

**HOUSE . . . . . No. 587**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

*Homar Gómez*

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act to require mandatory training on microaggressions and implicit bias for staff members teaching extracurricular activities.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Homar Gómez</i>	<i>2nd Hampshire</i>	<i>1/14/2025</i>

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By Representative Gómez of Easthampton, a petition (accompanied by bill, House, No. 587) of Homar Gómez for legislation to require mandatory training on microaggressions and implicit bias for staff members teaching extracurricular activities. Education.

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**The Commonwealth of Massachusetts**

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**In the One Hundred and Ninety-Fourth General Court  
(2025-2026)**  
\_\_\_\_\_

An Act to require mandatory training on microaggressions and implicit bias for staff members teaching extracurricular activities.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1           Section 1. Purpose

2           The purpose of this legislation is to ensure that all staff members responsible for teaching  
3 or supervising extracurricular activities in the Commonwealth of Massachusetts are adequately  
4 trained to identify and address microaggressions and implicit bias. This bill aims to create  
5 inclusive and respectful environments for students engaged in extracurricular activities.

6           Section 2. Definitions

7           For purposes of this Act:

8           Extracurricular Activities shall refer to any educational programs or activities offered  
9 outside the regular school curriculum, including but not limited to sports, music, clubs,  
10 performing arts, student leadership programs, and other enrichment activities.

11 Staff Members shall refer to any individual employed or contracted by public or private  
12 educational institutions in Massachusetts who oversees or assists in extracurricular activities.

13 Microaggressions shall refer to subtle, often unintentional, actions or comments that may  
14 be perceived as offensive or disrespectful based on a person's race, ethnicity, gender, sexual  
15 orientation, or other identity characteristics.

16 Implicit Bias shall refer to unconscious attitudes or stereotypes that affect an individual's  
17 actions, decisions, and perceptions in ways that may not be aligned with their conscious beliefs  
18 or values.

### 19 Section 3. Training Requirement

#### 20 (a) Mandatory Training:

21 All staff members involved in teaching or supervising extracurricular activities in public  
22 or private educational institutions in Massachusetts shall complete training in the areas of  
23 microaggressions and implicit bias. This training shall be completed as part of the staff  
24 member's onboarding process and must be refreshed annually.

#### 25 (b) Training Program:

26 The Department of Elementary and Secondary Education (DESE) shall develop the  
27 required training program. This program shall include, but not be limited to:

28 An overview of microaggressions and implicit bias.

29 The impact of microaggressions and implicit bias on student experience and well-being.

30 Practical strategies to address and mitigate microaggressions and implicit bias in  
31 interactions with students.

32 Techniques for creating inclusive and supportive environments for students in  
33 extracurricular activities.

#### 34 Section 4. Certification and Record Keeping

##### 35 (a) Certification:

36 Upon successful completion of the required training, each staff member shall receive a  
37 certificate of completion, issued by the DESE.

##### 38 (b) Record Keeping:

39 Educational institutions shall maintain records of training completion for each staff  
40 member and must retain these records for a minimum of three years.

#### 41 Section 5. Implementation and Oversight

##### 42 (a) Department of Elementary and Secondary Education (DESE):

43 The DESE shall oversee the implementation of the training requirements and develop  
44 guidelines for educational institutions to follow. DESE will also ensure that training materials are  
45 accessible to all staff and available in both in-person and online formats.

##### 46 (b) Compliance and Enforcement:

47 Institutions that fail to comply with the training requirements set forth in this Act may be  
48 subject to penalties, including the withholding of state funding, as determined by the DESE.