

ASSEMBLY, No. 3641

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED MARCH 16, 2020

Sponsored by:

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Assemblywoman CAROL A. MURPHY

District 7 (Burlington)

Assemblywoman BRITNEE N. TIMBERLAKE

District 34 (Essex and Passaic)

Senator LINDA R. GREENSTEIN

District 14 (Mercer and Middlesex)

Senator SHIRLEY K. TURNER

District 15 (Hunterdon and Mercer)

Co-Sponsored by:

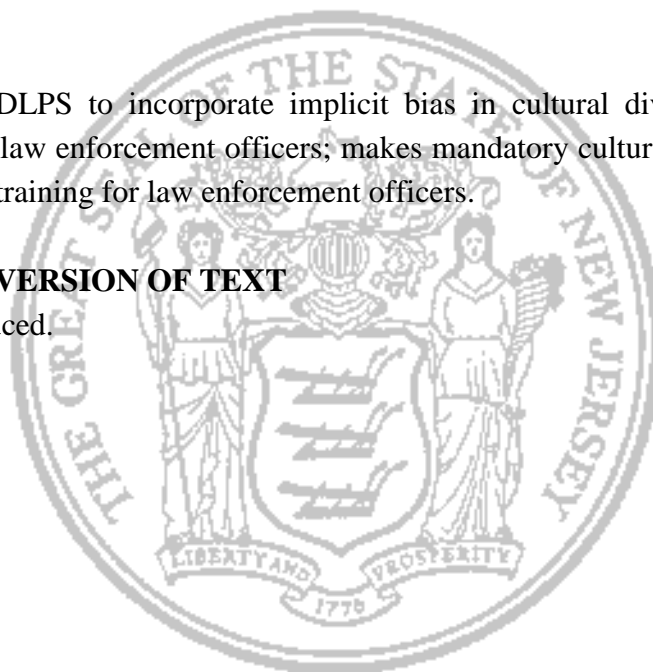
**Assemblywomen Carter, Sumter, Assemblymen Verrelli, Holley,
Assemblywomen Tucker, Quijano, McKnight, Assemblymen Wimberly,
Johnson and Senator Ruiz**

SYNOPSIS

Requires DLPS to incorporate implicit bias in cultural diversity training materials for law enforcement officers; makes mandatory cultural diversity and implicit bias training for law enforcement officers.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 7/30/2020)

A3641 REYNOLDS-JACKSON, MURPHY

2

1 AN ACT concerning law enforcement training and amending
2 P.L.2016, c.23.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. Section 1 of P.L.2016, c.23 (C.52:17B-77.13) is amended to
8 read as follows:

9 1. a. The Department of Law and Public Safety shall develop
10 or identify uniform cultural diversity and implicit bias training
11 course materials and an online tutorial that shall include instruction
12 designed to promote positive interaction with, and community
13 outreach to, all residents within a community, including residents of
14 all racial, ethnic, and religious backgrounds and lesbian, gay,
15 bisexual, and transgender individuals residing within the
16 community. Components of the training course materials and
17 online tutorial shall include, but not be limited to, instruction on:

18 (1) the various cultural communities and the effects of diversity
19 on community relations within a community;

20 (2) appropriate methods by which an officer may interact with
21 people of various cultures and religions in the community, with an
22 emphasis on officer safety skills and conflict resolution techniques;

23 (3) best practices in law enforcement techniques when analyzing
24 and solving local neighborhood problems, meeting with community
25 groups, and working with citizens on crime prevention programs;
26 **[and]**

27 (4) the impact that police diversity skills have on overall law
28 enforcement effectiveness; and

29 (5) understanding implicit bias and employing strategies to
30 eliminate unconscious biases that shape behavior and produce
31 disparate treatment of individuals based on their race, ethnicity,
32 religious belief, gender, gender identity, sexual orientation,
33 socioeconomic status, or other characteristics.

34 b. The Department of Law and Public Safety shall cause the
35 training course materials and online tutorial developed or identified
36 pursuant to subsection a. of this section to be made available to
37 every State, county, and municipal law enforcement department in
38 the State and to each campus police department at an institution of
39 higher education in the State that appoints police officers pursuant
40 to P.L.1970, c.211 (C.18A:6-4.2 et seq.) for use in providing officer
41 training and information promoting community outreach efforts
42 within the law enforcement department's community.

43 c. The Department of Law and Public Safety shall periodically
44 assess the training course materials and online tutorial developed or

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 identified pursuant to subsection a. of this section and update them
2 where the department finds appropriate.

3 (cf: P.L.2016, c.23, s.1)

4

5 2. Section 2 of P.L.2016, c.23 (C. 52:17B-77.14) is amended to
6 read as follows:

7 2. Every State, county, and municipal law enforcement
8 department in the State and every campus police department at an
9 institution of higher education in the State that appoints police
10 officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.) **【may】**
11 shall provide once every five years in-service training of its
12 personnel utilizing the training course materials or online tutorial
13 developed or identified by the Department of Law and Public Safety
14 pursuant to section 1 of P.L.2016, c.23 (C.52:17B-77.13).

15 (cf: P.L.2016, c.23, s.2)

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17 3. This act shall take effect on the first day of the seventh
18 month following enactment.

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STATEMENT

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23 This bill requires State, county, municipal, and campus law
24 enforcement agencies to provide implicit bias training. The training
25 is to include understanding implicit bias and employing strategies to
26 eliminate unconscious biases that shape behavior and produce
27 disparate treatment of individuals based on their race, ethnicity,
28 religious belief, gender, gender identity, sexual orientation,
29 socioeconomic status, or other characteristics.

30 Under current law, the Department of Law and Public Safety
31 (DLPS) is required to develop or identify uniform cultural diversity
32 training course materials which may be utilized by police
33 departments. This bill requires the DLPS to include bias training in
34 these training materials and requires all law enforcement agencies
35 to provide cultural diversity and implicit bias training once every
36 five years.