

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 48 Session of
2019

INTRODUCED BY KENYATTA, JANUARY 28, 2019

REFERRED TO COMMITTEE ON STATE GOVERNMENT, JANUARY 28, 2019

A RESOLUTION

1 Urging the executive, judicial and legislative branches of the
2 Commonwealth to implement implicit bias training for all
3 current and future government State employees and contractors
4 in order to create a more inclusive workplace environment.

5 WHEREAS, An implicit bias is an unconscious association that
6 an individual makes between a group of individuals and the
7 stereotypes about those groups; and

8 WHEREAS, Implicit bias affects our understanding, actions and
9 decisions in an unconscious manner; and

10 WHEREAS, Implicit bias can impact behavior and relationships
11 in many areas including, but not limited to, political
12 preferences and biases about alcohol and drug use; and

13 WHEREAS, Implicit bias can influence people making decisions
14 at the societal level and the decisions one person makes on an
15 individual level; and

16 WHEREAS, Implicit bias should be addressed in this
17 Commonwealth because of statistics and incidents charged by
18 behavior resulting from implicit bias; and

19 WHEREAS, Researchers from the University of Connecticut and

1 the University of California at Davis ranked Pennsylvania among
2 the country's top 11 most racially prejudiced states; and

3 WHEREAS, In April 2018, two African-American men were
4 arrested while waiting to meet a friend at a Philadelphia
5 Starbucks; and

6 WHEREAS, The incident in Philadelphia incited a national
7 outcry which led to the temporary closure of 8,000 Starbucks
8 locations nationwide for racial sensitivity training in order to
9 promote diversity and inclusion; and

10 WHEREAS, Training on implicit bias is a form of diversity
11 education that addresses how people ascribe certain
12 characteristics to individuals based on their upbringing and
13 shows how people make and sometimes act on judgments based on
14 another person's race without consciousness; and

15 WHEREAS, Implicit bias training helps individuals develop
16 strategies, including recognizing factual information to help
17 counter stereotypes and unconscious biases; and

18 WHEREAS, Implicit bias training, when utilized, has the
19 ability to build awareness which is the first step in reducing
20 bias and creating individual and organizational change; and

21 WHEREAS, Implementing implicit bias training will allow the
22 Commonwealth to better understand, protect and serve our
23 employees and constituents; and

24 WHEREAS, The Commonwealth must not merely respond to crisis
25 events but create a culture that is safe and inclusive of all
26 people; therefore be it

27 RESOLVED, That the House of Representatives urge the
28 executive, judicial and legislative branches of the Commonwealth
29 to implement implicit bias training for current and future State
30 employees and contractors in order to create a more inclusive

1 workplace environment.