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|  | 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 |
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| Standardized Training for Implicit Bias | 1. Definition of implicit bias, what that means/entails.  2. Pretest to assess baseline, posttest to reevaluate bias levels following a training  3.Encompassing intellectual and developmental disability | 1. The term racial bias alone, too vague  2. I think that any training on implicit bias should be optional but encouraged, due to time constraints | I like the language “to reduce implicit bias in the decision making process” | 1.Who tracks compliance with training requirements?  Accountability - The department to provide access to training to general public and employers    Quality - clear definitions, reasoning |
| Standard Training regarding requirements of the law | 1.Mandated reporters should be required to complete a training  2.Guidelines for reporters to follow  3. Flexibility around trainings being in person and web-based | 1. Don’t like Iowa’s language “other than a physician whose regular practice does not regularly involve providing healthcare to children”  2. Unrealistic time frames for some states | 1. The department shall provide access to standardized training and educational programs for individuals required to report suspected abuse or neglect, and the general public | Working in the medical field, I hear a lot from medical professionals “I was never trained to file a report” so they defer to the social worker, when the social worker was not the one with the first hand knowledge/concern of abuse or neglect. I believe a training should be required for any mandated reporter to follow best practice  Accountability - realistic timeframes for training  Quality - definitions and reasoning |