

FAVORABLE WITH AMENDMENTS
House Bill 1386
Education – Employee Training and Holocaust Education Study – Requirements

House Ways and Means Committee
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The Maryland State Education Association supports, with amendments, House Bill 1386, which would require each county board of education, certain nonpublic schools, and institutions of higher education to provide each employee with training on the prevention of antisemitism and Islamophobia each year. It would also require the State Department of Education to contract with a consultant to conduct an independent study and assessment of Holocaust education in middle and high school instruction in the State.

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 antisemitism, Islamophobia, and other prejudices. Moreover, we must promote in educators a deep understanding of bias and its implications and provide tools to prevent it through teaching wherever possible. To ensure that educators are

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

thoroughly prepared and that the trainings are paid or credit eligible, we respectfully request the following amendments:

Add to page 2, lines 5-7 and page 3, lines 12-13:

EACH COUNTY BOARD AND NONPUBLIC SCHOOL SHALL REQUIRE EACH EMPLOYEE TO RECEIVE **ANTI-BIAS** TRAINING ON THE PREVENTION OF **RACIAL, ETHNIC, RELIGIOUS, CULTURAL, AND OTHER FORMS OF IDENTITY-BASED BIAS, PREJUDICE, AND HATE, INCLUDING BUT NOT LIMITED TO ANTISEMITISM AND ISLAMOPHOBIA, EACH YEAR.**

Add to page 2, after line 10:

SHALL BE PAID, JOB-EMBEDDED, OR ELIGIBLE FOR PROFESSIONAL DEVELOPMENT POINTS.

These amendments would establish that educators must receive consistent, comprehensive training on preventing bias, prejudice, and hate, preparing them to address a breadth of issues affecting students and their families. The latter amendment would ensure that the value of those trainings will be recognized toward certificate renewal or provided as part of established professional development time.

With the inclusion of the proposed amendments, we urge the Committee to issue a Favorable Report on House Bill 1386.