



Board of Education of Howard County  
Testimony Submitted to the Maryland Senate,  
Education, Energy, and the Environment Committee  
March 27, 2024



Board of Education  
of Howard County

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**HB1386: FAVORABLE WITH AMENDMENTS**  
**Education - School Employee Anti-Bias Training – Requirements**

The Board of Education of Howard County (the Board) supports **HB1386 Education - School Employee Anti-Bias Training – Requirements** with amendments to financially support the important training called for in the bill.

As amended and passed by the House of Delegates, HB1386 has been shifted to a broader anti-bias training bill rather than a curriculum mandate. The Howard County Public School System (HCPSS) Diversity, Equity, and Inclusion (DEI) staff support the intent of the amended bill to bring awareness and training to staff that would support strategic goals of the school system for students and staff to thrive in a safe, nurturing, and inclusive culture that embraces diversity. While anti-hate and anti-bias may be general terms for work that opposes or prohibits unfair discrimination against people based on race, religion, etc., a focus on belonging would be the preferred descriptor for such training. DEI currently provides training on belonging to staff across all schools through professional learning with targeted groups such as administrators and school counselors and customized professional learning during program implementation periods. DEI also provides support and training for hate/bias response.

Training as called for under the amended HB1386 has the potential to more widely benefit all employees, and is flexible in delivery to account for local preference, but given the scope must also be supported financially. The Board respectfully requests an amendment to guarantee funding to support the required training under HB1386.

With this amendment, we urge a FAVORABLE report of HB1386 from this Committee.