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H.714

Introduced by Representatives Ralph of Hartland, Christie of Hartford, Cina of Burlington, Gonzalez of Winooski, Colston of Winooski, Austin of Colchester, Bartholomew of Hartland, Carroll of Bennington, Chesnut-Tangerman of Middletown Springs, Colburn of Burlington, Cordes of Lincoln, Demrow of Corinth, Dolan of Waitsfield, Elder of Starksboro, Hooper of Burlington, Ode of Burlington, and O’Sullivan of Burlington

Referred to Committee on

Date:

Subject: Education; school employees; bias training

Statement of purpose of bill as introduced: This bill proposes to require implicit bias training for all public and approved independent school employees.

An act relating to implicit bias training for public and approved independent school employees

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. 16 V.S.A. § 14 is added to read:

§ 14. IMPLICIT BIAS TRAINING

1 (a)(1) All permanent public and approved independent school employees
2 shall receive periodic implicit bias training.

3 (2) Newly hired permanent public and approved independent school
4 employees shall receive not less than four hours of in-person implicit bias
5 training within 90 days after commencing work as a permanent employee.

6 (3) Existing permanent public and approved independent school
7 employees shall receive not less than two hours of in-person implicit bias
8 training every two calendar years.

9 (b) The Secretary of Education shall develop materials for the training
10 required pursuant to subsection (a) of this section and shall make those
11 materials available to all supervisory unions and approved independent
12 schools.

13 (c) The Secretary of Education may contract with the Human Rights
14 Commission and outside entities that provide workplace training on implicit
15 bias to provide the training required pursuant to subsection (a) of this section.

16 (d) The Commissioner of Human Resources may seek and accept gifts,
17 donations, and grants from any source, public or private, to be used to provide
18 the training required pursuant to subsection (a) of this section.

19 (e) As used in this section, “implicit bias training” means training designed
20 to help individuals identify and address unconscious associations, biases, and
21 stereotypes that they hold about certain groups of people.

1 Sec. 2. EFFECTIVE DATE

2 This act shall take effect on July 1, 2020.