



**LEGISLATION AND  
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September 10, 2019

Honorable Gavin Newsom  
Governor of California  
Capitol Building, 1st Floor  
Sacramento, CA 95814

**RE: AB 241 (Kamlager-Dove) – REQUEST FOR SIGNATURE**

Dear Governor Newsom:

Disability Rights California (DRC), a non-profit advocacy organization that advances and protects the rights of Californians with disabilities, **supports AB 241 and requests your signature.**

This bill would require, by January 1, 2022, the continuing education curriculum for physicians, surgeons, nurses and physician assistants to include specified instructions on understanding of implicit bias in medical treatment.

We all have implicit 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 often our actions occur without conscious thoughts. Implicit biases often predict how we will behave more accurately than our conscious values.

Implicit biases can have a particularly acute impact on 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 because they perpetuate negative perceptions. The training in this bill would help health care

providers understand how implicit biases may negatively inform treatment decisions and thereby improve treatment outcomes.

For these reasons, DRC supports this bill and requests your signature. 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 initial "E" and a long horizontal stroke at the end.

Eric Harris  
Legislative Advocate 2  
Disability Rights California

cc: Honorable Sydney Kamlager-Dove, California State Assembly  
Howard Quan, Legislative Director, Office of Assembly Member  
Kamlager-Dove  
Ronda Paschal, Deputy Legislative Secretary, Office of Legislative  
Affairs  
Emily Patterson, Legislative Assistant, Office of Legislative Affairs