

FAVORABLE
House Bill 1386
Education - School Employee Antibias Training - Requirements

Senate Committee on Education, Energy, and the Environment
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The Maryland State Education Association supports House Bill 1386, which would require the State Department of Education, in consultation with the Professional Standards and Teacher Education Board, to develop guidelines for an antibias training program for school employees. It would also require each county board of education and certain nonpublic schools to offer training based on the guidelines.

MSEA represents 75,000 educators and school employees who work in Maryland's public schools, teaching and preparing our almost 900,000 students so they can pursue their dreams. MSEA also represents 39 local affiliates in every county across the state of Maryland, and our parent affiliate is the 3-million-member National Education Association (NEA).

Educators know that students learn best when they feel safe, seen, and supported. As we see a disturbing rise in hate crimes in our state, educators have a critical role to play as leaders within the school community.¹ We unequivocally support efforts to ensure that all educators are prepared to address alarming incidents motivated by prejudice. Moreover, we must promote in educators a deep understanding of bias and its implications and provide tools to prevent it through teaching wherever possible.

Developing this training would help ensure that educators receive consistent, comprehensive support toward preventing bias, prejudice, and hate, preparing

¹¹ U.S. Department of Justice: Maryland (2022). <https://www.justice.gov/hatecrimes/state-data/maryland#stats-md>

them to address a breadth of issues affecting students and their families. We also appreciate that it would be credit eligible or job embedded and paid, meaning that the value of antibias training will either be recognized toward certificate renewal or provided as part of established professional development time.

We urge the Committee to issue a Favorable Report on House Bill 1386.