



# City of Bowie

15901 Excalibur Road  
Bowie, Maryland 20716

June 28, 2020

Good Morning,

Welcome to the City of Bowie's Fair Housing Training Series on "Implicit Bias". This is the most diverse group of attendees we have ever had, representing several county government agencies, WM Council of Governments, city employees and executives, homeowner associations, realtors, property management firms, nonprofits, and many others. The City of Bowie is an Entitlement Community with the U.S. Department of Housing and Urban Development and is required to provide Fair Housing services, including training for city staff, residents, and other organizations, institutions, and interested parties.

While the Fair Housing Act of 1968 stated that its purpose was to prohibit discrimination in housing because of religion, disability, gender, race or color, or familial status, one thing that it could not legislate was human behavior or morality, or dictate a timetable to reverse decades of mores, folkways, and legal precedence based on ignorance, misinformation, and orchestrated subjugation of the rights of others. We know three things: 1. We all have biases; 2. Bias is based on ignorance and social and cultural inheritance; and 3. Ignorance can be overcome through education, exposure, and personal growth and maturation.

Today we are honored to have a nationally recognized scholar, educator, and multi-disciplinary advisor as our trainer. Dr. Kris Marsh is a tenured professor at the University of Maryland School of Social Work. She is a frequently requested speaker and trainer on several matters, including Implicit Bias. The legislative background on the Fair Housing Act delineates numerous biases and practices that collaborated to deny housing and other opportunities to persons with disabilities, families with children, and people of certain races and religions. However, none produced more pernicious, pervasive, dehumanizing impacts than the practices of racism. So today Dr. Marsh will examine "Implicit Bias" and its many facets and implications for all aspects of our society and our daily lives.

A special thanks to Kay Starr of the Grants Office for her tireless work coordinating our Fair Housing Program, and to you for your attendance today. We hope that you will find it informational, educational, and instructive.

All the Best and Stay Safe,

Jesse Buggs

Director, Office of Grant Development & Administration  
Fair Housing Administration

**MAYOR** Timothy J. Adams      **MAYOR PRO TEM** Adrian Boafó  
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