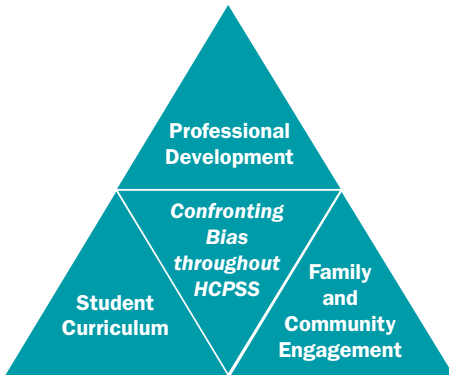




# Acceptance and Belonging: Confronting Bias

A collaborative initiative under the leadership of the HCPSS Office of Curriculum, Instruction and Assessment and Office of Diversity, Equity and Inclusion



**Acceptance and Belonging: Confronting Bias** is a comprehensive approach to mitigating the impacts of bias in all decisions, actions and processes affecting students and staff of the Howard County Public School System. This plan sets out to transform system and school cultures so that all students, families and staff members feel a full sense of acceptance and belonging. This initiative will accelerate HCPSS' progress in achieving the vision, mission, commitments and desired outcomes of the Strategic Call to Action.

## Professional Development

HCPSS offers a variety of opportunities for staff to grow professionally by improving their understanding of the impact of bias on colleagues, students and families. These professional learning options will support staff in recognizing bias, creating strategies to remove bias, and learning best practices in addressing bias as it occurs. Some of these opportunities include:

- Cultural Proficiency Level 1 and 2
- Culturally Responsive Teaching
- Racial/Generational Trauma Informed Care
- Framework in Action I and II
- Poverty Matters
- Belonging & Micro-aggressions
- Dignity Workshops with staff and students
- Support from the Diversity, Equity and Inclusion Liaison (formerly CPLs) in each school and education center
- Additional training through outside consultants

## Curriculum and Instruction

Beginning in school year 2019–20, HCPSS will initiate the development and implementation of a comprehensive bias education program for students. This initiative will comprise a standalone anti-bias curriculum and a review of all HCPSS curriculum to ensure that bias education is interwoven throughout.

### 2019–20

- Adopt Teaching Tolerance (TT) Anti-Bias Education Framework
- Audit current curriculum offerings for evidence that reflects TT anchor standards and domains
- Student-led facilitation focused on bias in Grades 6–12
- Focused lessons on bias in K–5 during designated Social Emotional Learning (SEL) time
- Develop an 8th grade anti-bias unit

### 2020–21

- Implement 8th grade anti-bias unit
- Develop anti-bias lessons for three grades (e.g., K, 3 and 6)
- Develop Diversity/Global Readiness .5 credit requirement for high school students

### 2021–22

- Implement anti-bias lessons in three grades (e.g., K, 3 and 6)
- Implement Diversity/Global Readiness .5 credit requirements for high school students
- Develop anti-bias lessons for three additional grades (e.g., 1, 4 and 7)

### 2022–23

- Implement anti-bias lessons for three grades (e.g., 1, 4 and 7)
- Develop anti-bias lessons for final two grades (e.g., 2 and 5)

### 2023–24

- Implement anti-bias lessons for final two grades (e.g., 2 and 5)

## Family and Community Engagement

The input and partnership of community groups, families and staff stakeholders are integral to the success of this initiative.

- The Superintendent's Diversity, Equity and Inclusion Advisory Committee, which convened in 2018–19, will continue to play an integral role in advising HCPSS on this plan.
- HCPSS will work with families and community groups to identify speakers and other resources to complement the bias work in the district.
- HCPSS will continue to seek input from families and community groups, and seek opportunities to collaborate in an effort to enhance all bias education work.