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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 |
| --- | --- | --- | --- | --- |
| Standardized Training for Implicit Bias | Required date by which to be trained by (NY).  Defining implicit bias (IL).  Requirement to receive training every 3 years and within 3 months (IL).  Consultation with field experts to develop trainings (IL). | Most examples do not mention disability or ones that do (New York) do not have a full encompassing picture of what disability bias might look like. For example, it limits to IDD and just to kids who have disabilities, not parents. Bias in reporting exists heavily towards parents with disabilities and also includes more disabilities than just IDD. | For defining disability - we can just use/cross-reference definitions in Federal or State law, or simply state “disability bias” as a category. If it feels important to call out specific disabilities such as IDD, that can be done as “including but not limited to”. Ensuring specific disabilities are mentioned can be helpful when looking at training but that also may be mitigated with the incorporation of community parents who are experts in the area. | I think it would be helpful if bias trainings had to be updated every so often as things change and evolve (especially in the disability arena regarding language, etc.) and we want to ensure people aren’t accessing an outdated training.  Accountability - This should live within the licensing agency and those who already keep track of training requirements.  Quality - I think it would be helpful to have this live within a certain agency that then has to contract with specific entities. E.g., there are certain trainings where CDE is required to contract with a “statewide disability advocacy organization”. |
| Standard Training regarding requirements of the law | I like the ability to receive credit for trainings.  I like having the training requirement be for all mandatory reporters - and on a continuing basis. | I think this would be a good space to also call out bias training requirements and I did not see that in others. | If we make both required, the language could be combined. | I think it is important to differentiate around different types of mandatory reporters and how requirements play out for them (school staff, medical professionals, etc).  Quality - If credits are received for certain professions, there would hopefully be additional criteria established to meet.  Accountability - Continued basis is important. |