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 |
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| Standardized Training for Implicit Bias | From Illinois: I like that they specifically require MRs to take a pretest and posttest to evaluate their own implicit bias before and after training. I think this is a really important requirement to include in the statutory language on training.  The implicit bias curriculum for mandated reporters shall be created in consultation with organizations demonstrating expertise and or experience in the areas of implicit bias, youth and adolescent developmental issues, prevention of child abuse, exploitation, and neglect, culturally diverse family systems, and the child welfare system  I also like that there is a timeframe in which the training has to be completed  From New York: I like that they specifically call out the need for training on how to identify abuse/neglect of a child when that child has an intellectual/developmental disability, but I do think it could be more specific in terms of what shall be included in that training and how it will be developed | New York’s language is too vague and does not lay out any specifics as to what implicit bias is and how the training should address it.  DC’s is also vague and not comprehensive to include biases against different marginalized groups. It states MRs shall receive training on the impact of racial bias on MR and child welfare systems but does not require MRs to evaluate and address their own *implicit* biases or require training specific to implicit bias.  I think the statute should require training to be recurring, not just a one-time thing | From Illinois: During these trainings mandated reporters shall complete the following: (1) a pretest to assess baseline implicit bias levels; (2) an implicit bias training task; and (3) a posttest to reevaluate bias levels after training  Definition of implicit bias: “implicit bias” means the attitudes or internalized stereotypes that affect people’s perceptions, actions, and decisions in an unconscious manner and that exist and often contribute to unequal treatment of people based on race, ethnicity, gender identity, sexual orientation, age, disability, and other characteristics. | I think to the extent there is a separate statute for the training of MRs, the statute needs to have a legislative declaration explaining the reasons this training is required ie the history of bias and its impact in the MR system and child welfare system (like CRS 19-3-302)  Accountability:  I like the idea of the training being a requirement for licensure, though I imagine this would be difficult to implement as not all categories of reporters require licenses and are regulated by different agencies. I also like the idea of tying the training to continuing education credits.  I do think employers should be responsible for holding employees accountable for meeting the training requirements but there also needs to be a system in place to hold employers accountable and ensure they are holding their employees to those requirements.  Quality:  I like the language from IL that certain stakeholders should be involved in creating the training. I frankly don’t know how to establish criteria for who has “expertise and or experience” in these areas as I think those are loaded terms. Perhaps it looks similar to CRS 19-3-304.2 in terms of calling out specific individuals who shall be included in the creation of the training |
| Standard Training regarding requirements of the law | From Iowa:  The **training** of a child protection worker shall include but is not limited to the worker’s legal duties to protect the constitutional and statutory rights of a child and the child’s family members throughout the child or family members’ period of involvement with the department beginning with the child abuse report and ending with the department’s closure of the case. The curriculum used for the **training** shall specifically include instruction on the fourth amendment to the Constitution of the United States and parents’ legal rights.”  AK: requires all MRs to complete training  NV: provides time period in which MR must complete training and must renew training (though I think it should be more frequent than every 5 years)  TX: requires training specific to child sex abuse  KS: like the idea of a continuing education program, but need a lot more specifics not provided in this statute  MO: like the requirement to maintain programs to educate MR about their duties and the resources available, etc. BUT training needs to be mandatory | California: Training is only strongly encouraged, not required, for most employers to provide to their MR employees  NV: requires child care providers who do not need licensure to acknowledge that they are aware of their duties as a MR but does not require training  HI, MN: Merely offers training does not mandate it. No specifics around what the training shall entail or specific goals of training |  | Accountability:  There need to be timeframes in place for when a person must complete the initial MR training and how often they should renew the training. I think 90 days is reasonable to complete the initial training and there should be a yearly requirement to renew the training or at least every 2 years  Quality:  I do not think the training should live within CDHS. CDHS is the biggest perpetrator of bias and discrimination against families and wrongful family separation and the MR system is a pipeline to the broader child welfare system in which CDHS executes the disparate sanctions/outcomes for families. CDHS should be a recipient of the training, not the administrator. There needs to be another entity designing and implementing the training and holding CDHS accountable for complying with it.  I agree that the implicit bias portion of the training should be integrated throughout the standardized MR training, not a separate training in and of itself |