



Critical Race Theory (CRT) **DECISION MAKING TOOLKIT**

At Portland Community College, we are committed to a culture of diversity equity and inclusion. As part of this commitment, we ask that you “Take 5” and consider the lens of critical race theory as you make decisions on behalf of PCC. The five themes that form the basic perspectives, research, methods, and pedagogy of a critical race theory education include:

- 1** *The centrality and intersectionality of race and racism.* CRT asserts that racism is a permanent component of American life.
- 2** *The challenge to dominant ideology.* CRT challenges the claims of neutrality, objectivity, colorblindness, and meritocracy in society.
- 3** *The commitment to social justice.* CRT is a framework that is committed to a social justice agenda to eliminate all forms of subordination of people.
- 4** *The centrality of experiential knowledge.* CRT asserts that the experiential knowledge of people of color is appropriate, legitimate, and an integral part to analyzing and understanding racial inequality.
- 5** *The interdisciplinary perspective.* CRT challenges historical inaccuracies and the unidisciplinary focuses of most analyses and insists that race and racism be placed in both a contemporary and historical context using interdisciplinary methods.



Office of **Equity**
and **Inclusion**

Learn more:

pcc.edu/equity/tools/critical-race-theory-toolkit

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