

1 AN ACT concerning education.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The School Code is amended by adding Sections  
5 10-20.60 and 34-18.53 as follows:

6 (105 ILCS 5/10-20.60 new)

7 Sec. 10-20.60. Implicit bias training.

8 (a) The General Assembly makes the following findings:

9 (1) implicit racial bias influences evaluations of and  
10 behavior toward those who are the subject of the bias;

11 (2) understanding implicit racial bias is needed in  
12 order to reduce that bias;

13 (3) marginalized students would benefit from having  
14 access to educators who have worked to reduce their biases;  
15 and

16 (4) training that helps educators overcome implicit  
17 racial bias has implication for classroom interactions,  
18 student evaluation, and classroom engagement; it also  
19 affects student academic self-concept.

20 (b) Each school board shall require in-service training for  
21 school personnel to include training to develop cultural  
22 competency, including understanding and reducing implicit  
23 racial bias.

1       (c) As used in this Section, "implicit racial bias" means a  
2 preference, positive or negative, for a racial or ethnic group  
3 that operates outside of awareness. This bias has 3 different  
4 components: affective, behavioral, and cognitive.

5           (105 ILCS 5/34-18.53 new)

6       Sec. 34-18.53. Implicit bias training.

7       (a) The General Assembly makes the following findings:

8           (1) implicit racial bias influences evaluations of and  
9 behavior toward those who are the subject of the bias;

10          (2) understanding implicit racial bias is needed in  
11 order to reduce that bias;

12          (3) marginalized students would benefit from having  
13 access to educators who have worked to reduce their biases;  
14 and

15          (4) training that helps educators overcome implicit  
16 racial bias has implication for classroom interactions,  
17 student evaluation, and classroom engagement; it also  
18 affects student academic self-concept.

19       (b) The board shall require in-service training for school  
20 personnel to include training to develop cultural competency,  
21 including understanding and reducing implicit racial bias.

22       (c) As used in this Section, "implicit racial bias" means a  
23 preference, positive or negative, for a racial or ethnic group  
24 that operates outside of awareness. This bias has 3 different  
25 components: affective, behavioral, and cognitive.

1           Section 99. Effective date. This Act takes effect July 1,  
2           2017.