



**LEGISLATION AND
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August 5, 2019

Honorable Anthony Portantino
Chair, Appropriations Committee
California State Senate
Capitol Building, Room 3086
Sacramento, CA 95814

RE: AB 241, AB 242 and AB 243 (Kamlager-Dove) – SUPPORT

Dear Senator Portantino:

Disability Rights California (DRC), a non-profit advocacy organization that advances and protects the rights of Californians with disabilities, **supports AB 241, AB 242 and AB 243**. These bills are scheduled for hearing in the Senate Appropriations Committee on August 12, 2019.

These bills require implicit bias training to be completed by individuals in the health field, employees of the courts, and peace officers every two years. Implicit bias training is essential for the work force in these areas because the people in each field are so crucial for the everyday lives of the people they serve.

We all have implicit biases. Even individuals with impartiality have their own biases. Unlike explicit biases, which are attitudes and beliefs that we have about a person or group on a conscious level, implicit biases are any unconsciously held sets of associations about a social group. It is important to recognize that we have implicit biases, because most of our actions occur without our conscious thoughts. Implicit biases often predict how we will behave more accurately than our conscious values.

Implicit biases often only focus on race, gender, sexual orientation and

religion; however, disability is also a class of people who are discriminated against in large numbers implicitly. Implicit biases can impact all people with disabilities. Whether the disability is a visible physical disability or one that is a perceived intellectual or developmental disability, the biases against individuals with disabilities can be harmful. The training in these bills would help our state move in the right direction with implicit bias.

For these reasons, DRC supports this bill. Please contact me if you have any questions about our position or if I can provide any further information.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Harris". The signature is fluid and cursive, with a prominent dot at the end of the last stroke.

Eric Harris
Legislative Advocate 2
Disability Rights California

cc: Honorable Members, Senate Appropriations Committee
Shaun Naidu, Consultant, Senate Appropriations Committee
Honorable Sydney Kamlager-Dove, California State Assembly
Howard Quan, Legislative Director, Office of Assembly Member
Kamlager-Dove
Kayla Williams, Policy Consultant, Senate Republican Caucus
Committee