



FAIR Montclair &lt;montclair@fairforall.org&gt;

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## Public Records Request

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Wed, Mar 27, 2024 at 9:39 AM

To: Christina Hunt &lt;chunt@montclair.k12.nj.us&gt;, Shareakah Hopson &lt;shopson@montclair.k12.nj.us&gt;

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Hello,

We are following up to request an update on the status of the District's response to FAIR's July 11, 2023 OPRA request regarding the District's "Undoing Racism" training. We followed up with emails of October 23, December 18, and February 14, and provided links to studies showing that the type of diversity training the District employs is not effective and often backfires. We would like to make you aware of another review--published in February 2024, attached to this email, and available at the link below--showing that the effect of this type of training is opposite from its stated intention. This survey of various studies concludes that such instruction "has been shown to increase prejudice and activate bigotry among participants by bringing existing stereotypes to the top of their minds or by implanting new biases they had not previously held."

<https://aristotlefoundation.org/reality-check/what-dei-research-concludes-about-diversity-training-it-is-divisive-counter-productive-and-unnecessary/>

We are also concerned that this training may violate Title VI in that it promotes animus and resentment toward groups it deems "privileged" and legitimizes discrimination on the basis of identity characteristics. We have heard reports that one group of devoted white teachers in Montclair was brought to tears after being accused of racism during the District's training. Indeed, similar training elsewhere has devolved into simple expressions of resentment and animus toward groups deemed "privileged." For example, we are aware of a training in South Orange that opened with the assertion that "All white people are racist." The links below provide similar examples: a Toronto educator who committed suicide after being ostracized and falsely denounced as racist during a "diversity" training; an author who conducts training at UCSF on "Understanding the Roots of Racism and Bias: Anti-Blackness, and Its Links to Whiteness, White Racism, Privilege, and Power," who claimed that "Whites are psychopaths, and their behavior represents an underlying biologically transmittable proclivity with roots deep in their evolutionary history"; and a professor at Penn State who underwent training that included segments on "white privilege" and was informed that "there is a problem with the white race."

<https://www.thefp.com/p/a-racist-smear-a-tarnished-career-suicide>

<https://www.campusreform.org/article/ucsf-black-history-month-speaker-goes-unhinged-racist-rant-whites-psychopaths/24876>

<https://www.fairforall.org/penn-state/>

We have urged the District to reconsider its use of these materials. Our goal is to engage in a civil and productive way in hopes that the District reconsiders its training, and we would consider our requests moot if the District has decided to change. We are also willing to work with the District to identify training that promotes genuine diversity and understanding, some of which is available from FAIR. Please let us know the status of the District's response.

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