

52:17B-77.13 & 52:17B-77.14

LEGISLATIVE HISTORY CHECKLIST

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LAWS OF: 2016 **CHAPTER:** 23

NJSA: 52:17B-77.13 & 52:17B-77.14 (Requires DLPS to establish and make available to law enforcement agencies cultural diversity training materials and online tutorial.)

BILL NO: A1663 (Substituted for S1142)

SPONSOR(S) Schaer and others

DATE INTRODUCED: January 27, 2016

COMMITTEE: **ASSEMBLY:** Appropriations
Law and Public Safety

SENATE: ---

AMENDED DURING PASSAGE: Yes

DATE OF PASSAGE: **ASSEMBLY:** June 27, 2016

SENATE: August 1, 2016

DATE OF APPROVAL: August 9, 2016

FOLLOWING ARE ATTACHED IF AVAILABLE:

FINAL TEXT OF BILL (Second Reprint enacted)

A1663

SPONSOR'S STATEMENT: (Begins on page 4 of introduced bill) Yes

COMMITTEE STATEMENT: **ASSEMBLY:** Yes Appropriations
Law and Public Safety

SENATE: No

(Audio archived recordings of the committee meetings, corresponding to the date of the committee statement, *may possibly* be found at www.njleg.state.nj.us)

FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: Yes April 7, 2016
July 1, 2016

S1142

SPONSOR'S STATEMENT: (Begins on page 4 of introduced bill) Yes

COMMITTEE STATEMENT: **ASSEMBLY:** No

SENATE: Yes

FLOOR AMENDMENT STATEMENT: No

LEGISLATIVE FISCAL ESTIMATE: Yes

(continued)

VETO MESSAGE: Yes

GOVERNOR'S PRESS RELEASE ON SIGNING: Yes

FOLLOWING WERE PRINTED:

To check for circulating copies, contact New Jersey State Government Publications at the State Library (609) 278-2640 ext.103 or <mailto:refdesk@njstatelib.org>

REPORTS: No

HEARINGS: No

NEWSPAPER ARTICLES: Yes

"Governor Chris Christie Takes Action on Pending Legislation," Targeted News Service, August 9, 2016

"Christie signs police diversity training bill," Herald News, August 10, 2016

"Cops to be trained in cultural sensitivity," Star-Ledger, August 10, 2016

"New Jersey to create diversity training for law enforcement," Associated Press State Wire: New Jersey, August 9, 2016

"New Jersey to create diversity training for law enforcement," Burlington County Times, August 10, 2016

"Christie signs bill requiring cultural diversity training for N.J. police," nj.com, August 9, 2016

"Christie signs police diversity training bill," NorthJersey.com, August 9, 2016

"Sen. Turner's police diversity training bill signed into law," The Trentonian, August 9, 2016

"Schaer, Prieto, Sumter, Danielsen & Johnson Bill Establishing Diversity Training for Law Enforcement Signed into Law," Targeted News Service, August 11, 2016

RWH/JA

§§1,2 -
C.52:17B-77.13 &
52:17B-77.14
§4 - Note

P.L.2016, CHAPTER 23, *approved August 9, 2016*
Assembly, No. 1663 (*Second Reprint*)

1 AN ACT concerning law enforcement practices and supplementing
2 Title 52 of the Revised Statutes ¹and Title 18A of the New Jersey
3 Statutes^{1 2}, and amending P.L.1997, c.257².
4

5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:
7

8 ²[1. The Legislature finds and declares that:

9 a. Law enforcement officers have a sworn duty to protect and
10 serve people of all backgrounds without discrimination or
11 preference based on race, ethnicity, religious beliefs, sexual
12 orientation, or gender identity.

13 b. One of the primary responsibilities of a law enforcement
14 officer is to interact with people of various cultures, whether
15 working with community members to build trust or communicating
16 with suspects and victims.

17 c. Although the culturally diverse population of this State has
18 enriched our communities, police interactions with citizens can be
19 complicated by diversity in situations where a lack of cultural
20 knowledge leads to inadvertent violations of citizens' rights or
21 creates safety risks for the law enforcement officer.

22 d. Greater emphasis should be placed on a county or municipal
23 police department's ability to partner with a variety of religious,
24 civic, and social organizations to develop strategies and activities
25 that promote a greater level of meaningful community engagement.

26 e. In an effort to ensure safe communities throughout this
27 State, it is necessary that each county and municipal law
28 enforcement department establish an education program and
29 develop a local cultural diversity action plan that will encourage
30 law enforcement officers to foster direct relationships with the
31 citizens whom they serve.]²
32

33 ²[2. a. Each county and municipal law enforcement department]
34 1. (New section) a. The Department of Law and Public Safety²
35 shall develop ²[and adopt a] or identify uniform² cultural diversity

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly ALP committee amendments adopted February 4, 2016.

²Assembly amendments adopted in accordance with Governor's recommendations June 23, 2016.

1 training course ²materials and an online tutorial² that ²**[includes]**
 2 shall include² instruction ²**[and exercises]**² designed to promote
 3 positive interaction with ²**[the racial, ethnic, and religious**
 4 **communities]** , and community outreach to, all residents² within
 5 ²**[each department's respective jurisdiction. The]** a community,
 6 including residents of all racial, ethnic, and religious backgrounds
 7 and lesbian, gay, bisexual, and transgender individuals residing
 8 within the community. Components of the² training course ²**[also**
 9 shall include instruction and exercises designed to promote positive
 10 interaction with the lesbian, gay, bisexual, and transgender
 11 individuals residing within each department's respective
 12 jurisdiction. The curriculum for the training program] materials
 13 and online tutorial² shall include, but not be limited to, ²**[a tutorial]**
 14 instruction² on:

15 (1) the various cultural communities and the effects of diversity
 16 on community relations within ²**[each law enforcement**
 17 **department's jurisdiction]** a community²;

18 (2) appropriate methods by which an officer may interact with
 19 people of various cultures and religions in the community, with an
 20 emphasis on officer safety skills and conflict resolution techniques;

21 (3) best practices in law enforcement techniques when analyzing
 22 and solving local neighborhood problems, meeting with community
 23 groups, and working with citizens on crime prevention programs;
 24 ²and²

25 (4) the impact that police diversity skills have on overall law
 26 enforcement effectiveness²; and

27 (5) the community's perception of various racial, ethnic, and
 28 religious groups, with specific attention to local stereotypes and
 29 cultural assumptions that negatively impact public safety.

30 b. The course shall be administered by the employing law
 31 enforcement department as part of in-service training provided to
 32 each county and municipal police officer in this State. The course
 33 curriculum and an assessment as to whether each county and
 34 municipal law enforcement officer has completed the course shall
 35 be submitted to the Attorney General as part of the cultural
 36 diversity action plan established pursuant to section 3 of P.L. ,
 37 c. (C.) (pending before the Legislature as this bill)]².

38 ²b. The Department of Law and Public Safety shall cause the
 39 training course materials and online tutorial developed or identified
 40 pursuant to subsection a. of this section to be made available to
 41 every State, county, and municipal law enforcement department in
 42 the State and to each campus police department at an institution of
 43 higher education in the State that appoints police officers pursuant
 44 to P.L.1970, c.211 (C.18A:6-4.2 et seq.) for use in providing officer
 45 training and information promoting community outreach efforts
 46 within the law enforcement department's community.

1 c. The Department of Law and Public Safety shall periodically
2 assess the training course materials and online tutorial developed or
3 identified pursuant to subsection a. of this section and update them
4 where the department finds appropriate.²

5
6 ²2. (New section) Every State, county, and municipal law
7 enforcement department in the State and every campus police
8 department at an institution of higher education in the State that
9 appoints police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et
10 seq.) may provide in-service training of its personnel utilizing the
11 training course materials or online tutorial developed or identified
12 by the Department of Law and Public Safety pursuant to section 1
13 of P.L. , c. (C.) (pending before the Legislature as this
14 bill).²

15
16 ²[3. a. The chief law enforcement officer of each county and
17 municipal law enforcement department shall develop and adopt a
18 cultural diversity action plan. The plan shall include strategies to
19 develop outreach programs that address the social needs and
20 concerns regarding crime in the community, as well as efforts taken
21 on behalf of the department in forming partnerships with various
22 cultural, religious, and civic organizations, which shall include
23 organizations formed on the basis of preventing discrimination
24 based on gender identity and sexual orientation. One of the primary
25 objectives of each plan shall be to establish positive relationships
26 between the police and various community groups that encourage a
27 willingness to collaborate in identifying community safety issues
28 and establishing innovative strategies designed to create safe and
29 stable neighborhoods.

30 b. In order to evaluate the effectiveness of each cultural
31 diversity action plan, the chief law enforcement officer of each
32 county and municipal law enforcement department shall submit to
33 the Attorney General the cultural diversity action plan adopted
34 pursuant to this section within one year of the effective date of this
35 act and at least once every three years thereafter. The Attorney
36 General may periodically assess the plans to determine whether
37 each county and municipal law enforcement department is meeting
38 its goals in providing an education program required pursuant to
39 section 2 of P.L. , c. (C.) (pending before the Legislature as
40 this bill) and formulating a cultural diversity action plan established
41 pursuant to this section.]²

42
43 ²[14. a. An institution of higher education which appoints
44 campus police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et
45 seq.) shall develop and adopt a campus cultural diversity training
46 course for the campus police department that includes instruction
47 and exercises designed to promote positive interaction with the

1 racial, ethnic, and religious groups within each campus police
2 department's respective jurisdiction. The training course also shall
3 include instruction and exercises designed to promote positive
4 interaction with the lesbian, gay, bisexual, and transgender
5 individuals within the campus community. The curriculum for the
6 training program shall include, but not be limited to, a tutorial on:

7 (1) the various cultural groups within the campus community and
8 the effects of diversity on community relations within each campus
9 police department's jurisdiction;

10 (2) appropriate methods by which a campus police officer may
11 interact with members of the campus community representing
12 various cultures and religions, with an emphasis on officer safety
13 skills and conflict resolution techniques;

14 (3) best practices in law enforcement techniques when analyzing
15 and solving problems on campus, meeting with campus community
16 groups, and working with the campus community on crime
17 prevention programs;

18 (4) the impact that police diversity skills have on overall campus
19 police department effectiveness; and

20 (5) the campus community's perception of various racial, ethnic,
21 and religious groups, with specific attention to stereotypes and
22 cultural assumptions that negatively impact campus safety.

23 b. The course shall be administered by the employing
24 governing body of the institution of higher education, academy,
25 school, or other institution of learning as part of in-service training
26 provided to each campus police department in this State. The
27 course curriculum and an assessment as to whether each campus
28 police officer has completed the course shall be submitted to the
29 Attorney General as part of the campus cultural diversity action
30 plan established pursuant to section 5 of P.L. , c. (C.)
31 (pending before the Legislature as this bill).¹²

32
33 ²15. a. An institution of higher education which appoints
34 campus police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et
35 seq.) shall develop and adopt a campus cultural diversity action
36 plan for the campus police department. The plan shall include
37 strategies to develop outreach programs that address the social
38 needs and concerns regarding crime in the campus community, as
39 well as efforts taken on behalf of the campus police department in
40 forming partnerships with various cultural, religious, and civic
41 organizations within the campus community, which shall include
42 organizations formed on the basis of preventing discrimination
43 based on gender identity and sexual orientation. One of the primary
44 objectives of each plan shall be to establish positive relationships
45 between the campus police and various campus community groups
46 that encourage a willingness to collaborate in identifying safety
47 issues and establishing innovative strategies designed to create safe
48 and stable campus communities.

1 b. In order to evaluate the effectiveness of each campus
 2 cultural diversity action plan, the employing governing body of the
 3 institution of higher education, academy, school, or other institution
 4 of learning shall submit to the Attorney General the campus cultural
 5 diversity action plan adopted pursuant to this section within one
 6 year of the effective date of this act and at least once every three
 7 years thereafter. The Attorney General may periodically assess the
 8 plans to determine whether each institution of higher education
 9 which appoints campus police officers is meeting its goals in
 10 providing an education program required pursuant to section 4 of
 11 P.L. , c. (C.) (pending before the Legislature as this bill) and
 12 formulating a campus cultural diversity action plan established
 13 pursuant to this section.¹²

14
 15 ²3. Section 2 of P.L.1997, c.257 (C.52:9DD-9) is amended to
 16 read as follows:

17 2. It shall be the duty of the council:

18 a. to develop policy proposals for the State and assist with
 19 coordinating efforts to promote prejudice reduction and prevent and
 20 deter crimes based upon the victim's race, color, religion, national
 21 origin, sexual orientation, ethnicity, gender, or physical, mental or
 22 cognitive disability;

23 b. to assist in diffusing tensions in communities affected by
 24 such crimes;

25 c. to act as a clearinghouse for information and program ideas
 26 among the existing county human relations commissions;

27 d. to assist the efforts of the county human relations
 28 commissions in relieving tensions within the community;

29 e. to assist in providing training programs for members of the
 30 county human relations commissions and other interested
 31 community leaders;

32 f. to develop and present a biennial report to the Governor and
 33 Legislature on the status of bias and violence based upon race,
 34 color, religion, national origin, sexual orientation, ethnicity, gender,
 35 or physical, mental or cognitive disability;

36 g. to establish and maintain a listing of conflict resolution
 37 programs and experts to be available as a resource for communities
 38 in time of crisis;

39 h. **【to develop in conjunction with law enforcement agencies,**
 40 **including the Office of Bias Crimes and Community Relations in**
 41 **the Division of Criminal Justice, and the educational community**
 42 **cultural diversity training for law enforcement personnel】 Deleted**
 43 **by amendment, P.L. , c. (pending before the Legislature as**
 44 **this bill);**

45 i. to develop in conjunction with the Department of Education
 46 and the educational, civil rights and human relations communities
 47 educational programs intended to educate, encourage, develop,

- 1 promote and strengthen respect for human rights and cultural
2 diversity and prevent and combat racism, intolerance and bigotry;
3 j. to assist local communities in establishing local human
4 relations commissions;
5 k. to assess changes in local demographics and assist
6 communities in adapting to minority population shifts;
7 l. to assist State, county and local government agencies with
8 multi-cultural awareness programs;
9 m. to require that the representatives from the county human
10 relations commissions report back to the counties regarding the
11 work and activities of the State council;
12 n. to provide conciliation assistance and conduct all activities
13 in confidence and without publicity; and
14 o. to make recommendations to governmental entities for the
15 development of policies and procedures in general and for programs
16 of formal and informal education that will aid in eliminating all
17 types of discrimination based on race, color, religion, national
18 origin, sexual orientation, ethnicity, gender, or physical, mental or
19 cognitive disability.²

20 (cf: P.L.1997, c.257, s.2)

21

22 ¹[4.]²[6.1] 4.² This act shall take effect on the first day of the
23 seventh month following enactment.

24

25

26

27

28 Requires DLPS to establish and make available to law
29 enforcement agencies cultural diversity training materials and
30 online tutorial.

ASSEMBLY, No. 1663

STATE OF NEW JERSEY 217th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2016 SESSION

Sponsored by:

Assemblyman GARY S. SCHAER

District 36 (Bergen and Passaic)

Assemblyman VINCENT PRIETO

District 32 (Bergen and Hudson)

Assemblywoman SHAVONDA E. SUMTER

District 35 (Bergen and Passaic)

Assemblyman JOE DANIELSEN

District 17 (Middlesex and Somerset)

Assemblyman GORDON M. JOHNSON

District 37 (Bergen)

Co-Sponsored by:

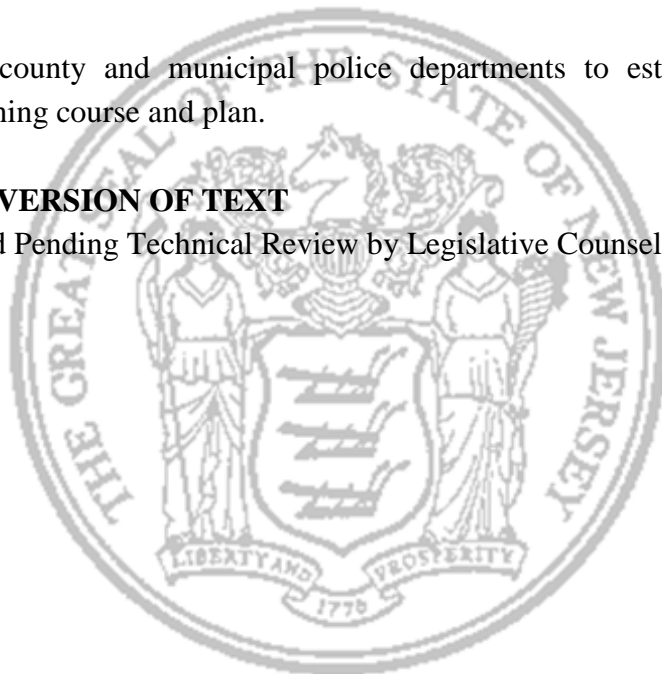
**Assemblywomen Jimenez, Spencer, Muoio, Assemblymen Wimberly,
Eustace and Assemblywoman Pinkin**

SYNOPSIS

Requires county and municipal police departments to establish cultural diversity training course and plan.

CURRENT VERSION OF TEXT

Introduced Pending Technical Review by Legislative Counsel.



(Sponsorship Updated As Of: 2/5/2016)

1 AN ACT concerning law enforcement practices and supplementing
2 Title 52 of the Revised Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

6

7 1. The Legislature finds and declares that:

8 a. Law enforcement officers have a sworn duty to protect and
9 serve people of all backgrounds without discrimination or
10 preference based on race, ethnicity, religious beliefs, sexual
11 orientation, or gender identity.

12 b. One of the primary responsibilities of a law enforcement
13 officer is to interact with people of various cultures, whether
14 working with community members to build trust or communicating
15 with suspects and victims.

16 c. Although the culturally diverse population of this State has
17 enriched our communities, police interactions with citizens can be
18 complicated by diversity in situations where a lack of cultural
19 knowledge leads to inadvertent violations of citizens' rights or
20 creates safety risks for the law enforcement officer.

21 d. Greater emphasis should be placed on a county or municipal
22 police department's ability to partner with a variety of religious,
23 civic, and social organizations to develop strategies and activities
24 that promote a greater level of meaningful community engagement.

25 e. In an effort to ensure safe communities throughout this
26 State, it is necessary that each county and municipal law
27 enforcement department establish an education program and
28 develop a local cultural diversity action plan that will encourage
29 law enforcement officers to foster direct relationships with the
30 citizens whom they serve.

31

32 2. a. Each county and municipal law enforcement department
33 shall develop and adopt a cultural diversity training course that
34 includes instruction and exercises designed to promote positive
35 interaction with the racial, ethnic, and religious communities within
36 each department's respective jurisdiction. The training course also
37 shall include instruction and exercises designed to promote positive
38 interaction with the lesbian, gay, bisexual, and transgender
39 individuals residing within each department's respective
40 jurisdiction. The curriculum for the training program shall include,
41 but not be limited to, a tutorial on:

42 (1) the various cultural communities and the effects of diversity
43 on community relations within each law enforcement department's
44 jurisdiction;

45 (2) appropriate methods by which an officer may interact with
46 people of various cultures and religions in the community, with an
47 emphasis on officer safety skills and conflict resolution techniques;

1 (3) best practices in law enforcement techniques when analyzing
2 and solving local neighborhood problems, meeting with community
3 groups, and working with citizens on crime prevention programs;
4 (4) the impact that police diversity skills have on overall law
5 enforcement effectiveness; and
6 (5) the community's perception of various racial, ethnic, and
7 religious groups, with specific attention to local stereotypes and
8 cultural assumptions that negatively impact public safety.

9 b. The course shall be administered by the employing law
10 enforcement department as part of in-service training provided to
11 each county and municipal police officer in this State. The course
12 curriculum and an assessment as to whether each county and
13 municipal law enforcement officer has completed the course shall
14 be submitted to the Attorney General as part of the cultural
15 diversity action plan established pursuant to section 3 of P.L. ,
16 c. (C.) (pending before the Legislature as this bill).

17

18 3. a. The chief law enforcement officer of each county and
19 municipal law enforcement department shall develop and adopt a
20 cultural diversity action plan. The plan shall include strategies to
21 develop outreach programs that address the social needs and
22 concerns regarding crime in the community, as well as efforts taken
23 on behalf of the department in forming partnerships with various
24 cultural, religious, and civic organizations, which shall include
25 organizations formed on the basis of preventing discrimination
26 based on gender identity and sexual orientation. One of the primary
27 objectives of each plan shall be to establish positive relationships
28 between the police and various community groups that encourage a
29 willingness to collaborate in identifying community safety issues
30 and establishing innovative strategies designed to create safe and
31 stable neighborhoods.

32 b. In order to evaluate the effectiveness of each cultural
33 diversity action plan, the chief law enforcement officer of each
34 county and municipal law enforcement department shall submit to
35 the Attorney General the cultural diversity action plan adopted
36 pursuant to this section within one year of the effective date of this
37 act and at least once every three years thereafter. The Attorney
38 General may periodically assess the plans to determine whether
39 each county and municipal law enforcement department is meeting
40 its goals in providing an education program required pursuant to
41 section 2 of P.L. , c. (C.) (pending before the Legislature as
42 this bill) and formulating a cultural diversity action plan established
43 pursuant to this section.

44

45 4. This act shall take effect on the first day of the seventh
46 month following enactment.

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STATEMENT

This bill requires each county and municipal law enforcement department to develop and adopt a cultural diversity training course that includes instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal and county law enforcement officer is required to participate in the course as part of in-service training. The bill requires that the course curriculum include a tutorial on:

- (1) the various cultural communities and the effects of diversity on community relations within each law enforcement department's jurisdiction;
- (2) appropriate methods by which an officer may interact with people of various cultures and religions in the community, with an emphasis on officer safety skills and conflict resolution techniques;
- (3) best practices in law enforcement techniques when analyzing and solving local neighborhood problems, meeting with community groups, and working with citizens on crime prevention programs;
- (4) the impact that police diversity skills have on overall law enforcement effectiveness; and
- (5) the community's perception of various racial, ethnic, and religious groups with specific attention to local stereotypes and cultural assumptions that negatively impact public safety.

In addition, the bill requires the chief law enforcement officer of each county and municipal law enforcement department to develop and adopt a cultural diversity action plan. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establishing innovative strategies designed to create safe and stable neighborhoods.

The bill requires each county and municipal police department to submit the plan, along with the training course curriculum, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. Under the bill, the Attorney General may periodically assess the plans to determine whether each department is meeting its goals in providing a cultural diversity education course and formulating a cultural diversity action plan.

ASSEMBLY LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

ASSEMBLY, No. 1663

with committee amendments

STATE OF NEW JERSEY

DATED: FEBRUARY 4, 2016

The Assembly Law and Public Safety Committee reports favorably and with committee amendments Assembly Bill No. 1663.

As amended and reported by the committee, Assembly Bill No. 1663 requires each county and municipal law enforcement department to develop and adopt a cultural diversity training course. In addition, the amended bill requires institutions of higher education to develop and adopt a campus cultural diversity training course for campus police departments. The courses are to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each department's respective jurisdiction. The training courses also are to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county, and campus law enforcement officer is required to participate in the course as part of in-service training. The amended bill requires that the course curriculum include a tutorial on:

(1) the various cultural communities and the effects of diversity on community relations within each law enforcement department's jurisdiction;

(2) appropriate methods by which an officer may interact with people of various cultures and religions in the community or on campus, with an emphasis on officer safety skills and conflict resolution techniques;

(3) best practices in law enforcement techniques when analyzing and solving local neighborhood problems or problems on campus, meeting with campus and community groups, and working with citizens and students on crime prevention programs;

(4) the impact that police diversity skills have on overall law enforcement effectiveness; and

(5) the community's perception of various racial, ethnic, and religious groups with specific attention to local stereotypes and cultural assumptions that negatively impact public safety.

In addition, the amended bill requires each county and municipal law enforcement department to develop and adopt a cultural diversity

action plan, and each campus police department to develop and adopt a campus cultural diversity action plan. The plans are to include strategies for outreach programs that address the social and criminal concerns of the communities and campuses, as well as efforts taken on behalf of the department in forming partnerships with various cultural, religious, and civic organizations, including those formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community and campus groups that encourage a willingness to collaborate in identifying community and campus safety issues and establishing innovative strategies designed to create safe and stable neighborhoods and campuses.

The amended bill requires county and municipal departments, and institutions of higher education to submit the plans, along with the training course curricula, to the Attorney General within one year of the amended bill's effective date and at least once every three years thereafter. Under the amended bill, the Attorney General may periodically assess the plans to determine whether each department is meeting its goals in providing a cultural diversity education course and formulating a cultural diversity action plan.

This bill was pre-filed for introduction in the 2016-2017 session pending technical review. As reported, the bill includes the changes required by technical review, which has been performed.

COMMITTEE AMENDMENTS

The committee amended the bill to require institutions of higher education which appoint campus police officers to develop and adopt a campus cultural diversity training course and action plan for the campus police department.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

ASSEMBLY, No. 1663

STATE OF NEW JERSEY

DATED: APRIL 4, 2016

The Assembly Appropriations Committee reports favorably Assembly Bill No. 1663 (1R).

This bill requires each county and municipal law enforcement department to develop and adopt a cultural diversity training course and each institution of higher education to develop and adopt a campus cultural diversity training course for campus police departments. The bill directs that the courses include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each department's respective jurisdiction. The bill also requires that the training courses promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county, and campus law enforcement officer is required to participate in the course as part of in-service training.

The bill requires each county and municipal law enforcement department to develop and adopt a cultural diversity action plan, and each campus police department to develop and adopt a campus cultural diversity action plan. The bill specifies that the plans must include strategies for outreach programs that address the social and criminal concerns of the communities and campuses, as well as efforts taken on behalf of the department in forming partnerships with various cultural, religious, and civic organizations, including those formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community and campus groups that encourage a willingness to collaborate in identifying community and campus safety issues and establishing innovative strategies designed to create safe and stable neighborhoods and campuses.

The bill requires county and municipal departments, and institutions of higher education to submit the plans, along with the training course curricula, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. The bill allows the Attorney General to periodically assess the plans to determine whether each department is meeting its goals in providing a

cultural diversity education course and formulating a cultural diversity action plan.

FISCAL IMPACT:

The Office of Legislative Services (OLS) concludes that the bill will result in indeterminate cost increases to the State, certain counties and certain municipalities.

The OLS cannot quantify the additional cost State, county and municipal governments will incur as a result of the bill. This is so because it is unknown how many State and county institutions of higher education and county and municipal law enforcement departments will need to develop or revise a current cultural diversity action or training plan to comply with the specific criteria in the bill. In addition, as the bill requires the departments to submit their adopted plans to the State Office of the Attorney General in a format to be determined by the office, the OLS does not know the format the office will adopt or the cost of complying with that format requirement for the institutions of higher education, county governments, and municipal governments.

It is unknown to what extent the bill will impose an additional cost on the State Office of the Attorney General. The bill authorizes the office to review the cultural diversity action and training plans submitted by county and municipal law enforcement agencies and institutions of higher education. It is unknown how often and under what circumstances the office will do so.

LEGISLATIVE FISCAL ESTIMATE

[First Reprint]

ASSEMBLY, No. 1663

STATE OF NEW JERSEY 217th LEGISLATURE

DATED: APRIL 7, 2016

SUMMARY

- Synopsis:** Requires county, municipal, and campus police departments to establish cultural diversity training course and plan.
- Type of Impact:** State and local government expenditure increases.
- Agencies Affected:** Department of Law and Public Safety;
County and Municipal Law Enforcement Agencies;
Public Institutions of Higher Education.

Office of Legislative Services Estimate

Fiscal Impact	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
State Cost Increase	Indeterminate – See comments below		
Local Cost Increase	Indeterminate – See comments below		

- The Office of Legislative Services (OLS) anticipates that the bill will result in indeterminate cost increases to the State, certain counties and certain municipalities, including certain public institutions of higher education that appoint campus police officers.
- The bill causes additional costs to be incurred by certain county and municipal governments as well as certain public institutions of higher education from mandating the development or revision of cultural diversity action and training plans for the entities' law enforcement agencies. The OLS cannot quantify the additional cost because it does not know how many law enforcement entities will need to develop or revise cultural diversity action or training plans to comply with bill criteria. In addition, as the bill requires the entities to submit their adopted plans to the State Office of the Attorney General (OAG) in a format to be determined by the OAG, it is unknown what format the OAG will require and what the entities' ensuing compliance costs will be.
- It is unknown to what extent the bill will impose an additional cost on the State OAG. The bill authorizes the office to review the cultural diversity action and training plans submitted by county and municipal law enforcement agencies as well as public institutions of higher education. It is unknown how often and under what circumstances the office will do so.

BILL DESCRIPTION

Assembly Bill No. 1663 (1R) of 2016 requires the development and adoption of a cultural diversity training course by each county and municipal law enforcement department and by each public institution of higher education for the institution's campus police department. The cultural diversity training course is to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each police department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county and campus law enforcement officer is required to participate in the course as part of in-service training.

In addition, the bill requires the development and adoption of a cultural diversity action plan by each county and municipal law enforcement department and by each public institution of higher education for the institution's campus police department. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the police department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establishing innovative strategies designed to create safe and stable neighborhoods.

The bill also requires each county and municipal police department and each public institution of higher education that appoints campus police officers to submit the cultural diversity action plan, along with the training course curriculum, to the OAG within one year of the bill's effective date and at least once every three years thereafter. The OAG may periodically assess the plans to determine whether each department and public institution of higher education is meeting its goals in providing a cultural diversity education course and formulating a cultural diversity action plan.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS anticipates that the bill will result in indeterminate cost increases to the State, certain counties and certain municipalities, including certain public institutions of higher education that appoint campus police officers.

The bill requires county and municipal law enforcement offices, and public institutions of higher education for the institutions' campus police departments, to create cultural diversity training plans and conduct the training during the police departments' regular in-service trainings. As it is common practice for law enforcement to engage in regular in-service training, it is unknown how many agencies may need to create a new course or revise their current course

to meet the requirements of this bill. The bill does permit the law enforcement entity discretion as to how the course is delivered.

The bill also requires county and municipal law enforcement offices, and public institutions of higher education for the institutions' campus police departments, to develop cultural diversity action plans. It is common for law enforcement agencies to have community plans; however, it is unknown how many agencies may need to revise their current plans or create new ones to meet bill requirements.

Furthermore, the bill requires the State OAG to collect the cultural diversity action and training plans adopted by county and municipal law enforcement agencies as well as public institutions of higher education that appoint campus police officers. It is estimated that there would be at least 509 plans developed by: three county police departments (Camden, Bergen, and Union); 489 municipal police departments (the 565 municipalities minus the 76 municipalities patrolled full-time by the State Police); and at least 17 public institutions of higher education, including county colleges, that appoint campus police officers. The bill provides discretion as to the format in which the documents will be submitted to and stored by the OAG. This cost could be minimal if the office required the plans to be submitted electronically.

The bill also provides discretion to the OAG regarding the frequency of plan assessments. It is unknown how often and under what circumstances the office would conduct an evaluation.

Section: Law and Public Safety

*Analyst: Amy Denholtz
Senior Research Analyst*

*Approved: Frank W. Haines III
Legislative Budget and Finance Officer*

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

LEGISLATIVE FISCAL ESTIMATE

[Second Reprint]

ASSEMBLY, No. 1663

STATE OF NEW JERSEY 217th LEGISLATURE

DATED: JULY 1, 2016

SUMMARY

- Synopsis:** Requires Department of Law and Public Safety (DLPS) to establish and make available to law enforcement agencies cultural diversity training materials and online tutorial.
- Type of Impact:** Recurring State cost increase to the General Fund.
- Agencies Affected:** Department of Law and Public Safety;
New Jersey Human Relations Council.

Office of Legislative Services Estimate

Fiscal Impact	
Recurring State Cost Increase	Minimal

- The Office of Legislative Services (OLS) projects that the bill will result in a minimal recurring State cost increase from requiring the Department of Law and Public Safety to develop or identify, and periodically update, uniform cultural diversity training course materials and an online tutorial for the optional use of State, county, municipal, and campus law enforcement departments in providing in-service training to officers.
- The OLS anticipates the recurring State cost increase to be minimal, given that current law already requires the New Jersey Human Relations Council, an independent body allocated in but not of the Department of Law and Public Safety, to develop cultural diversity training for law enforcement personnel. While that training may not be fully consistent with the requirements of this bill, it may be feasible to transpose many of its elements to the new diversity training initiative. Any transposition would reduce the administrative workload of implementing the provisions of the legislation.

BILL DESCRIPTION

Assembly Bill No. 1663 (2R) of 2016 requires the Department of Law and Public Safety to develop or identify uniform cultural diversity training course materials and an online tutorial, and to periodically update them, as appropriate. The materials and tutorial must include instruction

designed to promote positive interaction with, and community outreach to, all residents within a community, including residents of all racial, ethnic, and religious backgrounds and lesbian, gay, bisexual, and transgendered residents.

The department is required to make the materials and online tutorial available to every State, county, and municipal law enforcement department and to each campus police department at an institution of higher education that appoints police officers. These law enforcement agencies may use the training materials or online tutorial in providing in-service training to officers.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS projects that the bill will result in a minimal recurring State cost increase from requiring the Department of Law and Public Safety to develop or identify, and periodically update, uniform cultural diversity training course materials and an online tutorial for the optional use of State, county, municipal, and campus law enforcement departments in providing in-service training to officers.

The OLS anticipates the recurring State cost increase to be minimal, given that current law already requires the New Jersey Human Relations Council, an independent body allocated in but not of the Department of Law and Public Safety, to develop, in conjunction with law enforcement agencies and others, cultural diversity training for law enforcement personnel. While that training may not be fully consistent with the requirements of this bill, it may be feasible to transpose many of its elements to the new diversity training initiative. Any transposition would reduce the administrative workload of implementing the bill.

The bill will not directly affect State, county, municipal, and campus law enforcement departments, as their use of the department's uniform cultural diversity training course materials and online tutorial in providing in-service training to officers will be optional.

Section: Law and Public Safety

Analyst: Amy Denholtz
Senior Research Analyst

Approved: Frank W. Haines III
Legislative Budget and Finance Officer

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

[Second Reprint]

ASSEMBLY, No. 1663

STATE OF NEW JERSEY
217th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2016 SESSION

Sponsored by:

Assemblyman GARY S. SCHAER
District 36 (Bergen and Passaic)
Assemblyman VINCENT PRIETO
District 32 (Bergen and Hudson)
Assemblywoman SHAVONDA E. SUMTER
District 35 (Bergen and Passaic)
Assemblyman JOE DANIELSEN
District 17 (Middlesex and Somerset)
Assemblyman GORDON M. JOHNSON
District 37 (Bergen)
Assemblyman RAJ MUKHERJI
District 33 (Hudson)
Senator SHIRLEY K. TURNER
District 15 (Hunterdon and Mercer)

Co-Sponsored by:

Assemblywomen Jimenez, Spencer, Muoio, Assemblymen Wimberly, Eustace, Assemblywoman Pinkin, Assemblyman Holley, Assemblywoman Lampitt, Assemblyman Gusciora, Assemblywoman McKnight and Assemblyman Chiaravalloti

SYNOPSIS

Requires DLPS to establish and make available to law enforcement agencies cultural diversity training materials and online tutorial.

CURRENT VERSION OF TEXT

As amended on June 23, 2016 by the General Assembly pursuant to the Governor's recommendations.

(Sponsorship Updated As Of: 5/10/2016)

1 AN ACT concerning law enforcement practices and supplementing
2 Title 52 of the Revised Statutes ¹and Title 18A of the New Jersey
3 Statutes^{1 2}, and amending P.L.1997, c.257².

4
5 **BE IT ENACTED** by the Senate and General Assembly of the State
6 of New Jersey:

7
8 ²[1. The Legislature finds and declares that:

9 a. Law enforcement officers have a sworn duty to protect and
10 serve people of all backgrounds without discrimination or
11 preference based on race, ethnicity, religious beliefs, sexual
12 orientation, or gender identity.

13 b. One of the primary responsibilities of a law enforcement
14 officer is to interact with people of various cultures, whether
15 working with community members to build trust or communicating
16 with suspects and victims.

17 c. Although the culturally diverse population of this State has
18 enriched our communities, police interactions with citizens can be
19 complicated by diversity in situations where a lack of cultural
20 knowledge leads to inadvertent violations of citizens' rights or
21 creates safety risks for the law enforcement officer.

22 d. Greater emphasis should be placed on a county or municipal
23 police department's ability to partner with a variety of religious,
24 civic, and social organizations to develop strategies and activities
25 that promote a greater level of meaningful community engagement.

26 e. In an effort to ensure safe communities throughout this
27 State, it is necessary that each county and municipal law
28 enforcement department establish an education program and
29 develop a local cultural diversity action plan that will encourage
30 law enforcement officers to foster direct relationships with the
31 citizens whom they serve.]²

32
33 ²[2. a. Each county and municipal law enforcement department]

34 1. (New section) a. The Department of Law and Public Safety²
35 shall develop ²[and adopt a] or identify uniform² cultural diversity
36 training course ²materials and an online tutorial² that ²[includes]
37 shall include² instruction ²[and exercises]² designed to promote
38 positive interaction with ²[the racial, ethnic, and religious
39 communities] , and community outreach to, all residents² within
40 ²[each department's respective jurisdiction. The] a community,
41 including residents of all racial, ethnic, and religious backgrounds

EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly ALP committee amendments adopted February 4, 2016.

²Assembly amendments adopted in accordance with Governor's recommendations June 23, 2016.

1 and lesbian, gay, bisexual, and transgender individuals residing
 2 within the community. Components of the² training course ² [also
 3 shall include instruction and exercises designed to promote positive
 4 interaction with the lesbian, gay, bisexual, and transgender
 5 individuals residing within each department's respective
 6 jurisdiction. The curriculum for the training program] materials
 7 and online tutorial² shall include, but not be limited to, ² [a tutorial]
 8 instruction² on:

9 (1) the various cultural communities and the effects of diversity
 10 on community relations within ² [each law enforcement
 11 department's jurisdiction] a community²;

12 (2) appropriate methods by which an officer may interact with
 13 people of various cultures and religions in the community, with an
 14 emphasis on officer safety skills and conflict resolution techniques;

15 (3) best practices in law enforcement techniques when analyzing
 16 and solving local neighborhood problems, meeting with community
 17 groups, and working with citizens on crime prevention programs;
 18 ²and²

19 (4) the impact that police diversity skills have on overall law
 20 enforcement effectiveness²; and

21 (5) the community's perception of various racial, ethnic, and
 22 religious groups, with specific attention to local stereotypes and
 23 cultural assumptions that negatively impact public safety.

24 b. The course shall be administered by the employing law
 25 enforcement department as part of in-service training provided to
 26 each county and municipal police officer in this State. The course
 27 curriculum and an assessment as to whether each county and
 28 municipal law enforcement officer has completed the course shall
 29 be submitted to the Attorney General as part of the cultural
 30 diversity action plan established pursuant to section 3 of P.L. ,
 31 c. (C.) (pending before the Legislature as this bill) ².

32 ²b. The Department of Law and Public Safety shall cause the
 33 training course materials and online tutorial developed or identified
 34 pursuant to subsection a. of this section to be made available to
 35 every State, county, and municipal law enforcement department in
 36 the State and to each campus police department at an institution of
 37 higher education in the State that appoints police officers pursuant
 38 to P.L.1970, c.211 (C.18A:6-4.2 et seq.) for use in providing officer
 39 training and information promoting community outreach efforts
 40 within the law enforcement department's community.

41 c. The Department of Law and Public Safety shall periodically
 42 assess the training course materials and online tutorial developed or
 43 identified pursuant to subsection a. of this section and update them
 44 where the department finds appropriate.²

45
 46 ²2. (New section) Every State, county, and municipal law
 47 enforcement department in the State and every campus police

1 department at an institution of higher education in the State that
2 appoints police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et
3 seq.) may provide in-service training of its personnel utilizing the
4 training course materials or online tutorial developed or identified
5 by the Department of Law and Public Safety pursuant to section 1
6 of P.L. , c. (C.) (pending before the Legislature as this
7 bill).²

8
9 ²[3. a. The chief law enforcement officer of each county and
10 municipal law enforcement department shall develop and adopt a
11 cultural diversity action plan. The plan shall include strategies to
12 develop outreach programs that address the social needs and
13 concerns regarding crime in the community, as well as efforts taken
14 on behalf of the department in forming partnerships with various
15 cultural, religious, and civic organizations, which shall include
16 organizations formed on the basis of preventing discrimination
17 based on gender identity and sexual orientation. One of the primary
18 objectives of each plan shall be to establish positive relationships
19 between the police and various community groups that encourage a
20 willingness to collaborate in identifying community safety issues
21 and establishing innovative strategies designed to create safe and
22 stable neighborhoods.

23 b. In order to evaluate the effectiveness of each cultural
24 diversity action plan, the chief law enforcement officer of each
25 county and municipal law enforcement department shall submit to
26 the Attorney General the cultural diversity action plan adopted
27 pursuant to this section within one year of the effective date of this
28 act and at least once every three years thereafter. The Attorney
29 General may periodically assess the plans to determine whether
30 each county and municipal law enforcement department is meeting
31 its goals in providing an education program required pursuant to
32 section 2 of P.L. , c. (C.) (pending before the Legislature as
33 this bill) and formulating a cultural diversity action plan established
34 pursuant to this section.]²

35
36 ²[¹4. a. An institution of higher education which appoints
37 campus police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et
38 seq.) shall develop and adopt a campus cultural diversity training
39 course for the campus police department that includes instruction
40 and exercises designed to promote positive interaction with the
41 racial, ethnic, and religious groups within each campus police
42 department's respective jurisdiction. The training course also shall
43 include instruction and exercises designed to promote positive
44 interaction with the lesbian, gay, bisexual, and transgender
45 individuals within the campus community. The curriculum for the
46 training program shall include, but not be limited to, a tutorial on:

1 (1) the various cultural groups within the campus community and
2 the effects of diversity on community relations within each campus
3 police department's jurisdiction;

4 (2) appropriate methods by which a campus police officer may
5 interact with members of the campus community representing
6 various cultures and religions, with an emphasis on officer safety
7 skills and conflict resolution techniques;

8 (3) best practices in law enforcement techniques when analyzing
9 and solving problems on campus, meeting with campus community
10 groups, and working with the campus community on crime
11 prevention programs;

12 (4) the impact that police diversity skills have on overall campus
13 police department effectiveness; and

14 (5) the campus community's perception of various racial, ethnic,
15 and religious groups, with specific attention to stereotypes and
16 cultural assumptions that negatively impact campus safety.

17 b. The course shall be administered by the employing
18 governing body of the institution of higher education, academy,
19 school, or other institution of learning as part of in-service training
20 provided to each campus police department in this State. The
21 course curriculum and an assessment as to whether each campus
22 police officer has completed the course shall be submitted to the
23 Attorney General as part of the campus cultural diversity action
24 plan established pursuant to section 5 of P.L. , c. (C.)
25 (pending before the Legislature as this bill).¹】²

26
27 ²【¹5. a. An institution of higher education which appoints
28 campus police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et
29 seq.) shall develop and adopt a campus cultural diversity action
30 plan for the campus police department. The plan shall include
31 strategies to develop outreach programs that address the social
32 needs and concerns regarding crime in the campus community, as
33 well as efforts taken on behalf of the campus police department in
34 forming partnerships with various cultural, religious, and civic
35 organizations within the campus community, which shall include
36 organizations formed on the basis of preventing discrimination
37 based on gender identity and sexual orientation. One of the primary
38 objectives of each plan shall be to establish positive relationships
39 between the campus police and various campus community groups
40 that encourage a willingness to collaborate in identifying safety
41 issues and establishing innovative strategies designed to create safe
42 and stable campus communities.

43 b. In order to evaluate the effectiveness of each campus
44 cultural diversity action plan, the employing governing body of the
45 institution of higher education, academy, school, or other institution
46 of learning shall submit to the Attorney General the campus cultural
47 diversity action plan adopted pursuant to this section within one
48 year of the effective date of this act and at least once every three

1 years thereafter. The Attorney General may periodically assess the
2 plans to determine whether each institution of higher education
3 which appoints campus police officers is meeting its goals in
4 providing an education program required pursuant to section 4 of
5 P.L. , c. (C.) (pending before the Legislature as this bill) and
6 formulating a campus cultural diversity action plan established
7 pursuant to this section.¹²

8
9 ²3. Section 2 of P.L.1997, c.257 (C.52:9DD-9) is amended to
10 read as follows:

11 2. It shall be the duty of the council:

12 a. to develop policy proposals for the State and assist with
13 coordinating efforts to promote prejudice reduction and prevent and
14 deter crimes based upon the victim's race, color, religion, national
15 origin, sexual orientation, ethnicity, gender, or physical, mental or
16 cognitive disability;

17 b. to assist in diffusing tensions in communities affected by
18 such crimes;

19 c. to act as a clearinghouse for information and program ideas
20 among the existing county human relations commissions;

21 d. to assist the efforts of the county human relations
22 commissions in relieving tensions within the community;

23 e. to assist in providing training programs for members of the
24 county human relations commissions and other interested
25 community leaders;

26 f. to develop and present a biennial report to the Governor and
27 Legislature on the status of bias and violence based upon race,
28 color, religion, national origin, sexual orientation, ethnicity, gender,
29 or physical, mental or cognitive disability;

30 g. to establish and maintain a listing of conflict resolution
31 programs and experts to be available as a resource for communities
32 in time of crisis;

33 h. **【**to develop in conjunction with law enforcement agencies,
34 including the Office of Bias Crimes and Community Relations in
35 the Division of Criminal Justice, and the educational community
36 cultural diversity training for law enforcement personnel **】 Deleted**
37 **by amendment, P.L. , c. (pending before the Legislature as**
38 **this bill);**

39 i. to develop in conjunction with the Department of Education
40 and the educational, civil rights and human relations communities
41 educational programs intended to educate, encourage, develop,
42 promote and strengthen respect for human rights and cultural
43 diversity and prevent and combat racism, intolerance and bigotry;

44 j. to assist local communities in establishing local human
45 relations commissions;

46 k. to assess changes in local demographics and assist
47 communities in adapting to minority population shifts;

- 1 l. to assist State, county and local government agencies with
2 multi-cultural awareness programs;
- 3 m. to require that the representatives from the county human
4 relations commissions report back to the counties regarding the
5 work and activities of the State council;
- 6 n. to provide conciliation assistance and conduct all activities
7 in confidence and without publicity; and
- 8 o. to make recommendations to governmental entities for the
9 development of policies and procedures in general and for programs
10 of formal and informal education that will aid in eliminating all
11 types of discrimination based on race, color, religion, national
12 origin, sexual orientation, ethnicity, gender, or physical, mental or
13 cognitive disability.²
14 (cf: P.L.1997, c.257, s.2)

15

16 ¹~~[4.]~~²~~[6.1]~~ 4.² This act shall take effect on the first day of the
17 seventh month following enactment.

SENATE, No. 1142

STATE OF NEW JERSEY
217th LEGISLATURE

INTRODUCED FEBRUARY 8, 2016

Sponsored by:

Senator SHIRLEY K. TURNER

District 15 (Hunterdon and Mercer)

SYNOPSIS

Requires county and municipal police departments to establish cultural diversity training course and plan.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning law enforcement practices and supplementing
2 Title 52 of the Revised Statutes.

3

4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

6

7 1. The Legislature finds and declares that:

8 a. Law enforcement officers have a sworn duty to protect and
9 serve people of all backgrounds without discrimination or
10 preference based on race, ethnicity, religious beliefs, sexual
11 orientation, or gender identity.

12 b. One of the primary responsibilities of a law enforcement
13 officer is to interact with people of various cultures, whether
14 working with community members to build trust or communicating
15 with suspects and victims.

16 c. Although the culturally diverse population of this State has
17 enriched our communities, police interactions with citizens can be
18 complicated by diversity in situations where a lack of cultural
19 knowledge leads to inadvertent violations of citizens' rights or
20 creates safety risks for the law enforcement officer.

21 d. Greater emphasis should be placed on a county or municipal
22 police department's ability to partner with a variety of religious,
23 civic, and social organizations to develop strategies and activities
24 that promote a greater level of meaningful community engagement.

25 e. In an effort to ensure safe communities throughout this
26 State, it is necessary that each county and municipal law
27 enforcement department establish an education program and
28 develop a local cultural diversity action plan that will encourage
29 law enforcement officers to foster direct relationships with the
30 citizens whom they serve.

31

32 2. a. Each county and municipal law enforcement department
33 shall develop and adopt a cultural diversity training course that
34 includes instruction and exercises designed to promote positive
35 interaction with the racial, ethnic, and religious communities within
36 each department's respective jurisdiction. The training course also
37 shall include instruction and exercises designed to promote positive
38 interaction with the lesbian, gay, bisexual, and transgender
39 individuals residing within each department's respective
40 jurisdiction. The curriculum for the training program shall include,
41 but not be limited to, a tutorial on:

42 (1) the various cultural communities and the effects of diversity
43 on community relations within each law enforcement department's
44 jurisdiction;

45 (2) appropriate methods by which an officer may interact with
46 people of various cultures and religions in the community, with an
47 emphasis on officer safety skills and conflict resolution techniques;

S1142 TURNER

1 (3) best practices in law enforcement techniques when analyzing
2 and solving local neighborhood problems, meeting with community
3 groups, and working with citizens on crime prevention programs;

4 (4) the impact that police diversity skills have on overall law
5 enforcement effectiveness; and

6 (5) the community's perception of various racial, ethnic, and
7 religious groups, with specific attention to local stereotypes and
8 cultural assumptions that negatively impact public safety.

9 b. The course shall be administered by the employing law
10 enforcement department as part of in-service training provided to
11 each county and municipal police officer in this State. The course
12 curriculum and an assessment as to whether each county and
13 municipal law enforcement officer has completed the course shall
14 be submitted to the Attorney General as part of the cultural
15 diversity action plan established pursuant to section 3 of P.L. ,
16 c. (C.) (pending before the Legislature as this bill).

17
18 3. a. The chief law enforcement officer of each county and
19 municipal law enforcement department shall develop and adopt a
20 cultural diversity action plan. The plan shall include strategies to
21 develop outreach programs that address the social needs and
22 concerns regarding crime in the community, as well as efforts taken
23 on behalf of the department in forming partnerships with various
24 cultural, religious, and civic organizations, which shall include
25 organizations formed on the basis of preventing discrimination
26 based on gender identity and sexual orientation. One of the primary
27 objectives of each plan shall be to establish positive relationships
28 between the police and various community groups that encourage a
29 willingness to collaborate in identifying community safety issues
30 and establishing innovative strategies designed to create safe and
31 stable neighborhoods.

32 b. In order to evaluate the effectiveness of each cultural
33 diversity action plan, the chief law enforcement officer of each
34 county and municipal law enforcement department shall submit to
35 the Attorney General the cultural diversity action plan adopted
36 pursuant to this section within one year of the effective date of this
37 act and at least once every three years thereafter. The Attorney
38 General may periodically assess the plans to determine whether
39 each county and municipal law enforcement department is meeting
40 its goals in providing an education program required pursuant to
41 section 2 of P.L. , c. (C.) (pending before the Legislature as
42 this bill) and formulating a cultural diversity action plan established
43 pursuant to this section.

44
45 4. This act shall take effect on the first day of the seventh
46 month following enactment.

STATEMENT

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This bill requires each county and municipal law enforcement department to develop and adopt a cultural diversity training course.

The bill requires the cultural diversity training course to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal and county law enforcement officer is required to participate in the course as part of in-service training.

The bill requires that the course curriculum include a tutorial on:

- (1) the various cultural communities and the effects of diversity on community relations within each law enforcement department's jurisdiction;
- (2) appropriate methods by which an officer may interact with people of various cultures and religions in the community, with an emphasis on officer safety skills and conflict resolution techniques;
- (3) best practices in law enforcement techniques when analyzing and solving local neighborhood problems, meeting with community groups, and working with citizens on crime prevention programs;
- (4) the impact that police diversity skills have on overall law enforcement effectiveness; and
- (5) the community's perception of various racial, ethnic, and religious groups with specific attention to local stereotypes and cultural assumptions that negatively impact public safety.

In addition, the bill requires the chief law enforcement officer of each county and municipal law enforcement department to develop and adopt a cultural diversity action plan. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establish innovative strategies designed to create safe and stable neighborhoods.

The bill requires each county and municipal police department to submit the plan, along with the training course curriculum, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. Under the bill, the Attorney General may periodically assess the plans to determine whether each department is meeting its goals in providing a cultural diversity training course and formulating a cultural diversity action plan.

LEGISLATIVE FISCAL ESTIMATE

[First Reprint]

SENATE, No. 1142 STATE OF NEW JERSEY 217th LEGISLATURE

DATED: MAY 12, 2016

SUMMARY

- Synopsis:** Requires county, municipal, and campus police departments to establish cultural diversity training course and plan.
- Type of Impact:** State and local government expenditure increases.
- Agencies Affected:** Department of Law and Public Safety;
County and Municipal Law Enforcement Agencies;
Public Institutions of Higher Education.

Office of Legislative Services Estimate

Fiscal Impact	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
State Cost Increase	Indeterminate – See comments below		
Local Cost Increase	Indeterminate – See comments below		

- The Office of Legislative Services (OLS) anticipates that the bill will result in indeterminate cost increases to the State, certain counties and municipalities, and certain public institutions of higher education that appoint campus police officers.
- The bill causes additional costs to be incurred by certain county and municipal governments as well as certain public institutions of higher education from mandating the development or revision of cultural diversity action and training plans for the entities' law enforcement agencies. The OLS cannot quantify the additional cost because it does not know how many law enforcement entities will need to develop or revise cultural diversity action or training plans to comply with the bill's criteria. The bill requires the entities to submit their adopted plans to, and in a format to be determined by, the Attorney General; however, it is unknown what format will be required and what the entities' ensuing compliance costs will be.
- It is unknown to what extent the bill will impose an additional cost on the Attorney General. The bill authorizes the Attorney General to review the cultural diversity action and training plans submitted by county and municipal law enforcement agencies as well as public and private institutions of higher education with a campus police department. It is unknown how often and under what circumstances the Attorney General will do so.

BILL DESCRIPTION

Senate Bill No. 1142 (1R) of 2016 requires the development and adoption of a cultural diversity training course by each county and municipal law enforcement department and by each institution of higher education with a campus police department. The cultural diversity training course is to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each police department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county, and campus law enforcement officer is required to participate in the course as part of in-service training.

In addition, the bill requires the development and adoption of a cultural diversity action plan by each county and municipal law enforcement department and by each institution of higher education for the institution's campus police department. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the police department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establishing innovative strategies designed to create safe and stable neighborhoods.

The bill also requires each county and municipal police department and each institution of higher education that appoints campus police officers to submit the cultural diversity action plan, along with the training course curriculum, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. The Attorney General may periodically assess the plans to determine whether each department and institution of higher education is meeting its goals in providing a cultural diversity education course and formulating a cultural diversity action plan.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS anticipates that the bill will result in indeterminate cost increases to the State, certain counties and municipalities, and certain public institutions of higher education that appoint campus police officers.

The bill requires county and municipal law enforcement offices, and institutions of higher education with campus police departments, to create cultural diversity training plans and conduct the training during the police departments' regular in-service trainings. As it is common practice for law enforcement to engage in regular in-service training, it is unknown how many agencies may need to create a new course or revise their current course to meet the requirements of this bill. The bill does permit the law enforcement entity discretion as to how the course is delivered.

The bill also requires county and municipal law enforcement offices, and institutions of higher education with campus police departments, to develop cultural diversity action plans. It is

common for law enforcement agencies to have community plans; however, it is unknown how many agencies may need to revise their current plans or create new ones to meet bill requirements.

Furthermore, the bill requires the Attorney General to collect the cultural diversity action and training plans adopted by county and municipal law enforcement agencies, and by public and private institutions of higher education that appoint campus police officers. It is estimated that there would be at least 509 plans developed by: three county police departments (Camden, Bergen, and Union); 489 municipal police departments (the 565 municipalities minus the 76 municipalities patrolled full-time by the State Police); and at least 17 institutions of higher education, including public and private institutions and county colleges, that appoint campus police officers. The bill provides discretion as to the format in which the documents will be submitted to and stored by the Attorney General. This cost could be minimal if the plans are submitted electronically.

The bill also provides discretion to the Attorney General regarding the frequency of plan assessments. It is unknown how often and under what circumstances the Attorney General would conduct an evaluation.

Section: Law and Public Safety

*Analyst: Amy Denholtz
Senior Research Analyst*

*Approved: Frank W. Haines III
Legislative Budget and Finance Officer*

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

LEGISLATIVE FISCAL ESTIMATE

[First Reprint]

SENATE, No. 1142 STATE OF NEW JERSEY 217th LEGISLATURE

DATED: MAY 12, 2016

SUMMARY

- Synopsis:** Requires county, municipal, and campus police departments to establish cultural diversity training course and plan.
- Type of Impact:** State and local government expenditure increases.
- Agencies Affected:** Department of Law and Public Safety;
County and Municipal Law Enforcement Agencies;
Public Institutions of Higher Education.

Office of Legislative Services Estimate

Fiscal Impact	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
State Cost Increase	Indeterminate – See comments below		
Local Cost Increase	Indeterminate – See comments below		

- The Office of Legislative Services (OLS) anticipates that the bill will result in indeterminate cost increases to the State, certain counties and municipalities, and certain public institutions of higher education that appoint campus police officers.
- The bill causes additional costs to be incurred by certain county and municipal governments as well as certain public institutions of higher education from mandating the development or revision of cultural diversity action and training plans for the entities' law enforcement agencies. The OLS cannot quantify the additional cost because it does not know how many law enforcement entities will need to develop or revise cultural diversity action or training plans to comply with the bill's criteria. The bill requires the entities to submit their adopted plans to, and in a format to be determined by, the Attorney General; however, it is unknown what format will be required and what the entities' ensuing compliance costs will be.
- It is unknown to what extent the bill will impose an additional cost on the Attorney General. The bill authorizes the Attorney General to review the cultural diversity action and training plans submitted by county and municipal law enforcement agencies as well as public and private institutions of higher education with a campus police department. It is unknown how often and under what circumstances the Attorney General will do so.

BILL DESCRIPTION

Senate Bill No. 1142 (1R) of 2016 requires the development and adoption of a cultural diversity training course by each county and municipal law enforcement department and by each institution of higher education with a campus police department. The cultural diversity training course is to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each police department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county, and campus law enforcement officer is required to participate in the course as part of in-service training.

In addition, the bill requires the development and adoption of a cultural diversity action plan by each county and municipal law enforcement department and by each institution of higher education for the institution's campus police department. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the police department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establishing innovative strategies designed to create safe and stable neighborhoods.

The bill also requires each county and municipal police department and each institution of higher education that appoints campus police officers to submit the cultural diversity action plan, along with the training course curriculum, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. The Attorney General may periodically assess the plans to determine whether each department and institution of higher education is meeting its goals in providing a cultural diversity education course and formulating a cultural diversity action plan.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS anticipates that the bill will result in indeterminate cost increases to the State, certain counties and municipalities, and certain public institutions of higher education that appoint campus police officers.

The bill requires county and municipal law enforcement offices, and institutions of higher education with campus police departments, to create cultural diversity training plans and conduct the training during the police departments' regular in-service trainings. As it is common practice for law enforcement to engage in regular in-service training, it is unknown how many agencies may need to create a new course or revise their current course to meet the requirements of this bill. The bill does permit the law enforcement entity discretion as to how the course is delivered.

The bill also requires county and municipal law enforcement offices, and institutions of higher education with campus police departments, to develop cultural diversity action plans. It is

common for law enforcement agencies to have community plans; however, it is unknown how many agencies may need to revise their current plans or create new ones to meet bill requirements.

Furthermore, the bill requires the Attorney General to collect the cultural diversity action and training plans adopted by county and municipal law enforcement agencies, and by public and private institutions of higher education that appoint campus police officers. It is estimated that there would be at least 509 plans developed by: three county police departments (Camden, Bergen, and Union); 489 municipal police departments (the 565 municipalities minus the 76 municipalities patrolled full-time by the State Police); and at least 17 institutions of higher education, including public and private institutions and county colleges, that appoint campus police officers. The bill provides discretion as to the format in which the documents will be submitted to and stored by the Attorney General. This cost could be minimal if the plans are submitted electronically.

The bill also provides discretion to the Attorney General regarding the frequency of plan assessments. It is unknown how often and under what circumstances the Attorney General would conduct an evaluation.

Section: Law and Public Safety

*Analyst: Amy Denholtz
Senior Research Analyst*

*Approved: Frank W. Haines III
Legislative Budget and Finance Officer*

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

SENATE, No. 1142

with committee amendments

STATE OF NEW JERSEY

DATED: MARCH 10, 2016

The Senate Law and Public Safety Committee reports favorably and with committee amendments Senate Bill No. 1142.

As amended and reported by the committee, Senate Bill No. 1142 requires each county and municipal law enforcement department and institution of higher education which appoints campus police officers to develop and adopt a cultural diversity training course.

The amended bill requires the cultural diversity training course to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county, and campus law enforcement officer is required to participate in the course as part of in-service training.

The amended bill requires that the course curriculum include a tutorial on:

(1) the various cultural communities and the effects of diversity on community relations within each law enforcement department's jurisdiction;

(2) appropriate methods by which an officer may interact with people of various cultures and religions in the community, with an emphasis on officer safety skills and conflict resolution techniques;

(3) best practices in law enforcement techniques when analyzing and solving local neighborhood problems and problems on campus, meeting with community groups, and working with citizens on crime prevention programs;

(4) the impact that police diversity skills have on overall law enforcement effectiveness; and

(5) the community's perception of various racial, ethnic, and religious groups with specific attention to local stereotypes and cultural assumptions that negatively impact public safety.

In addition, the amended bill requires the chief law enforcement officers of each county and municipal law enforcement department and an institution of higher education which appoints campus police officer to develop and adopt a cultural diversity action plan. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establish innovative strategies designed to create safe and stable neighborhoods.

The amended bill requires each county and municipal police department and institution of higher education to submit the plan, along with the training course curriculum, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. Under the amended bill, the Attorney General periodically may assess the plans to determine whether each department and institution is meeting its goals in providing a cultural diversity training course and formulating a cultural diversity action plan.

The committee amended the bill to require institutions of higher education which appoint campus police officers to develop and adopt a campus cultural diversity training course and action plan for the campus police department.

LEGISLATIVE FISCAL ESTIMATE

[First Reprint]

ASSEMBLY, No. 1663

STATE OF NEW JERSEY 217th LEGISLATURE

DATED: APRIL 7, 2016

SUMMARY

- Synopsis:** Requires county, municipal, and campus police departments to establish cultural diversity training course and plan.
- Type of Impact:** State and local government expenditure increases.
- Agencies Affected:** Department of Law and Public Safety;
County and Municipal Law Enforcement Agencies;
Public Institutions of Higher Education.

Office of Legislative Services Estimate

Fiscal Impact	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
State Cost Increase		Indeterminate – See comments below	
Local Cost Increase		Indeterminate – See comments below	

- The Office of Legislative Services (OLS) anticipates that the bill will result in indeterminate cost increases to the State, certain counties and certain municipalities, including certain public institutions of higher education that appoint campus police officers.
- The bill causes additional costs to be incurred by certain county and municipal governments as well as certain public institutions of higher education from mandating the development or revision of cultural diversity action and training plans for the entities' law enforcement agencies. The OLS cannot quantify the additional cost because it does not know how many law enforcement entities will need to develop or revise cultural diversity action or training plans to comply with bill criteria. In addition, as the bill requires the entities to submit their adopted plans to the State Office of the Attorney General (OAG) in a format to be determined by the OAG, it is unknown what format the OAG will require and what the entities' ensuing compliance costs will be.
- It is unknown to what extent the bill will impose an additional cost on the State OAG. The bill authorizes the office to review the cultural diversity action and training plans submitted by county and municipal law enforcement agencies as well as public institutions of higher education. It is unknown how often and under what circumstances the office will do so.

BILL DESCRIPTION

Assembly Bill No. 1663 (1R) of 2016 requires the development and adoption of a cultural diversity training course by each county and municipal law enforcement department and by each public institution of higher education for the institution's campus police department. The cultural diversity training course is to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each police department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county and campus law enforcement officer is required to participate in the course as part of in-service training.

In addition, the bill requires the development and adoption of a cultural diversity action plan by each county and municipal law enforcement department and by each public institution of higher education for the institution's campus police department. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the police department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establishing innovative strategies designed to create safe and stable neighborhoods.

The bill also requires each county and municipal police department and each public institution of higher education that appoints campus police officers to submit the cultural diversity action plan, along with the training course curriculum, to the OAG within one year of the bill's effective date and at least once every three years thereafter. The OAG may periodically assess the plans to determine whether each department and public institution of higher education is meeting its goals in providing a cultural diversity education course and formulating a cultural diversity action plan.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS anticipates that the bill will result in indeterminate cost increases to the State, certain counties and certain municipalities, including certain public institutions of higher education that appoint campus police officers.

The bill requires county and municipal law enforcement offices, and public institutions of higher education for the institutions' campus police departments, to create cultural diversity training plans and conduct the training during the police departments' regular in-service trainings. As it is common practice for law enforcement to engage in regular in-service training, it is unknown how many agencies may need to create a new course or revise their current course

to meet the requirements of this bill. The bill does permit the law enforcement entity discretion as to how the course is delivered.

The bill also requires county and municipal law enforcement offices, and public institutions of higher education for the institutions' campus police departments, to develop cultural diversity action plans. It is common for law enforcement agencies to have community plans; however, it is unknown how many agencies may need to revise their current plans or create new ones to meet bill requirements.

Furthermore, the bill requires the State OAG to collect the cultural diversity action and training plans adopted by county and municipal law enforcement agencies as well as public institutions of higher education that appoint campus police officers. It is estimated that there would be at least 509 plans developed by: three county police departments (Camden, Bergen, and Union); 489 municipal police departments (the 565 municipalities minus the 76 municipalities patrolled full-time by the State Police); and at least 17 public institutions of higher education, including county colleges, that appoint campus police officers. The bill provides discretion as to the format in which the documents will be submitted to and stored by the OAG. This cost could be minimal if the office required the plans to be submitted electronically.

The bill also provides discretion to the OAG regarding the frequency of plan assessments. It is unknown how often and under what circumstances the office would conduct an evaluation.

Section: Law and Public Safety

*Analyst: Amy Denholtz
Senior Research Analyst*

*Approved: Frank W. Haines III
Legislative Budget and Finance Officer*

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

LEGISLATIVE FISCAL ESTIMATE

[Second Reprint]

ASSEMBLY, No. 1663

STATE OF NEW JERSEY 217th LEGISLATURE

DATED: JULY 1, 2016

SUMMARY

- Synopsis:** Requires Department of Law and Public Safety (DLPS) to establish and make available to law enforcement agencies cultural diversity training materials and online tutorial.
- Type of Impact:** Recurring State cost increase to the General Fund.
- Agencies Affected:** Department of Law and Public Safety;
New Jersey Human Relations Council.

Office of Legislative Services Estimate

Fiscal Impact	
Recurring State Cost Increase	Minimal

- The Office of Legislative Services (OLS) projects that the bill will result in a minimal recurring State cost increase from requiring the Department of Law and Public Safety to develop or identify, and periodically update, uniform cultural diversity training course materials and an online tutorial for the optional use of State, county, municipal, and campus law enforcement departments in providing in-service training to officers.
- The OLS anticipates the recurring State cost increase to be minimal, given that current law already requires the New Jersey Human Relations Council, an independent body allocated in but not of the Department of Law and Public Safety, to develop cultural diversity training for law enforcement personnel. While that training may not be fully consistent with the requirements of this bill, it may be feasible to transpose many of its elements to the new diversity training initiative. Any transposition would reduce the administrative workload of implementing the provisions of the legislation.

BILL DESCRIPTION

Assembly Bill No. 1663 (2R) of 2016 requires the Department of Law and Public Safety to develop or identify uniform cultural diversity training course materials and an online tutorial, and to periodically update them, as appropriate. The materials and tutorial must include instruction

designed to promote positive interaction with, and community outreach to, all residents within a community, including residents of all racial, ethnic, and religious backgrounds and lesbian, gay, bisexual, and transgendered residents.

The department is required to make the materials and online tutorial available to every State, county, and municipal law enforcement department and to each campus police department at an institution of higher education that appoints police officers. These law enforcement agencies may use the training materials or online tutorial in providing in-service training to officers.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS projects that the bill will result in a minimal recurring State cost increase from requiring the Department of Law and Public Safety to develop or identify, and periodically update, uniform cultural diversity training course materials and an online tutorial for the optional use of State, county, municipal, and campus law enforcement departments in providing in-service training to officers.

The OLS anticipates the recurring State cost increase to be minimal, given that current law already requires the New Jersey Human Relations Council, an independent body allocated in but not of the Department of Law and Public Safety, to develop, in conjunction with law enforcement agencies and others, cultural diversity training for law enforcement personnel. While that training may not be fully consistent with the requirements of this bill, it may be feasible to transpose many of its elements to the new diversity training initiative. Any transposition would reduce the administrative workload of implementing the bill.

The bill will not directly affect State, county, municipal, and campus law enforcement departments, as their use of the department's uniform cultural diversity training course materials and online tutorial in providing in-service training to officers will be optional.

Section: *Law and Public Safety*
Analyst: *Amy Denholtz*
 Senior Research Analyst
Approved: *Frank W. Haines III*
 Legislative Budget and Finance Officer

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

SENATE, No. 1142

STATE OF NEW JERSEY
217th LEGISLATURE

INTRODUCED FEBRUARY 8, 2016

Sponsored by:

Senator SHIRLEY K. TURNER

District 15 (Hunterdon and Mercer)

SYNOPSIS

Requires county and municipal police departments to establish cultural diversity training course and plan.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning law enforcement practices and supplementing
2 Title 52 of the Revised Statutes.

3

4 **BE IT ENACTED** *by the Senate and General Assembly of the State*
5 *of New Jersey:*

6

7 1. The Legislature finds and declares that:

8 a. Law enforcement officers have a sworn duty to protect and
9 serve people of all backgrounds without discrimination or
10 preference based on race, ethnicity, religious beliefs, sexual
11 orientation, or gender identity.

12 b. One of the primary responsibilities of a law enforcement
13 officer is to interact with people of various cultures, whether
14 working with community members to build trust or communicating
15 with suspects and victims.

16 c. Although the culturally diverse population of this State has
17 enriched our communities, police interactions with citizens can be
18 complicated by diversity in situations where a lack of cultural
19 knowledge leads to inadvertent violations of citizens' rights or
20 creates safety risks for the law enforcement officer.

21 d. Greater emphasis should be placed on a county or municipal
22 police department's ability to partner with a variety of religious,
23 civic, and social organizations to develop strategies and activities
24 that promote a greater level of meaningful community engagement.

25 e. In an effort to ensure safe communities throughout this
26 State, it is necessary that each county and municipal law
27 enforcement department establish an education program and
28 develop a local cultural diversity action plan that will encourage
29 law enforcement officers to foster direct relationships with the
30 citizens whom they serve.

31

32 2. a. Each county and municipal law enforcement department
33 shall develop and adopt a cultural diversity training course that
34 includes instruction and exercises designed to promote positive
35 interaction with the racial, ethnic, and religious communities within
36 each department's respective jurisdiction. The training course also
37 shall include instruction and exercises designed to promote positive
38 interaction with the lesbian, gay, bisexual, and transgender
39 individuals residing within each department's respective
40 jurisdiction. The curriculum for the training program shall include,
41 but not be limited to, a tutorial on:

42 (1) the various cultural communities and the effects of diversity
43 on community relations within each law enforcement department's
44 jurisdiction;

45 (2) appropriate methods by which an officer may interact with
46 people of various cultures and religions in the community, with an
47 emphasis on officer safety skills and conflict resolution techniques;

S1142 TURNER

1 (3) best practices in law enforcement techniques when analyzing
2 and solving local neighborhood problems, meeting with community
3 groups, and working with citizens on crime prevention programs;

4 (4) the impact that police diversity skills have on overall law
5 enforcement effectiveness; and

6 (5) the community's perception of various racial, ethnic, and
7 religious groups, with specific attention to local stereotypes and
8 cultural assumptions that negatively impact public safety.

9 b. The course shall be administered by the employing law
10 enforcement department as part of in-service training provided to
11 each county and municipal police officer in this State. The course
12 curriculum and an assessment as to whether each county and
13 municipal law enforcement officer has completed the course shall
14 be submitted to the Attorney General as part of the cultural
15 diversity action plan established pursuant to section 3 of P.L. ,
16 c. (C.) (pending before the Legislature as this bill).

17

18 3. a. The chief law enforcement officer of each county and
19 municipal law enforcement department shall develop and adopt a
20 cultural diversity action plan. The plan shall include strategies to
21 develop outreach programs that address the social needs and
22 concerns regarding crime in the community, as well as efforts taken
23 on behalf of the department in forming partnerships with various
24 cultural, religious, and civic organizations, which shall include
25 organizations formed on the basis of preventing discrimination
26 based on gender identity and sexual orientation. One of the primary
27 objectives of each plan shall be to establish positive relationships
28 between the police and various community groups that encourage a
29 willingness to collaborate in identifying community safety issues
30 and establishing innovative strategies designed to create safe and
31 stable neighborhoods.

32 b. In order to evaluate the effectiveness of each cultural
33 diversity action plan, the chief law enforcement officer of each
34 county and municipal law enforcement department shall submit to
35 the Attorney General the cultural diversity action plan adopted
36 pursuant to this section within one year of the effective date of this
37 act and at least once every three years thereafter. The Attorney
38 General may periodically assess the plans to determine whether
39 each county and municipal law enforcement department is meeting
40 its goals in providing an education program required pursuant to
41 section 2 of P.L. , c. (C.) (pending before the Legislature as
42 this bill) and formulating a cultural diversity action plan established
43 pursuant to this section.

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45 4. This act shall take effect on the first day of the seventh
46 month following enactment.

STATEMENT

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This bill requires each county and municipal law enforcement department to develop and adopt a cultural diversity training course.

The bill requires the cultural diversity training course to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal and county law enforcement officer is required to participate in the course as part of in-service training.

The bill requires that the course curriculum include a tutorial on:

- (1) the various cultural communities and the effects of diversity on community relations within each law enforcement department's jurisdiction;
- (2) appropriate methods by which an officer may interact with people of various cultures and religions in the community, with an emphasis on officer safety skills and conflict resolution techniques;
- (3) best practices in law enforcement techniques when analyzing and solving local neighborhood problems, meeting with community groups, and working with citizens on crime prevention programs;
- (4) the impact that police diversity skills have on overall law enforcement effectiveness; and
- (5) the community's perception of various racial, ethnic, and religious groups with specific attention to local stereotypes and cultural assumptions that negatively impact public safety.

In addition, the bill requires the chief law enforcement officer of each county and municipal law enforcement department to develop and adopt a cultural diversity action plan. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establish innovative strategies designed to create safe and stable neighborhoods.

The bill requires each county and municipal police department to submit the plan, along with the training course curriculum, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. Under the bill, the Attorney General may periodically assess the plans to determine whether each department is meeting its goals in providing a cultural diversity training course and formulating a cultural diversity action plan.

SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

SENATE, No. 1142

with committee amendments

STATE OF NEW JERSEY

DATED: MARCH 10, 2016

The Senate Law and Public Safety Committee reports favorably and with committee amendments Senate Bill No. 1142.

As amended and reported by the committee, Senate Bill No. 1142 requires each county and municipal law enforcement department and institution of higher education which appoints campus police officers to develop and adopt a cultural diversity training course.

The amended bill requires the cultural diversity training course to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county, and campus law enforcement officer is required to participate in the course as part of in-service training.

The amended bill requires that the course curriculum include a tutorial on:

(1) the various cultural communities and the effects of diversity on community relations within each law enforcement department's jurisdiction;

(2) appropriate methods by which an officer may interact with people of various cultures and religions in the community, with an emphasis on officer safety skills and conflict resolution techniques;

(3) best practices in law enforcement techniques when analyzing and solving local neighborhood problems and problems on campus, meeting with community groups, and working with citizens on crime prevention programs;

(4) the impact that police diversity skills have on overall law enforcement effectiveness; and

(5) the community's perception of various racial, ethnic, and religious groups with specific attention to local stereotypes and cultural assumptions that negatively impact public safety.

In addition, the amended bill requires the chief law enforcement officers of each county and municipal law enforcement department and an institution of higher education which appoints campus police officer to develop and adopt a cultural diversity action plan. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establish innovative strategies designed to create safe and stable neighborhoods.

The amended bill requires each county and municipal police department and institution of higher education to submit the plan, along with the training course curriculum, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. Under the amended bill, the Attorney General periodically may assess the plans to determine whether each department and institution is meeting its goals in providing a cultural diversity training course and formulating a cultural diversity action plan.

The committee amended the bill to require institutions of higher education which appoint campus police officers to develop and adopt a campus cultural diversity training course and action plan for the campus police department.

LEGISLATIVE FISCAL ESTIMATE

[First Reprint]

SENATE, No. 1142 STATE OF NEW JERSEY 217th LEGISLATURE

DATED: MAY 12, 2016

SUMMARY

- Synopsis:** Requires county, municipal, and campus police departments to establish cultural diversity training course and plan.
- Type of Impact:** State and local government expenditure increases.
- Agencies Affected:** Department of Law and Public Safety;
County and Municipal Law Enforcement Agencies;
Public Institutions of Higher Education.

Office of Legislative Services Estimate

Fiscal Impact	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
State Cost Increase	Indeterminate – See comments below		
Local Cost Increase	Indeterminate – See comments below		

- The Office of Legislative Services (OLS) anticipates that the bill will result in indeterminate cost increases to the State, certain counties and municipalities, and certain public institutions of higher education that appoint campus police officers.
- The bill causes additional costs to be incurred by certain county and municipal governments as well as certain public institutions of higher education from mandating the development or revision of cultural diversity action and training plans for the entities' law enforcement agencies. The OLS cannot quantify the additional cost because it does not know how many law enforcement entities will need to develop or revise cultural diversity action or training plans to comply with the bill's criteria. The bill requires the entities to submit their adopted plans to, and in a format to be determined by, the Attorney General; however, it is unknown what format will be required and what the entities' ensuing compliance costs will be.
- It is unknown to what extent the bill will impose an additional cost on the Attorney General. The bill authorizes the Attorney General to review the cultural diversity action and training plans submitted by county and municipal law enforcement agencies as well as public and private institutions of higher education with a campus police department. It is unknown how often and under what circumstances the Attorney General will do so.

BILL DESCRIPTION

Senate Bill No. 1142 (1R) of 2016 requires the development and adoption of a cultural diversity training course by each county and municipal law enforcement department and by each institution of higher education with a campus police department. The cultural diversity training course is to include instruction and exercises designed to promote positive interaction with the racial, ethnic, and religious communities within each police department's respective jurisdiction. The training course also is to include instruction and exercises designed to promote positive interaction with the lesbian, gay, bisexual, and transgender individuals residing within each department's respective jurisdiction. Each municipal, county, and campus law enforcement officer is required to participate in the course as part of in-service training.

In addition, the bill requires the development and adoption of a cultural diversity action plan by each county and municipal law enforcement department and by each institution of higher education for the institution's campus police department. The plan is to include strategies for outreach programs that address the social and criminal concerns of the community, as well as efforts taken on behalf of the police department in forming partnerships with various cultural, religious, and civic organizations, including organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. The plan is to emphasize positive relationships between the police and various community groups that encourage a willingness to collaborate in identifying community safety issues and establishing innovative strategies designed to create safe and stable neighborhoods.

The bill also requires each county and municipal police department and each institution of higher education that appoints campus police officers to submit the cultural diversity action plan, along with the training course curriculum, to the Attorney General within one year of the bill's effective date and at least once every three years thereafter. The Attorney General may periodically assess the plans to determine whether each department and institution of higher education is meeting its goals in providing a cultural diversity education course and formulating a cultural diversity action plan.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

The OLS anticipates that the bill will result in indeterminate cost increases to the State, certain counties and municipalities, and certain public institutions of higher education that appoint campus police officers.

The bill requires county and municipal law enforcement offices, and institutions of higher education with campus police departments, to create cultural diversity training plans and conduct the training during the police departments' regular in-service trainings. As it is common practice for law enforcement to engage in regular in-service training, it is unknown how many agencies may need to create a new course or revise their current course to meet the requirements of this bill. The bill does permit the law enforcement entity discretion as to how the course is delivered.

The bill also requires county and municipal law enforcement offices, and institutions of higher education with campus police departments, to develop cultural diversity action plans. It is

common for law enforcement agencies to have community plans; however, it is unknown how many agencies may need to revise their current plans or create new ones to meet bill requirements.

Furthermore, the bill requires the Attorney General to collect the cultural diversity action and training plans adopted by county and municipal law enforcement agencies, and by public and private institutions of higher education that appoint campus police officers. It is estimated that there would be at least 509 plans developed by: three county police departments (Camden, Bergen, and Union); 489 municipal police departments (the 565 municipalities minus the 76 municipalities patrolled full-time by the State Police); and at least 17 institutions of higher education, including public and private institutions and county colleges, that appoint campus police officers. The bill provides discretion as to the format in which the documents will be submitted to and stored by the Attorney General. This cost could be minimal if the plans are submitted electronically.

The bill also provides discretion to the Attorney General regarding the frequency of plan assessments. It is unknown how often and under what circumstances the Attorney General would conduct an evaluation.

Section: Law and Public Safety

*Analyst: Amy Denholtz
Senior Research Analyst*

*Approved: Frank W. Haines III
Legislative Budget and Finance Officer*

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

ASSEMBLY BILL NO. 1663
(First Reprint)

To the General Assembly:

Pursuant to Article V, Section I, Paragraph 14 of the New Jersey Constitution, I am returning Assembly Bill No. 1663 (First Reprint) with my recommendations for reconsideration.

This bill would require each county and municipal law enforcement department, and each college or university that appoints campus police officers, to develop, adopt, and administer a cultural diversity training course. The bill would also require each department adopt a cultural diversity action plan that must include strategies to develop outreach programs to address social needs and concerns regarding crime in the community.

I agree with the sponsors that effective and responsible law enforcement requires a collaborative relationship between the police and all residents within their jurisdiction and that cultural diversity training assists in the promotion of positive interactions between police and the communities they serve. While I support the purpose of this bill, its specific requirements raise constitutional and practical concerns.

Law enforcement officers in the State currently receive a significant amount of cultural diversity education. Pursuant to existing law, the Police Training Commission in the Department of Law and Public Safety reviews and approves police academies' basic training courses. The basic training courses require trainees to receive detailed education in, and satisfy performance requirements relating to: the different cultures and subcultures in the State; the impact of prejudice on law enforcement behavior; how law enforcement behavior can result in positive or negative impacts on community relations; community

organizations in the trainee's area; and techniques that promote positive police-community relations. Officers also receive additional cultural diversity training through in-service training and online education during their employment.

Foremost, I am concerned that this bill violates the New Jersey Constitution's prohibition against unfunded mandates. Specifically, the bill's requirement that each municipal and county law enforcement department develop, adopt, and implement a cultural diversity training course and cultural diversity action plan will impose costs on these entities, thereby creating an unfunded mandate.

In addition, I am concerned about the bill's requirement that each law enforcement department develop its own, individual training course. Hundreds of unique training courses could result in significant inconsistencies in how law enforcement officers throughout the State are educated about, and address, issues relating to cultural diversity and community interactions.

Accordingly, I am recommending changes that will address these constitutional and practical impediments. To avoid the creation of more than 500 unique and potentially inconsistent plans, I propose that the Department of Law and Public Safety create or identify uniform cultural diversity training course materials and an online tutorial that shall be available to all county, municipal, and campus police departments, and every other law enforcement department in the State. The Department would then update these materials and the online tutorial as appropriate. Many local law enforcement departments already provide supplemental cultural diversity training, and these changes would enable these, and all other, law enforcement

agencies in the State to more easily and affordably access well-developed, uniform cultural diversity training materials.

The removal of the bill's requirement that local law enforcement entities create and adopt cultural diversity action plans should eliminate the constitutional implications of this unfunded mandate. Moreover, because the Attorney General already has the authority to require individual local law enforcement departments to abide by the basic components of such a plan, the cultural diversity action plan requirement in this bill is unnecessary. I am also recommending certain other changes to implement the bill's provisions and ensure that law enforcement has uniform cultural diversity training.

Accordingly, I herewith return Assembly Bill No. 1663 (First Reprint) and recommend that it be amended as follows:

<u>Page 2, Title, Line 3:</u>	After "Statutes" insert ", and amending P.L.1997, c.257"
<u>Page 2, Section 1, Lines 8-31:</u>	Delete in their entirety
<u>Page 2, Section 2, Line 33:</u>	Delete in its entirety and insert "1. a. The Department of Law and Public Safety"
<u>Page 2, Section 2, Line 34:</u>	Delete "and adopt a" and insert "or identify uniform"
<u>Page 2, Section 2, Line 34:</u>	After "course" insert "materials and an online tutorial"
<u>Page 2, Section 2, Line 35:</u>	Delete "includes" and insert "shall include"
<u>Page 2, Section 2, Line 35:</u>	Delete "and exercises"
<u>Page 2, Section 2, Line 36:</u>	Delete "the racial, ethnic, and religious communities" insert ", and community outreach to, all residents"
<u>Page 2, Section 2, Line 37:</u>	Delete "each department's respective jurisdiction. The" and insert "a community, including residents of all racial, ethnic, and religious backgrounds and lesbian, gay, bisexual, and transgender individuals residing within the community. Components of the"

- Page 2, Section 2, Line 37: Delete "also" and insert "materials and online tutorial"
- Page 2, Section 2, Lines 38-40: Delete in their entirety
- Page 2, Section 2, Line 41: Delete "jurisdiction. The curriculum for the training program"
- Page 2, Section 2, Line 42: Delete "a tutorial" and insert "instruction"
- Page 2, Section 2, Line 44: Delete "each law enforcement department's" and insert "a community;"
- Page 2, Section 2, Line 45: Delete in its entirety
- Page 3, Section 2, Line 6: After ";" insert "and"
- Page 3, Section 2, Line 8: Delete "; and" and insert "."
- Page 3, Section 2, Lines 9-19: Delete in their entirety and insert "b. The Department of Law and Public Safety shall cause the training course materials and online tutorial developed or identified pursuant to subsection a. of this section to be made available to every State, county, and municipal law enforcement department in the State and to each campus police department at an institution of higher education in the State that appoints police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.) for use in providing officer training and information promoting community outreach efforts within the law enforcement department's community.
c. The Department of Law and Public Safety shall periodically assess the training course materials and online tutorial developed or identified pursuant to subsection a. of this section and update them where the Department finds appropriate."
- Page 3, Line 20: Insert "2. Every State, county, and municipal law enforcement department in the State and every campus police department at an institution of higher education in the State that appoints police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.) may provide in-service training of its personnel utilizing the

training course materials and/or online tutorial developed or identified by the Department of Law and Public Safety pursuant to section 1 of P.L. , c. (C.) (pending before the Legislature as this bill)."

Page 3, Section 3, Lines 21-46:

Delete in their entirety

Page 4, Section 4, Lines 1-36:

Delete in their entirety

Page 4, Line 37:

Insert "3. Section 2 of P.L.1997, c.257 (C.52:9DD-9) is amended to read as follows:

It shall be the duty of the council:

a. to develop policy proposals for the State and assist with coordinating efforts to promote prejudice reduction and prevent and deter crimes based upon the victim's race, color, religion, national origin, sexual orientation, ethnicity, gender, or physical, mental or cognitive disability;

b. to assist in diffusing tensions in communities affected by such crimes;

c. to act as a clearinghouse for information and program ideas among the existing county human relations commissions;

d. to assist the efforts of the county human relations commissions in relieving tensions within the community;

e. to assist in providing training programs for members of the county human relations commissions and other interested community leaders;

f. to develop and present a biennial report to the Governor and Legislature on the status of bias and violence based upon race, color, religion, national origin, sexual orientation, ethnicity, gender, or physical, mental or cognitive disability;

g. to establish and maintain a listing of conflict resolution programs and experts to be available as a resource for communities in time of crisis;

h. [to develop in conjunction with law enforcement agencies, including the Office of Bias Crimes and Community Relations in the Division of Criminal Justice, and the educational community cultural diversity training for law enforcement personnel] Deleted by amendment, P.L. _____, c. _____) (pending before the Legislature as this bill);

i. to develop in conjunction with the Department of Education and the educational, civil rights and human relations communities educational programs intended to educate, encourage, develop, promote and strengthen respect for human rights and cultural diversity and prevent and combat racism, intolerance and bigotry;

j. to assist local communities in establishing local human relations commissions;

k. to assess changes in local demographics and assist communities in adapting to minority population shifts;

l. to assist State, county and local government agencies with multi-cultural awareness programs;

m. to require that the representatives from the county human relations commissions report back to the counties regarding the work and activities of the State council;

n. to provide conciliation assistance and conduct all activities in confidence and without publicity; and

o. to make recommendations to governmental entities for the development of policies and procedures in general and for

programs of formal and informal education that will aid in eliminating all types of discrimination based on race, color, religion, national origin, sexual orientation, ethnicity, gender, or physical, mental or cognitive disability."

Page 4, Section 5, Lines 38-48:

Delete in their entirety

Page 5, Section 5, Lines 1-18:

Delete in their entirety

Page 5, Section 6, Line 20:

Delete "6." and insert "4."

[seal]

Respectfully,

/s/ Chris Christie

Governor

Attest:

/s/ Thomas P. Scrivo

Chief Counsel to the Governor

Governor Chris Christie Takes Action On Pending Legislation

Tuesday, August 9, 2016

Tags: [Bill Action](#)

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Trenton, NJ – Governor Chris Christie announced action that has been taken on the following legislation:

BILLS SIGNED:

S-2049/A-3652 (Singer/S. Kean, Ribble) – w/ STATEMENT - Establishes three-year nonpublic school pupil transportation pilot program in Lakewood School District to provide funding to consortium of nonpublic schools that will assume responsibility for district's mandated nonpublic school busing

A-1663wGR/S-1142 (Schaer, Prieto, Sumter, Danielson, Johnson, Mukherji/Turner) - Requires DLPS to establish and make available to law enforcement agencies cultural diversity training materials and online tutorial

A copy of the Governor's statement is attached to the release.

Press Contact:
Brian Murray
609-777-2600

