

[First Reprint]

ASSEMBLY, No. 1079

STATE OF NEW JERSEY

219th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2020 SESSION

Sponsored by:

Assemblywoman SHANIQUE SPEIGHT

District 29 (Essex)

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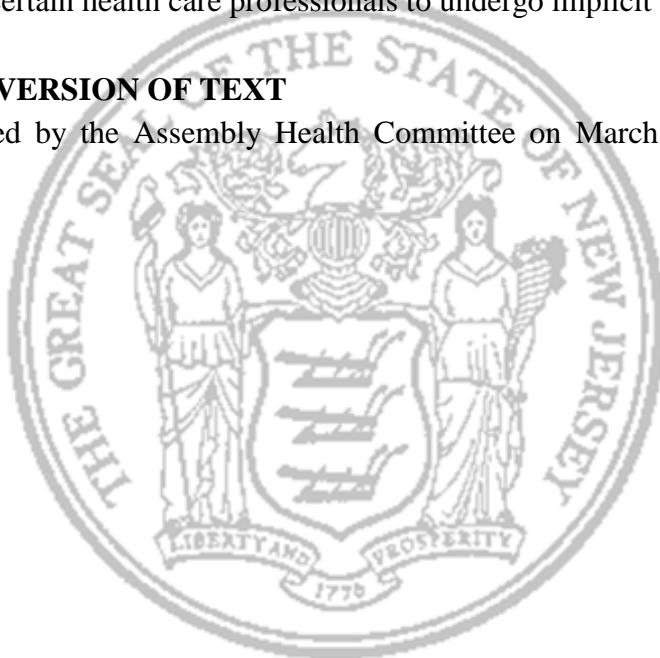
Assemblywoman Murphy, Assemblyman Holley, Assemblywoman Timberlake, Assemblymen Danielsen, Armato, Assemblywomen McKnight, Jasey, Tucker, Vainieri Huttles, Mosquera and Swain

SYNOPSIS

Requires certain health care professionals to undergo implicit bias training.

CURRENT VERSION OF TEXT

As reported by the Assembly Health Committee on March 5, 2020, with amendments.



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

1 AN ACT concerning implicit bias training and supplementing Title
2 26 of the Revised Statutes.

3

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

6

7 1. a. Every hospital that provides inpatient maternity services and
8 every birthing center licensed in the State pursuant to P.L.1971, c.136
9 (C.26:2H-1 et seq.) shall implement an evidence-based implicit bias
10 training program for all health professionals who ¹regularly¹ provide
11 perinatal treatment and care to pregnant women at the hospital or
12 birthing center. ¹A hospital that implements an implicit bias training
13 program pursuant to this section shall ensure that the program is
14 structured in a manner that permits physicians to be eligible to receive
15 continuing education credits for participation in the program.¹

16 b. The training program shall include, but not be limited to:

17 (1) identifying previous and current unconscious biases and
18 misinformation when providing perinatal treatment and care to
19 pregnant women;

20 (2) identifying personal, interpersonal, institutional, and cultural
21 barriers to inclusion;

22 (3) information on the effects of historical and contemporary
23 exclusion and oppression of minority communities;

24 (4) information about cultural identity across racial and ethnic
25 groups;

26 (5) information about communicating more effectively across
27 racial, ethnic, religious, and gender identities;

28 (6) information about reproductive justice;

29 (7) a discussion on power dynamics and organizational decision-
30 making and their effects on implicit bias;

31 (8) a discussion on health inequities and racial and ethnic
32 disparities within the field of perinatal care, and how implicit bias may
33 contribute to pregnancy-related deaths and maternal and infant health
34 outcomes; and

35 (9) corrective measures to decrease implicit bias at the
36 interpersonal and institutional levels.

37 c. A health care professional who ¹regularly¹ provides perinatal
38 treatment and care to pregnant women at a hospital that provides
39 inpatient maternity services or a birthing center licensed in the State
40 pursuant to P.L.1971, c.136 (C.26:2H-1 et seq.) shall:

41 (1) complete the training program on implicit bias at such times
42 and intervals as the hospital or birthing center shall require;

43 (2) complete a refresher course under the training program,
44 designed to provide the health care professional with updated

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.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AHE committee amendments adopted March 5, 2020.

1 information about racial, ethnic, and cultural identity, and best
2 practices in decreasing interpersonal and institutional implicit bias,
3 every two years or on a more frequent basis, if deemed necessary by
4 the hospital or birthing center; and

5 (3) receive a certification from the hospital or birthing center upon
6 successful completion of the training program.

7 d. As used in this section:

8 "Implicit bias" means a bias in judgment or behavior that results
9 from subtle cognitive processes, including implicit prejudice and
10 implicit stereotypes, that often operate at a level below conscious
11 awareness and without intentional control.

12 "Implicit stereotypes" means the unconscious attributions of
13 particular qualities to a member of a certain social group, influenced
14 by experience, and based on learned associations between various
15 qualities and social categories, including race and gender.

16

17 2. The Department of Health shall adopt rules and regulations,
18 pursuant to the provisions of the "Administrative Procedure Act,"
19 P.L.1968, c.410 (C.52:14B-1 et seq.), to effectuate the purposes of
20 this act.

21

22 3. This act shall take effect on the first day of the sixth month
23 next following the date of enactment.