



WISCONSIN FAMILY ACTION
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TESTIMONY IN SUPPORT OF ASSEMBLY BILL 414
ASSEMBLY COMMITTEE ON GOVERNMENT ACCOUNTABILITY & OVERSIGHT
WEDNESDAY, AUGUST 11, 2021
JULAIN K. APPLING, PRESIDENT

Thank you, Chairman Knodl and committee members, for the opportunity to speak in support of AB 414, which prohibits training of Wisconsin's state and local government employees in sex and race stereotyping, which is found in popular Critical Race Theory-based training across America.

While this bill does not use the term "Critical Race Theory," the components the bill addresses are part of what is commonly and popularly referred to as "Critical Race Theory" or CRT. Thus, we believe it is appropriate to address this topic and use this term as we discuss this bill.

Critical Race Theory is deeply rooted in Marxism and is one of the biggest threats to fundamentally changing our Republic. Proponents of CRT make race the lens through which we are to view all aspects of American life. CRT views our government and our laws as systemically racist, uses identity politics, which weakens the public and private bonds that serve as a foundation of trust and allow for civic engagement, and seeks to destroy the people's sovereignty by allowing government to become a dictatorship.

Critical Race Theory, like many movements that are designed to destroy our Republic, evolved from ivory tower philosopher-academics, and has permeated Main Street America, shaping the way we ordinary people think. We are bombarded with dialogue about CRT in social media, in corporate boardrooms, K-12 classrooms, in both public entities and private business diversity training and even in church. Not only has the CRT journey made record time from think tanks to dinner tables, but it is also gas lighting racial tensions and deepening our divide.

It is important to recognize that CRT holds to the idea that:

1. **There is no absolute truth**—only competing narratives. It sees "lived experiences" as mattering more than facts.
2. **Individuals are either an oppressor or victim.** You are predetermined by immutable characteristics such as race to fall into either category. Culture is defined by groups exercising power over each other.
3. **America is systemically racist and must be dismantled.** It sees America as having been founded on the system of capitalism, which it asserts is racist, and therefore must be disrupted.

True equality will be achieved by maximizing the opportunities for Americans to become self-sufficient, not by dividing Americans on the basis of race and doling out resources based on skin color.

If CRT is implemented in our key institutions, its social policies will continue to erode the key preconditions for advancement—family, education, and work.

Training content for all state and local government must not use the goal of promoting diversity of thought as a reason to indoctrinate employees to see the world, and America in particular, through a racial lens.

Training content should use instructional content that creates a shared sense of national identity – America belongs to *all* Americans and that our nation's progress is worth celebrating.

Training content should highlight the foundational principles of our constitution: equality of all humans with equal protection under the law.

Policy makers at the local and state levels, in addition to business leaders, and community leaders, should be champions of rebuilding the institutions of family, education and the workplace so that all citizens can overcome the barriers to self-sufficiency regardless of skin color.

We live in the greatest country in the world; one that has spent its existence to better itself for the sake of its citizens and with an overabundance of generosity to fellow humans around the globe. But it is becoming increasingly more difficult to recognize the land of the free that our many of our brave have made the ultimate sacrifice to defend and protect.

Our nation's constitution is predicated on the assumption that all men and women are created equal. Period. While we have not been a perfect nation and we have long acknowledged many of our saddest wrongdoings, we have made and continue to make great progress in our short life as a country, which deserves both celebration and commitment to continued improvement of the best example of government. The best example of government is that which is committed to making sure state and local government employees are not subjected to training that undermines America, discriminates against people based on race, demands people of certain races apologize for the race they were created as a part of, and subjects certain people to imposed guilt for wrongdoings in which they have had absolutely no part. That's about as un-American as we can imagine.

Opponents will say CRT is a figment of fertile conservative imaginations, but their reaction to our concerns remind me of the famous line from Shakespeare's *Hamlet*: "The lady doth protest too much, me thinks." CRT is real and dangerous. Training local and state government officials in this insidious ideology, using taxpayer funds no less, cannot be allowed.

Assembly Bill 414 will help ensure that such training sessions do not happen. We urge support in the committee and that the bill be sent to the full Assembly in a timely way for a vote.

Thank you for your thoughtful and careful attention to our position on this bill. I am available for questions, should you have any.