

Sept. 6, 2023

Members of the Guilford Board of Education,

Despite significant opposition to your “Equity and Social Justice (ESJ) Initiative” from many members of the Guilford Community (1), you have doubled down on your support for this initiative (2) and have no intention of engaging in a meaningful dialogue with those Guilford citizens and parents who are sincerely opposed to it and are alarmed by it. (3)

Evidence of your unnecessary and unwarranted commitment to your Marxist-inspired, anti-American, and divisive “Equity and Social Justice Initiative” is on full display everywhere on the Guilford Public School website (www.guilfordschools.org). A striking example is your teacher recruitment video entitled the “Top Six Reasons to Work In Guilford Public Schools.” In this video, Chairwoman Kathleen Balestracci states as reason #4, “Guilford Public Schools is committed to ... making sure that our teachers are comfortable and skillful in addressing challenging and important topics like historical and current systemic racism.”(4) Superintendent Paul Freeman states in this same video definitively as reason #6 that “Guilford Public Schools are focused on Equity.” In a second teacher recruitment video entitled “Guilford Public Schools – Teaching in an Equity Focused District,”(5) Superintendent Freeman again reinforces this commitment.

These videos, and others, were produced in partnership with Insight Education Group” (IEG), the first, and arguably the most influential, Diversity/Equity/Inclusion (DEI) consultant hired by Superintendent Freeman in September 2019. On its website, IEG proclaims its commitment to Equity when they state: “At IEG we acknowledge that systemic racism exists, so we prioritize equity as the driving force behind all our decisions. As an organization we: believe education empowers individuals to disrupt the impact of systemic racism; hire diverse, race-conscious educators who engage in intentional, ongoing development of self, rooted in the tenets of anti-racism; and work relentlessly with our partners to understand and strategically dismantle practices that perpetuate structural racism.”(6) IEG, besides being the first DEI consultant hired by Superintendent Freeman, obviously remains the driving force behind the Board’s commitment to its ESJ initiative.

We submit that, under Superintendent Freeman’s direction, and with your full support, our Guilford Public School System has been transformed unnecessarily and intentionally into an “anti-racist” ideological indoctrination camp for “Equity and Social Justice.” Our Guilford High School students need to be proficient in reading, writing, arithmetic, science, technology, civics, economics, history and also need to have an appreciation, respect and love for American values and our founding documents when they graduate. Regrettably, your “Portrait of a Graduate” vision for our Guilford High School graduates requires them to be proficient only in vague, unmeasurable woke competencies such as being Global Citizens, Responsible Collaborators, and Critical Thinkers. (7) We further reject your unlawful race conscious approach to education (8) and insist that all children in the Guilford Public School System be respected, provided an equal opportunity to succeed, and ensured that they will compete in a colorblind educational environment.

We ask you then, should we be alarmed at what is happening in Guilford Public Schools (GPS) under the guise of your “Equity and Social Justice Initiative?” Remember, Vladimir Lenin, the Marxist leader of the Russian Revolution, boasted “Give me four years to teach the children and the seed I have sown will never be uprooted,” “Give me your four-year-olds, and in a generation I will build a socialist state,” and “Give us the child for eight years and it will be a Bolshevik forever.”(9)

But what do these chilling Lenin quotes have to do with Guilford Public Schools? At the Guilford BOE meeting on January 31st, 2022, consultant Dr. Siler presented his curricula equity audit for Social Studies and English Language Arts for grades 5-12 entitled “Report on School Culture and Pedagogy in Guilford Public Schools.” During this meeting, Guilford BOE member Kristy Faulkner asked “I know that it (the Equity Audit) is specifically grades 5-12 for this report. Is there a plan also to address the younger grades? I know for a lot of us, early intervention is the key word for so many things, and I would imagine that a lot of good could come by starting this as soon as possible ... so is there a plan moving forward?” To which Superintendent Freeman replied “Yes, there is intention and there is commitment ... Yes, the answer and the intention are yes.”(10) Similarly, in the June 2020 “Our Direction” newsletter, Superintendent Freeman proudly proclaimed: “Ibram Kendi tells us that striving not to be racist is not good enough. To make our community better and more just, we must take actions that are actively antiracist ... We are committed to being more intentionally antiracist.”(11) It is deeply ironic that Superintendent Freeman chooses to align himself with a racist ideologue who has written the following about white people:

The only remedy for past discrimination is present discrimination, the only remedy for present discrimination is future discrimination. (12)

Europeans are simply a different breed of human. They are socialized to be aggressive people. They are taught to live by the credo, “survival of the fittest.” They are raised to be racist. (13)

Caucasians make up only 10 percent of the world’s population and that small percentage of people have recessive genes. Therefore, they’re facing extinction. Whites have tried to level the playing field with the AIDS virus and cloning, but they know these deterrents will only get them so far. This is where murder, psychological brainwashing and deception come into play. (13)

Europeans are trying to survive, and I can’t blame them for that. However, I’m not going to just sit back and let them physically, mentally, socially, spiritually and economically destroy my people. Although I don’t hate whites, I would still prefer to be in the field as opposed to the house. (13)

We believe strongly that the function of Guilford Public Schools must not be to turn our kids into Bolsheviks or “activist antiracists”, and yes, we are very concerned about what is happening in Guilford Public Schools.

We identify and concur with Dietrich Bonhoeffer, who opposed the indoctrination happening in Nazi Germany in the 1930’s, when he courageously declared that “Silence in the face of evil, is itself evil. God will not hold us guiltless. Not to speak is to speak. Not to act is to act.”(14) Therefore, with an urgent concern for our children, our community, our Country, our freedoms, and our future, we implore you to cease and desist your unnecessary, divisive and unlawful “Equity and social Justice/Portrait of a Graduate” agenda in Guilford Public Schools, and factually submit the following reasons for doing so:

1. **BASELESS.** Your Equity and Social Justice Initiative (ESJI) is intentional, ideological and indoctrinating, i.e., it is not based on any needs assessments of students in Guilford Public Schools (GPS). Since no needs assessments were ever conducted for Guilford Public School students, no learning outcomes were ever developed, meaning there is no accountability or measurable way to determine the success of your initiative. Furthermore, there have been no surveys of staff, students, parents or the community to determine the need or urgency for your ESJ Initiative that promotes a race conscious approach to education and goes to the extreme when compared to how most other school districts in Connecticut have chosen to implement P.A. 19-12, "An act concerning the inclusion of Black and Latino Studies in the public-school curriculum."(15) In addition, while you have intentionally decided to include your ESJI in all subjects throughout all K-12 grades in Guilford Public Schools (GPS), these State mandated Black and Latino Studies courses are only required to be offered in grades 9-12 as an elective.
2. **MISGUIDED PRIORITIES.** There is no evidence that your ESJI has improved GPS student outcomes, and in fact statistically just the opposite is true. According to "U.S. News and World Report" GPS was ranked 18th in the state 2021 and 32nd in the state in 2022 (16). Also, according to NICHE, only 75% of Guilford High School students are proficient in reading and only 64% are proficient in math (17). We submit that this downward trend is the result of prioritizing your Equity and Social Justice Initiative over the need for GPS students to be proficient in traditional school subjects like reading, writing, math, science, technology, civics and American History. In fact, your "Portrait of a Graduate" vision of what our Guilford H.S. graduates need to be proficient in only includes woke competencies such as being an "adaptable learner," a "responsible collaborator," a "critical thinker," an "empathetic individual," and a "global citizen."(7)
3. **UNLAWFUL INDOCTRINATION.** For over four years, you have unequivocally endorsed and supported the indoctrination of our entire Guilford School Community (18) with a divisive, singular ideology which professes that white people are systemically racist and that the United States is an institutionally racist country. (19) This indoctrination has been taking place under the guise of your "Equity and Social Justice Initiative" which you also refer to as Antiracism (20), Diversity/Equity/Inclusion (DEI), Social Emotional Learning (SEL), Culturally Responsive and Sustaining Pedagogy (CRE) (21), and Portrait of a Graduate (POG). You have also ignored the numerous state regulations and local policies which require you to ensure that students are not indoctrinated with a single perspective or ideology, despite being reminded of these regulations in a position statement on the Guilford Curricula Equity Audit issued by "No Left Turn in Education Guilford" on 2/24/22 (22). These policies and regulations include section 6334(a) (Selection of Educational Materials) in the Guilford BOE policy manual which says "Every effort will be made to provide material that presents all points of view concerning the problems and issues of the times – international, national and local," section 6328 (Controversial Issues) which says "Although teachers have the right to express personal viewpoints and opinions, they do not have the right to indoctrinate students with their personal views," and Connecticut State regulations, including section 10-145d-400a of the Connecticut Code of Professional Responsibility for Teachers which mandates that "the

professional teacher ... shall engage students in the pursuit of truth, knowledge and wisdom, and provide access to all points of view without deliberate distortion of subject matter.”

4. **ILLEGAL IMPLEMENTATION.** According to the Guilford BOE policy manual, “Curriculum is the set of skills, concepts, and processes that students are expected to learn during their kindergarten to grade 12 experience.”(23) In reality, curriculum is anything that is said or done in writing, discussions, actions, etc., whether it happens inside or outside of school, that impacts students. Certainly then, your “Equity and Social Justice Initiative” (ESJI) is a concept, and therefore, by your own definition, a curriculum which is being infused into all grades and subjects in Guilford Public Schools. (24) You have repeatedly denied this. For example, in your publication “Questions and Answers about Equity and Social Justice Work in the Guilford Public Schools,” you say, “Guilford Public Schools is [sic] committed to addressing the culture and instructional practices in our schools to foster an environment of equity and social justice ... GPS has no curricular topics that specifically or overtly teach the concept of systemic racism.”(25) More importantly however, according to Connecticut State Statute P.A. 10-220(e): “Each local and regional board of education shall establish a school district curriculum committee. The committee shall recommend, develop, review and approve all curriculum for the local or regional school district. Each local and regional board of education shall make available all curriculum approved by the committee and all associated curriculum materials in accordance with the requirements of the Protection of Pupil Rights Amendment, 20 **United States Code** §1232h.”(26) This means that any curriculum, before being implemented, must be recommended, developed, reviewed and approved by the local school district curriculum committee which you, the Guilford Board of Education, never created. Since no district curriculum committee was ever established in the Guilford school district, your ESJI curriculum is both substantively and procedurally invalid, and you should cease the teaching of it immediately until an investigation can be conducted by the State Department of Education and the State Attorney General.
5. **MALFEASANCE.** Because you and Superintendent Freeman have been singularly focused on your Equity and Social Justice Initiative for the past four years, most recently under the guise of your “Portrait of a Graduate” vision of what our Guilford High School Graduates should look like, you have endangered our entire Guilford School Community, and are guilty of Malfeasance of Office, for failure to comply with the Connecticut legislative requirements mandated in P.A. 10-222 sections (m) & (n) for each school district to implement a “Safe School Climate Plan.”(28) Although it is self-evident that school safety must always be the top priority for any school district, you have chosen instead to prioritize your non-mandated ESJI/POG in Guilford Public Schools, rather than prioritizing school safety. Furthermore, since you originally submitted your written “Guilford Safe School Climate Plan” to the State Department of Education in 2011, the only changes you have made to it were earlier this year when you amended it to include your woke “Portrait of a Graduate” vision of what our high school graduates should be, which, incredibly, has absolutely nothing to do with school safety, and, at your August 2023 BOE meeting, when you updated the language on bullying to comply with state legislation language that was adopted in 2014. Glaringly missing from your “Guilford Safe School Climate Plan” is any mention of threat assessment procedures that address any and all school threats such as an active school shooter on site. According to P.A. 10-222m,

“each local and regional Board of Education shall develop and implement a school security and safety plan for **each school** under the jurisdiction of such board ... (and) each local and regional Board of Education shall annually review and update, if necessary, such plans.” In Guilford there are seven schools, yet you have only produced one single “Safe School Climate Plan” for all seven schools in 2011 which has not been updated until this year. Also, according to P.A. 10-222m, the local Board of Education is required to “establish a security and safety committee at each school under the jurisdiction of such board. The school security and safety committee shall be responsible for assisting in the development of the school security and safety plan for the school and administering such plan. Such school security and safety committee shall consist of a local police officer, a local first responder, a teacher and an administrator employed at the school, a mental health professional, ... a parent or guardian of a student enrolled in the school, and any other person the Board deems necessary.” There is no indication on any GPS website that such a committee has ever been formed at any Guilford Public School, nor have there been any reports from these required committees at any BOE meeting.

6. **GUILFORD SCHOOL COMMUNITY AT RISK.** Because of your focus on your “Equity and Social Justice Initiative/Portrait of a Graduate” vision in Guilford Public Schools, you have failed to insist that the Guilford Board of Selectmen comply with P.A. 13-3 section 86, which mandates that an “All Hazards School Security and Safety Plan” be developed to manage various types of emergencies, including crisis management procedures, which could arise in our School system, and therefore you have put our entire Guilford School Community at risk. Those designated to be involved in the development of this plan include the “chief executive officer (CEO) of the municipality, the superintendent of schools, law enforcement, fire, public health, emergency management, and emergency medical services.”(29) This act specifically requires that **each local Board of Education establish "a school security and safety committee at each school within its jurisdiction, ... annually review, update as necessary, and submit a school security and safety plan for each school under its jurisdiction** to its DESPP/DEMHS Regional Coordinator (by November 1st of each year), ... annually submit a report to the DESPP/DEMHS Regional Coordinator by July 1 of each year regarding types, frequency and feedback related to the fire drills and crisis response drills, ... [and] conduct a security and vulnerability assessment for each school under the jurisdiction of such board every two years.” The Town of Guilford has no such plan, our seven Guilford Public Schools have no such plans, and, therefore, you, the Guilford Board of Education, have put our Guilford School Community at risk by intentionally channeling the priorities of our School District towards a race conscious agenda and culture rather than prioritizing school safety.
7. **NO TRANSPARENCY.** Finally, you profess that there is complete transparency in Guilford Public Schools, yet you have refused to debate the merits of your “Equity and Social Justice Initiative” on multiple occasions. To illustrate, a concerned citizen sent an email to BOE Chairwoman Kathleen Balestracci on 5/27/21 in which he proposed to her, “Let’s have an uncensored public debate on your “Equity and Social Justice Initiative” in our Guilford Public School System. Please step up to the plate and take the lead in making this much needed debate happen. The citizens of Guilford deserve to have a full understanding of the CRT indoctrination of our school system, which you refuse to acknowledge, but which is having

devastating consequences for our kids, our community, and our country.” Chairwoman Balestracci responded in an email on 5/27/21 saying, “It appears that you have now heard from several Board members that we will not be participating in a debate on Critical Race Theory. We are not using Critical Race Theory as an approach. Words and terms such as equity and social justice have meaning outside of Critical Race Theory ... But we will not be debating on an approach that we are not using.” (30) You also have no intention of allowing parents to observe their children’s classes or even to observe professional training sessions for our teachers and administrators. Illustrative of your intention to not be transparent is that during the Guilford Human Rights Commission meeting on 10/20/20, Superintendent Freeman was asked, “Is there a plan or option in the future for parents to attend/observe classes or teacher training?” To which he answered, “That is a challenge we acknowledge but feel that students/teachers will not take risks if they do not have a safe space for learning/teaching.”(31) Also, indicative of your determination not to be transparent is an email conversation with a concerned citizen on 3/3/22 in which BOE Chairwoman Balestracci responded “The Board has not required review of training materials for any professional topic with GPS staff prior to delivery of school training and will not be doing so now. We hired a Superintendent with whom we meet multiple times monthly, and whom we evaluate regularly, and it is the Superintendent’s responsibility, using his instructional and managerial expertise, to oversee the training of staff in the district.” (32) To grant such open-ended control to a school superintendent, particularly one who advances such a blatantly ideological agenda, and employs texts by racist authors like Ibram Kendi (33), constitutes a gross abdication of the Board’s responsibility to develop policies that comport with State and local statutes and regulations, and the Board’s own policy manual, as well as sensitivity to the views of all residents. It is the Board’s responsibility to develop such policies and the superintendent’s role to implement said policies. It matters little how many times the BOE or its committees meet with the Superintendent if it grants the superintendent the power to assume its policymaking role. In light of this abdication, complete transparency must be available in Guilford Public Schools to ensure that our students receive an education, and our teachers and administrators receive professional training that is free from indoctrination with a singular ideology.

Because you have illegally instituted your “Equity and Social Justice Initiative/Portrait of a Graduate” vision throughout our K-12 Guilford school community in violation of Connecticut State law P.A. 10-220 (e) which requires that all curriculum be processed through a “District Curriculum Committee;” because you have sanctioned the indoctrination of our entire Guilford school community with a singular racial ideology (34) for the past four years in violation of multiple state and local regulations and policies which require that students be “provide[d] access to all points of view without deliberate distortion of subject matter;” because you have totally ignored and failed to comply with State mandated school safety laws P.A. 10-222 (m) & (n) and P.A. 13-3 section 86, thereby endangering our entire Guilford school community unnecessarily because of your prioritization of your “Equity and Social Justice/Portrait of a Graduate” vision” (35); because you failed to conduct a needs assessment evaluation before immersing our entire Guilford school community in your racially divisive “Equity and Social Justice Initiative;” because you are intentionally denying our children a traditional education in which the goal is to graduate with proficiency in reading, writing, math, science, technology and civics in favor of the woke competencies required in your “Portrait of a Graduate” vision of what our high school graduates should look like; and because of

your intentional lack of transparency concerning your “Equity and Social Justice Initiative;” we request that you cease and desist your “Equity and Social Justice Initiative/Portrait of a Graduate” vision immediately. We further request, that since your “Equity and Social Justice Initiative” is intentionally pervasive throughout all classes in all grades in Guilford Public Schools and there is no realistic choice for children to opt out of this initiative and still stay in school, that you afford all parents the opportunity to remove their children from Guilford Public Schools by offering them a voucher equal to the annual per pupil cost of education in Guilford Public Schools which would allow them to either homeschool their children or enroll them in an alternate school of their choice.

We respectfully request that you reply to this letter within seven days. If we do not receive a response from you within 7 days, we will consider your nonresponse as a “no” answer.

The Greater Education Council of Connecticut

Cort Wrotnowski, Chairman

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References

1. Zip06 article dated 5/5/21 entitled “Guilford BOE Approves Statement in Support of Equity Initiatives.”
2. Guilford BOE statement dated 4/26/21 entitled “Guilford Board of Education Statement on Addressing Equity and Social Justice in Guilford Public Schools” which states “The Guilford Board of Education and Superintendent Dr. Paul Freeman made a commitment to our students and to our community to better address instruction and school culture regarding issues of social justice and institutional racism. Institutional racism is part of American history and educators must explicitly address this reality and create a culture that helps eradicate it moving forward.”
3. www.noleftturnguilford.org Click on news, then click on "Attached" link under "June 10, 2022 Response to 5/9/22 BOE Meeting Comments" to see No Left Turn In Education Guilford's response to the Guilford BOE. This letter begins with the statement, "The intentional, targeted, and unchallenged diatribe by Superintendent Freeman, Chairwoman Kathleen Balestracci, Dick Hersh, and other members at the Guilford Board of Education meeting on May 9, 2022, which was directed at anyone in Guilford who dares to oppose their "Equity and Social Justice Initiative," can only be described as Alinsky (27) like, and factually incorrect." We also suggest you watch this 5/9/22 Guilford BOE meeting from minutes 1:09:35 to 1:18:04 by going to www.guilfordschools.org, hover over "Board of Education", click on "Meeting Dates", click on "Guilford Board of Education YouTube channel", then search for 5/9/22 to see why the response was warranted.
4. www.guilfordschools.org hover cursor over “District”, click on “employment”, click on the video “Top Six Reasons to Work in Guilford Public Schools.” (Specifically, reasons 4 and 6).

5. www.guilfordschools.org hover cursor over “District”, click on “employment”, click on the video “Guilford Public Schools – Teaching in an Equity Focused District.”
6. www.insightededucationgroup.com/core-values “We strive to address equity every day, in all that we do. We will forever be champions of equity.” Click on "About", click on "About InSight", click on "Our Core Values".
7. Guilford Public Schools “Portrait of a Graduate” vision of what competencies Guilford High School Graduates will need to master by the time they graduate. www.guilfordschools.org ,hover over district, click on "Foundations for Learning", then click on “Portrait of a Graduate.” Also, please watch Deb Fillman’s podcast “The Reason We Learn” entitled “Portrait of a Graduate, How the Globalist Agenda Hides in Plain Sight in Your School District”
<https://www.youtube.com/watch?v=8cfu1nS9jY>
8. <https://slaveryinguilford.org/events/paul-freeman> part of the Guilford Library “Witness to History” lecture series entitled “Equity and Social Justice in Guilford Public schools” where Superintendent Freeman describes in detail his plans to implement his “Equity and Social Justice Initiative” and explains why he says in Guilford Public Schools “we have foregrounded race.”
9. https://www.azquotes.com/author/8716-Vladimir_Lenin Lenin quotes about children.
10. <https://www.youtube.com/watch?v=jh0LGc0qr2o> Guilford BOE-CIA committee meeting on 1/31/22. The specific quotes referenced are made from the 1:03:50 to the 1:04:39 minute mark.
11. Guilford Public Schools “Our Direction” June 2020 newsletter. Go to www.guilfordschools.org , scroll down to “Superintendent’s Corner” and click on “Read More”, then click on “Superintendent Newsletter – Our Direction”, then click on “Our Direction – June 2020.”
12. Ibram Kendi’s “How to Be an Antiracist” . Also please check out www.slaveryinguilford.org , click on events, scroll down to Superintendent Freeman’s presentation “Equity and Social Justice in Guilford Public Schools, view from minute 27:23 to 28:10. Also from minute 59:05 to 102:38 where Superintendent Freeman was asked “If you agree with Mr. Kendi, how are you instituting discrimination in the Guilford School System in the pursuit of Equity and to remedy past discrimination?” To which Superintendent Freeman answered “We have foregrounded race ... Being colorblind won’t solve the problems that are inherent in structures or societies or communities or schools or personal relationships if you are concerned about systemic racism ... I have wholeheartedly embraced the idea that we have recognized the need to discuss race and equity.”
13. Ibram Kendi in the FAMUAN (Florida A&M University) September 9, 2003
14. <https://www.youtube.com/watch?v=8cfu1nS9jY> “Dietrich Bonhoeffer – What is Grace”
15. www.cga.ct.gov search for P.A. 19-12 Black and Latino elective course.
16. <https://patch.com/connecticut/guilford/guilford-high-school-named-top-u-s-high-school-u-s-news> “Guilford High School Named a Top U.S. High School: U.S. News 4/27/21.
<https://patch.com/connecticut/guilford/guilford-high-school-among-2022s-best-u-s-news-world-report> “Guilford H.S. Is Among 2022’s Best: U.S. News & World Report 4/26/22.

17. www.niche.com/k12/d/guilford-public-schools-ct/ Guilford High School Test Scores and Academics NICHE
18. <https://guilfordps.org/ourdirection/archive/oct2019.jsp> October 2019 “Our Direction” newsletter from Superintendent Paul Freeman. This newsletter was written in response to a Guilford student wearing blackface at a September GHS football game and is significant because it demonstrates how Superintendent Freeman elevated this incident to the level of a crisis (26), and exploited it as an opportunity to orchestrate, push forward, and gain approval without opposition for his racially divisive “Equity and Social Justice Initiative.” Based on this one isolated incident of assumed racism, Superintendent Freeman, with your full support, made the antiracist determination that the entire student body was complicit, and therefore the entire school district needed to be cleansed of its supposed white supremacy. In effect, he transformed this single isolated event into Guilford Public School’s George Floyd Moment. No other evidence has ever been offered to indicate that any systemic racism has, or is occurring in the school district, and whether there are privileges afforded to White students that are not afforded to minority students. Superintendent Freeman stated “In this communication I would like to share more about that work that we still have to do: work to eliminate the manifestations of racism, both overt and subtle in our community ... While we did not begin discussing issues of racism and equity solely in response to the event at our football game, we must acknowledge that the incident has highlighted the importance of that discussion ... While we are concerned about blatant and intentional acts of racism and anti-Semitism, we are also cognizant of and concerned about more subtle, and at times even unintentional, acts of microaggression and elements of systemic racism.”
19. Zip06 article dated 5/5/21 entitled “Guilford BOE Approves Statement in Support of Equity Initiatives” in which Superintendent Freeman says, “The District is committed to incorporating awareness of systemic racism into both how it functions and how it teaches.” Also, in a 3/1/21 article by Christina DeRosa in the *New Haven Register* entitled “Is CRT Being Taught in Guilford Schools?”, Superintendent Freeman said about Guilford Public Schools, “Students are learning that institutional racism is part of American history.” Finally, in a 5/4/21 email to a concerned citizen, Guilford BOE Chairwoman Kathleen Balestracci said, “Let me assure you that I am neither uninformed nor being pressured to assert the existence of institutional racism in our history, its continuing presence, and its negative impact on people of color. The evidence supporting this is overwhelming.”
20. In June of 2020, Superintendent Freeman spent \$6000 of taxpayer money to purchase 300 copies of Ibram Kendi’s “How to Be an Antiracist” and gave a copy to every teacher in the District to read. Kendi’s premise is that there is no such thing as being not racist. You are either a racist or an antiracist. Why did Superintendent Freeman want every teacher in the district to read this “antiracist” book? If you go to www.guilfordschools.org, click on “Equity and Social Justice” then click on “Questions and Answers about Equity and Social Justice Work in Guilford Public Schools,” Superintendent Freeman answers this question by saying, “The book (“How To Be An Antiracist”) ... provided a different perspective to the idea that being “color blind” or that not being overtly racist oneself was a reasonable approach to ending systemic racism in America.” Did Superintendent Freeman’s belief in Kendi’s conclusions go beyond the purchase and dissemination of this book to every teacher in the Guilford school district? Yes, it became the

focus of his Equity and Social Justice Initiative which is evidenced by what consultant Dr. Sharon Locke, who was hired to work with the Guilford School Leadership Team to establish a structure of intentional leadership for culturally responsive, sustaining, and equitable learning in Guilford Public Schools, announced at the Guilford BOE-CIA meeting on 1/25/21. Specifically, she said that her structure “is straightly aligned with Dr. Kendi’s work “How to Be an Antiracist” and “Stamped.” https://www.youtube.com/live/0gK_d4Yyf0c?feature=share from the 24:50 – 25:05 minute mark.

21. Guilford BOE-CIA meeting 1/25/21 https://www.youtube.com/watch?v=0gK_d4Yyf0c Please watch from the 22:45 to 25:05 minute mark where consultant Dr. Sharon Locke, who was hired to work with the GPS leadership team to install a structure for "Culturally Responsive Teaching and Pedagogy," states that her "system is straightly aligned with Ibram Kendi's How To Be An Antiracist and Stamped."
22. www.noleftturnguilford.org click on “News” then click on link to “attached position statement” to view the 2/24/22 No Left Turn In Education Guilford position statement on the GPS curricula equity audit which lists the state and local statutes which prohibit teachers and administrators from indoctrinating students with a singular ideology.
23. www.guilfordschools.org , hover over Board of Education, click on “Policy Manual”, go to section 6222(a) Instruction, Curriculum Development.
24. Guilford BOE-CIA meeting 1/25/21 https://www.youtu8be.com/watch?v=0gK_d4Yyf0c
25. www.guilfordschools.org, scroll down and click on “Equity and Social Justice”, then click on “Questions and Answers about Equity and Social Justice Work in Guilford Public Schools.”
26. www.cga.ct.gov search for P.A. 10-220(e) which refers to federal statute in **U.S. Code** 1232h.”
27. https://azquotes.com/author/247-Saul_Alinsky Saul Alinsky was the author of “Rules for Radicals”. His quotes include “Never let a crisis go to waste”, “In the beginning the organizers first job is to create the issues or problems” and “The first step in community organization is community disorganization. The disruption of the present organization is the first step toward community organization. Present arrangements must be disorganized if they are to be displaced by new patterns ... All change means disorganization of the old and organization of the new.”
28. www.ct.gov search for P.A. 10-222m and P.A. 10-222n (Boards of Education)
29. www.ct.gov then search for “All Hazards School Security and Safety Plan Standards July 2022”
30. Email conversation between Guilford BOE Chairwoman and a concerned citizen on May 27, 2021
31. www.noleftturnguilford.org click on news, click on “View the Program Booklet” scroll down to “Quotes by Superintendent Paul Freeman”
32. www.noleftturnguilford.org click on news, click on “View the Program Booklet” scroll down to “Quotes by the Chairwoman of the Guilford BOE”
33. www.noleftturnguilford.org click on news, then click on the “Just the Facts: Parental Rights” video. Ibram Kendi, his book “How to Be an Antiracist”, and other consultants hired by the

Guilford Public Schools are revealed, and their influence on Guilford Superintendent Paul Freeman and the Guilford BOE is exposed in their own words. Please watch this video!

34. www.guilfordschools.org , hover over “Board of Education”, click on “Reports and Studies”, click on “You Tube Video of Dr. Siler’s Presentation, January 2022, go to minute 36:00 “Recommendations” which call for “Clearer Administration Support, Policy Revision, and Teacher Evaluation Criteria Revision” with the intent of codifying the Guilford Superintendent’s and BOE’s “Equity and Social Justice Initiative”. Also please watch the 5/9/22 Guilford BOE meeting from minutes 54:05 to 58:18 and minutes 1:03:50 to 1:05:11 by going to www.guilfordschools.org, hover over Board of Education, click on "Meeting Dates", click on "Guilford Board of Education YouTube channel", then search for 5/9/22. Here you will see Superintendent Freeman spell out how these recommendations will be codified.
35. www.noleftturnguilford.org click on news, then click on the “Just the Facts: School Safety” video. Ex-school superintendent Armand Fusco meticulously explains Connecticut State school safety law, asks the question “Are Guilford Schools Safe”, and concludes that the answer is no. For those who are concerned with school safety in Guilford, this is must viewing.