

Re: follow up to yesterday's call for action meeting

Hanna, Edward <ehanna@kutztown.edu>

Thu 6/18/2020 12:40 PM

To: Gasker, Janice <gasker@kutztown.edu>; Bender, William <bender@kutztown.edu>; Harris, Christopher <harris@kutztown.edu>; Conahan, John <conahan@kutztown.edu>; DeBiase, Lydia <debiase@kutztown.edu>; Kim, Yoon Mi <yokim@kutztown.edu>; LaBarre, Heather <LABARRE@kutztown.edu>; Lewellyn, Julie <lewellyn@kutztown.edu>; Lyter, Sharon <lyter@kutztown.edu>; Seip, Timothy D <SEIP@kutztown.edu>; Sharma, Yasoda <sharma@kutztown.edu>; Stein, Amy <astein@kutztown.edu>; Stoeffler, Stephen <stoeffler@kutztown.edu>; Svistova, Juliana <svistova@kutztown.edu>; Vafeas, John <vafeas@kutztown.edu>; Wei, FangHsun <wei@kutztown.edu>; Weller, Mary <weller@kutztown.edu>; Yeboah, Barth <yeboah@kutztown.edu>

📎 1 attachments (13 KB):

Racism, Bias and Discrimination A Proposal.docx;

Janice,

My quick scan says it looks good.

I have also attached a draft of my original proposal which includes 2 introductory paragraphs that establishes the premise of the proposal.

We are still waiting for committee members to identify themselves. I hope to have a meeting this coming week to brainstorm targets and strategies.

Best,

Ed

From: Gasker, Janice <gasker@kutztown.edu>

Sent: Thursday, 18 June 2020 12:12

To: Bender, William <bender@kutztown.edu>; Harris, Christopher <harris@kutztown.edu>; Conahan, John <conahan@kutztown.edu>; DeBiase, Lydia <debiase@kutztown.edu>; Hanna, Edward <ehanna@kutztown.edu>; Kim, Yoon Mi <yokim@kutztown.edu>; LaBarre, Heather <LABARRE@kutztown.edu>; Lewellyn, Julie <lewellyn@kutztown.edu>; Lyter, Sharon <lyter@kutztown.edu>; Seip, Timothy D <SEIP@kutztown.edu>; Sharma, Yasoda <sharma@kutztown.edu>; Stein, Amy <astein@kutztown.edu>; Stoeffler, Stephen <stoeffler@kutztown.edu>; Svistova, Juliana <svistova@kutztown.edu>; Vafeas, John <vafeas@kutztown.edu>; Wei, FangHsun <wei@kutztown.edu>; Weller, Mary <weller@kutztown.edu>; Yeboah, Barth <yeboah@kutztown.edu>

Subject: follow up to yesterday's call for action meeting

Faculty,

Please see the follow-up note to our meeting below. This is likely to be incomplete and/or inaccurate! Please send me additions/changes/edits or give me a nod of approval as soon as you can so that I can get this out to students. Also, feel free to add items that did not get discussed in the meeting along with a contact person. I will welcome suggestions for the introduction of the letter as well.

I will wait to hear from everyone before distributing to students.

Thanks,

Janice

Department of Social Work Students and Faculty:

This is to follow-up on our Call to Action Dialog of June 17, 2020.

We are responding to a global call for social justice in our time. Your grandchildren will learn about this era in their elementary school history classes: what do you want to be able to tell them you did?

It is time for you to decide how you are going to join with faculty and take concrete action toward ending racism and social injustice. Below is a list of the tasks we discussed along with a contact for each. Be part of the change! Let the contact person of your choice know that you want to be included right away so we can begin.

1. Prepare and deliver a Resolution from the Department of Social Work to Dr. Hawkinson and the KU Board of Trustees, including but not limited to such items as urging a review of police training practices and policies; directing Center for Enhancement of Teaching to implement instructional training related to implicit bias for all university faculty; encouraging a review of first year seminar specifications to include content on implicit bias and social justice. Contact Dr. LaBarre at labarre@kutztown.edu or Jeneil Jones at jjon085@live.kutztown.edu (need Jeneil's permission to add her name—Heather, can you see if it is okay with Jeneil?)
2. Begin process to amend SWAK Constitution to include a long-term focus on voter registration efforts. Coordinate with existing organizations. Contact Dr. Stoeffler at Stoeffler@kutztown.edu (Steve, please add a student contact here as well.)
3. Support efforts to re-establish and activate an Amnesty International chapter at KU. Contact Dr. DeBiase at debiase@kutztown.edu or Margaret Vergenes at mverg934@live.kutztown.edu
4. Advocate for a PA law that requires public servants (police, elected officials, teachers, counselors, social workers, etc.) to have mandatory 3 hours training related to racism and systematic oppression every licensing cycle. Contact Dr. Hanna at ehanna@kutztown.edu
5. Advocate for changes to CSWE's Competencies to include racism and systematic oppression. Contact Dr. Lyter at lyter@kutztown.edu
6. Carry out advocacy with members of US Congress; advocate for NASW PA's Legislative Education and Advocacy Day (LEAD) to be related to racism and social justice. Contact Professor Seip at seip@kutztown.edu or Eric Bevan at ebeva310@live.kutztown.edu (need Eric's permission to add his name—Tim, can you see if it is okay with him to have him listed here?) (I wonder if we should frame this as Tim being advisor to a standing Legislative Advocacy Sub-Committee of SWAK? Thoughts???)
7. Develop a standing doctoral-level praxis to focus on department-community collaboration for social justice. Contact: Dr. Vafeas at vafeas@kutztown.edu

Dr. Janice Gasker, LCSW

Baccalaureate Program Director

Kutztown University Social Work Department

P.O. Box 730

Kutztown, PA 19530

gasker@kutztown.edu

(610) 683-4235

Racism, Bias and Discrimination: A Proposal
Dr. Ed Hanna

Racism, bias and discrimination are systemic phenomena. This is not a judgement, it is an observable and provable assertion. Racism, bias and discrimination permeate every level of human experience, cognitively, psycho-emotionally, relationally, socially and culturally. Racism is an existential cancer, but has a broader persistent expanse and is more destructive than biological cancer. Racism is enabled by the dynamics of bias and discrimination. Racism, bias and discrimination are systemically enmeshed in American institutions and the socially constructed experience of the American ethos. Racism, bias and discrimination are systemically normalized in the daily lives of all Americans.

Most systemic phenomena are not readably conscious nor observed by those who are enmeshed in them. Many refuse to accept that racism is systemic because they feel/believe they are being accused of something horrible but have no inclination of intent. Many would have no conscious notion nor desire to personally be racist. However, that position underscores the insidious perverse nature of one of the operational features of systemic racism. A fundamental first step to addressing racism, bias and discrimination is to begin with the understanding that they are systemic. A next necessary step is to come to fully understand how it is systemic. This proposal is designed to present a systemic approach to a systemic problem.

I propose we construct a resolution to the PA State Department, PASSHE, and the PA Legislature that 3 hours of training on "Racism, Discrimination and Forms of Bias" be required for all Licensed Social Workers, all public and private school teachers (including college and trades), all public service and Civil Service employees (including elected officials, police, probation and Parole, etc.), and all human service providers licensed in the Commonwealth of PA. This training will be conducted on a biennial basis, be paid for by the Commonwealth, and be worth 3 CEUs.

The targets and strategies for this (these) resolutions can be discussed. However, I reckon this resolution speaks to the kind of structural and sustainable issues that are absolutely necessary for substantive change. We all know (us, and many, but not necessarily everyone else) that racism, discrimination and biases are institutionalized, so the answer can be found in the problem itself: We must purposefully institutionalize the response to the problem. This is one way.

Additionally, I also think a resolution can be made to CSWE that they (we) include dimensions/incidences of racism, discrimination and bias in every competency and that all curriculum have tasks/assignments that respond to that inclusion in each competency.

11TH DISTRICT
JUDITH L. SCHWANK

SENATE BOX 203011
HARRISBURG, PA 17120-3011
717-787-8928
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Senate of Pennsylvania

COMMITTEES

AGRICULTURE & RURAL AFFAIRS,
DEMOCRATIC CHAIR
APPROPRIATIONS, VICE CHAIR
AGING & YOUTH
HEALTH & HUMAN SERVICES
LOCAL GOVERNMENT

PENNSYLVANIA STATE SYSTEM
OF HIGHER EDUCATION,
BOARD OF GOVERNORS

July 27, 2020

Dr. Edward P. Hanna, Chair
Department of Social Work
Kutztown University
P. O. Box 730
Kutztown, PA 19530

Dear ^{Ed} Dr. Hanna:

Thank you for sharing with me the proposal you and your colleagues developed to address the problem of systemic racism in the Commonwealth of Pennsylvania. I wholeheartedly agree with you that the time has come for us to deal with the problem of racism, bias, and discrimination in an open, frank, proactive, and urgent manner. I have drafted a letter of support (enclosed herewith) of your proposal to the Governor and the appropriate state-level cabinet secretaries. With your permission, I would like to send with my letter of support a copy of your proposal.

Recent events involving police violence against African Americans and members of communities of color, hateful rhetoric from some officials, and the emergence of Black Lives Matter and other social justice movements have raised to the level of consciousness the insidious nature of racism and laid bare the extent to which racism permeates our society. This reality today demands we do more than just win the "hearts and minds" of Americans--we must systematically dismantle the systemic racism that is so deeply embedded in many of our societal institutions. Moreover, the recent passing of civil rights icon Congressman John Lewis serves as call to action for all of us. And, your proposal provides us with a way to begin to advance and achieve this imperative here in our Commonwealth.

I commend you and your colleagues for your proactive leadership on this issue. Thank you again for reaching out to me.

Sincerely,

A handwritten signature in cursive script that reads "Judith L. Schwank".

Judith L. Schwank
Senator—11th District

JLS/TG

Enclosure

11TH DISTRICT
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LOCAL GOVERNMENT

PENNSYLVANIA STATE SYSTEM
OF HIGHER EDUCATION,
BOARD OF GOVERNORS

July 27, 2020

The Honorable Tom Wolf
Governor, Commonwealth of Pennsylvania
225 Main Capitol Building
Harrisburg, PA 17120

Dear Governor Wolf:

As you know, recent events involving police violence against African Americans and members of communities of color, hateful rhetoric from some officials, and the emergence of Black Lives Matters and other social justice movements have raised to the level of consciousness the insidious nature of racism and laid bare the extent to which racism permeates our society. This reality today demands we do more than just win the "hearts and minds" of Pennsylvanians--we must systematically dismantle the systemic racism that is so deeply embedded in many of our societal institutions. Moreover, the recent passing of civil rights icon Congressman John Lewis serves as call to action for all of us.

I am pleased to share with you (enclosed herewith) for your consideration and review, and hopefully implementation, a reasonable plan developed by Dr. Edward Hanna and his colleagues on the Kutztown University Racism, Bias, and Discrimination Training Advocacy Committee to address systemic racism in our Commonwealth. As you will note, the plan seeks to achieve the imperative of ending systemic racism through education, training, and dialogue. The proposal represents a thoughtful approach to address a problem that continues to threaten the well-being and prosperity of every Pennsylvanian.

I therefore strongly endorse this proposal and respectfully urge you and your Administration to work with Dr. Hanna and his colleagues to implement the tenets of the plan to the greatest extent possible. Thank you for your time and thoughtful consideration.

Sincerely,

A handwritten signature in black ink that reads "Judith L. Schwank".

Judith L. Schwank
Senator—11th District

JLS/TG

CC Dr. Edward Hanna
The Honorable Rachel Levine, PA Secretary of Health
The Honorable Teresa Miller, PA Secretary of Human Services

The Honorable Tom Wolf
Governor of the Commonwealth of Pennsylvania
508 Main Capitol Building
Harrisburg, PA 17120

July 28, 2020

Dear Governor Wolf:

Enclosed is a proposal regarding Racism, Bias, and Discrimination training for all public employees and licensed professional and trade workers in the Commonwealth of Pennsylvania. It is being presented to you by the Racism, Bias, and Discrimination Training Advocacy Committee of the Department of Social Work, Kutztown University, and represents that committee and department, but is not yet representative of any position taken by Kutztown University or the PASSHE system.

We understand that this proposal may appear aggressive and far-reaching. However, given the current violent racially discriminatory events and the way in which they consistently reflect the perverse and unremitting racism of American social and cultural history, we believe this proposal stands on its own merits. It is also readily apparent that passive and short focused efforts have never made a dent in this monumentally disastrous blight on our nation. Further, the proposal is actually something that is possible to do: It, in fact, can happen. While we do not proffer it as the solution, we are certain that it can be a significant contribution to a solution.

With all the struggles you and our commonwealth and our country are now facing, we are reaching out to you to request that you reflect on the depth of promise this proposal offers for the future of all citizens. There is no better time for this than now, and there is no one more capable to provide the leadership for such an effort than yourself.

As a committee and as a department, we offer our knowledge, expertise, and experience as resources to you in service to your consideration. Further, there needs to be a civil conversation regarding the justification for this effort, which will also need to be very public. We are prepared for that, with all the possible challenges, as well.

This is not something we wish will happen. We are convinced that it is something that must happen.

Thank you very much for your time and consideration of this proposal. Please feel free to contact me at your convenience (ehanna@kutztown.edu, 610-468-7796).

For The Committee,

Dr. Edward P. Hanna
Chairperson, Racism, Bias, and Discrimination Training Advocacy Committee

Racism, Bias, and Discrimination: A Proposal

Racism, bias, and discrimination are systemic phenomena. This is not a judgement, it is an observable and provable assertion. Racism, bias and discrimination permeate every level of human experience, cognitively, psycho-emotionally, relationally, socially and culturally. Racism is an existential cancer, but has a broader persistent expanse and is more destructive than biological cancer. Racism is enabled by the dynamics of bias and discrimination. Racism, bias, and discrimination are systemically enmeshed in American institutions and the socially constructed experience of the American ethos. Racism, bias and discrimination are systemically normalized in the daily lives of all Americans.

Most systemic phenomena are not readably conscious nor observed by those who are enmeshed in them. Many refuse to accept that racism is systemic because they feel/believe they are being accused of something horrible but have no inclination of intent. Many would have no conscious notion nor desire to personally be racist. However, that position underscores the insidious perverse nature of one of the operational features of systemic racism. A fundamental first step to addressing racism, bias, and discrimination is to begin with the understanding that they are, in fact, systemic. A next necessary step is to come to fully understand how it is systemic and how to change it at all levels of our society. These steps require an enormously intense, sustainable and patiently focused educational effort that reaches every American in every institution. This proposal is designed to present a systemic approach to a systemic problem.

It is therefore here proposed the Commonwealth of Pennsylvania establishes that three (3) hours of training on "Racism, Discrimination, and Forms of Bias" be required for all public and private school teachers (including college and trade schools), all public service and Civil Service employees (including all elected officials, police, Probation and Parole, etc.), all human service providers licensed in the Commonwealth (including physicians, physician assistants, nurses, psychologists, counselors and social workers) and all other professions licensed in the Commonwealth. This training will be conducted on a biennial basis, be paid for by the Commonwealth, and be worth 3 CEUs for licensed workers.

Enactment of this enormous effort addresses the intensity of the structural and sustainable action that is absolutely necessary for substantive change required to purge racism from our cultural ethos. Our country, our culture, cannot and should not, any longer tolerate this social disease that has afflicted us for literally centuries. Racism, bias, and discrimination, are institutionalized in American life, so the answer can be found in the problem itself: We must purposefully institutionalize the response to the problem. If not, history has shown that we will continue to suffer its consequences for centuries to come, if we survive it at all.

Submitted by the Racism, Bias, and Discrimination Training Advocacy Committee,
Department of Social Work, Kutztown University of Pennsylvania.

Race, Discrimination, and Forms of Bias Training Act

This proposed legislation provides oversight and implementation of training for licensed professionals and public employees in service to the protection of citizens who seek and/or receive services from those professionals and employees. As such, the legislation will enable licensed professionals and public employees to better serve the public in fulfilling their constitutional and regulatory obligations to provide fair and equitable treatment regardless of “race, color, religion, sex, national origin, age or hardship.” (5CFR 2635.101 #13, #8; PA Standards of Conduct of Employees 905.735-101 and 905.735-201). These statutes and regulations were established to “ensure that every citizen can have complete confidence in the integrity” of public employees. Further, as this standard of integrity is required of all public employees and licensed professionals, such legislation will provide them the training support they need to fulfill their obligations. Therefore, this legislation serves to protect the public so to further their constitutional right to fair and equal treatment, while also providing public employees the training and awareness they need to meet required obligations and responsibilities.

Talking Points:

Customer Service/Customer Relations Training/Race, Discrimination, and Forms of Bias

1. Private business and industry have long recognized the importance of customer awareness/service/relations training and literally spend hundreds of millions of dollars a year for it. They further utilize this awareness training to support and sustain employee relations which improves quality of the service and the workplace environment. This training is also protective of consumer treatment and workplace/employee legal vulnerability.
2. While a few licensed professions do have some form of these types of training many more do not, nor do most state and municipal employees in PA. The state is far behind the private business and industry standards which renders it vulnerable to multiple service costs and inefficiencies (lawsuits, employee turnover, low morale, under or poorly served citizen, loss of public trust).
3. All citizens of PA are customers of licensed, state, and municipal service providers. Awareness education regarding the diverse intersectional nature of the citizenry of the Commonwealth is no less needed and no less beneficial to the citizenry than it is to the customers and employees of private business and industry.
4. Oversight: The Commonwealth already regulates the licensure of professionals as well as supports several training venues for state and municipal employees, all with the purpose of consumer protection, service improvement, and sustainability. This legislation would augment those efforts.
5. Assigning oversight to the PA Human Relations Commission, which has the expertise and experience to assess, provide, and evaluate this type of training, would be cost effective and efficient. Those entities that already provide some type of training could have that training monitored, not reinvented. The Commission could also serve as the single reporting center to prevent unnecessary duplication of training (for example, a licensed professional working for a state entity would need only take one training, not two).
6. Think about how many licensed, state, and municipal employees the average citizen engages

with in some way every year. In not just a few cases, these engagements can have very serious consequences. The proposed training is designed to improve awareness, customer relations, services, employee relations, and public trust. Beyond the recognition that these are expected ethical standards of public engagement, they are required by law. This legislation responds to this requirement.

RDB Material/PA Ethical Standards

mediatored@aol.com <mediatored@aol.com>

Thu 3/10/2022 6:27 AM

To: Hanna, Edward <ehanna@kutztown.edu>

CAUTION: This email originated from outside of Kutztown University.

PART 905 - STANDARDS OF CONDUCT

Authority: 40 U.S.C. 875, unless otherwise noted.

Source: 43 FR 60902, Dec. 29, 1978, unless otherwise noted.

Subpart A - General Provisions

§ 905.735-101 Principles and purpose.

In order to assure that the business of the Pennsylvania Avenue Development Corporation is conducted effectively, objectively, and without improper influence or appearance thereof, all employees and special Government employees must observe unquestionable standards of integrity and conduct. Employees and special Government employees shall not engage in criminal, infamous, dishonest, immoral, or disgraceful conduct or other conduct prejudicial to the Government. All employees and special Government employees must avoid conflicts of private interest with their public duties and responsibilities. They must consider the propriety of any action in relation to general ethical standards of the highest order, so that public confidence in the integrity of the Government will not be impaired. Certain standards are set by law. Others are set by regulation and by policy. This part incorporates by reference applicable general standards of conduct and prescribes additional necessary elements. Taken together, this part constitutes the Corporation's regulations on this subject. Failure to observe any of the regulations in this part is cause for remedial action.

Subpart B - Conduct and Responsibilities of Employees

§ 905.735-201 General standards of conduct.

- (a) All employees shall conduct themselves on the job so as to efficiently discharge the work of the Corporation. Courtesy, consideration, and promptness are to be observed in dealing with the public, Congress, and other governmental agencies.
- (b) All employees shall conduct themselves off the job so as not to reflect adversely upon the Corporation or the Federal service.
- (c) Employee conduct shall exemplify the highest standards of integrity. Employees shall avoid any action, whether or not specifically prohibited by this part, which might result in, or create the appearance of:
 - (1) Using public office for private gain;
 - (2) Giving preferential treatment to any person;
 - (3) Impeding Government efficiency or economy;
 - (4) Losing complete independence or impartiality;
 - (5) Making a Government decision outside official channels; or
 - (6) Affecting adversely the confidence of the public in the integrity of the Government.

RDB Material/ Electronic Code of Federal Regulations

mediatored@aol.com <mediatored@aol.com>

Thu 3/10/2022 5:51 AM

To: Hanna, Edward <ehanna@kutztown.edu>

CAUTION: This email originated from outside of Kutztown University.

(14) Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards set forth in this part. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

(8) Employees shall act impartially and not give preferential treatment to any private organization or individual.

§ 2635.101 Basic obligation of public service.

(a) Public service is a public trust. Each employee has a responsibility to the United States Government and its citizens to place loyalty to the Constitution, laws and ethical principles above private gain. To ensure that every citizen can have complete confidence in the integrity of the Federal Government, each employee shall respect and adhere to the principles of ethical conduct set forth in this section, as well as the implementing standards contained in this part and in supplemental agency regulations.

(b) General principles. The following general principles apply to every employee and may form the basis for the standards contained in this part. Where a situation is not covered by the standards set forth in this part, employees shall apply the principles set forth in this section in determining whether their conduct is proper.

(1) Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.

1. § 2635.101 Basic obligation of public service.

5 CFR § 2635.101 - Basic obligation of public service.

- CFR

§ 2635.101 Basic obligation of public service.

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(1) Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.

PRINTER'S NO. 147

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 163 Session of
2021

INTRODUCED BY SCHWANK, FONTANA, HUGHES, STREET, COLLETT,
SANTARSIERO, BLAKE, TARTAGLIONE, COSTA AND KANE,
FEBRUARY 5, 2021

REFERRED TO INTERGOVERNMENTAL OPERATIONS, FEBRUARY 5, 2021

AN ACT

1 Providing for social bias and cultural competence training for
2 public employees and licensees and imposing duties on the
3 Pennsylvania Human Relations Commission.

4 The General Assembly of the Commonwealth of Pennsylvania
5 hereby enacts as follows:

6 Section 1. Short title.

7 This act shall be known and may be cited as the Race,
8 Discrimination and Forms of Bias Training Act.

9 Section 2. Definitions.

10 The following words and phrases when used in this act shall
11 have the meanings given to them in this section unless the
12 context clearly indicates otherwise:

13 "Commission." The Pennsylvania Human Relations Commission.

14 "Cultural competence." The ability to understand,
15 communicate with and effectively interact with individuals of
16 different races, ethnicities, identities and cultures.

17 "Employee." An individual who holds public office or is
18 employed by one of the following:

- 1 (1) The Commonwealth.
- 2 (2) A political subdivision.
- 3 (3) A school district.
- 4 (4) A private school.
- 5 (5) A charter school.
- 6 (6) An institution of higher education.
- 7 (7) A trade school.

8 "Licensee." An individual who receives certification from
9 one of the following State boards: .

- 10 (1) The State Board of Accountancy.
- 11 (2) The State Board of Chiropractic.
- 12 (3) The State Board of Dentistry.
- 13 (4) The State Board of Massage Therapy.
- 14 (5) The State Board of Medicine.
- 15 (6) The State Board of Nursing.
- 16 (7) The State Board of Examiners of Nursing Home
17 Administrators.
- 18 (8) The State Board of Occupational Therapy, Education
19 and Licensure.
- 20 (9) The State Board of Optometry.
- 21 (10) The State Board of Osteopathic Medicine.
- 22 (11) The State Board of Pharmacy.
- 23 (12) The State Board of Physical Therapy.
- 24 (13) The State Board of Podiatry.
- 25 (14) The State Board of Psychology.
- 26 (15) The State Board of Examiners in Speech Language and
27 Audiology.
- 28 (16) The State Board of Social Workers, Marriage and
29 Family Therapists and Professional Counselors.
- 30 (17) The State Real Estate Commission.

20210SB0163PN0147

- 2 -

1 "Political subdivision." A county, city, borough or
2 township.

3 "Public office." Every public office to which an individual
4 can be elected by a vote of the electors under the laws of this
5 Commonwealth.

6 "Social bias." A belief or set of associations about an
7 individual or a group of individuals based upon physical
8 characteristics, race, ethnicity, gender, age, religious creed
9 or sexual orientation which can result in the inaccurate
10 attribution of particular qualities to the individual or group
11 of individuals.

12 Section 3. Training.

13 (a) General rule.--The commission shall develop training
14 which, at a minimum, shall include the understanding of social
15 bias, including, but not limited to, practical techniques to
16 mitigate social bias and improve cultural competence. Employees
17 and licensees shall be required to complete the training every
18 two years.

19 (b) Documentation.--The following shall apply:

20 (1) The commission shall provide documentation to the
21 employee or licensee of their successful completion of the
22 training under subsection (a).

23 (2) The commission shall provide documentation of the
24 successful completion of the training to employers of the
25 employees and licensees upon request.

26 (c) Online training.--The training shall be conducted over a
27 secure online course through the commission's publicly
28 accessible Internet website.

29 (d) Continuing education requirements.--The commission shall
30 develop a program that meets continuing education requirements

1 for licensees and the number of credit hours to be earned for
2 the completion of the training.

3 (e) Notification.--The commission shall send notification by
4 United States mail and electronic mail of the need to renew the
5 required training to employees and licensees within 60 days of
6 the training expiration.

7 Section 4. Effective date.

8 This act shall take effect in 60 days.

PRINTER'S NO. 1192

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 1140 Session of
2021

INTRODUCED BY ROZZI, KINSEY, D. WILLIAMS, SANCHEZ, N. NELSON,
A. DAVIS, HARKINS, SCHWEYER, HOHENSTEIN AND SCHLOSSBERG,
APRIL 7, 2021

REFERRED TO COMMITTEE ON STATE GOVERNMENT, APRIL 7, 2021

AN ACT

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- 14 (5) The State Board of Medicine.
- 15 (6) The State Board of Nursing.
- 16 (7) The State Board of Examiners of Nursing Home
17 Administrators.
- 18 (8) The State Board of Occupational Therapy, Education
19 and Licensure.
- 20 (9) The State Board of Optometry.
- 21 (10) The State Board of Osteopathic Medicine.
- 22 (11) The State Board of Pharmacy.
- 23 (12) The State Board of Physical Therapy.
- 24 (13) The State Board of Podiatry.
- 25 (14) The State Board of Psychology.
- 26 (15) The State Board of Examiners in Speech-Language
27 Pathology and Audiology.
- 28 (16) The State Board of Social Workers, Marriage and
29 Family Therapists and Professional Counselors.
- 30 (17) The State Real Estate Commission.

1 "Political subdivision." A county, city, borough or
2 township.

3 "Public office." Every public office to which an individual
4 can be elected by a vote of the electors under the laws of this
5 Commonwealth.

6 "Social bias." A belief or set of associations about an
7 individual or a group of individuals based upon physical
8 characteristics, race, ethnicity, gender, age, religious creed
9 or sexual orientation which can result in the inaccurate
10 attribution of particular qualities to the individual or group
11 of individuals.

12 Section 3. Training.

13 (a) General rule.--The commission shall develop training
14 which, at a minimum, shall include the understanding of social
15 bias, including practical techniques to mitigate social bias and
16 improve cultural competence. Employees and licensees shall be
17 required to complete the training every two years.

18 (b) Documentation.--The following apply:

19 (1) The commission shall provide documentation to the
20 employee or licensee of their successful completion of the
21 training under subsection (a).

22 (2) The commission shall provide documentation of the
23 successful completion of the training to employers of the
24 employees and licensees upon request.

25 (c) Online training.--The training shall be conducted over a
26 secure online course through the commission's publicly
27 accessible Internet website.

28 (d) Continuing education requirements.--The commission shall
29 develop a program that meets continuing education requirements
30 for licensees and the number of credit hours to be earned for

1 the completion of the training.

2 (e) Notification.--The commission shall send notification by

3 United States mail and electronic mail of the need to renew the

4 required training to employees and licensees within 60 days of

5 the training expiration.

6 Section 4. Effective date.

7 This act shall take effect in 60 days.