

**BOARD OF EDUCATION OF HARFORD COUNTY**  
**INFORMATIONAL REPORT**  
**PRESENTATION ON THE OFFICE OF EQUITY AND CULTURAL PROFICIENCY**  
**UPCOMING PROFESSIONAL DEVELOPMENT**  
**SEPTEMBER 21, 2020**

**Background:**

The Office of Equity and Cultural Proficiency (OECF) assists HCPS in implementing the state equity policy and collaborates on matters related to curriculum, instruction, instructional materials, climate, and staff development with a focus on eliminating achievement gaps, removing barriers, and increasing academic achievement for all students. The OECF also provides equity and cultural proficiency professional development to all support and professional staff, countywide and at the school level.

**Discussion:**

Prior to COVID-19, the Supervisor of Equity and Cultural Proficiency worked closely with schools to diagnose needs for professional development, facilitate restorative conferences with students, and develop proactive strategies to address bullying, harassment, and discrimination. The Supervisor of the OECF also collaborated with the Office of Curriculum, Instruction and Assessment (CIA) to create professional learning experiences for school and district administrators, faculty, and staff.

During school closures due to COVID-19, the OECF has continued to meet regularly with the Equity Team to engage in analysis and review of our policies, practices, and procedures and to develop recommendations using our equity lens. The OECF has also worked closely with Mr. Ousmanou, Manager of North Star Research and Program Evaluation, and the former and present student members of the board to develop the student survey and analyze preliminary data on our students' perceptions of racism, discrimination, and implicit bias in HCPS.

On September 25, our first early dismissal day of SY 20-21 , we will engage in countywide professional development to understand some of the preliminary results of our student survey, to reflect on our biases, to learn strategies for addressing microaggressions, and to practice problem-solving strategies to disrupt racism, discrimination, and implicit bias.

**Superintendent's Recommendation**

The Superintendent of Schools recommends that the Board of Education accept this informational report on the Office of Equity and Cultural Proficiency Upcoming Professional Development.