

## **IMPLICIT BIAS TRAINING REQUIRED FOR NEXT LICENSE RENEWAL**

**Enacted under Article II, § 17(c) of the Maryland Constitution, May 30, 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 Next license renewal application, you will need to have completed one of the implicit bias training courses approved by the Office of Minority Health and Health Disparities.

For a complete listing of the approved implicit bias training courses, please click on this [link](#).

For courses that do not produce a certificate of completion:

The Office of Minority Health and Health Disparities has recommended that in the absence of a certificate of completion from one of the State-approved courses posted on our website you keep your proof of registration in the course or take a screenshot of the final completion screen in the event a situation arises that calls for verification of completion.

At the time of your license renewal, you will attest to the completion of the training by checking the appropriate box in your renewal application. You are only required to attest to the completion of the training once. You will not need to repeat this attestation during subsequent renewals.

Please let us know if you have any further questions or concerns.

## **Article - Health Occupations**

§1-225.

(a) An applicant for the renewal of a license or certificate issued by a health occupations board under this article shall attest in the application that the applicant has completed an implicit bias training program approved by the Cultural and Linguistic Health Care Professional Competency Program under § 20-1306 of the Health – General Article.

(b) The requirements of subsection (a) of this section shall apply only to an applicant's first license or certificate renewal after April 1, 2022.

# MHHD Implicit Bias Training Resources

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1. <https://www.traliant.com/unconscious-bias-training/>
2. <http://kirwaninstitute.osu.edu/implicit-bias-training/>
3. <https://equity.ucla.edu/know/implicit-bias/>
4. <https://ready.web.unc.edu/section-1-foundations/module-4-implicit-biasmicroaggressions/>
5. <https://www.qualityinteractions.com/>

## **APTA Maryland Implicit Bias Training Course**

Approved for 3 Continuing Education Hours (.3 CEUs)

1. <https://www.aptamd.org/implicit-bias-training/>

## Cultural and Linguistic Competency, Health Disparities and Health Literacy Training Modules

Training	Format	Duration	Objectives and Information
<a href="#"><u>Project Implicit</u></a>	Web-based Self-Assessment Test	Each Test is 10min	<ul style="list-style-type: none"> <li>To recognize one-self implicit bias by a series of self-assessment tests that enables the tester to express their bias freely.</li> <li>The test is useful to create awareness of specific biases when interacting with people, patients or clients.</li> </ul>
<a href="#"><u>Cultural Competency Program for Oral Health Professionals</u></a>	Web-based-self-study <b>6 CEU's</b>	3 Courses	<ul style="list-style-type: none"> <li>This e-learning program will equip you with the knowledge, skills, and awareness to best deliver oral health services to all patients, regardless of cultural or linguistic background.</li> </ul>
<a href="#"><u>Physician's Practical Guide to Cultural Competent Care</u></a>	Web-based-self-study <b>9 CEU's</b>	3 Courses	<ul style="list-style-type: none"> <li>This e-learning program will equip you with the knowledge, skills, and awareness to best serve all patients, regardless of cultural or linguistic background.</li> </ul>
<a href="#"><u>Cultural Competent Nursing Care: A Cornerstone of Caring</u></a>	Web-based self-study <b>9 CEU's</b>	3 Courses	<ul style="list-style-type: none"> <li>This e-learning program will equip you with the knowledge, skills, and awareness to provide the best care for all patients, regardless of cultural or linguistic background.</li> </ul>
<a href="#"><u>Health Literacy &amp; Public Health: Strategies for Addressing Low Health Literacy</u></a>	Web-based self-study <b>CEUs</b>	1 hour	<ul style="list-style-type: none"> <li>Provides strategies for considering literacy when creating public health messages for the general public.</li> <li>Provides strategies for considering literacy in direct public health services to the public.</li> </ul>
<a href="#"><u>Cultural Competency Program for Disaster Preparedness and Crisis Response</u></a>	Web-based-self-study <b>CEU's</b>	4 Courses	<ul style="list-style-type: none"> <li>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.</li> </ul>
<a href="#"><u>Promotores De Salud en Español</u></a>	Web-based-self-study	Unidad A-D	<ul style="list-style-type: none"> <li>Como promotores de salud, nuestro trabajo es ayudar a las personas de nuestras comunidades a disfrutar de buena salud. Promoviendo Decisiones Saludables y Cambios en la Comunidad le enseñará cómo promover cambios que conduzcan a una buena salud, a nivel individual y comunitario.</li> </ul>
<a href="#"><u>Unnatural Causes</u></a>	Video clips online	Varies from 1 min-30 min	<ul style="list-style-type: none"> <li><a href="#"><u>Discussion guide</u></a> is provided for the 7-part documentary series on healthcare in America</li> </ul>
<a href="#"><u>Putting Together the Pieces:</u></a>	Archived webinar	1 hour 20	<ul style="list-style-type: none"> <li>Examines the process for</li> </ul>

## Cultural and Linguistic Competency, Health Disparities and Health Literacy Training Modules

<a href="#">Communicating with Limited English Proficiency Populations</a>		min	<p>establishing emergency communication plans with limited English proficiency communities.</p> <ul style="list-style-type: none"> <li>• Provides case studies and uses social media outlet illustrations.</li> </ul>
<a href="#">Health Literacy Measurement Tools</a>	Validated tests to determine health literacy level	n/a	<ul style="list-style-type: none"> <li>• Useful tool for provider to assess patient's health literacy level</li> </ul>
<a href="#">The Health of LGBT People: Ending Disparities, Ending Invisibility</a>	Archived webinar	1 hour	<ul style="list-style-type: none"> <li>• Participants will learn strategies for taking a sensitive history with LGBT people.</li> <li>• Learn ways of inquiring about and being supportive of a patient's sexual orientation and gender identity.</li> <li>• Resources and trainings available from the National LGBT Health Education Center (The Fenway Institute, Fenway Health).</li> </ul>
<a href="#">Provider-Patient Relationship Training Videos</a>	Video series library	Varies from 8 min-1 hour	<ul style="list-style-type: none"> <li>• Set of ten videos features real doctors talking with real patients in suburban and urban settings.</li> <li>• The accompanying teaching manual includes core concepts and data about doctor-patient communications, an introductory slide set, and learning exercises.</li> </ul>
<a href="#">Exploring Cross Cultural Communication</a>	Web-based self-study on TRAIN	2.5 hours 3 Modules	<ol style="list-style-type: none"> <li>1. <b>Culture</b> 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.</li> <li>2. <b>Communication</b> The second module defines health communication, describes the process of human communication and offers a number of good communication strategies.</li> <li>3. <b>Cross-Cultural Communication</b> 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</li> </ol>

## Cultural and Linguistic Competency, Health Disparities and Health Literacy Training Modules

<p><a href="#">Health Equity: A Public Health Essential by The Empire State Public Health Training Center</a></p>	<p>Web-based Self-Study</p>	<p>1.5h</p>	<p>module.</p> <ul style="list-style-type: none"> <li>• Describe terms related to health equity.</li> <li>• Identify how historically major advances in health status resulted from broad-based social reforms.</li> <li>• Identify the health outcomes of affected populations.</li> <li>• Describe the social determinants of health and how they contribute to health disparities and inequities.</li> <li>• Describe the Healthy People 2020 approaches to address health inequity.</li> <li>• Illustrate the role of the public health workforce in addressing health inequity.</li> <li>• Describe evidenced-based approaches to addressing health equity</li> </ul>
<p><a href="#">Health Literacy &amp; Public Health: Introduction</a></p>	<p>Web-based Self-Study</p>	<p>1.5h</p>	<ul style="list-style-type: none"> <li>• Define fundamental literacy.</li> <li>• Define health literacy.</li> <li>• Describe how health literacy relates to public health.</li> <li>• List the four domains of health literacy.</li> <li>• Give an example of each of the four domains of health literacy.</li> <li>• List some coping strategies people use to compensate for their low literacy skills.</li> <li>• List some groups that are more likely to be less literate.</li> <li>• List some reasons why people may have low literacy.</li> <li>• List the consequences of low health literacy for individuals.</li> <li>• Describe why people, regardless of literacy skills, may fail to understand health information.</li> <li>• Give examples of how low literacy</li> </ul>

**Cultural and Linguistic Competency, Health Disparities and Health Literacy Training Modules**

			affects the essential services of public health.
<a href="#">Health Equity in Agencies</a>	Web-based Self-Study	1.5 hours	<ul style="list-style-type: none"> <li>• Provides strategic practices and action steps to achieve health equity in agencies</li> <li>• Provides case studies from cities and states nationally</li> </ul>
<a href="#">Self-Assessment Tool</a>	Agency-Test		<ul style="list-style-type: none"> <li>• Assesses where the organization stands on health equity – help strategize action steps</li> </ul>
<a href="#">Local &amp; Regional Government Alliance on Race &amp; Equity Toolkit</a>	Resource Toolkit		<ul style="list-style-type: none"> <li>• This Tools and Resources page includes:</li> <li>• Materials from our events, including national and regional convening and webinars</li> <li>• Issue papers that describe topics and approaches that have impact, as well as examples from cities and counties that provide the opportunity to learn from the experiences of others.</li> <li>• Tools for racial equity, including a Racial Equity Tool from the Alliance that captures an overall approach to integrating racial equity into routine decision making, as well as examples from our cohort of jurisdictions at the forefront of racial equity</li> <li>• Videos that tell the stories of our work</li> </ul>