



HB0565/903325/1

AMENDMENTS
PREPARED
BY THE
DEPT. OF LEGISLATIVE
SERVICES

09 FEB 26
10:04:40

BY: Delegate J. Long
(To be offered in the Government, Labor, and Elections
Committee)

AMENDMENTS TO HOUSE BILL 565

(First Reading File Bill)

AMENDMENT NO. 1

On page 1, strike in their entirety lines 2 and 3 and substitute “**Education – County Boards of Education – Elections and Antiracism Policy**”; in line 4, after the first “of” insert “requiring each county board of education to adopt a certain antiracism policy and review the policy at certain intervals; requiring each county superintendent to develop certain procedures to implement the antiracism policy; authorizing a county board of education to amend a certain antiracism policy;”; in line 6, after “elections” insert “and antiracism policies”; and after line 6, insert:

“BY adding to

Article - Education

Section 3–106

Annotated Code of Maryland

(2025 Replacement Volume and 2025 Supplement)”.

AMENDMENT NO. 2

On page 1, after line 21, insert:

“**3–106.**

(A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS INDICATED.

(2) “ANTIRACISM” MEANS THE PRACTICE OF IDENTIFYING, CHALLENGING, AND CHANGING THE VALUES, STRUCTURES, AND BEHAVIORS THAT PERPETUATE SYSTEMIC RACISM.

(3) “ETHNICITY” MEANS A PERSON’S IDENTIFICATION WITH A GROUP BASED ON CHARACTERISTICS SUCH AS SHARED HISTORY, ANCESTRY, GEOGRAPHIC AND LANGUAGE ORIGIN, AND CULTURE.

(4) (I) “INDIVIDUAL RACISM” MEANS PREJUDGMENT, BIAS, OR DISCRIMINATION BY AN INDIVIDUAL BASED ON RACE.

(II) “INDIVIDUAL RACISM” INCLUDES PRIVATELY HELD ATTITUDES AND BELIEFS, CONSCIOUS AND UNCONSCIOUS, AND EXTERNAL BEHAVIORS, AND ACTIONS TOWARDS OTHERS.

(5) “INSTITUTIONAL RACISM” MEANS RACISM WITHIN INSTITUTIONS AND ORGANIZATIONS, SUCH AS SCHOOLS, HEALTH CARE, AND JUDICIAL SYSTEMS, THAT ADOPT AND MAINTAIN POLICIES, PRACTICES, AND PROCEDURES THAT OFTEN UNINTENTIONALLY PRODUCE INEQUITABLE OUTCOMES FOR PEOPLE OF COLOR AND ADVANTAGES FOR WHITE PEOPLE.

(6) “OPPORTUNITY GAP” MEANS THE WAYS SYSTEMIC STRUCTURES, PRACTICES, AND ALLOCATION OF RESOURCES CREATES REDUCED OR DENIED OPPORTUNITIES, GENERALLY BY RACE, ETHNICITY, SOCIOECONOMIC STATUS, ENGLISH PROFICIENCY, COMMUNITY WEALTH, FAMILIAL SITUATIONS, OR OTHER FACTORS THAT CONTRIBUTE TO OR PERPETUATE LOWER EDUCATIONAL RIGOR, PARTICIPATION, AND ACHIEVEMENT FOR CERTAIN GROUPS OF STUDENTS.

(7) “PRIVILEGE” MEANS THE WEB OF INSTITUTIONAL AND CULTURAL TREATMENT THAT AFFORDS WHITE PEOPLE GREATER ACCESS TO POWER AND RESOURCES THAN PEOPLE OF COLOR IN THE SAME SITUATION.

(8) “RACISM” MEANS THE SYSTEM OF STRUCTURING OPPORTUNITY AND ASSIGNING VALUE BASED ON THE SOCIAL INTERPRETATION OF HOW ONE LOOKS THAT UNFAIRLY DISADVANTAGES SOME INDIVIDUALS AND COMMUNITIES OR UNFAIRLY ADVANTAGES OTHER INDIVIDUALS AND COMMUNITIES.

(9) (I) “SYSTEMIC RACISM” MEANS THE HISTORY AND CURRENT REALITY OF INSTITUTIONAL RACISM ACROSS ALL INSTITUTIONS AND SOCIETY.

(II) “SYSTEMIC RACISM” INCLUDES THE HISTORY, CULTURE, IDEOLOGY, AND INTERACTIONS OF INSTITUTIONS AND POLICIES THAT PERPETUATE A SYSTEM OF INEQUITY THAT IS DETRIMENTAL TO COMMUNITIES OF COLOR.

(B) A COUNTY BOARD OF EDUCATION SHALL ADOPT THE FOLLOWING POLICY STATEMENT:

“THE (NAME OF COUNTY BOARD OF EDUCATION) BELIEVES THAT COMBATING THE INDIVIDUAL RACISM AND INSTITUTIONAL RACISM THAT CONTINUES TO EXIST IN OUR SCHOOLS IS A LEGAL AND MORAL OBLIGATION.

THE (NAME OF COUNTY BOARD OF EDUCATION) AFFIRMS AN OBLIGATION TO REQUIRE A SAFE, ANTIRACIST, AND INCLUSIVE EDUCATIONAL ENVIRONMENT WHERE EACH STUDENT AND STAFF MEMBER IS TREATED WITH

RESPECT AND DIGNITY, REGARDLESS OF RACE OR ETHNICITY. AS SUCH, THE BOARD OF EDUCATION WILL NOT TOLERATE THE VALUES, STRUCTURES, AND BEHAVIORS THAT PERPETUATE SYSTEMIC RACISM. THE (NAME OF COUNTY BOARD OF EDUCATION) WILL ADOPT AND MAINTAIN POLICIES, PRACTICES, AND PROCEDURES THAT PRODUCE EQUITABLE OUTCOMES FOR STUDENTS OF COLOR AND MARGINALIZED GROUPS AND ENCOURAGE ANTIRACISM.

THE (NAME OF COUNTY BOARD OF EDUCATION) BELIEVES ALL EMPLOYEES PLAY A VITAL ROLE IN REDUCING RACISM AND INEQUITY BY RECOGNIZING THE MANIFESTATIONS OF RACISM, CREATING CULTURALLY INCLUSIVE LEARNING, AND WORKING ENVIRONMENTS, AND DISMANTLING EDUCATIONAL SYSTEMS THAT DIRECTLY OR INDIRECTLY PERPETUATE RACISM AND PRIVILEGE.

THE (NAME OF COUNTY BOARD OF EDUCATION) BELIEVES THAT ALL STUDENTS CAN LEARN WHEN OPPORTUNITY GAPS ARE ELIMINATED. INDIVIDUAL AND INSTITUTIONAL RACISM CREATES OPPORTUNITY GAPS. THE (NAME OF COUNTY BOARD OF EDUCATION) RECOGNIZES THAT OPPORTUNITY GAPS HAVE SIGNIFICANT INTERGENERATIONAL EFFECTS AND PERPETUATE ECONOMIC, SOCIAL, AND EDUCATIONAL INEQUITY. RACIAL INEQUITIES WERE CREATED OVER TIME AND MUST BE ELIMINATED WHEN IDENTIFIED. INDIVIDUAL RACISM IS A LEARNED BEHAVIOR THAT WILL NOT BE TOLERATED WITHIN THE (NAME OF COUNTY) SCHOOL SYSTEM.”.

(C) EACH COUNTY SUPERINTENDENT SHALL:

(1) DEVELOP ADMINISTRATIVE PROCEDURES TO IMPLEMENT THE POLICY REQUIRED UNDER THIS SECTION IN ACCORDANCE WITH ALL LOCAL POLICIES AND LOCAL, STATE AND, FEDERAL LAWS AND REGULATIONS; AND

(2) COMMUNICATE THE POLICY AND ACCOMPANYING PROCEDURES TO ALL STAFF OF THE LOCAL SCHOOL SYSTEM INCLUDING TEACHERS, SUPPORT STAFF, AND ADMINISTRATIVE STAFF.

(D) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, BEGINNING IN THE 2029-2030 SCHOOL YEAR AND EVERY 3 SCHOOL YEARS THEREAFTER, EACH COUNTY BOARD SHALL REVIEW THE POLICY REQUIRED UNDER THIS SECTION AT THE END OF THE SCHOOL YEAR.

(2) (I) A COUNTY BOARD, BY MAJORITY VOTE IN PUBLIC SESSION, MAY AMEND THE POLICY REQUIRED UNDER THIS SECTION.

(II) AN AMENDMENT TO A POLICY UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH MAY NOT RELIEVE THE COUNTY BOARD OF THE BOARD'S OBLIGATION TO COMPLY WITH THE RELEVANT LOCAL, STATE, AND FEDERAL LAWS AND REGULATIONS, OR THE RULES AND REGULATIONS OF THE STATE BOARD AND THE DEPARTMENT."