

**LEGISLATIVE DIGEST**

(Revised 3/18/19)

[Administrative Code - Implicit Bias Training for Department Heads and Commissioners]

**Ordinance amending the Administrative Code to require department heads and members of City boards and commissions to complete implicit bias training by December 31, 2019; to require newly appointed department heads and members of City boards and commissions to complete implicit bias training within 60 days of assuming office; and to require the Department of Human Resources to provide the training.**

Existing Law

Existing law requires City employees and officers to complete anti-harassment training provided by the City at least once every two years. Existing law does not separately require City officers or employees to complete implicit bias training.

Amendments to Current Law

This ordinance would require the Department of Human Resources to prepare an implicit bias training designed to make participants aware of their unconscious biases and prejudices based on race, ethnicity, national origin, sex, gender identity, sexual orientation, or other characteristics. The ordinance would require the Department to provide the training online and in person.

The ordinance would require every current City department head and commissioner who is required to file a Statement of Economic Interests with the Ethics Commission to complete implicit bias training by December 31, 2019. Department heads would be required to complete in-person training, while Commissioners could complete either in-person or online training. The ordinance would require department heads and commissioners who assume office after the effective date of the ordinance to complete the training within 60 days of assuming office. The ordinance would also require the City to post online lists of department heads and commissioners who have completed the training and those who have not.

Background Information

This legislative digest reflects amendments adopted by the Rules Committee on March 18, 2019.

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