

# Mountain Brook Families



**A Resource Guide to the  
Anti-Defamation League**

On June 12, many families learned that Mountain Brook Schools were preparing to implement the [ADL's No Place for Hate](#) (NPFH) program in each of our campuses this fall. **By June 13, hundreds of parents researched the ADL organization and the NPFH program for themselves, and [signed a survey](#) to voice their concerns about MBS's affiliation with the [controversial AntiDefamation League](#) (ADL).**

### I'm new here. What exactly is the concern?

ADL's roots began with combatting anti-Semitism, but new leadership under CEO [Jonathan Greenblatt](#) in 2015 has morphed the organization into a highly partisan group that promotes views like **Critical Race Theory, unfettered lateterm abortion rights, and expansive immigration policies.**

### Politics.

No matter our political preferences, MB families agree on one thing: our educators need to focus on teaching our children *how* to think, not *what* to think. It is never the job of Mountain Brook Schools to align with *any* organization seeking to turn our children into right or left-wing political operatives.

### Backpedaling.

On the morning of June 14, parents received [a Diversity Update email](#) asserting that MBS is a non-political organization and acknowledging the importance of "honoring the role of the family as the centerpiece of a child's development." It stated "articles along with local and national media outlets have communicated information that has caused confusion and concern about the Diversity Committee's work." Note where the blame was placed: the articles.

The communication maintained the No Place For Hate program "was considered" but "after continued review of various resources, *MBS has decided to develop its own framework.*" Parents were told each school will implement three interactive activities (which also coincides with one of the ADL's requirements for [becoming a No Place For Hate school.](#))

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The communication concluded "MBS has not adopted any curriculum outlining diversity topics that will be implemented in MB classrooms, including Critical Race Theory." This statement conflicts with the [April 14 communication](#), which as of the writing of this letter, still remains posted on the MBS website.

## Erosion of trust.

Distrust continues because [ADL's bias training has cascaded to our teachers](#), was required for all certified staff members, and two remaining sessions are planned for July 20 and August 4. Can we trust that MBS has **completely** severed its ties to the ADL?

On the afternoon of June 14, parents attended the scheduled Board of Education meeting (which was standing room only, including an overflow room), as well as the scheduled City Council meeting. Dicky Barlow and Amanda Hood took questions from concerned parents seeking clarity on MBS' ongoing relationship with the ADL, the cost and taxpayer dollar investment thus far, requested copies of any contract(s) with the ADL, as well as a copy of our teachers' ADL training. No real answers were provided and Dicky Barlow admitted to not knowing much about the ADL or having yet attended one of the required training sessions. Additionally, MB City Council Members heard the pleas of concerned parents and committed to trying to get some answers by the next scheduled meeting date.

## The disappointing conclusion.

One might surmise that at best, our MBS board, senior administration officials, and Diversity Committee members didn't perform due diligence to vet the organization and program they have already implemented with our teachers and fully planned to implement with our children. And at worst, had full knowledge of the ADL's reputation, were trying to push through a CRT program that is misaligned with the values and desires of hundreds of Mountain Brook families, and are now being dishonest about it.

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## What's behind this guide?

Each family in our community should understand what affiliation with the ADL means, what the NPFH program teaches, the ensuing consequences to our community, and the potential impact to our children. We encourage everyone to research the [ADL](#) and [NPFH](#) program using their websites and social media accounts.

If you're pressed for time, the following pages demonstrate a few pieces of content you'll find online. Please review them. Sources are cited and we've included the general conclusion we believe our teachers, parents, and children may draw if/when presented with any of this information in the future.

We believe our great school system is one reason we have a great community ... but **the heart of our community lies within our families and our homes**. To be clear, we want our children to treat those who are different from them with kindness and respect. Should issues arise, our parents, teachers, and administration are fully capable of resolving them in an appropriate manner. Why would our leaders establish a partnership with a contentious organization to train our teachers, and attempt to implement a CRT-based program with our children requiring mandatory incident reporting at a national level?

Ultimately, good character traits like integrity, kindness, compassion, generosity, honesty, and leadership begin and end in our homes.

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# We need you!

We don't know what our children's future education entails, because we lack transparency or accountability from those whom we trusted to lead them. So how can you help?

**Be brave and bold** Communicate what's happening with other

parents. Now is not the time to remain neutral or fear cancel culture. We are more than 500 strong (and growing by the minute), and our children's futures are at stake.

**Express your opinion** If you're feeling misled by our leaders, unsettled by their overreach, and/or worried that the ADL or other CRT programs may attempt to be introduced in the future, we beg you to communicate that immediately to Dicky Barlow, Amanda Hood, and our entire MBS Board. If you want to take it to the state level, contact our Governor's office and ask them to ban Critical Race Theory in our

classrooms. **Volunteer** The ADL agenda and training has already infiltrated our school system, and they have significant resources to suppress community resistance should they choose to do so. Regardless of whether you have a school-aged child, **all Mountain Brook citizens who oppose their tax dollars funding a highly-partisan organization need to push back**, including skilled legal teams, researchers, communicators, and any and all citizens who won't back down when things get hard.

**Stay in the know** For the sake of our children, this is no time to let down our guard. [Visit this link to sign up for email and text updates](#), and to tell us how you can contribute. Your email address and phone number will never be distributed or displayed to others. This is a weird country we're living in, so we get it if you are nervous to sign up with the link. If you aren't comfortable, please help us using one of the other suggestions above.

# REDEFINING RACISM

The ADL defines racism as:

*The marginalization and/or oppression of people of color based on a socially constructed racial hierarchy that privileges white people.*

**[Read: only white people can be racists.]**

<https://www.adl.org/racism>

# POLITICAL MOTIVATIONS

Page 20 of the *No Place for Hate Coordinator Handbook & Resource Guide* reads:

“Kindness, defined as being ‘of a sympathetic or helpful nature,’ usually involves an action between one person and another. It’s typically a solo act. Social action, defined as ‘activity on the part of an interested group directed toward some particular institutional change,’ generally involves a group of people who work together to bring about institutional change so that society advances, and people experience improved safety, freedom and equity. Institutional or systemic change can take place in a school, a community or society as a whole.”

**[Read: teaching kindness is not enough. This program aggressively promotes socialjustice & political action.]**

<https://www.adl.org/media/11295/download>

# GENDER IDENTITY

ADL's *Beyond the Binary* resource recommends teachers use simple terms when elementary age / young children ask what "transgender" means:

"For young students, explain what transgender means in simple terms. You might say something like: 'When they were born, the doctors thought he was a girl but he knew he was a boy' or 'being transgender means that when you were a baby, people thought you were a boy because of your body but later you told them you are actually a girl.' You can also say that this feeling can occur at a very young age."

**[Read: gender is a feeling and choosing to change genders can occur at a very young age.]**

<https://www.adl.org/media/4768/download>



# TRANSGENDER ATHLETES

The ADL's lesson plan regarding transgender student athletes only promotes transgender rights. At no point in the lesson is the other side of the argument presented to students:

“This lesson provides an opportunity for students to reflect on how their experiences with playing sports and participating in other activities affects them, learn more about these bills that aim to prevent transgender students from playing sports, and consider what they can do about it.”

**[Read: females who don't feel safe sharing locker rooms or fairness competing with biological males are immaterial.]**

<https://www.adl.org/media/15973/download>

# TEACHING PROPAGANDA

An ADL Lesson Plan called “*Outsmarting Propaganda: Combatting the Lure of Extremist Recruitment Strategies*” defines propaganda as:

“Information that is shared and spread in order to influence public opinion and to manipulate other people's beliefs, often to promote or publicize a particular political cause or point of view.”

Examples of propaganda from right-wing extremists and terrorist groups are cited. Notably, no left-wing or anarchist extremist groups (i.e., BLM or Antifa) are cited as examples.

**[Read: using the ADL’s very own definition, the *No Place for Hate* program is propaganda and should be combatted.]**

<https://www.adl.org/media/7032/download>

# SAMPLE INCIDENTS

A NPFH resource on *Responding to Bias Incidents in Middle and High Schools* calls out the use of the following phrases as racist/bias:

- “All Lives Matter” as a racist incident
- “Build the Wall” as anti-Immigrant bias
- “Chinese Virus” or “Kung-Flu” as anti-Asian racism

**[Read: minor children must be reported to the ADL for saying “build the wall” and “all lives matter.”]**

Source: [https://www.noplaceforhate.org/sites/default/files/2021-03/Responding%20to%20Bias%20Incidents%20Guide\\_030321.pdf](https://www.noplaceforhate.org/sites/default/files/2021-03/Responding%20to%20Bias%20Incidents%20Guide_030321.pdf) **11**

# INCIDENT REPORTING

Page 11 of the *No Place for Hate Coordinator Handbook & Resource Guide* reads:

“Schools are expected to notify ADL when any incident of bias, bullying, discrimination or harassment occurs (p. 43) so that together we can promptly address these cases. ADL reserves the right to revoke the No Place for Hate status of any school that fails to adequately address incidents of bias and bullying that may arise. Schools are expected to keep ADL regularly apprised of their progress throughout the year, so their work can be recognized on ADL’s social media channels.”

**[Read: Mountain Brook Schools must fully comply with the ADL’s rules and/or demands.]**

<https://www.adl.org/media/11295/download>