

# ASSEMBLY, No. 3721

## STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED MARCH 16, 2020

**Sponsored by:**

**Assemblywoman ANGELA V. MCKNIGHT**

**District 31 (Hudson)**

**Assemblywoman SHANIQUE SPEIGHT**

**District 29 (Essex)**

**SYNOPSIS**

Requires implicit bias training for physicians.

**CURRENT VERSION OF TEXT**

As introduced.



(Sponsorship Updated As Of: 7/23/2020)

1 AN ACT concerning health care professional training and  
2 supplementing Title 26 of the Revised Statutes.

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

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7 1. As used in this act:

8 “Board of Medical Examiners” or “board” means the State Board  
9 of Medical Examiners.

10 “Physician” means a physician licensed pursuant to Title 45 of  
11 the Revised Statutes.

12 “Implicit bias” means an individual’s prejudice in favor of or  
13 against a person or group which manifests itself in an unconscious  
14 manner.

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16 2. Within 30 days after the effective date of this act, the  
17 Department of Health, in consultation with the Division of  
18 Consumer Affairs in the Department of Law and Public Safety, the  
19 Department of Human Services, and the Board of Medical  
20 Examiners, shall establish a list of approved implicit bias training  
21 programs and a protocol by which providers of implicit bias  
22 training may seek approval of their training programs by the  
23 Department of Health. The implicit bias training programs shall, at  
24 a minimum, train physicians to recognize and diminish the impact  
25 of implicit bias in the practice of medicine, include an overview of  
26 current research on implicit bias in the practice of medicine, and  
27 include ways to recognize and diminish the impact of implicit bias  
28 in order to achieve better health care outcomes.

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30 3. The board shall ensure that a physician completes a  
31 minimum of two hours of implicit bias training within two years  
32 following the effective date of this act, and a minimum of two hours  
33 of implicit bias training every two years thereafter.

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35 4. The Commissioner of Health shall adopt rules and  
36 regulations, in accordance with the “Administrative Procedure Act,”  
37 P.L.1968, c.410 (C.52:14B-1 et seq.), as are necessary to effectuate  
38 the provisions of this act.

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40 5. This act shall take effect immediately.

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#### STATEMENT

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45 This bill requires implicit bias training for physicians biennially.

46 Under the bill, the Department of Health (department), in  
47 consultation with the Division of Consumer Affairs in the  
48 Department of Law and Public Safety, the Department of Human

1 Services, and the Board of Medical Examiners (board), is to  
2 establish a list of approved implicit bias training programs and a  
3 protocol by which providers of implicit bias training may seek  
4 approval of their training programs by the department. The implicit  
5 bias training programs are to, at a minimum, train physicians to  
6 recognize and diminish the impact of implicit bias in the practice of  
7 medicine, include an overview of current research on implicit bias  
8 in the practice of medicine, and include ways to recognize and  
9 diminish the impact of implicit bias in order to achieve better health  
10 care outcomes.

11 Under the bill, the board is to ensure that a physician completes a  
12 minimum of two hours of implicit bias training within two years  
13 following the effective date of this bill, and a minimum of two  
14 hours of implicit bias training every two years thereafter. The bill  
15 defines “implicit bias” to mean an individual’s prejudice in favor of  
16 or against a person or group which manifests itself in an  
17 unconscious manner.