

From: [Stephanie Wells](#)
To: [Kaylin McCauley](#)
Subject: Agenda #5 Diversity, Equity & Inclusion Initiatives
Date: Tuesday, October 26, 2021 12:04:45 PM

Hello,

I support the city and school district initiatives related to diversity, equity and inclusion. By including DEI into your every day teaching ensures that students are NOT left behind. It allows for intervention programs rather than a one size fits all lesson plan.

Thank you for also teaching history and the dark history of America that ALSO highlights how we overcame and will continue to work towards a better union. I think the people who oppose history lessons (they call it CRT) are forgetting about the amazing Americans who fought and continue to fight against the racist systems in our society.

We must know where we were, how we overcame, and how we can improve as global citizens. Thank you for teaching our students about being accepting of others.

Definitions for those that seem to have this policy confused.

Diversity, equity and inclusion (DEI) is a term used to describe programs and policies that encourage representation and participation of diverse groups of people, including people of different genders, races and ethnicities, abilities and disabilities, religions, cultures, ages, and sexual orientations and people with diverse backgrounds, experiences, and skills and expertise.

Critical race theory (CRT) is a body of legal scholarship and an academic movement of **US civil-rights scholars and activists who seek to examine** the intersection of race and US law and to challenge mainstream American liberal approaches to racial justice.

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Thank you,

Stephanie Wells

92008

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From: [Chih-Wu Chang](#)
To: [Kaylin McCauley](#)
Subject: Agenda Item #5
Date: Tuesday, October 26, 2021 12:59:12 PM

As a Carlsbad resident in D2, I am writing in support of DEI initiatives.

First, I want to clarify that DEI and Critical Race Theory are NOT the same. It is a misguided attempt in trying to lump them together.

Second, based on the latest census data, our demographics are changing across the country and Carlsbad. There is an increasing number of BIPOC. And we are either immigrants or children of immigrants. It is time to ensure our society is more inclusive instead of dividing us between whites and BIPOC.

DEI is about teaching the beauty of American culture and the diversity it brings. Hopefully, encourage acceptance among students. Teaching DEI will unite us instead of dividing us among different races.

Thank you.

Chih-Wu Chang, MSc, MBA, PMP®
he/him/his
Be safe and healthy

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From: [City Clerk](#)
To: [Kaylin McCauley](#)
Subject: FW: agenda item 5 -CRT in schools
Date: Tuesday, October 26, 2021 1:43:51 PM



Hector Gomez
Deputy City Clerk
City of Carlsbad
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760-434-5021 | hector.gomez@carlsbadca.gov

From: Jennifer Bray <jbrayhomes@gmail.com>
Sent: Tuesday, October 26, 2021 1:00 PM
To: City Clerk <Clerk@carlsbadca.gov>; boardoftrustees@carlsbadusd.net
Cc: Jennifer Bray <jbrayhomes@gmail.com>
Subject: agenda item 5 -CRT in schools

Hello all,

Thank you for the opportunity to voice my opposition for incorporating CRT into our schools. I am a minority, 2nd generation American citizen, I firmly oppose the CRT teaching and how it projects victimhood as minorities. The generations of my family came to the United States legally and worked their way through our American systems, never were we victims but Americans, grateful for the freedom we experience in this country versus where my grandparents were born.

We need a different focus, not one based on the color of our skin but the content of our character. One thing I have admired about CUSD, and the school our kids attend, is the focus on the character of a person. In my opinion, this is how we will overcome racism, bullying, etc in our schools. If CRT comes into CUSD, I might be left with no choice, but to pull my kids from public school. I am sure other parents feel the same way and hope you will take this into consideration as you discuss CRT.

Also, a friend sent me this video on CRT and the opposite effect it can have. If you are going to consider CRT, I trust you will also be objective and look at different opinions and approaches to race.

https://www.prageru.com/video/what-is-critical-race-theory?gclid=CjwKCAjwzt6LBhBeEiwAbPGOGdyW0-aHNWDX9UjPCdHeh5jO07iyDFIW5ntPVmp3i2T7pcm1wd1rfRoC8KUQAvD_BwE

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From: [Lindsey Zimmer](#)
To: [Kaylin McCauley](#)
Subject: Agenda Item #4 and Agenda Item #5
Date: Tuesday, October 26, 2021 2:08:22 PM

Dear Carlsbad City/Schools Committee Members,

Thank you for meeting and for your efforts to keep our children safe while walking the fine line of preserving the rights of the families and children in your districts.

Agenda item #4: With regards to COVID-19 positive cases and comparing the YOY numbers, how do you factor in the difference between last year's access to testing and this year's? For example, as the majority of cases in children under 12 are mild, I am of the opinion that the issue seems escalated as compared to last year in part because more people are being tested (whereas they did not get tested last year while at home with mild symptoms). Perhaps you have a perspective of how that is taken into account from a mathematical perspective, to combat the possible data bias of comparing apples to oranges. I am emphasizing that, yes, the cases this year are real, but the delta between this year and last year may create a false narrative.

Additionally, with Agenda Item #5, how do you combat the possibility of re-enforcing race division or inadvertently teaching shame and disempowerment? It is very possible that Diversity, Equity, and Inclusion is a haven for CRT proponents who may want to harm our children based on the color of their skin. Diversity, Equity, and Inclusion are important. Guarding against the racism of CRT is also important. What strategies do you have in place?

Thank you for reading my email and for thinking about these questions to build our community to be even better, safer, and more growth-oriented for our youth.

Sincerely,

Lindsey Zimmer

"If you believe it is there you are more likely to find it."

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