

ASSEMBLY COMMUNITY DEVELOPMENT AND AFFAIRS
COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4394

STATE OF NEW JERSEY

DATED: JUNE 16, 2021

The Assembly Community Development and Affairs Committee reports favorably Assembly Bill No. 4394.

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.