



Larry Hogan, Governor · Boyd K. Rutherford, Lt. Governor · Dennis R. Schrader, Secretary

STATE BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS
Ciara J. Lee, Executive Director

IMPORTANT: Implicit Bias Training Requirement for 2022 License Renewals, Effective April 1, 2022 (REVISED 8/3/2022)

Pursuant to [§ 1-225 of the Health Occupations Article, Annotated Code of Maryland](#), the Maryland Department of Health Office of Minority Health and Health Disparities, in coordination with The Cultural and Linguistic Health Care Professional Competency Program, requires all health care practitioners in Maryland to attest that they have completed an implicit bias training program on their license renewal applications.

Starting on April 1, 2022, licensees are required to complete an implicit bias training course approved by the Cultural and Linguistic Health Care Professional Competency Program when completing their 2022 license renewal application. An attestation checkbox will appear on the online license renewal applications.

There is no timeframe for completing the training as long as it is completed prior to the licensee's relicensure date. **This is a one-time requirement for one renewal only. This attestation will not need to be repeated for subsequent renewals.**

Licensees are NOT required to submit a certificate of completion for this training to the Maryland Board of Examiners of Nursing Home Administrators, unless they are selected for a continuing education audit during their license renewal. Continuing education hours are NOT required by the Board for the implicit bias training.

Please note that your selected implicit bias training course must be recognized by the Maryland State Board of Examiners of Nursing Home Administrators or accredited by the Accreditation Council for Continuing Medical Education (ACCME). Licensees may complete a National Association of Long-Term Care Administrator Boards (NAB-approved) Implicit Bias Training course within their 2-year period before their relicensure date, which can be counted towards the minimum 40 Board-approved continuing education hour requirement for licensure renewal.

The following NAB-approved Implicit Bias courses are acceptable to complete for this requirement:

ⁱ Identified NAB-approved Courses:

Please contact the course sponsor to register for a course.

- **Implicit Bias in Aging: What it looks like and the impact it has** (Jenerations Health Education/Jenerations Health, I)
 - In-Person or Distance Learning/Online course
 - Course Sponsor Contact Information: Jenerations Health Education/Jenerations Health, I; contact@jenerationshealth.com; (443) 416-7710
 - Program Expiration Date: **5/4/2023** for In-Person Course; **6/12/2023** for Distance Learning/Online

- **Implicit Bias** (Healthcare Academy)
 - Distance Learning course/Online course
 - Course Sponsor Contact Information: Healthcare Academy; cherrmann@healthcareacademy.com; (507) 248-3310
 - Program Expiration Date: **4/28/2023**

- **Sexual Harassment and Implicit Bias Training** (LTC Support Services LLC)
 - Distance Learning/Online course
 - Course Sponsor Contact Information: LTC Support Services LLC; aruff@ddhomes.net; (217) 248-3561
 - Program Expiration Date: **8/17/2023**

To find a list of accredited education courses/programs, please search CME Passport, ACCME's online search tool under "[implicit bias](#)" [focused search](#).

ⁱ Here are some examples of courses that are offered by ACCME:

- Implicit Bias - Part 1 and Part 2
- Implicit Bias and Microaggressions in Medicine
- Implicit Bias Implication for Physicians and Healthcare Professionals
- Implicit Bias and Racism in Medicine

ⁱ Implicit Bias Training Resources

Identified Courses:

- [Stanford School of Medicine - Unconscious Bias in Medicine \(CME\)](#) This course is designed to meet the educational needs of physicians from all specialties as well as other Health Care Professionals.
- [Quality Interactions \(QI\)](#)

The Maryland Board of Examiners of Nursing Home Administrators does NOT approve the implicit bias training programs. If you have questions about a course you have already taken, or any of the programs on the approved lists, please contact the Office of Minority Health and Health Disparities, Maryland Department of Health at MDH.HealthDisparities@Maryland.gov or (410) 767-7117.

ⁱ*There may be a fee associated with the above listed courses.