

Excerpt from [California Senate Bill No. 464](#)
California Dignity in Pregnancy and Childbirth Act (2019-2020)

SEC. 3. Article 4.6 (commencing with section 123630) is added to Chapter 2 of Part 2 of Division 106 of the Health and Safety Code, to read:

Article 4.6. California Dignity in Pregnancy and Childbirth Act

123630.3. (a) A hospital as defined in subdivision (a) or (f) of Section 1250 that provides perinatal care, and an alternative birth center or primary care clinic subject to Section 1204.3, shall implement an evidence-based implicit bias program for all health care providers involved in the perinatal care of patients within those facilities.

(b) An implicit bias program implemented pursuant to subdivision (a) shall include all of the following:

- (1) Identification of previous or current unconscious biases and misinformation.
- (2) Identification of personal, interpersonal, institutional, structural, and cultural barriers to inclusion.
- (3) Corrective measures to decrease implicit bias at the interpersonal and institutional levels, including ongoing policies and practices for that purpose.
- (4) Information on the effects, including, but not limited to, ongoing personal effects, of historical and contemporary exclusion and oppression of minority communities.
- (5) Information about cultural identity across racial or ethnic groups.
- (6) Information about communicating more effectively across identities, including racial, ethnic, religious, and gender identities.
- (7) Discussion on power dynamics and organizational decisionmaking.
- (8) Discussion on health inequities within the perinatal care field, including information on how implicit bias impacts maternal and infant health outcomes.
- (9) Perspectives of diverse, local constituency groups and experts on particular racial, identity, cultural, and provider-community relations issues in the community.
- (10) Information on reproductive justice.