

**52:17B-77.13 & 52:17B.14**  
**LEGISLATIVE HISTORY CHECKLIST**

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**LAWS OF:** 2020                      **CHAPTER:** 68

**NJSA:** 52:17B-77.13 & 52:17B.14 (Requires DLPS to incorporate implicit bias in cultural diversity training materials for law enforcement officers; makes mandatory cultural diversity and implicit bias training for law enforcement officers.)

**BILL NO:** A3641                      (Substituted for S2689)

**SPONSOR(S)** Verlina Reynolds-Jackson and others

**DATE INTRODUCED:** 3/16/2020

**COMMITTEE:**                      **ASSEMBLY:** Community Development & Affairs

**SENATE:** Law & Public Safety

**AMENDED DURING PASSAGE:** No

**DATE OF PASSAGE:**                      **ASSEMBLY:** 6/18/2020

**SENATE:** 7/30/2020

**DATE OF APPROVAL:** 8/27/2020

**FOLLOWING ARE ATTACHED IF AVAILABLE:**

**FINAL TEXT OF BILL** (Introduced bill enacted)                      Yes

**A3641**

**INTRODUCED BILL (INCLUDES SPONSOR’S STATEMENT):** Yes

**COMMITTEE STATEMENT:**    **ASSEMBLY:** Yes

**SENATE:** Yes

(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](http://www.njleg.state.nj.us))

**FLOOR AMENDMENT STATEMENT:** No

**LEGISLATIVE FISCAL ESTIMATE:** No

**S2689**

**INTRODUCED BILL (INCLUDES SPONSOR’S STATEMENT):** Yes

**COMMITTEE STATEMENT:**    **ASSEMBLY:** No

**SENATE:** Yes

(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](http://www.njleg.state.nj.us))

**FLOOR AMENDMENT STATEMENT:** No

**LEGISLATIVE FISCAL ESTIMATE:** No

**VETO MESSAGE:** No

**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

"Gov. Murphy signs law requiring implicit bias training for police statewide." The Trentonian (Trenton, NJ), August 28,2020.

**Also, of possible interest:**

Revised bias incident investigation standards Attorney General's law enforcement guideline  
Call number: 974.90 C929, 2019b  
Available online at <https://dspace.njstatelib.org/handle/10929/60490>

RWH/CL

P.L. 2020, CHAPTER 68, *approved August 27, 2020*  
Assembly, No. 3641

1 AN ACT concerning law enforcement training and amending  
2 P.L.2016, c.23.

3  
4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6  
7 1. Section 1 of P.L.2016, c.23 (C.52:17B-77.13) is amended to  
8 read as follows:

9 1. a. The Department of Law and Public Safety shall develop  
10 or identify uniform cultural diversity and implicit bias training  
11 course materials and an online tutorial that shall include instruction  
12 designed to promote positive interaction with, and community  
13 outreach to, all residents within a community, including residents of  
14 all racial, ethnic, and religious backgrounds and lesbian, gay,  
15 bisexual, and transgender individuals residing within the  
16 community. Components of the training course materials and  
17 online tutorial shall include, but not be limited to, instruction on:

18 (1) the various cultural communities and the effects of diversity  
19 on community relations within a community;

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

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

26 **[and]**

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

29 (5) understanding implicit bias and employing strategies to  
30 eliminate unconscious biases that shape behavior and produce  
31 disparate treatment of individuals based on their race, ethnicity,  
32 religious belief, gender, gender identity, sexual orientation,  
33 socioeconomic status, or other characteristics.

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

**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.

1 training and information promoting community outreach efforts  
2 within the law enforcement department's community.

3 c. The Department of Law and Public Safety shall periodically  
4 assess the training course materials and online tutorial developed or  
5 identified pursuant to subsection a. of this section and update them  
6 where the department finds appropriate.  
7 (cf: P.L.2016, c.23, s.1)

8  
9 2. Section 2 of P.L.2016, c.23 (C. 52:17B-77.14) is amended to  
10 read as follows:

11 2. Every State, county, and municipal law enforcement  
12 department in the State and every campus police department at an  
13 institution of higher education in the State that appoints police  
14 officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.) **【may】**  
15 shall provide once every five years in-service training of its  
16 personnel utilizing the training course materials or online tutorial  
17 developed or identified by the Department of Law and Public Safety  
18 pursuant to section 1 of P.L.2016, c.23 (C.52:17B-77.13).  
19 (cf: P.L.2016, c.23, s.2)

20  
21 3. This act shall take effect on the first day of the seventh  
22 month following enactment.

23  
24  
25 STATEMENT

26  
27 This bill requires State, county, municipal, and campus law  
28 enforcement agencies to provide implicit bias training. The training  
29 is to include understanding implicit bias and employing strategies to  
30 eliminate unconscious biases that shape behavior and produce  
31 disparate treatment of individuals based on their race, ethnicity,  
32 religious belief, gender, gender identity, sexual orientation,  
33 socioeconomic status, or other characteristics.

34 Under current law, the Department of Law and Public Safety  
35 (DLPS) is required to develop or identify uniform cultural diversity  
36 training course materials which may be utilized by police  
37 departments. This bill requires the DLPS to include bias training in  
38 these training materials and requires all law enforcement agencies  
39 to provide cultural diversity and implicit bias training once every  
40 five years.

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45 \_\_\_\_\_  
46 Requires DLPS to incorporate implicit bias in cultural diversity  
47 training materials for law enforcement officers; makes mandatory  
48 cultural diversity and implicit bias training for law enforcement  
officers.

**ASSEMBLY, No. 3641**

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**STATE OF NEW JERSEY**

**219th LEGISLATURE**

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INTRODUCED MARCH 16, 2020

**Sponsored by:**

**Assemblywoman VERLINA REYNOLDS-JACKSON**

**District 15 (Hunterdon and Mercer)**

**Assemblywoman CAROL A. MURPHY**

**District 7 (Burlington)**

**Assemblywoman BRITNEE N. TIMBERLAKE**

**District 34 (Essex and Passaic)**

**Senator LINDA R. GREENSTEIN**

**District 14 (Mercer and Middlesex)**

**Senator SHIRLEY K. TURNER**

**District 15 (Hunterdon and Mercer)**

**Co-Sponsored by:**

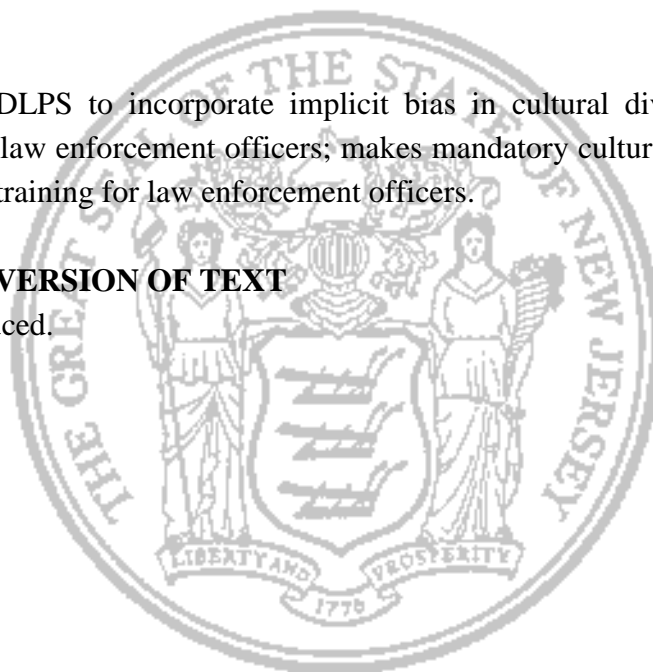
**Assemblywomen Carter, Sumter, Assemblymen Verrelli, Holley,  
Assemblywomen Tucker, Quijano, McKnight, Assemblymen Wimberly,  
Johnson and Senator Ruiz**

**SYNOPSIS**

Requires DLPS to incorporate implicit bias in cultural diversity training materials for law enforcement officers; makes mandatory cultural diversity and implicit bias training for law enforcement officers.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 7/30/2020)**

A3641 REYNOLDS-JACKSON, MURPHY

2

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14 all racial, ethnic, and religious backgrounds and lesbian, gay,  
15 bisexual, and transgender individuals residing within the  
16 community. Components of the training course materials and  
17 online tutorial shall include, but not be limited to, instruction on:

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19 on community relations within a community;

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

23 (3) best practices in law enforcement techniques when analyzing  
24 and solving local neighborhood problems, meeting with community  
25 groups, and working with citizens on crime prevention programs;  
26 **[and]**

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

29 (5) understanding implicit bias and employing strategies to  
30 eliminate unconscious biases that shape behavior and produce  
31 disparate treatment of individuals based on their race, ethnicity,  
32 religious belief, gender, gender identity, sexual orientation,  
33 socioeconomic status, or other characteristics.

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

43 c. The Department of Law and Public Safety shall periodically  
44 assess the training course materials and online tutorial developed or

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2 where the department finds appropriate.

3 (cf: P.L.2016, c.23, s.1)

4

5 2. Section 2 of P.L.2016, c.23 (C. 52:17B-77.14) is amended to  
6 read as follows:

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8 department in the State and every campus police department at an  
9 institution of higher education in the State that appoints police  
10 officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.) **【may】**  
11 shall provide once every five years in-service training of its  
12 personnel utilizing the training course materials or online tutorial  
13 developed or identified by the Department of Law and Public Safety  
14 pursuant to section 1 of P.L.2016, c.23 (C.52:17B-77.13).

15 (cf: P.L.2016, c.23, s.2)

16

17 3. This act shall take effect on the first day of the seventh  
18 month following enactment.

19

20

21

#### STATEMENT

22

23 This bill requires State, county, municipal, and campus law  
24 enforcement agencies to provide implicit bias training. The training  
25 is to include understanding implicit bias and employing strategies to  
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30 Under current law, the Department of Law and Public Safety  
31 (DLPS) is required to develop or identify uniform cultural diversity  
32 training course materials which may be utilized by police  
33 departments. This bill requires the DLPS to include bias training in  
34 these training materials and requires all law enforcement agencies  
35 to provide cultural diversity and implicit bias training once every  
36 five years.

ASSEMBLY COMMUNITY DEVELOPMENT AND AFFAIRS  
COMMITTEE

STATEMENT TO

**ASSEMBLY, No. 3641**

**STATE OF NEW JERSEY**

DATED: JUNE 15, 2020

The Assembly Community Development and Affairs Committee reports favorably Assembly Bill No. 3641.

This bill requires State, county, municipal, and campus law enforcement agencies to provide implicit bias training. The training is to include understanding implicit bias and employing strategies to eliminate unconscious biases that shape behavior and produce disparate treatment of individuals based on their race, ethnicity, religious belief, gender, gender identity, sexual orientation, socioeconomic status, or other characteristics.

Under current law, the Department of Law and Public Safety (DLPS) is required to develop or identify uniform cultural diversity training course materials which may be utilized by police departments. This bill requires the DLPS to include bias training in these training materials and requires all law enforcement agencies to provide cultural diversity and implicit bias training once every five years.



SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

**ASSEMBLY, No. 3641**

**STATE OF NEW JERSEY**

DATED: JULY 28, 2020

The Senate Law and Public Safety Committee reports favorably Assembly Bill No. 3641.

As reported by the committee, this bill requires State, county, municipal, and campus law enforcement agencies to provide in-service training for implicit bias.

The implicit bias training required by the bill is to include instruction on understanding implicit bias and how to employ strategies to eliminate unconscious biases that shape behavior and produce disparate treatment of individuals based on their race, ethnicity, religious belief, gender, gender identity, sexual orientation, socioeconomic status, or other characteristics.

Current law requires the Department of Law and Public Safety to develop or identify uniform cultural diversity training course materials which may be utilized by police departments. This bill expands this law to also require the DLPS to include bias training in these training materials. The bill further requires all law enforcement agencies to provide in-service cultural diversity and implicit bias training to their officers once every five years.

As reported by the committee, Assembly Bill No. 3641 is identical to Senate Bill No. 2689, which also was reported by the committee on this same date.

# SENATE, No. 2689

## STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED JULY 9, 2020

**Sponsored by:**

**Senator LINDA R. GREENSTEIN**

**District 14 (Mercer and Middlesex)**

**Senator SHIRLEY K. TURNER**

**District 15 (Hunterdon and Mercer)**

**Co-Sponsored by:**

**Senator Ruiz**

**SYNOPSIS**

Requires DLPS to incorporate implicit bias in cultural diversity training materials for law enforcement officers; makes mandatory cultural diversity and implicit bias training for law enforcement officers.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 7/30/2020)**

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10 **shall** provide once every five years in-service training of its  
11 personnel utilizing the training course materials or online tutorial  
12 developed or identified by the Department of Law and Public Safety  
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17 month following enactment.

18

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20

#### STATEMENT

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# SENATE LAW AND PUBLIC SAFETY COMMITTEE

## STATEMENT TO

### SENATE, No. 2689

# STATE OF NEW JERSEY

DATED: JULY 28, 2020

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The implicit bias training required by the bill is to include instruction on understanding implicit bias and how to employ strategies to eliminate unconscious biases that shape behavior and produce disparate treatment of individuals based on their race, ethnicity, religious belief, gender, gender identity, sexual orientation, socioeconomic status, or other characteristics.

Current law requires the Department of Law and Public Safety to develop or identify uniform cultural diversity training course materials which may be utilized by police departments. This bill expands this law to also require the DLPS to include bias training in these training materials. The bill further requires all law enforcement agencies to provide in-service cultural diversity and implicit bias training to their officers once every five years.

As reported by the committee, Senate Bill No. 2689 is identical to Assembly Bill No 3641, which also was reported by the committee on this same date.

# Governor Murphy Signs Legislation Requiring Implicit Bias and Cultural Diversity Training for Law Enforcement Officers

08/27/2020

**TRENTON** – Acting on a commitment to further reshape policing and strengthen community relations, Governor Phil Murphy today signed legislation (A3641), which requires the Department of Law and Public Safety to add implicit bias training to their cultural diversity training curriculum for law enforcement officers.

The bill would also make cultural diversity and implicit bias training mandatory and require every State, county and municipal law enforcement department to provide the training once every five years.

“To build upon on our progress to reshape policing, we must address the systemic and implicit biases that too often negatively impact relations between law enforcement and the communities they serve,” **said Governor Murphy**. “This action, among other critical reforms led by Attorney General Grewal, is a part of a comprehensive approach to ensure that New Jersey is second to none in demanding the highest standards of accountability and professionalism from our law enforcement officers.”

“Two years ago, we began the long, hard work of providing implicit bias training to the thousands of law enforcement officers and prosecutors who work in our Department, including at New Jersey State Police,” **said Attorney General Gurbir S. Grewal**. “This initiative required significant time and resources, but it was the right thing to do. This new law codifies these efforts so these trainings remain a permanent feature of the Department, and ensures that future Administrations continue our commitment to racial justice and excellence in policing.”

“I applaud Governor Murphy for his leadership on police reform, as this is a big step in the right direction,” **said Jiles Ship, Commissioner of the New Jersey Police Training Commission and President of NOBLE New Jersey**. “We are encouraged by his continued support of needed change in a very comprehensive way.”

Primary Sponsors of A3641 include Assemblymembers Verlina Reynolds-Jackson, Carol Murphy, and Britnee Timberlake, and Senators Linda Greenstein and Shirley Turner.

In a joint-statement, Assemblymembers Reynolds-Jackson, Murphy, and Timberlake said:

“Implicit bias is the automatic association people make between groups of people and stereotypes about those groups. It has been shown to have significant influence on the outcomes of interactions between police and residents. Implicit bias can be expressed in relation to non-racial factors, including gender, age, religion, or sexual orientation and not only racial incidence. If there is any profession that cannot afford to have or show bias or discrimination in the act of doing their jobs, it’s law enforcement. The rise in police incidences resulting in death of men and women of color has sounded an alarm in communities throughout the nation. We must now focus on providing law enforcement agencies with the tools needed to train the officers to acknowledge implicit bias reactions and instead, keep ad impart compassion in their work in the diverse communities they serve.”

“New Jersey is not only one of the most densely populated states in the country, but we are also one of the most diverse. Forty-five percent of our residents are people of color, and this collection of cultures is one of our state’s greatest strengths and attributes,” said Senator Linda Greenstein. “We must continue to strengthen the cultural diversity and implicit bias training so our law enforcement officers are fully equipped to serve our diverse communities.”

“For far too long, we have seen the spark of action after a police killing die down before meaningful change occurs, but not anymore,” said Senator Shirley Turner. “New Jersey has taken a proactive approach in addressing the racial injustices hampering our country, and this new law is a step in the right direction. It will result, ultimately, in better policing in our diverse communities.”

# This Week In New Jersey: August 28, 2020

08/28/2020



## Governor Murphy Unveils Revised Fiscal Year 2021 Budget Proposal: "Stronger, Fairer and More Resilient: Building New Jersey's Post-COVID Future"

Governor Phil Murphy released his revised budget proposal for Fiscal Year 2021 (FY 2021), including targeted cuts across State government, fair and equitable revenue raisers, an emergency borrowing proposal, and additional plans to invest federal funding received to date to help close what would have been a nearly \$6 billion budget hole as a result of the COVID-19 pandemic.

"Besides setting off an unprecedented public health crisis, the COVID-19 pandemic also unleashed an economic crisis that can only be rivaled by two other times in our state's entire 244-year history – the Great Depression and the Civil War," **said Governor Murphy**. "Over the past few months, we have learned hard lessons, but also important lessons: that the old answers won't fix the new problems and that the old status quo didn't work for too many New Jerseyans. We must now have the unavoidable conversation about what it means to not only see our state through this emergency, but what we will look like when we emerge from it."

"This budget proposal is not simply about getting New Jersey back to where it used to be, but moving forward to where we need to be by building a new economy that grows our middle class and works for every single family, while asking the wealthiest among us to pay their fair share in taxes," **said Governor Murphy**.

The revised budget was proposed six months to the day after the Governor originally laid out his FY 2021 budget proposal. Since then, COVID-19 has ravaged New Jersey from both a public health and an economic standpoint, prompting the State to move important April tax filing deadlines to July and extend the fiscal year from the traditional June 30th ending to September 30th. As a result, the revised budget addresses spending for only the nine-month period from October 1, 2020 through June 30, 2021.

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## Governor Murphy's Supreme Court Nominee Fabiana Pierre-Louis Confirmed by Senate

Fabiana Pierre-Louis, nominated by Governor Murphy in June, was unanimously confirmed as a new justice on the New Jersey Supreme Court, replacing Justice Walter Timpone. Her historical confirmation makes the first Black woman to serve on the Supreme Court.

### In a statement, Governor Murphy said:

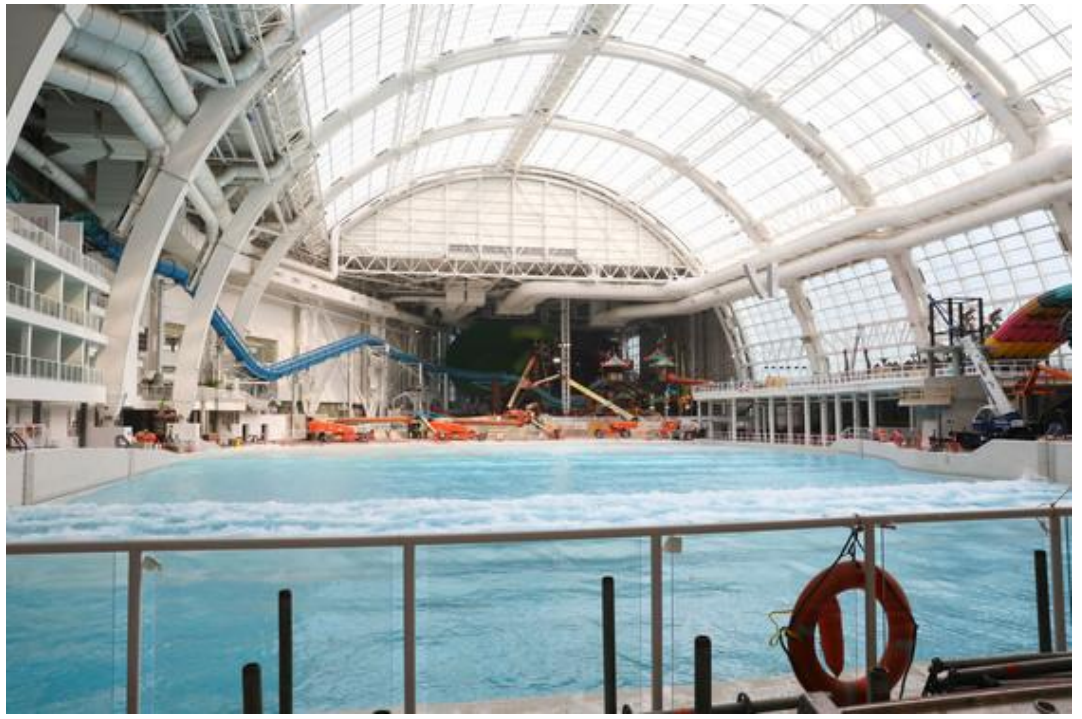
"I'm incredibly proud that the Senate has unanimously confirmed Fabiana Pierre-Louis as the next Associate Justice to serve on New Jersey's Supreme Court. Fabiana is an exceptionally talented attorney, and will now have the historic distinction of becoming the first Black woman to be seated on our state's highest court. I am honored to have put her name forward, and to see someone with a different set of life experiences and perspectives on our Supreme Court, a judicial body where New Jerseyans from all walks of life turn for justice. I also thank Senate President Sweeney and Chairman Scutari for their support and conducting a thorough, fair, and open confirmation process."

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Governor Phil Murphy signed Executive Order No. 181, which permits gyms and health clubs, as well as amusement and water parks, to reopen their indoor premises to the public on Tuesday, September 1 at 6:00 a.m., provided these facilities comply with the health and safety standards issued by the Department of Health.



“Gyms are among the most-challenging indoor environments to prevent the transmission of COVID-19,” **said Governor Murphy**. “Given where we are in this fight and the overwhelming personal responsibility demonstrated by gym owners and gym members over the past several months, we can confidently take this important step on our road back.”



“Exercise is very important for the body and the mind, but it needs to be done in a healthy environment to protect not only those in the facility, but the community at large,” **said Health Commissioner Judith Persichilli**. “Given the potential for transmission indoors, this guidance provides strict guidelines for staff and customers to follow closely to stay healthy while enjoying their workout or class.”

[READ MORE](#)

## **: Governor Murphy Signs Legislation Requiring Implicit Bias and Cultural Diversity Training for Law Enforcement Officers**

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implicit bias training to their cultural diversity training curriculum for law enforcement officers.

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“To build upon on our progress to reshape policing, we must address the systemic and implicit biases that too often negatively impact relations between law enforcement and the communities they serve,” **said Governor Murphy**. “This action, among other critical reforms led by Attorney General Grewal, is a part of a comprehensive approach to ensure that New Jersey is second to none in demanding the highest standards of accountability and professionalism from our law enforcement officers.”

[READ MORE](#)

## Governor Murphy Highlights School Aid and Expanded Preschool in His Revised Budget Proposal

Governor Phil Murphy visited Somerville High School to highlight state education funding in his revised Fiscal Year 2021 state budget proposal, which will remain steady from FY2020 despite the historic financial challenges New Jersey is facing due to the ongoing COVID-19 pandemic. In his revised budget proposal, which was

unveiled on Tuesday, Governor Murphy announced that funding for school districts will remain consistent with the figures announced in July, keeping the state on track to fully fund public schools. Additionally, the revised budget proposal includes almost \$68 million in new funds over FY2020 for preschools in New Jersey.

Governor Murphy also announced \$100 million in Coronavirus Relief Fund (CRF) funding to ensure schools can reopen safely.

“Supporting our public schools has been one of the bedrock priorities of my Administration, and the COVID-19 pandemic has not changed our commitment to our students, educators, and staff,” **said Governor Murphy**. “The pandemic has created an unprecedented challenge for our schools, but I am proud that we can continue to support our districts, ensure the health and safety of students and school staff, and provide a high-quality education for all children. Together, we will weather these challenging times and build a state that is stronger, fairer, and more resilient.”



[READ MORE](#)

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