



**LEGISLATION AND  
COMMUNICATIONS UNIT**

1831 K Street  
Sacramento, CA 95811-4114  
Tel: (916) 504-5800  
TTY: (800) 719-5798  
Intake Line: (800) 776-5746  
Fax: (916) 504-5807  
[www.disabilityrightsca.org](http://www.disabilityrightsca.org)

September 12, 2019

Honorable Gavin Newsom  
Governor of California  
Capitol Building, 1<sup>st</sup> Floor  
Sacramento, CA 95814

**RE: AB 242 (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 242 and requests your signature.**

This bill would authorize the Judicial Council to develop training on implicit bias for all court staff who interact with the public. It would also require the State Bar to adopt regulations requiring its mandatory continuing education curriculum include training on implicit bias and the promotion of bias reducing strategies and require all licensees to complete the requirements.

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

AB 242 (Kamlager-Dove) – REQUEST FOR SIGNATURE

Page 2 of 2

negative perceptions. The training in this bill would help court employees and members of the State Bar understand how implicit biases may negatively service delivery to the public and thereby improve equitable interactions.

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  
Anthony Williams, Legislative Affairs Secretary, Office of Legislative  
Affairs  
Tammy Trinh, Legislative Research Assistant, Office of Legislative  
Affairs