

What Does Georgia’s House Bill 1084 Do?

HB 1084 redefines legitimate interpretations of racism and bias as “divisive concepts.”

HB 1084 defines nine concepts regarding race and racism as “divisive” then prohibits their teaching in any curriculum, classroom instruction or mandatory training program. The new law vaguely defines “divisive concepts” as any of the following ideas:

- One race is inherently superior to another race;
- The United States is fundamentally racist;
- An individual, by virtue of his or her race, is inherently or consciously racist or oppressive toward individuals of other races;
- An individual should be discriminated against or receive adverse treatment solely or partly because of his or her race;
- An individual’s moral character is inherently determined by his or her race;
- An individual, solely by virtue of his or her race, bears individual responsibility for actions committed in the past by other individuals of the same race;
- An individual, solely by virtue of his or her race, should feel anguish, guilt or any other form of psychological distress;
- Performance-based advancement or the recognition and appreciation of character traits, such as a hard work ethic, are racist or have been advocated for by individuals of a particular race to oppress individuals of another race; and
- Any other form of race scapegoating or race stereotyping.

HB 1084 restricts discussion about racism and bias in teacher training and certification.

HB 1084 prevents the state’s educator licensing agency and school administrators from requiring any teacher, counselor or administrator to participate in training that addresses systemic racism or bias even though such training is essential to creating safe and strong learning environments. Such training programs include concepts that are already part of standard diversity, equity and inclusion training in schools, businesses and government entities. Georgia’s new law mischaracterizes and threatens those important trainings by placing restrictions on them.

HB 1084 changes the complaint process for objecting to curricula and classroom instruction.

HB 1084 forces school districts to develop a new process for addressing allegations that “divisive concepts” are being taught. Most districts already have well-established review processes in place, but this policy bypasses them.

Parents have always had the right to ask for alternative learning material for their own children. HB 1084 will make curriculum decisions subject to the desires of individuals who lack expertise.

HB 1084 increases administrative burdens for school boards and administrators.

School administrators will only have up to three days to provide records to every complainant. This is not practical for most schools, particularly those that are small or understaffed.

HB 1084 threatens school flexibility and autonomy by restricting strategic waivers for districts found to be teaching “divisive concepts.”

HB1084 requires the Georgia State Board of Education to suspend strategic waivers for any district found to be teaching “divisive concepts.”

Strategic waivers allow school districts flexibility to meet the individual needs of their students, such as class size changes and curricular autonomy.

HB 1084 increases political influence in statewide athletic associations.

HB 1084 creates a committee structure that will give state politicians more influence on Georgia public schools, particularly the Georgia High School Association. There already is an oversight committee made up of elected athletic officials from across the state. This policy replaces those officials with individuals appointed by members of the Georgia General Assembly whether or not they are qualified.

HB 1084 makes it harder for school districts to protect transgender student athletes.

HB 1084 reassigns authority to determine athletic eligibility for transgender girls from local school districts to a statewide oversight committee, multiplying the burden of students and their families and hindering schools’ ability to protect students’ civil rights.