

SURVEY ON RACISM, IMPLICIT BIAS, AND OTHER FORMS OF DISCRIMINATION

In light of recent events and understanding its importance to our students, Harford County Public Schools (HCPS) is committed to taking the initiative to ensure that the issues of racism, discrimination, and implicit biases are proactively and consistently addressed.

Recognizing the issues we are facing is the first step. To gain a better understanding of how racism, implicit bias, and other forms of discrimination may be affecting students, we are asking students in grades 5-12 to participate in a brief survey.

Your responses to this survey will help us understand how future decisions on policies, curriculum, and daily student life in our schools can be improved. This is completely optional. Have comfort and confidence in knowing that your responses are confidential, and all information is reported anonymously.

The survey will take approximately 5 minutes to complete. There are optional, open-ended questions at the end, which we encourage but do not require you to complete. The survey will be available until Friday, July 10, 2020. It will be accessible on all electronic platforms including phones, tablets, computers, etc.

To be sure that all voices are heard on this topic, there is a plan to have a hotline in place to allow students with no access to the Internet to fill out the survey. The hotline will become available soon and we will share it publicly as soon as it becomes available.

As your student representatives to the Board of Education, we sincerely thank you for taking the time to share your feedback.

Christian Walker- Student Member of the Board of Education

Phoebe Bailey- Incoming Student Member of the Board of Education

Definitions:

Racism:

Belief that certain races of people are by birth and nature superior to others. Discrimination or hatred based on race. *Source: Webster dictionary.*

Implicit Bias:

Implicit bias refers to having an attitude or stereotype about a person or group of people, often without realizing it. Implicit bias may cause us to talk or act differently toward certain people because of preconceived notions about their race, gender, nationality, religion, sexual orientation, or other factors.

DEMOGRAPHICS

We are asking you to please provide us with the demographic information (school, grade, gender, and race/ethnicity) listed below in questions 1-4. The information provided will allow us to better understand the background and experiences of all students and in turn, help us to develop strategies to meet the needs of all students.

1. Please select your school from the list. Select N/A if you do not wish to share the name of your school.

2. What grade are you in? Please select your grade for the current 2019-2020 school year.

- 5th grade
- 6th grade
- 7th grade
- 8th grade
- 9th grade
- 10th grade
- 11th grade
- 12th grade

3. What is your gender/How do you describe your gender?

- Male
- Female
- Non-Binary

4. Which race/ethnicity best describes you?

- American Indian or Alaskan Native
- Asian American
- Black or African American
- White
- Hispanic/Latino
- Native Hawaiian or Other Pacific Islander
- Two or more races

CLOSED-ENDED QUESTIONS

Please say how much you agree or disagree with the following statements:

	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
1. I am comfortable talking to a friend or peer about racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I am comfortable talking to my teachers about racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I am comfortable talking to my parents or adults I am close to about racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I believe my teachers treat all my classmates equally, regardless of their skin color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I believe my principals and school administrators treat all students equally, regardless of their skin color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My school is welcoming and inclusive to students of all skin colors, cultures, religions, and other personal traits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I feel safe talking to and interacting with students of different skin colors, cultures, religions, or other personal traits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. I believe what I learn in school reflects the experiences and history of persons of color.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. The texts (books, media, etc.) in my school library and classrooms reflect the racial diversity of my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. The texts (books, media, etc.) in my school library and classrooms reflect the racial diversity of the country.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. The racial diversity of teachers in my school is similar to the racial diversity of students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Racism is a problem in Harford County Public Schools.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Implicit bias is a problem in Harford County Public Schools.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. HCPS needs to do more to address racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. HCPS needs to do more to address implicit bias.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. I am aware of HCPS initiatives to address racism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CLOSED-ENDED QUESTIONS

	At least once a day	At least once a week	Once a month	Almost never or never
17. How often do you find yourself in a situation where you are talking with people directly about racism?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. How often do you find yourself in a situation where you are talking with people directly about implicit bias?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please answer the following statements with a Yes or No.

	Yes	No
19. I have heard a classmate/peer make a racist comment or joke to/about me.	<input type="radio"/>	<input type="radio"/>
20. I have heard a classmate/peer make a racist comment or joke to/about another student.	<input type="radio"/>	<input type="radio"/>
21. I have heard an adult (teacher, principal, para-educator, bus driver) make a racist comment or joke to/about me.	<input type="radio"/>	<input type="radio"/>
22. I have heard an adult (teacher, principal, para-educator, bus driver) make a racist comment or joke to/about another student.	<input type="radio"/>	<input type="radio"/>
23. I have heard another student say something that may not have been directly racist, but was still biased and hurtful to me or to another student.	<input type="radio"/>	<input type="radio"/>
24. I have heard an adult (teacher, principal, para-educator, bus driver) say something that may not have been directly racist, but was still biased and hurtful to me.	<input type="radio"/>	<input type="radio"/>
25. I have heard an adult (teacher, principal, para-educator, bus driver) say something that may not have been directly racist, but was still biased and hurtful to another student.	<input type="radio"/>	<input type="radio"/>
26. A teacher encouraged me to take an honors or other advanced class.	<input type="radio"/>	<input type="radio"/>
27. A principal or school administrator encouraged me to take an honors or other advanced class.	<input type="radio"/>	<input type="radio"/>
28. An adult (school counselor, nurse, para-educator, etc.) encouraged me to take an honors or other advanced class.	<input type="radio"/>	<input type="radio"/>
29. I am encouraged to participate in extracurricular activities (clubs, student organizations, sports, etc.).	<input type="radio"/>	<input type="radio"/>

OPEN-ENDED COMMENTS (OPTIONAL)

1. Please share your thoughts, comments, experiences, or suggestions on the issues of racism, implicit bias and/or discrimination in Harford County Public Schools.

2. How would you like the 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?

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Implicit Bias: Implicit bias refers to having an attitude or stereotype about a person or group of people, often without realizing it. Implicit bias may cause us to talk or act differently toward certain people because of preconceived notions about their race, gender, nationality, religion, sexual orientation, or other factors.