

SENATE, No. 419

STATE OF NEW JERSEY 219th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2020 SESSION

Sponsored by:

Senator SHIRLEY K. TURNER
District 15 (Hunterdon and Mercer)
Senator LINDA R. GREENSTEIN
District 14 (Mercer and Middlesex)

Co-Sponsored by:

Senator Pou

SYNOPSIS

Requires law enforcement agencies to provide law enforcement officers with cultural diversity training and develop diversity action plan.

CURRENT VERSION OF TEXT

Introduced Pending Technical Review by Legislative Counsel.



(Sponsorship Updated As Of: 6/29/2020)

1 AN ACT concerning law enforcement practices 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:

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

9 2. a. As used in this act, “law enforcement agency” means a
10 State, county, or municipal law enforcement department in this
11 State and every campus police department at an institution of higher
12 education that appoints police officers pursuant to P.L.1970, c.211
13 (C.18A:6-4.2 et seq.).

14 b. Every **【**State, county, and municipal law enforcement
15 department in the State and every campus police department at an
16 institution of higher education in the State that appoints police
17 officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.) **】** law
18 enforcement agency in this State shall provide in-service training of
19 its personnel utilizing the training course materials or online tutorial
20 developed or identified by the Department of Law and Public Safety
21 pursuant to section 1 of P.L.2016, c.23 (C.52:17B-77.13). A law
22 enforcement agency shall report to the Attorney General as to
23 whether every law enforcement officer has completed the course as
24 part of the cultural diversity action plan established pursuant to
25 subsection c. of this section.

26 c. Every law enforcement agency in this State shall develop
27 and adopt a cultural diversity action plan. The plan shall include
28 strategies to develop outreach programs that address the social
29 needs and concerns regarding crime in the community, as well as
30 efforts taken on behalf of the department in forming partnerships
31 with various cultural, religious, and civic organizations, which shall
32 include organizations formed on the basis of preventing
33 discrimination based on gender identity and sexual orientation. One
34 of the primary objectives of each plan shall be to establish positive
35 relationships between the police and various community groups that
36 encourage a willingness to collaborate in identifying community
37 safety issues and establishing innovative strategies designed to
38 create safe and stable neighborhoods.

39 In order to evaluate the effectiveness of each cultural diversity
40 action plan, the chief law enforcement officer of each law
41 enforcement agency shall submit to the Attorney General the
42 cultural diversity action plan adopted pursuant to this subsection
43 within one year of the effective date of P.L. , c. (pending before
44 the Legislature as this bill) and at least once every three years
45 thereafter. The Attorney General may periodically assess the plans

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 to determine whether each law enforcement agency is meeting its
2 goals in providing in-service training pursuant to subsection b. of
3 this section and formulating a cultural diversity action plan
4 established pursuant to this subsection.

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

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7 2. This act shall take effect on the first day of the seventh
8 month following enactment.

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STATEMENT

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13 This bill requires law enforcement agencies to provide law
14 enforcement officers with cultural diversity training and develop a
15 diversity action plan. Section 1 of P.L.2016, c.23 (C.52:17B-77.13)
16 requires the Department of Law and Public Safety to develop or
17 identify uniform cultural diversity training course materials and an
18 online tutorial that are made available to every State, county,
19 municipal, and campus law enforcement agency in the State. These
20 law enforcement agencies may utilize the course materials to
21 provide in-service training to law enforcement personnel. This bill
22 requires law enforcement personnel to receive this in-service
23 training.

24 The bill also requires law enforcement agencies to develop and
25 adopt a cultural diversity action plan. The plans are to include
26 strategies for outreach programs that address the social and criminal
27 concerns of the communities, as well as efforts taken on behalf of
28 the department in forming partnerships with various cultural,
29 religious, and civic organizations, including those formed on the
30 basis of preventing discrimination based on gender identity and
31 sexual orientation. The plan is to emphasize positive relationships
32 between the police and various community groups that encourage a
33 willingness to collaborate in identifying community safety issues
34 and establishing innovative strategies designed to create safe and
35 stable neighborhoods and campuses.

36 The bill requires law enforcement agencies to submit the plans to
37 the Attorney General within one year of the bill's effective date and
38 at least once every three years thereafter. The bill allows the
39 Attorney General to periodically assess the plans to determine
40 whether each department is meeting its goals in providing in-service
41 training and formulating a cultural diversity action plan established
42 by the bill.