

ASSEMBLY, No. 1719

STATE OF NEW JERSEY 220th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2022 SESSION

Sponsored by:

Assemblywoman SHANIQUE SPEIGHT

District 29 (Essex)

Assemblywoman BRITNEE N. TIMBERLAKE

District 34 (Essex and Passaic)

Assemblywoman ANGELA V. MCKNIGHT

District 31 (Hudson)

Co-Sponsored by:

Assemblywomen Jasey and Lampitt

SYNOPSIS

Requires members, officers, and employees of Legislature to undergo implicit bias and cultural competency training.

CURRENT VERSION OF TEXT

Introduced Pending Technical Review by Legislative Counsel.



A1719 SPEIGHT, TIMBERLAKE

2

1 AN ACT concerning implicit bias and cultural competency training
2 for members, officers, and employees of the Legislature and
3 supplementing chapter 13 of Title 52 of the Revised Statutes.
4

5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:
7

8 1. The Legislature shall provide an online tutorial on implicit
9 bias and cultural competency for its members and State officers or
10 employees and special State officers or employees in the Legislative
11 Branch of government. Each member of the Legislature and officer
12 or employee in the Legislative Branch shall take the tutorial no later
13 than April 1 of every even-numbered year. Each Executive
14 Director shall submit a certification to the Legislative Counsel for
15 himself or herself and for his or her respective staff members that
16 they have completed the online tutorial. Each member of the
17 Legislature shall submit to the Legislative Counsel a certification
18 that he or she and his or her district office staff members have
19 completed the online tutorial. The certification shall be public
20 information.

21 In addition to the tutorial, all officers and employees in the
22 Legislative Branch shall participate in annual implicit bias and
23 cultural competency training as directed by their Executive
24 Directors and all members of the Legislature shall participate in
25 annual implicit bias and cultural competency training as directed by
26 the President of the Senate for members of the Senate and by the
27 Speaker of the General Assembly for members of the General
28 Assembly. The Executive Directors, the President of the Senate,
29 and the Speaker of the General Assembly shall also direct the
30 process by which completion of the training is verified. Such
31 verification shall be filed with the Legislative Counsel. The
32 verification shall be public information.

33 “Implicit bias” means a bias in judgment or behavior that results
34 from subtle cognitive processes, including implicit prejudice and
35 implicit stereotypes, that often operate at a level below conscious
36 awareness and without intentional control.

37 “Implicit stereotypes” means the unconscious attributions of
38 particular qualities to a member of a certain social group,
39 influenced by experience, and based on learned associations
40 between various qualities and social categories, including race and
41 gender.

42 “Cultural competency” means the ability to understand,
43 appreciate, and interact with people from different cultures or belief
44 systems.
45

46 2. This act shall take effect on January 1, 2021 but the
47 Legislature may take any anticipatory action in advance of that date
48 as may be necessary for the timely implementation of this act.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

STATEMENT

This bill requires implicit bias and cultural competency training for members, officers, and employees of the Legislature. Implicit bias is a bias in judgment or behavior that results from subtle cognitive processes, including implicit prejudice and implicit stereotypes, that often operate at a level below conscious awareness and without intentional control. Cultural competency is the ability to understand, appreciate, and interact with people from different cultures or belief systems.

An online tutorial must be completed by April 1 of every even-numbered year and training must be done annually. Successful completion of both the online tutorial and the annual training must be communicated to the Legislative Counsel and such communications will be considered public information.

Every day, the Legislature creates laws that impact people of all backgrounds and cultures. In doing this important work, it is critical for all members, officers, and employees of the Legislature to understand their own biases as well as cultures and belief systems different from their own.