IMPLICIT BIAS TRAINING REQUIRED FOR 2022 LICENSE RENEWAL

Enacted under Article II, § 17(c) of the Maryland Constitution, May 30, 2021
Effective 10/01/2021

The law requires all health care practitioners in Maryland to attest that they have completed an implicit bias training program on their license renewal application.

What does this mean for you?
When you complete your 2022 license renewal application you will need to have completed an implicit bias training course approved by the Cultural and Linguistic Health Care Professional Competency Program. This is a one-time only requirement, and you will not need to repeat this attestation during subsequent renewals.

The current approved implicit bias training courses **do not** count towards your continuing education hours requirement for licensure renewal. However, implicit bias training courses will count towards your continuing education hours during subsequent renewal periods. Implicit bias courses sponsored by ASHA, AAA, IHS, MSHA, MAA or CBMT are accepted by the Board.

Please note that the following is a list of approved training courses to meet the implicit bias mandate. You only need to complete one of the training courses to meet the requirement. If the training course you select has sub-courses, you **MUST** complete all the sub-courses in order to meet the requirement.

Health Literacy & Public Health: Strategies for Addressing Low Health Literacy

- Web-based self-study 1 hour
- Provides strategies for considering literacy when creating public health messages for the general public. Provides strategies for considering literacy in direct public health services to the public
- https://phtc-online.org/learning/?courseId=17

Health Equity: A Public Health Essential by The Empire State Public Health Training Center

- Web-based Self-Study 1.5h
- Describe terms related to health equity. • Identify how historically major advances in health status resulted from broad-based social reforms. Identify the health outcomes of affected populations. Describe the social determinants of health and how they contribute to health disparities and inequities. Describe the Healthy People 2020 approaches to

address health inequity. Illustrate the role of the public health workforce in addressing health inequity. Describe evidenced-based approaches to addressing health equity

- https://phtc-online.org/learning/?courseId=41

Health Literacy & Public Health: Introduction

- Web-based Self-Study 1.5h
- Define fundamental literacy. Define health literacy. Describe how health literacy relates to public health. List the four domains of health literacy. Give an example of each of the four domains of health literacy. List some coping strategies people use to compensate for their low literacy skills. List some groups that are more likely to be less literate. List some reasons why people may have low literacy. List the consequences of low health literacy for individuals. Describe why people, regardless of literacy skills, may fail to understand health information. Give examples of how low literacy Cultural and Linguistic Competency.
- https://phtc-online.org/learning/?courseId=16

Health Equity in Agencies

- Web-based Self-Study 1.5 hours
- Provides strategic practices and action steps to achieve health equity in agencies. Provides case studies from cities and states nationally
- https://healthequityguide.org/strategic-practices/

Putting Together the Pieces: Communicating with Limited English Proficiency Populations

- Archived webinar 1 hour 20 min
- Examines the process for emergency communication plans with limited English proficiency communities.
- Provides case studies and uses social media outlet illustrations.
- https://www.nwcphp.org/training/communicating-with-limited-english-proficiency-populations

Exploring Cross-Cultural Communication

- Web-based self-study on TRAIN 2.5 hours 3 Modules
- Culture This module presents some basic but important concepts of culture through a virtual group seminar. In the first seminar, culture is defined and the reasons why people create cultural stereotypes is examined. A set of simulated e-mails introduces the learner to a situation that requires the application of both cultural sensitivity and sound communication techniques.
- Communication The second module defines health communication, describes the process of human communication and offers a number of good communication strategies.
- Cross-Cultural Communication By working through the final module, learners compile a list of effective cross-cultural communication strategies which help in resolving the communication situation presented in the first
- https://www.train.org/main/course/1018020/