

# Office of Equity and Cultural Proficiency



HCPS Board of Education Presentation  
October 12, 2020

Paula M. Stanton, Ph.D., Supervisor of Equity and Cultural Proficiency

---

# *Before COVID-19*

- School-Based PD
- Data Tracking Systems
- Restorative Conferences
- Affinity Group Support
- Admin PD



Our Experiences

Panel Discussion

10-12 minutes



# During School Closure



- Weekly Equity Team Meetings
  - Recruitment Strategies
  - Lead with Love Campaign
  - Using our Equity Lens to analyze processes, procedures, and programs
  - Recommendations
- Review of Equity Policy
- Continuity of Learning/Recovery Plans
- Digital Teaching and Learning (DTL) Guide
- Professional Development



# Preliminary Key Findings

Most student respondents have personally witnessed or experienced racist and hurtful comments from their peers.

## 24. I have heard a classmate/peer make a racist comment or joke to/about another student.

Response	Frequency	Percent	0	20	40	60	80	100
Yes	2921	74.0%						
No	1026	26.0%						

# Preliminary Key Findings

(40%) of student respondents agree that racism and implicit bias are problems at HCPS.

## 16. Racism is a problem in Harford County Public Schools.

Response	Frequency	Percent	0	20	40	60	80	100
Strongly Disagree	576	14.6%						
Disagree	789	20.0%						
Neither Agree Nor Disagree	972	24.6%						
Agree	832	21.1%						
Strongly Agree	778	19.7%						

## 17. Implicit bias is a problem in Harford County Public Schools.

Response	Frequency	Percent	0	20	40	60	80	100
Strongly Disagree	460	11.7%						
Disagree	623	15.8%						
Neither Agree Nor Disagree	1259	31.9%						
Agree	899	22.8%						
Strongly Agree	706	17.9%						

# Preliminary Key Findings

Most student respondents want HCPS to do more to address racism and implicit bias at HCPS.

## 18. HCPS needs to do more to address racism.

Response	Frequency	Percent	0	20	40	60	80	100
Strongly Disagree	293	7.4%						
Disagree	393	10.0%						
Neither Agree Nor Disagree	867	22.0%						
Agree	1152	29.2%						
Strongly Agree	1242	31.5%						

## 19. HCPS needs to do more to address implicit bias.

Response	Frequency	Percent	0	20	40	60	80	100
Strongly Disagree	270	6.8%						
Disagree	350	8.9%						
Neither Agree Nor Disagree	995	25.2%						
Agree	1142	28.9%						
Strongly Agree	1190	30.1%						

# Equity and Cultural Proficiency PD

- Preliminary survey results
- Self-reflection of readiness to engage in anti-bias work
- Brief history of desegregation of HCPS
- Implicit bias and microaggressions
- School-based problem-solving





