

1 State of Arkansas
2 94th General Assembly
3 Regular Session, 2023

A Bill

HOUSE BILL 1559

4
5 By: Representative McAlindon

For An Act To Be Entitled

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8 AN ACT CONCERNING IMPLICIT BIAS TRAINING REQUIRED BY
9 A PUBLIC SCHOOL OR STATE-SUPPORTED INSTITUTION OF
10 HIGHER EDUCATION; AND FOR OTHER PURPOSES.

Subtitle

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14 CONCERNING IMPLICIT BIAS TRAINING
15 REQUIRED BY A PUBLIC SCHOOL OR STATE-
16 SUPPORTED INSTITUTION OF HIGHER
17 EDUCATION.

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20 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

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22 SECTION 1. Arkansas Code Title 6, Chapter 17, Subchapter 1, is amended
23 to add an additional section to read as follows:

24 6-17-122. Implicit bias training.

25 (a) A school shall not:

26 (1) Require a school employee to complete or participate in
27 implicit bias training; or

28 (2) Take adverse employment action against a school employee for
29 the school employee's failure or refusal to complete or participate in
30 implicit bias training.

31 (b) The State Board of Education shall not require an individual who
32 is seeking to obtain or renew an educator license to complete or participate
33 in implicit bias training as a requirement for:

34 (1) Obtaining or renewing an educator license; or

35 (2) Professional development.

36 (c) As used in this section:



1 (1) "Implicit bias training" means a training or educational
 2 program designed to expose an individual to biases that the training's or
 3 educational program's developer or designer presumes the individual to
 4 unconsciously or unintentionally possess that predispose the individual to be
 5 unfairly prejudiced in favor of or against a thing, person, or group to
 6 adjust the individual's pattern of thinking in order to eliminate the
 7 individual's unconscious or unintentional bias or prejudice; and

8 (2) "School" means:

9 (A) A public school or public school district; or

10 (B) An open-enrollment public charter school.

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 12 SECTION 2. Arkansas Code Title 6, Chapter 60, Subchapter 1, is amended
 13 to add an additional section to read as follows:

14 6-60-119. Implicit bias training.

15 (a) An institution shall not:

16 (1) Require an institutional employee to complete or participate
 17 in implicit bias training; or

18 (2) Take adverse employment action against an institutional
 19 employee for the institution employee's failure or refusal to complete or
 20 participate in implicit bias training.

21 (b) As used in this section:

22 (1) "Institution" means a state-supported two-year or four-year
 23 institution of higher education; and

24 (2) "Implicit bias training" means a training or educational
 25 program designed to expose an individual to biases that the training's or
 26 educational program's developer or designer presumes the individual to
 27 unconsciously or unintentionally possess that predispose the individual to be
 28 unfairly prejudiced in favor of or against a thing, person, or group to
 29 adjust the individual's pattern of thinking in order to eliminate the
 30 individual's unconscious or unintentional bias or prejudice.