.

Currently, **the scheduled Equity trainings for Carlsbad Unified School District are Nov. 3, 2021; Jan. 26, 2022; Feb. 23, 2022; Mar. 30, 2022; April 27, 2022; and May 18, 2022.**

I encourage all council members and all trustees to end this destructive, divisive and racist Equity Training in the schools and in the government. Rather, together, let's #AimForExcellence.

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