



IMPLICIT BIAS TRAINING FOR MANDATED REPORTERS

Reduce racial disparities in the child welfare system

FACT SHEET | 2021

Program Background & Facts

In Illinois, mandated reporters are required to call the Illinois Child Abuse and Neglect Hotline when they have reasonable cause to believe that a child known to them in their professional or official capacity has been the victim of abuse or neglect.

The Illinois Department of Children and Family Services (DCFS) currently provides online training for those who have been identified as mandated reporters under Illinois' law. This measure would update the required training for mandated reporters to address implicit bias.

Mandated reporters are responsible for approximately 65% of all calls to the abuse and neglect hotline¹. This includes people in the fields of:

- Healthcare
- Education
- Law Enforcement
- Athletics
- Social Service and Mental Health
- Crisis Intervention Services
- The Clergy
- Child Care
- Funeral Services

“Implicit or unconscious bias operates outside of the person’s espoused beliefs and values. What is so dangerous about implicit bias is that it automatically seeps into a person’s affect or behavior and is outside of the full awareness of that person³.”

These mandated reporters must be aware of implicit bias when they are determining whether to call the DCFS Hotline. **Racial bias by mandated reporters has been identified as one of the factors in the disproportionality of families of color in the child welfare system².**

Problem & Solution

Racial disparities and inequities are present throughout the child welfare system. This bill will help address the disparities and inequities that have plagued the child welfare system for far too long by providing mandated reporters with training on implicit bias.



CALL TO ACTION

Support **HB3100/SB2503** to update the required training curriculum for mandated reporters of child abuse or neglect to address implicit bias.



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ICOY promotes the safety, health, and success of Illinois' children, youth, and families by acting as a collective voice for policy and practice, and by connecting and strengthening the organizations that serve them. Visit ICOYouth.org.

¹ <https://mr.dcfstraining.org/public/pdf/en/Mandated-Reporter-Manual.pdf>

² http://www.citizenreviewpanelsny.org/documents/disproportionality_paper_bob_hill.pdf

³ <https://nccc.georgetown.edu/bias/module-3/1.php>