



DEI Parent Checklist

How to use this page

You do **not** need to read the bill. You do **not** need to be an expert.

Use this checklist to look for **red flags** in:

- District policies
- Curriculum lists
- Training materials
- Classroom activities
- District communications
- Staff training requirements

If you check **even one item**, you can request clarification or records (see Bucket 4).

Step 1 - Quick “Yes/No” Screening

Answer these questions based on what you see in district materials, training, or communications.

A) Classification & Preferential Treatment

☐ **YES** / ☐ **NO** Do any policies or programs classify students or staff by race, sex, ethnicity, religion, or national origin?

☐ **YES** / ☐ **NO** Are students or staff treated differently based on race/sex/etc. Even if it is called “equity” or “support”?

B) Guilt, Blame, or Forced Apologies

☐ **YES** / ☐ **NO** Are students or staff taught or asked to accept guilt, blame, or responsibility because of race/sex/etc.?

☐ **YES** / ☐ **NO** Are students asked to “confess” bias, privilege, or complicity?

C) “Inherent Racism/Sexism” Labeling

☐ **YES** / ☐ **NO** Do any materials suggest someone is inherently racist/sexist/oppressive because of race/sex/etc.?

D) Superiority/Inferiority

☐ **YES** / ☐ **NO** Do materials imply one race/sex/religion is inherently superior or inferior?

E) “Merit” or Hard Work Ethic as Negative

☐ **YES** / ☐ **NO** Do materials teach that meritocracy or hard work are racist or sexist?

F) Forced Participation

☐ **YES** / ☐ **NO** Are students, staff, or contractors required to attend DEI trainings or programs that promote these concepts?

☐ **YES** / ☐ **NO** Are staff required to participate in exercises like privilege walks, oppression matrices, or “safe circles”?

Step 2 - Red Flags to Watch For

If you see these words or phrases, you should take a closer look:

Policy / training language

- “Equity lens” or “equity-centered”
- “Anti-racist” training requirements
- “Privilege” exercises
- “Implicit bias” training that assigns identity-based guilt
- “Oppression” ranking activities
- race/sex-based affinity groups
- “Identity” sorting as part of instruction

WDE gives specific examples of problematic curriculum and professional development activities (privilege walk, oppression matrix, etc.).

Step 3 - Where Parents Can Check

These are the **top places to check**:

On the district website

- Board policies (usually under “Policies” or BoardDocs)
- Professional development calendar
- Strategic plan / district goals
- Student & staff handbook sections
- Curriculum page / instructional resources page

In classroom or teacher materials

- Class syllabi
- Unit plans
- Reading lists
- Classroom posters/slides

In district communications

- Superintendent emails
- “Equity statements”
- Staff training memos

Step 4 — If You Check One Box, Do This Next

Before making any accusations, **ask for clarity and documentation.**

What to do

- Screenshot it / save the link
- Write down:
 - Where you found it
 - Date
 - What the language says

Then go to **Bucket 4** and follow the template and steps: “If it’s not posted publicly - request it using the Wyoming Public Records Act.”

Here are two simple parent questions that work in almost every situation:

Question 1

“Can you show me the curriculum, instructional materials, or training materials for this program?”

Question 2

“Can you confirm whether this content/class/training aligns with Title 9 requirements?”

WDE tells districts to do a systematic review of curriculum, instructional materials, policies, procedures, and staff training to ensure compliance.