

Survey on Racism, Implicit Bias, and Other Forms of Discrimination

Results, Key Findings and Recommendations

June 10, 2024

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Agenda




**HARFORD COUNTY
PUBLIC SCHOOLS**
People • Practice • Achieve

FINAL RESEARCH REPORT

**2024 SURVEY ON RACISM, IMPLICIT BIAS,
AND OTHER FORMS OF DISCRIMINATION**
KEY FINDINGS AND RECOMMENDATIONS

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MAY 2024

Background Information

Survey Results

Key Findings and
Recommendations

- Student Voices
- Next Steps

Background

2020 Survey
Initiative from
previous
S.M.O.B.

Christian Walker
Phoebe Bailey-Probst

2024 Survey
Initiative from
current
S.M.O.B.

Madina Sabirova

Response Count: 2020 vs 2024

	2020	2024
Elementary School	176	1,797 (23.8%)
Middle School	1,581	4,178 (55.4%)
High School	2,155	1,561 (20.7%)
Total	3,912	7,536

Note: This year (2024), HCPS received **7,536** responses from students in **grades 5-12**. Percentage on 2024 indicates percent of respondents.

Open-Ended Survey Questions

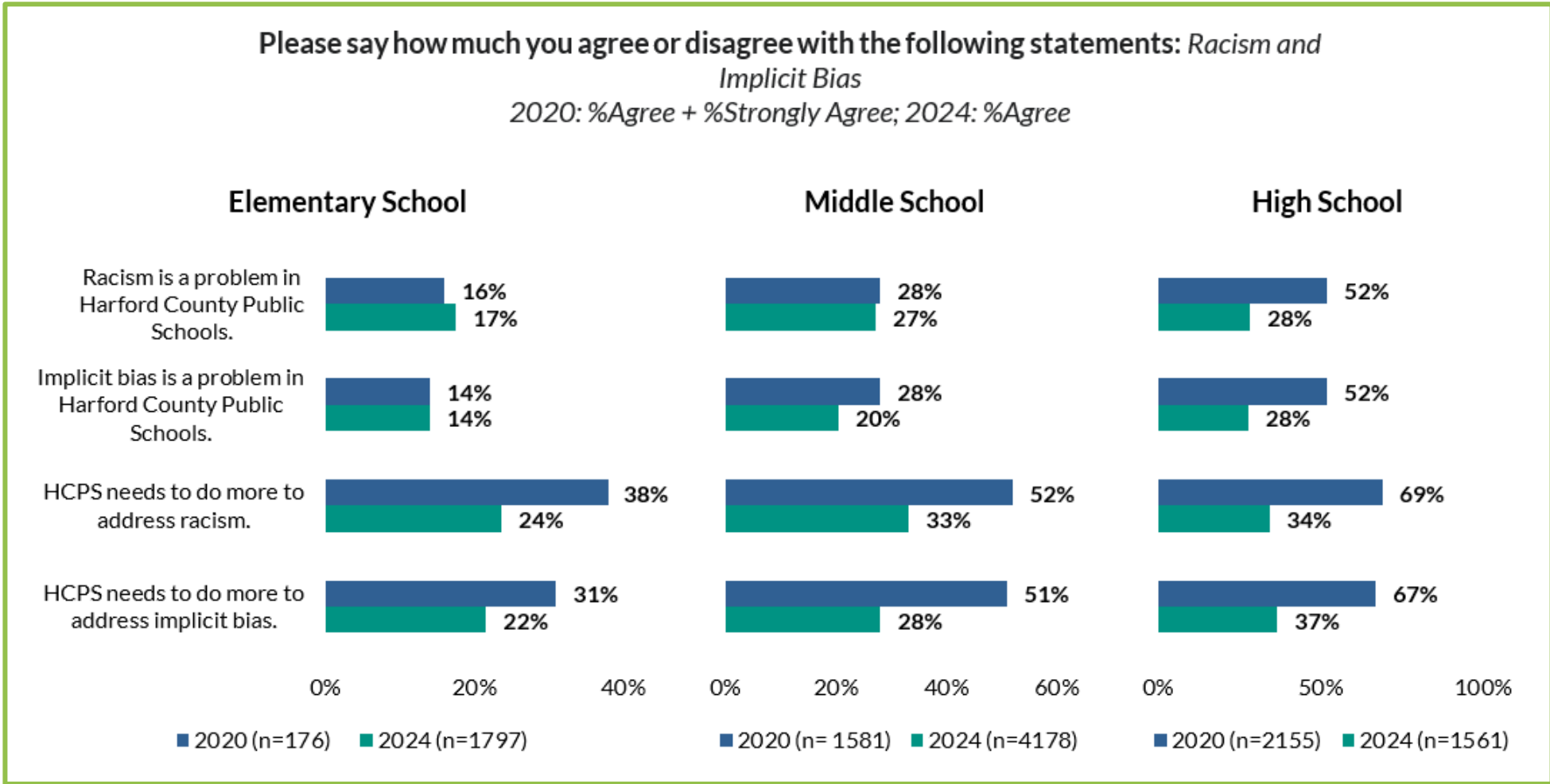
OPEN-ENDED QUESTIONS	TOTAL SURVEY ENTRIES EXCLUDING BLANKS RESPONSES	TOTAL CLEANED SURVEY RESPONSES	TOTAL CLEANED RESPONSES IN THE SAMPLE (15%)
Please share your thoughts , comments, and experiences , on the issues of racism, implicit bias, and/or discrimination in Harford County Public Schools.	5,385	3,775	587
Please share your suggestions on how to improve the issues of racism, implicit bias, and/or discrimination in Harford County Public Schools.	5,688	3,410	511
How would you like the current and/or future Student Member of the Board of Education (SMOB) to advocate for you on the issues of racism, implicit bias, and other forms of discrimination?	5,167	2,432	363

Notes:
 Before analyzing the, blank, irrelevant, or repeated open-ended responses were removed. Answers like "I don't know," "no comment," redundant responses, and those submitted multiple times were excluded to focus on meaningful data.

2020 Versus 2024 Surveys

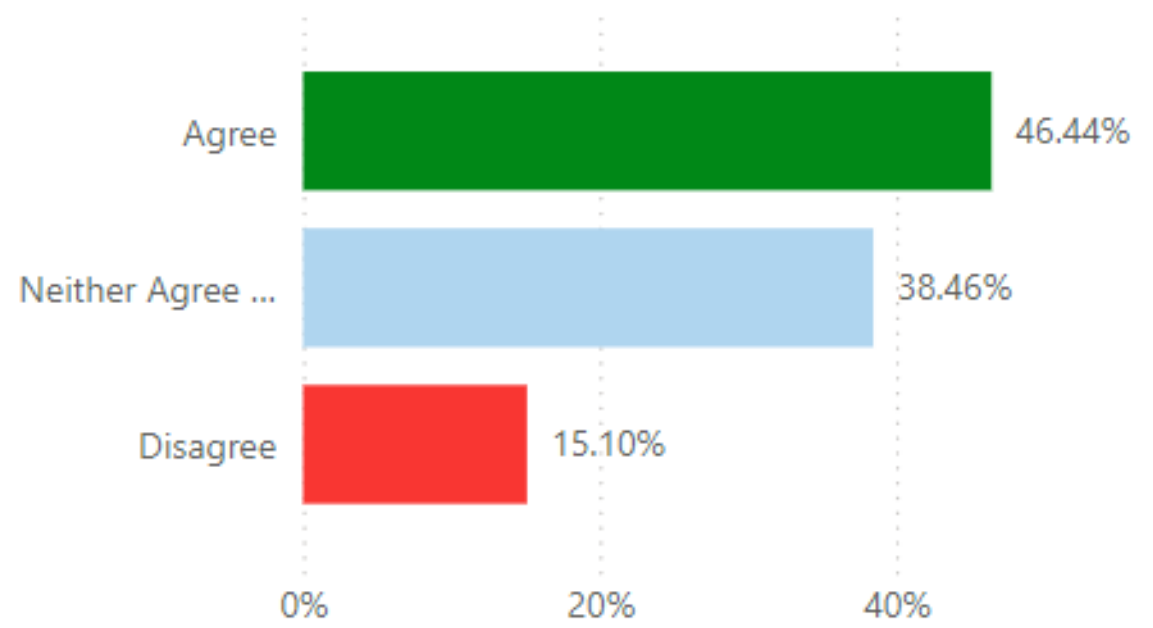
Please say how much you agree or disagree with the following statements: *Racism and Implicit Bias*

2020: %Agree + %Strongly Agree; 2024: %Agree

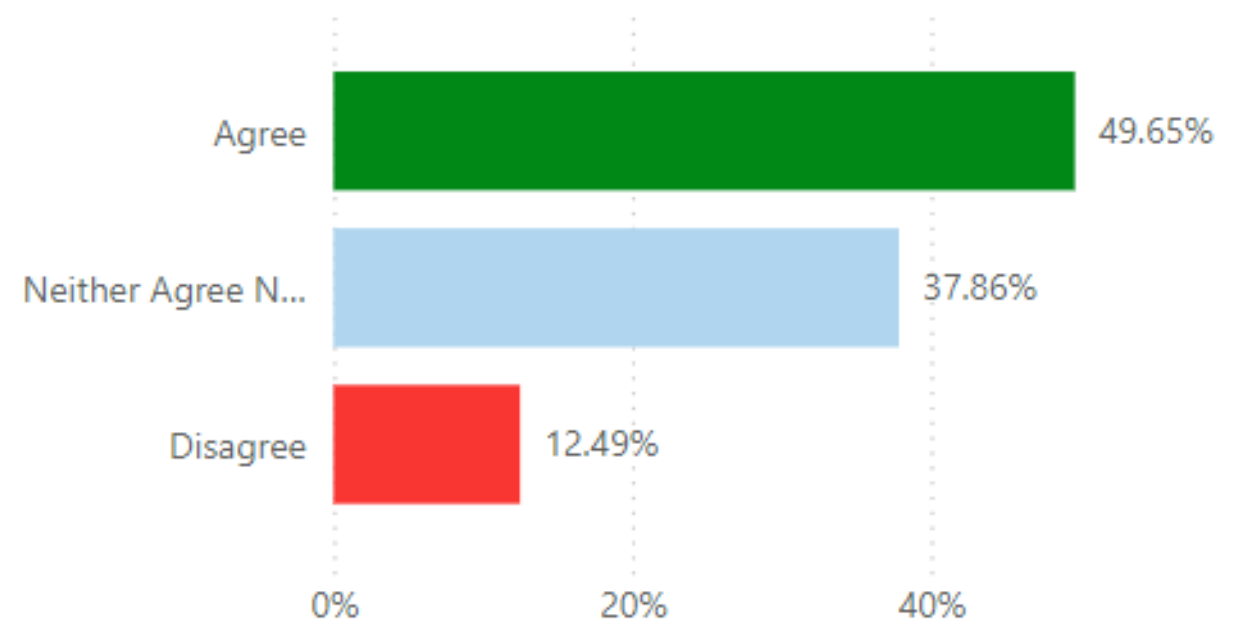




I feel supported/encouraged by my counselors in exploring various post-high school options.

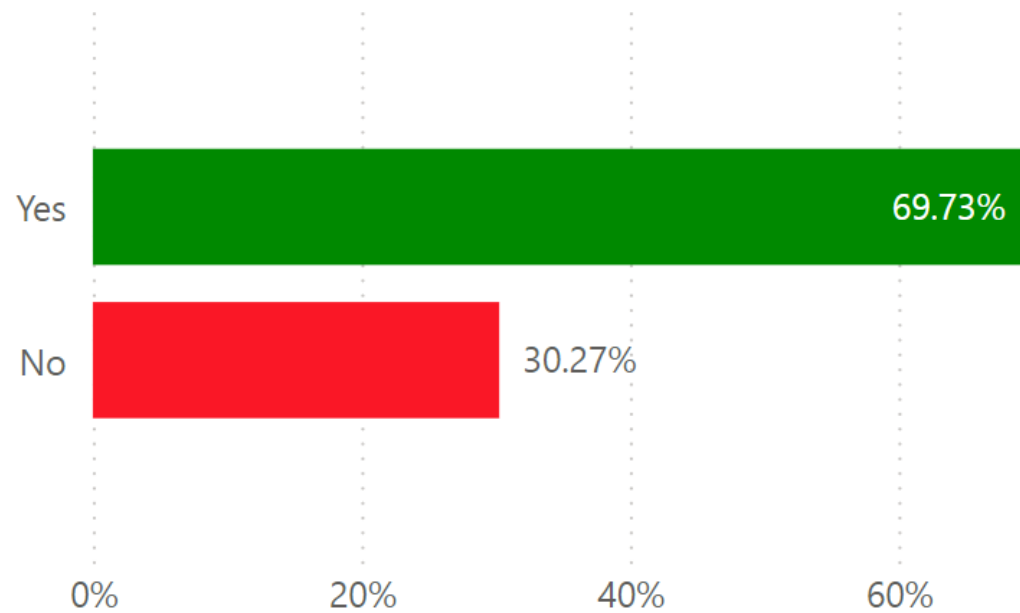


I feel satisfied with the range of course options available/offered to me.





A teacher encouraged me to take an honors or other advanced class.



All

All

Southampton Midd...

All

All

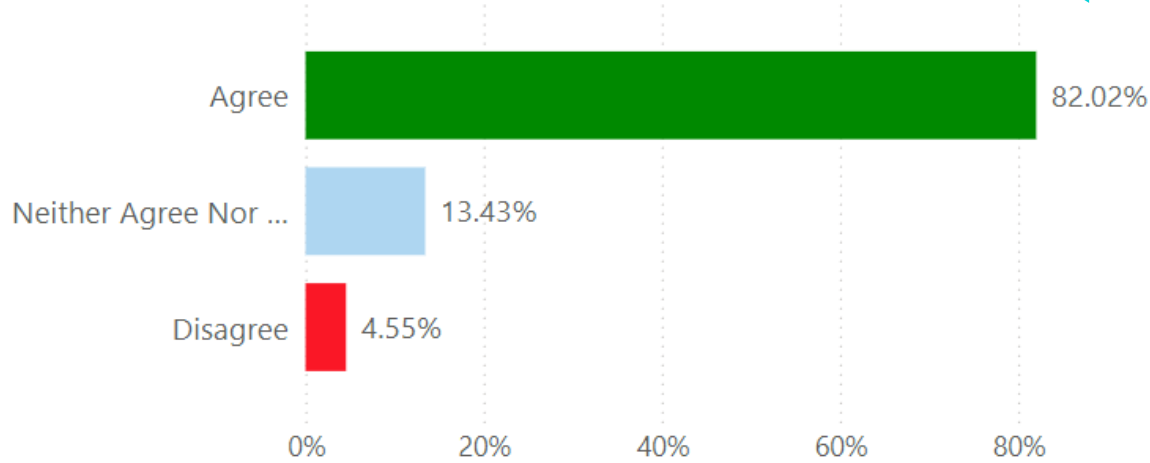
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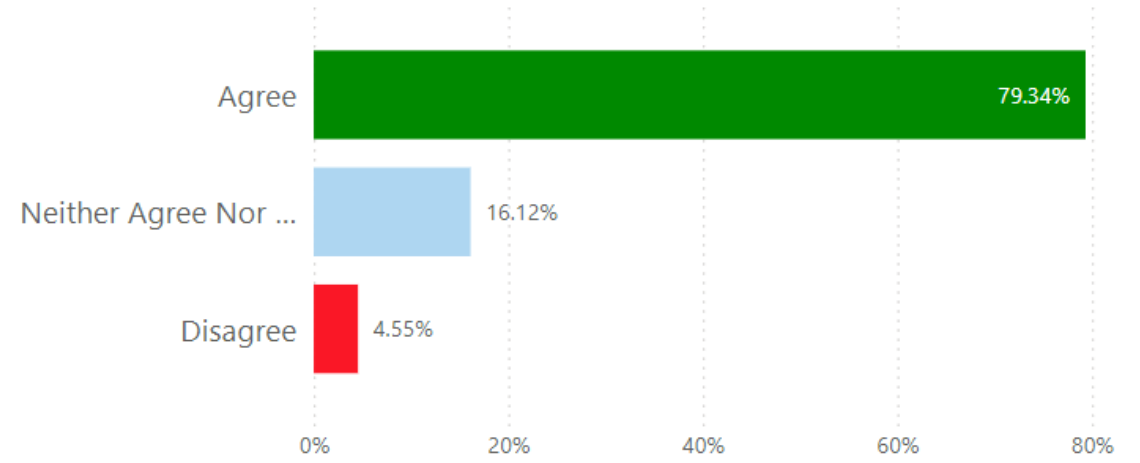
All

Go Back to Home

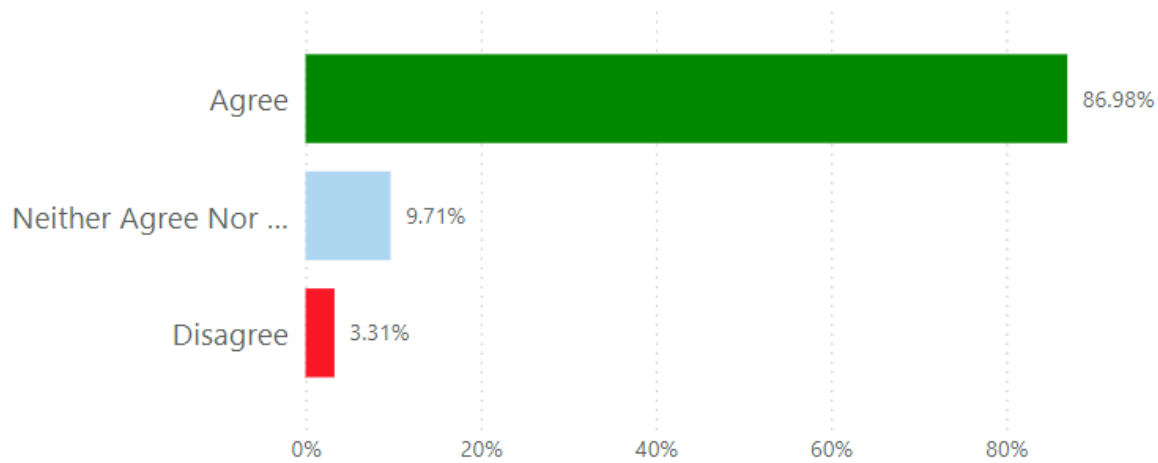
Principals and administrators treat all students equally, regardless of skin color.



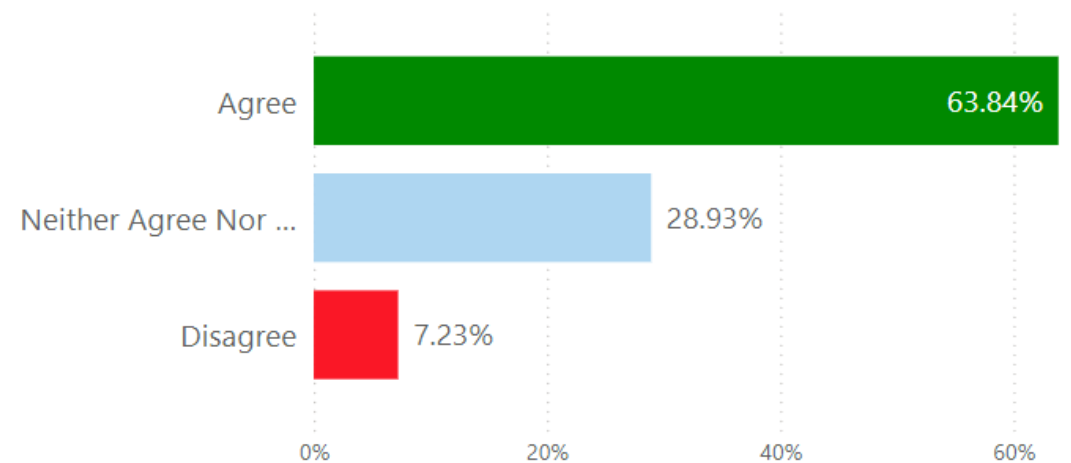
My school is welcoming and inclusive to students of all skin colors, cultures, religions, and other traits



I feel safe talking to and interacting with students of different skin colors, cultures, religions, or other personal traits.



I believe what I learn in school reflects the experiences/history of persons of color.



Student Voices

Perspectives from our students:

- Elementary Schools (Grade 5)
- Middle Schools
- High Schools

Testimonies Include:

- Perceptions and Comfort
- Educational Opportunities
- Racial Equity Awareness
- Suggestions for Improvement (Sample Quotes)

Sample Quotes From Students – Part 1

Share your suggestions on how to improve the issues of racism, implicit bias, discrimination at your school.

Celebrating Multiple Perspectives, Identities, and Cultures Within HCPS

"I believe that there is a lot of negative preconceptions towards Latinos, at least in my school... Maybe we could do something similar to Black History Month during Hispanic Heritage Month where we are taught about the good things Hispanics provide... I think that we need to ingrain from early on that we are all equal."

"I feel as if the Muslim Holiday of Eid should be represented more in school via maybe a day off. I also think that schools should mention and educate people on Ramadan and why Muslims do it."

Collaboration, Inclusion, and Respect

"Be inclusive of everyone. And DON'T repress any rights of anyone for any reason. While racism isn't that big here, I can see homophobic sentiments are more widespread."

Sample Quotes From Students – Part 2

Share your suggestions on how to improve the issues of racism, implicit bias, discrimination at your school.

Engaging and Open Conversations

“Continuing to give equal opportunity to everyone is a must. Personally, sports and clubs bring me very close to all kinds of students. All different ages, backgrounds, gender, race, religion, looks, etc. More promotion of groups, sports, or other clubs would be a good opportunity for students to experience getting to know others. The more you get to know others, the more you become open to others and their differences in my opinion.”

Staff Professional Development

“My suggestion on improving the issues of racism is education. We need to educate the students and teachers on what is racism and how to not be racist. Many people tend to be racist because of the lack of education they have on the subject. Race tends to be a less talked about topic that parents tend to shield from their children. By having this conversation in schools, it would break down that awkwardness surrounding that subject.”

Raising Awareness and Educating Sample Quote

"We need to take the experiences of other students more seriously. We need to provide greater education on issues of racism in our county. Students need to realize the strength of the things they are saying."

Recommendations

- I. Educate students and staff about the impact of language, the history of racism/sexism, and the importance of celebrating multiple perspectives, identities, and cultures within HCPS.
- II. Pair increased education and awareness campaigns with a strict enforcement of the HCPS bullying, harassment, and intimidation policy, ensuring that reports of discriminatory conduct are answered.
- III. Empower students to speak up and provide safe, responsive environments through anonymous reporting systems, open forums, or dedicated support personnel.

Note: The full research report includes HCPS Responses to the Recommendations

Next Steps

