

Dear Representatives Arthur, Grendell, and Wiggam:

I am a proponent of HB 327.

I am writing this as witness to Critical Race Theory (CRT) being used in Beachwood City Schools.

Professional Development Sessions (students and staff):

1. The [Point Made Learning](#) module was used during the school year 2020/2021. At one point we learned that "all white people are inherently racist."
2. We were asked "who has the most power?" They were looking for the answer the white man. When I said a different answer, they questioned my reasoning and tried to persuade me that I was wrong.
3. A full day was spent discussing bias, white privilege, micro-aggressions, and systemic racism using the book [Biased](#) by Jennifer L Eberhardt, Pd.D. The morning was spent with Dr. Eberhardt, discussing bias in policing. The afternoon was spent discussing micro-aggressions, systemic racism, and privilege. At one point we were told that using the pronouns *he and she* might be offensive to people. In addition, addressing an audience with *ladies and gentlemen* was no longer appropriate. We completed a privilege activity to identify our privilege.

Teachers have used the following books in their teaching (what I have witnessed):

Stamped for Kids by Sonja Cherry-Paul, Jason Reynolds, Ibram X Kendi

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Pride by Rob Sanders

The Hate U Give by Angie Thomas

Just Mercy by Bryan Stevenson

Hiring Practices:

In order to be hired in Beachwood you have to be "Culturally Competent."

What exactly does this mean?

Student Discipline:

Restorative Practice is the term used now. One teacher describes students being able to "tell teachers off without consequences."

Educational Equity:

The school is hiding CRT under the term *educational equity*. At the [district's website](#) materials are suggested for parents, teachers, and students to explain racism, implicit bias, inclusivity, and racial disparity to children and to confront racism in their own lives. Teachers are rewriting curriculum to fit this narrative. Interesting fact, a book about Ben Carson was prohibited because, according to the director of equity, 'he does not represent the Black community.' At the opening day convocation this past year, Black students informed

teachers that we were systemically racist and how this 'MUST' change. Who is coaching these kids?

The biggest issue with ALL of this is that all of the resources and recommendations are about victimization, oppression, and radical. Beachwood's community-parents, children, staff, and teachers are learning to hate this country instead of embracing its history and uplifting every American. If someone questions any of these practices, you are called a conspiracist or even worse a racist. Wouldn't it be in everyone's best interest to present both sides and have an honest debate? For every title we are recommended to read, there is a title that counters. When asked to read *White Fragility* by Robin DeAngelo for instance, shouldn't we also read *White Guilt* by Shelby Steele? [1776 unites](#) has excellent titles about uplifting Americans. I have yet to see any of these titles recommended on Beachwood's [educational equity/anti-racism](#) page.

One final thought, I once asked a Black teacher if he has ever read anything by Thomas Sowell? His response was 'who is Thomas Sowell?' This same teacher had his door decorated with the term *1619 Project* for Black History Month. Maybe I am biased but Thomas Sowell is one of the greatest thinkers of our time. As a Black American that has achieved greatness, he could be a Black voice our district identifies with.

In conclusion, I am writing this in anonymity. I cannot give my name because of potential backlash from my employer, Beachwood City Schools.

Kind regards,

Beachwood Teacher