

## Framework

### Student/Parent

- **Speaking out against Critical Theory**
  - Was the student disciplined for speaking out against Critical Theory or related concepts? If so, what did the student say? What was the disciplinary action? What effect did the student's speech have at school?
  - Has school administration or teachers forced or coerced the student to affirm certain ideas associated with Critical Theory? E.g., pledge to be an anti-racist; pledge to deconstruct white privilege; pledge to deconstruct oppression.
- **Training, teaching, and or curriculum concerning Critical Theory**
  - Who conducted the training/taught the curriculum?
  - Did the training/teaching/curriculum separate students on the basis of race, sex, or religion?
  - Did the training/teaching/curriculum demean or disparage any race, sex, or religion? If so, repeatedly?
  - Did the training/teaching/curriculum refer to certain races, sexes, and religions as either oppressed or oppressors? If so, repeatedly?
  - Were students forced or coerced to disclose so-called oppressive or oppressed identities? E.g., "I am a white, Christian, heterosexual male;" "I am an oppressed [color/ethnicity/race] person."
  - Were students forced or coerced to disclose private information about themselves? Their parents?
  - Do you have materials from these trainings/teachings?
  - What has been the lasting effect of the training/teaching/curriculum? Has the school adopted policies or practices that implement any of the training's/teachings/curriculum's segregation or disparagement of certain races, sexes, and religions?
  - What has been the effect of the training/teaching/curriculum on the student?

- Has it altered the educational environment? If so, how?
- Have students been threatened with discipline if they contravene objectionable tenets of the training/teaching/curriculum?
- Is the student reluctant to go to school because of the training/teaching/curriculum?
- Have the student's grades dropped?
- Does the student have mental health or other personal issues because of the training/teaching/curriculum?

- **School environment**

- Do school administrators or teachers denigrate or favor certain races, sexes, or religions? If so, how?
- Has the school administration or teachers created race-, ethnic-, religious-, or sex-based “affinity groups” or “safe spaces”? Do those groups operate to the exclusion of others? Are students forced or coerced to participate in such groups?
- Do administrators, teachers, or other students denigrate or favor certain races, sexes, or religions? If so, how? Do they make repeated, hostile comments on the basis of race, sex, or religion? Do they treat you differently because of your race, sex, or religion?
- Do administrators or teachers require students to participate in workshops or conversations in which they must admit they are racist, oppressed/oppressor, or must deconstruct their privileges?
- Have administrators removed materials from the library or curriculum because it contravenes the tenets of Critical Theory or related concepts? What are those materials?
- How has the differential treatment of the basis of race, sex, or religion negatively affected you? Has it stopped you from going to school? Has it inhibited your schoolwork? Has it caused mental health or other personal problems?
- Have you informed your teachers or school administrators of any of the above issues? What was the reaction of your teachers or school administrators?

## Teacher/Administrator

- **Speaking out against Critical Theory**
  - Is the teacher facing disciplinary action for speaking out against Critical Theory or related concepts? If so, what did the teacher say? What is the disciplinary action?
  - Has school administration forced or coerced the teacher/administrator to affirm certain ideas related to Critical Theory? E.g., pledge to be an anti-racist; pledge to deconstruct white privilege; pledge to deconstruct oppression.
- **Training concerning Critical Theory**
  - Who conducted the training?
  - Did the training separate attendees on the basis of race, sex, or religion?
  - Did the training demean or disparage any race, sex, or religion? If so, what was said? If so, repeatedly?
  - Did the training refer to certain races, sexes, and religions as either oppressed or oppressors? If so, repeatedly?
  - Were trainees forced or coerced to disclose so-called oppressive or oppressed identities? E.g. “I am a white, Christian, heterosexual male;” “I am an oppressed [color/ethnicity/race] person.”
  - Do you have materials from these trainings?
  - What has been the lasting effect of the training?
    - Has the school adopted policies or practices that implement any of the training’s segregation or disparagement of certain races, sexes, and religions?
    - What has been the effect of the training on you as a teacher/administrator?
    - Has it altered the work environment? How?
    - Have employees been threatened with discipline if they contravene objectionable tenets of the training?

- **Work environment**

- Do school administrators denigrate or favor certain races, sexes, or religions? If so, how?
- Has the school district or school created race-, ethnic-, religious-, or sex-based “affinity groups” or “safe spaces”? Do those groups operate to the exclusion of others?
- Do colleagues denigrate or favor certain races, sexes, or religions? If so, how? Do they make repeated, hostile comments on the basis of race, sex, or religion? Do they treat you differently because of your race, sex, or religion?
- How has the differential treatment of the basis of race, sex, or religion negatively affected you? Has it stopped you from going to work? Has it inhibited your work performance? Has it caused mental health or other personal problems?
- Have you informed your supervisor(s) of any of the above issues? What was the reaction of your supervisor(s)?