ItName:

|  | 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 | Illinois- I like that initially mandatory reporter training includes implicit bias and calls out a definition. | Illinois- I don't like the terminology “racial sensitivity”.I'm not sure what type of tool(s) referenced are used or made available.  | The timeframes are reasonable… within 6 months of employment and every 3 years. | Which agency is responsible for tracking compliance that mandated reporters took the training and every 3 yrs after? \*The employer or if self- employed the person should be responsible for ensuring training has been completed within required timeframes and have “proof” of compliance.Are pre & post tests accurate in measuring implicit bias? |
| Standard Training regarding requirements of the law | Iowa - I like a minimum standard of training is required and every 3 years after. | Iowa - I'm not sure about the exception for certain physicians would that inckude an ER doctor?  | Also like the language if a person takes the training before the 3 years it counts as compliance.Shall language rather than may and apply to all categories Colorado lists as mandatory reporters - this may need to intersect with a recommendation to revise the list of mandatory reporters in CO.From LA - “This training shall be made available by the child welfare division of the Department of Children and Family Services or any other mechanism as approved by the department as long as it includes information on the reporting procedure and the consequences of failing to report.” \*This language from LA speaks to the state department being responsible for housing or approving any training that would comply with a legal requirement for mandatory reporters to take a training. I like it being housed in the Colorado Dept. of Human Services with contributions from various subject matter experts.  | Curious how the word “attending” is interpreted related to professions. Again, who tracks compliance and what are the consequences of non-compliance? \*The issue of what happens if non-compliant needs addressed. CDHS should house the required training.Using language like “strongly encouraged” I think isn’t sufficient and could an employee file a grievance against their employer for not providing the “encouraged” training?Interesting how TN calls out only teachers/educational professionals as required to take the training and MA calls out licensed professionals. Timeframes I like 90 days for distributing information to a new employee and within the first 6 months of employment having to take a 2 hour training.  |