

**ASSEMBLY, No. 4394**

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**STATE OF NEW JERSEY**

**219th LEGISLATURE**

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INTRODUCED JULY 16, 2020

**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**

As introduced.



**(Sponsorship Updated As Of: 12/2/2021)**

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 Director  
14 shall submit a certification to the Legislative Counsel for himself or  
15 herself and for his or her respective staff members that they have  
16 completed the online tutorial. Each member of the Legislature shall  
17 submit to the Legislative Counsel a certification that he or she and  
18 his or her district office staff members have completed the online  
19 tutorial. The certification shall be public information.

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

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

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

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

43  
44 2. This act shall take effect on January 1, 2021 but the  
45 Legislature may take any anticipatory action in advance of that date  
46 as may be necessary for the timely implementation of this act.

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.