

# ASSEMBLY HEALTH COMMITTEE

## STATEMENT TO

### ASSEMBLY, No. 5516

with committee amendments

# STATE OF NEW JERSEY

DATED: DECEMBER 11, 2023

The Assembly Health Committee reports favorably and with committee amendments Assembly Bill No. 5516.

As amended by the committee, a homemaker-home health aide and any other health care professional certified or licensed pursuant to Title 45 of the Revised Statutes, who provides in-home health care services, is to be required to complete one credit of continuing education cultural competency and implicit bias training, within one year following the effective date of this bill and biennially thereafter.

The cultural competency and implicit bias training curriculum is to include, but not be limited to:

- (1) identification and understanding of implicit biases and stereotypes related to race, ethnicity, religion, sexual orientation, gender identity, and disability;
- (2) communication techniques that account for potential impacts of implicit biases;
- (3) strategies for recognizing and mitigating unconscious biases in healthcare decision-making processes;
- (4) review of applicable federal and State laws regarding discrimination in health care services;
- (5) cultural awareness and cultural competence in healthcare; and
- (6) understanding health disparities and social determinants of health.

#### COMMITTEE AMENDMENTS:

The committee amendments:

- 1) provide that health care professionals, who provide in-home health care services, and homemaker-home health aides are to complete cultural competency and implicit bias training on scheduled work time and be compensated by their employers for the training at the appropriate rate of pay;
- 2) replace the Department of Health with the Division of Consumer Affairs;
- 3) remove a reference to professional organizations; and
- 4) make technical change involving usage.