

[First Reprint]  
**SENATE, No. 419**  
**STATE OF NEW JERSEY**  
**219th LEGISLATURE**

PRE-FILED FOR INTRODUCTION IN THE 2020 SESSION

**Sponsored by:**

**Senator SHIRLEY K. TURNER**  
**District 15 (Hunterdon and Mercer)**  
**Senator LINDA R. GREENSTEIN**  
**District 14 (Mercer and Middlesex)**

**Co-Sponsored by:**

**Senator Pou**

**SYNOPSIS**

Requires law enforcement agencies to provide law enforcement officers with cultural diversity training and develop diversity action plan.

**CURRENT VERSION OF TEXT**

As reported by the Senate Law and Public Safety Committee on July 28, 2020, with amendments.

**AN ACT** concerning law enforcement practices and amending P.L.2016, c.23.

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

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

2. a. As used in this act, “law enforcement agency” means a State, county, or municipal law enforcement department in this State and every campus police department at an institution of higher education that appoints police officers pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.).

b. 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] law enforcement agency in this State shall provide in-service training of its personnel utilizing the training course materials or online tutorial developed or identified by the Department of Law and Public Safety pursuant to section 1 of P.L.2016, c.23 (C.52:17B-77.13). A law enforcement agency shall report to the Attorney General as to whether every law enforcement officer has

completed the course as part of the cultural diversity action plan established pursuant to subsection c. of this section.

c. Every law enforcement agency in this State shall develop and adopt a cultural diversity action plan. The plan shall include strategies to develop outreach programs that address the social needs and concerns regarding crime in the community. <sup>1</sup>[, as well as efforts taken on behalf of the department in forming] and to form<sup>1</sup> partnerships with various cultural, religious, and civic organizations, which shall include organizations formed on the basis of preventing discrimination based on gender identity and sexual orientation. One of the primary objectives of each plan shall be to establish 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.

In order to evaluate the effectiveness of each cultural diversity action plan, the chief law enforcement officer of each law enforcement agency shall submit to the Attorney General the cultural diversity action plan adopted pursuant to this subsection within one year of the effective date of P.L. \_\_, c. \_\_ (pending before the Legislature as this bill) and at least once every three years thereafter. The Attorney General may periodically assess the plans to determine whether each law enforcement agency is meeting its goals in providing in-service training pursuant to subsection b. of this section and formulating a cultural diversity action plan established pursuant to this subsection.

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

2. This act shall take effect on the first day of the seventh month following enactment.