

BOARD OF EDUCATION OF HARFORD COUNTY
INFORMATIONAL REPORT
PRESENTATION ON THE
2024 HCPS SURVEY ON RACISM, IMPLICIT BIAS, AND
OTHER FORMS OF DISCRIMINATION

Monday, June 10, 2024

Background:

Harford County Public Schools (HCPS) remains committed to effectively addressing racism, implicit bias, and other forms of discrimination. In May 2020, then Student Member on the Board of Education (SMBOE) of Harford County, Christian Walker, and incoming SMBOE Phoebe Bailey-Probst, approached the Superintendent of Schools, Sean Bulson, Ed.D., to suggest conducting a survey to learn about student perceptions of racism, implicit bias, and other forms of discrimination within HCPS. Dr. Bulson encouraged Mr. Walker and Ms. Bailey to work with Mr. Yakoubou Ousmanou, manager of Research and Program Evaluation, and Dr. Paula Stanton, supervisor of Equity and Cultural Proficiency, to review and refine the proposed survey questions and administer the first HCPS Survey on Racism, Implicit Bias and Other Forms of Discrimination.

Since the implementation of that [first survey in 2020](#), Madina Sabirova, current SMBOE, in collaboration with Dr. Stanton and Mr. Ousmanou, revised the 2020 survey questions. After the revision of the 2020 survey questions, HCPS invited students in **grades 5-12** to participate in a follow up survey in April 2024. The results will help HCPS assess progress since 2020 and understand how these issues affect students, guiding improvements in policies, curriculum, and student experiences. Student participation in the 2024 survey was voluntary. All students were encouraged to answer honestly. To the greatest extent allowed under law, survey answers submitted by students will remain anonymous and respondents' identities are kept confidential. It took most students approximately 10 minutes to complete the survey, which was open from Wednesday, April 3, 2024, until Friday, April 19, 2024, at 11:59 p.m.

HCPS received **7,536** responses from students in grades 5-12. To view the results of the closed-ended questions, click the link below. Over 5,000 open-ended comments were received for each of the three open-ended questions included in the 2024 survey. The HCPS Department of Research and Program Evaluation collaborated with appropriate staff to review these comments to ensure confidentiality and remove inappropriate content, as well as blank, irrelevant, or repetitive responses. A research report with key findings and recommendations, including sample relevant comments shared by students, is available on the HCPS Research and Program Evaluation website. Teachers and staff are encouraged to collaborate with the Office of Equity and Cultural Proficiency and all stakeholders to address student need effectively.

Click the link below to access the Final Research Report of 2024 Survey on Racism, Implicit Bias, and Other Forms of Discrimination:

https://www.hcps.org/superintendent/docs/Final_Report_2024%20HCPS_Survey_on_Racism_Implicit_Bias_and_Other_Forms_of_Discrimination_Survey.pdf

Discussion:

This presentation outlines the results, key findings and recommendations of the 2024 HCPS Survey on Racism, Implicit Bias and Other Forms of Discrimination. It includes testimonies from current HCPS students, sharing their voices and experiences about the impact of language, racism, implicit bias, discrimination, sexism, and the importance of celebrating multiple perspectives, identities, and cultures.

Superintendent's Recommendation:

The Superintendent of Schools recommends the Board of Education accept this informational report on the 2024 HCPS Survey on Racism, Implicit Bias, and Other Forms of Discrimination.