

IMPLICIT BIAS AND STRUCTURAL RACISM TRAINING REQUIREMENT

The following information is relevant to all licensees but is especially time-sensitive to anyone who is required to renew their license by **September 30, 2026**.

Effective April 1, 2026, all license renewal applicants must attest on their renewal application that they have completed Implicit Bias **AND** Structural Racism training programs approved by the Cultural and Linguistic Health Care Professional Competency Program under § 20-1306 of the Health-General Article. See § 1-225 of the Health Occupations Article, Annotated Code of Maryland (Amended by Acts of 2025).

Implicit Bias and the Structural Racism training are both one-time requirements. The Implicit Bias training requirement was already in place, and most licensees have likely already fulfilled that requirement.

Structural Racism is a new requirement that must be met prior to your next license renewal. The link below provides all the information needed to fulfill this requirement including contact information for the appropriate staff to field any questions you might have.

**** Note that some training courses have a fee, while others are free.**

<https://health.maryland.gov/mhhd/Pages/Implicit-Bias-Resources.aspx>