Name:

|  | What do you like in examples from other states? | What do you not like in examples from other states? | Do you have suggestions on language? | Additional Notes |
| --- | --- | --- | --- | --- |
| Standardized Training for Implicit Bias | I’m a real big fan of the language from Illinois - particularly “the implicit bias section must provide tools to adjust automatic patterns of thinking and ultimately eliminate discriminatory behaviors.” I am very curious what tools they use to adjust the pattern of bias. I’m also a big fan of the requirement to consult with other organizations. That could be a positive approach for Colorado to consider. | In the language from DC, it only includes *racial bias* and I feel Colorado’s language should include more than just that. | I think there should be a requirement for *updated* training.This allows Colorado to continually add and/or adjust ways to tackle implicit bias.  I also think if we require updated or continual training, Colorado can collect data to evaluate whether or not implicit bias remains an issue (not that we can ever completely eradicate it).If the goal, however, is to remove implicit bias in the referral process, we need a mechanism or way to evaluate whether we are moving closer towards that goal - it would not be sufficient to simply make that a goal without actual means to measure whether that goal is achieved. | I know this is outside the scope of the Task Force; however, Illinois and New York reference “protocols” or “tools” and I’m just very curious what protocols or tools have been developed. |
| Standard Training regarding requirements of the law |  |  |  |  |