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ALABAMIANS FOR ACADEMIC EXCELLENCE AND INTEGRITY SAYS DIVERSITY, EQUITY AND INCLUSION APPLIES CRITICAL RACE THEORY IN HIGHER EDUCATION

The far-left takeover of higher education began in 1959 with the founding of Students for a Democratic Society (SDS) at the University of Michigan. In 1962, SDS issued the Port Huron Statement, a template for cultural and social revolution that starts with taking over higher education. Sixty years later that process is nearly complete.

In the 1970s, the Critical Race Theory (CRT) movement emerged as a collection of activists and scholars bent on transforming relationships between race, racism and power by dominating discourse. Today, CRT ideology guides curricula in the liberal arts and colleges of education through Diversity, Equity and Inclusion (DEI). It is also eroding science, technology, engineering and math and invading medical education. Critical Race Theory is the antithesis of classical liberalism.

Efforts to ban CRT from the academy would trample tenets of academic freedom as would banning the study of socialism, Marxism, Fascism or any other philosophical or religious concept. For the true liberal, while a multitude of ideas are worthy of consideration, all ideologies are not equal. Many are bad. In traditional Western liberalism, objective truth prevails. Or that's the way it should be.

While diversity, equity and inclusion sound good, DEI ideology derived from CRT has been infused throughout higher education. To some, the University of Alabama epitomizes the "southern, football party school" due to having the largest fraternity and sorority system in the nation on its nearly 39,000 student campus. Ironically, Bama seems determined to embed DEI throughout its administrative and faculty structures as well as the curriculum and student body. Focusing on race, ethnicity, and sexual orientation to achieve diversity, equity and inclusion displaces outcomes achieved by the rigorous pursuit of academic excellence.

The University of Alabama's Division of Diversity, Equity and Inclusion, headed by a vice president reporting to the provost, functions through the "May 2021 Path Forward Update" with its 75 strategies assigned to achieve goals covering recruiting and retaining students, hiring administrators and faculty, structuring a "more welcoming campus community," and detailing the tenure and promotion of faculty. All faculty and administrative searches must be DEI congruent. Faculty tenure methods must be "re-

valued” to regard DEI approved social activism as well as pedagogy, research, publication and service to the university.

Tenets of DEI emanate from CRT where colorblindness and neutral principles of Constitutional law no longer apply to race, ethnicity, gender and sexual orientation. Subjective truth derives from narratives reflecting feelings based on race, gender and sexual orientation. DEI fosters “equitable” outcomes negating equality of opportunity. This is a “newspeak” where words have malleable meanings resulting in inequitable standards. Ergo, a Black Alabama Alumni Association reflects diversity, while a white fraternity exhibits racism. Under this rubric liberal education derived from Enlightenment ideals, the Declaration of Independence, Constitution, and Bill of Rights are discarded. It will mean the end of liberal higher education.

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