

Introduction

Diversity, Equity, Inclusion, and Belonging initiatives (DEI, sometimes now also known as DEIB) have been implemented in nearly every K-12 school across America. These programs sound positive, but often promote one-sided directives and perspectives about social and cultural issues that hinge on divisive instruction, student activities, and district-wide requirements. If you are concerned about the impact of DEI(B) on your child's education, this guide aims to offer first steps for amending or reversing DEI(B) policies in your school or district. First, let's break down the components:

Diversity

In theory, diversity celebrates differences among individuals through our shared values as Americans. However, in practice, the meaning of "diversity" now frequently abandons what people have in common and instead prioritizes identity politics over merit. Rather than uniting students and faculty under common values or educational objectives, diversity initiatives often segregate participants into victim vs. oppressor groups based on race, gender, and other characteristics, fostering division rather than unity.

Example: A classroom activity that separates students by religion and/or skin color, and then requires each student to self-identify whether they are an "oppressor" or "victim" according to tenets rooted in Critical Race Theory (CRT). **DEI(B) justifies an activity like this by citing that it teaches empathy and understanding between privileged and marginalized groups.**

Equity

Equity is not equality. Rather than ensuring fair treatment for all, equity redistributes opportunities and resources along ideologically determined lines—so everyone involved ends up at an equal, low-performing level. This often involves sidestepping individual choices, responsibilities, and merits. Equity, in practice, is rooted in socialism and undermines the very foundation of equal opportunity that education should offer.

Example: Schools remove and/or lower academic standards by abandoning penalties for late homework assignments, merit-based grading policies, and/or consequences for disruptive or unsafe behavior. **DEI(B) claims that when standards are removed and students rank/perform on the same (lower) academic level, they thrive in an inclusive culture of care.**

Inclusion (& Belonging)

Inclusion is marketed as a noble endeavor to make every student feel welcome—particularly concerning race, ethnicity, sexual orientation, and gender identity. In practice, inclusion frequently excludes pro-America, merit-driven, and Judeo-Christian viewpoints and activities.

Example: Christmas songs are banned from school performances to avoid offending those who don't recognize Christmas as a national American holiday, and/or the American flag is supplemented or replaced by ideological banners and flags (Pride, BLM).

What Can You Do?

1

Get informed & understand DEI(B) initiatives.

- Monitor your child's assignments (handouts and online), homework directives, and projects.
- Repeatedly open conversations with your child and his/her friends about classroom discussions, etc.
- Find out & research what specific programs, curricula, and/or district-wide agreements are already in your child's school, or being proposed and adopted through school board meeting agendas, meetings and minutes, and past/current school district committees and records (public information).
- Pinpoint what elements of new programs are concerning to you and WHY.
 - Do they disrupt merit-based activities or negatively impact academic goals?
 - Do they require students to self-identify as a marginalized/oppressor group?
 - Do they recommend or require teachers to broach developmentally-inappropriate topics with young learners?
 - Do they require that educators maintain student confidentiality from parents?

2

Build your case.

- Collect evidence (from school activities, homework assignments, teacher/parent communication, etc.) where DEI(B) directives influenced and/or compromised educational quality, freedom of speech/religion, or promoted divisive behavior among students, families, and/or staff.
- Use fact-based evidence (public data, medical studies, historical context, newsworthy events) to strengthen your argument against how imposing DEI(B) initiatives compromise academic standards, excellence, equality and/or unity.
- File a Freedom of Information Act (FOIA) request. Since 1967, FOIA has allowed the public to request access to records from any federal agency—taxpayer-funded schools included. This includes email communication and more. Filing a FOIA is free—it's one of our rights as United States citizens. Countless parents and teachers across America have collected shocking evidence from school/district email communications, which they then utilized to correct practices in their districts, via FOIA requests. Get guidance here: <https://www.foia.gov/>.

3

Form a coalition.

- Connect and organize with like-minded parents. You're likely not the only parent concerned about DEI(B); form a coalition through email communications, in-person meetings, online forums, and neighborhood groups.
- Reach out to educators who share your concerns but fear speaking out—offer them courage and guarantee your public support so they may speak freely.
- Utilize social media and local press to inform/educate your community about specific happenings in your school/district that are compromising academic standards—this includes writing opinion editorials and letters to the editor if your town has a popular local newspaper.

4

Engage school leadership.

- Schedule an in-person meeting to discuss your concerns and evidence matter-of-factly with teachers, principals, board members, and/or DEI(B) consultants.
- Use your gathered data and pragmatic examples to illustrate how DEI(B) practices are disrupting and/or compromising learning standards, academic achievement, and/or safety.
- Always request, record, and summarize key takeaways **IN WRITING** via email, preferably in a public forum (i.e.: school board meetings) if possible.
- **REMEMBER! Public forums hold taxpayer-funded educators accountable.**

5

Utilize school board meetings.

- Organize your points in writing before showing up to the meeting and signing in—it's absolutely OK to read a pre-written statement at the podium!
- Speak honestly and respectfully (as difficult as this might be, circumstances pending).
- Use the public comment sections in school board meetings to express your concern/evidence if you're not able to attend.
- Vocalize support for like minded school board candidates, vote, and/or consider running for a school board seat in your local district.

6

Offer solutions.

- Propose balanced educational framework(s) that offer multiple perspectives from wide-ranging resources—citing INCLUSION. PragerUkids.com videos, books, and lesson plans are aligned with educational standards and already approved in several states for supplemental classroom use. ***Is your state included? Find out here!***
- Promote Transparency: Request that your school/district actively communicate DEI(B) materials and offerings with parents by requiring an opt-in (in multiple languages) instead of an opt-out—citing PARENT-TEACHER PARTNERSHIP. This includes Social Emotional Learning (SEL) surveys and any/all resources offered to students via outside agencies (sex-ed and gender care organizations, mental health “Help Lines,” etc).
- Volunteer to serve on one of your local school district committees and/or parent organizations—citing inclusion for DIVERSITY OF PERSPECTIVE. Being in a decision-maker position holds weight.

7

Monitor and follow up.

- **Persist for Ongoing Discussion:** Change is often rewarded to those who don't give up. Anything worth doing never comes easily.
- **Check for Policy Changes:** If the school takes steps to amend or reverse DEI(B) policies, acknowledge the effort and thank them.
- **Stay Engaged:** Continue engagement via meetings, school updates, and local/state policy changes applicable to your area.
- **Should a circumstance warrant legal and/or policy action, there are various organizations that offer guidance. A few of them are:**
 - [Pacific Justice Institute](#), [Parents Defending Education](#), [Moms for Liberty](#)

DEI(B) has become commonplace in school districts because millions of parents have been innocently ignorant, naively passive, and/or purposefully excluded for decades about compromised educational practices and policy. No more. By staying informed and respectfully active in your local school and/or district, DEI(B) can be minimized and/or reversed with parent-led, focused determination over time. Stay updated about what's happening in schools across America with PragerU.com/ParentAlert.