

1                                   A bill to be entitled  
 2           An act relating to implicit bias training; amending s.  
 3           943.1716, F.S.; requiring the Criminal Justice  
 4           Standards and Training Commission to include specified  
 5           implicit bias training in instruction related to  
 6           dealing with diverse populations; amending s. 1000.05,  
 7           F.S.; requiring the State Board of Education to  
 8           develop requirements for training for all K-12  
 9           instructional personnel and administrators in  
 10          recognizing and overcoming implicit bias; requesting  
 11          that the Supreme Court develop training requirements  
 12          for judges in recognizing and overcoming implicit  
 13          bias; providing an effective date.

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 15   Be It Enacted by the Legislature of the State of Florida:

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 17          Section 1.   Section 943.1716, Florida Statutes, is amended  
 18          to read:

19          943.1716   Continued employment training relating to diverse  
 20          populations.—

21          (1)   The commission shall by rule require that each officer  
 22          receive, as part of the 40 hours of required instruction for  
 23          continued employment or appointment as an officer, instruction  
 24          in the subject of interpersonal skills relating to diverse  
 25          populations, with an emphasis on the awareness of cultural

26 | differences.

27 |       (2) The training required by this section must include  
 28 | instruction in recognizing and overcoming implicit bias, which  
 29 | is the unconscious and often subtle associations made between  
 30 | groups of people and stereotypes about those groups. This  
 31 | training shall be based on the Fair and Impartial Policing  
 32 | model.

33 |       Section 2. Subsection (8) of section 1000.05, Florida  
 34 | Statutes, is renumbered as subsection (9), and a new subsection  
 35 | (8) is added to that section, to read:

36 |       1000.05 Discrimination against students and employees in  
 37 | the Florida K-20 public education system prohibited; equality of  
 38 | access required.—

39 |       (8) By July 1, 2021, the State Board of Education shall  
 40 | develop requirements for training for all public K-12  
 41 | instructional personnel and administrators in recognizing and  
 42 | overcoming implicit bias, which is the unconscious and often  
 43 | subtle associations made between groups of people and  
 44 | stereotypes about those groups.

45 |       Section 3. The Legislature requests that the Supreme Court  
 46 | adopt rules that require judges to receive training in  
 47 | recognizing and overcoming implicit bias, which is the  
 48 | unconscious and often subtle associations made between groups of  
 49 | people and stereotypes about those groups.

50 |       Section 4. This act shall take effect July 1, 2020.