

minority groups at different times, in response to different needs such as the labor market"¹;

5. The "voice-of-color" thesis, according to which merely "minority status ... brings with it a presumed competence to speak about race and racism"², a concept often used to discredit opposing arguments on the basis of the opposing person's race;

FURTHERMORE, the following doctrines derived from Critical Race Theory cannot be taught:

- a. An individual, by virtue of his or her race or sex, is inherently racist or sexist, whether consciously or unconsciously.
- b. Individuals are either a member of the oppressor class or the oppressed class because of race or sex.
- c. An individual is inherently morally or otherwise inferior to another individual because of race or sex.
- d. An individual should be discriminated against or receive adverse treatment due to the individual's race or sex, or an individual should receive favorable treatment due to the individual's race or sex.
- e. An individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past or present by other members of the same race or sex.
- f. An individual should feel discomfort, guilt, anguish or any other form of psychological distress on account of his or her race or sex.
- g. Meritocracy or traits such as a hard work ethic or the scientific method are racist or sexist and were created by members of a particular race to oppress members of another race.
- h. The advent of slavery in every territory that is now the United States constituted the true founding of the United States, or the preservation of slavery was a material motive for independence from England.

Notwithstanding the above restrictions, social science courses can include instruction about Critical Race Theory provided that such instruction plays only a subordinate role in the overall course and provided further that such instruction focuses on the flaws in Critical Race Theory.

ADOPTED this 13th day of December, 2022, on motion of Trustee #####, seconded by Trustee #####, on the following roll call vote:

¹ Richard Delgado, Jean Stefancic, and Angela Harris, *Critical Race Theory*, 3rd edition (New York: NYU Press, 2017), 10.

² Delgado, Stefancic, and Harris, 11.

