



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

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.

On or after April 1, 2022, 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. The attestation checkbox will appear on the online license renewal applications.

Please note: If the attestation does not appear on your online renewal application for April or May in 2022, you should still complete the required training and attest to it during your next renewal in 2024. There is no timeframe for completing the training as long as it is completed prior to your expiration 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. The current approved implicit bias training courses do NOT count towards your minimum 40 Board-approved continuing education hour requirement for licensure renewal.

Please note that the following is a short 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 or modules, you **MUST** complete **ALL** the sub-courses or modules in order to meet the requirement:

Cultural Competency Program for Disaster Preparedness and Crisis Response

- Web-based self-study; 4 courses
- Research shows that cultural minority groups suffer disproportionately during every phase of a disaster. This e-learning program will equip you with the knowledge, skills, and awareness to best serve all individuals, regardless of cultural or linguistic background.
- <https://www.thinkculturalhealth.hhs.gov/education/disaster-personnel>

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; 1.5 hours
- 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; 1.5 hours
- 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/>

Click the links below for the FULL lists of approved program courses:

[Cultural and Linguistic Competency, Health Disparities and Health Literacy Training Modules](#)

[MHHD Implicit Bias Training Resources](#)

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.