

## Key Features of Critical Race Theory

1. **Racism is Everywhere** We need to go beyond debating if it exists and focus attention on understanding how it is embedded into the structures of our institutions and to seek alternatives.
2. **Question Neutrality, Colour-Blindness, and Meritocracy** Anytime we hear there is a single truth or that there are equal opportunities we should dig deeper. Who created and benefits from this narrative? Who has access to power?
3. **Understand Context** We did not just wake up to a racist world, there has been a lot of time, effort and resource put into the systems and structures. Examining historical reading of institutional policies and practices can inform about how we got here.
4. **Value Experiential Knowledge** Often times the world does not recognize the lived experience of racism. Counter narratives are shared from the vantage point of people who experience marginalization.
5. **Critically Examine Power** Critical Race Theory is interdisciplinary in the ways it interrogates power and aims to create a more racially just future.
6. **Race is at the Centre** When considering intersectionality Critical Race Theory posits that race is at the centre of the ways that systems of oppression overlap and intersect.