

IMPLICIT BIAS TRAINING FOR HEALTHCARE PROFESSIONALS

Senate Bill 5/House Bill 28

Public Health - Implicit Bias Training and the Office of Minority Health and Health Disparities (OMHHD)

Excerpt - - April 1, 2022

This bill requires applicants for the renewal of a license or certificate issued by a health occupations board to attest to the completion of an approved implicit bias training program the first time they renew their license or certificate after April 1, 2022.

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 Healthcare Professional Competency Program under § 20–1306 of the Health General Article I.

The Cultural and Linguistic Health Care Professional Competency Program is already required to establish and provide *evidence-based implicit bias* training programs for health care professionals involved in perinatal care. Senate Bill 5 / House Bill 28 requires the Program in coordination with OMHHD, to identify and approve implicit bias training programs that are recognized by a Health Occupations Board or accredited by the ACCME that are available for all health occupations boards.

20–1306

- (A) (1) The Program shall, in coordination with the Office of Minority Health and Health Disparities, identify and approve implicit bias training programs that an individual may complete to satisfy the requirements of § 1–225 of the Health Occupations Article
- (2) The Program may approve only implicit bias training programs under paragraph (1) of this subsection that are recognized by a health occupations board established under the Health Occupations Article or accredited by the Accreditation Council for Continuing Medical Education
- (B) The Program shall provide a list of training programs approved under subsection (A) of this section on request.

WHAT IS IMPLICIT BIAS?

Senate Bill 5 / House Bill 28 passed in 2021 defines implicit bias as:

A bias in judgment that results from subtle cognitive processes, including the following prejudices and stereotypes that often operate at a level below conscious awareness and without control:

(1) prejudicial negative feelings or beliefs about a group that an individual holds without being aware of the feelings or beliefs

(2) unconscious attributions of particular qualities to a member of a special social group that are influenced by experience and based on learned associations between various qualities and social categories, including race and gender

How can I submit an evidence based implicit bias training program?

Evidence based implicit bias training programs can be submitted by a Health Occupations Board, a healthcare system, a non-profit organization, and or educational company. The content should encompass the definitions above for implicit bias. Training programs must be recognized by a Health Occupations Board, accredited by the Accreditation Council for Continuing Medical Education (ACCME), or approved by OMHHD in order to be in compliance. Please ensure that your course clearly addresses implicit bias, and includes a recent bibliography-research library. If unclear, please reach out to OMHHD for guidance. If your organization would like to submit an implicit bias training program for approval and subsequent listing on OMHHD's website, please reach out to your relevant board before reaching out to OMHHD for guidance.

ACCME: a filtered list of ACCME-accredited courses that include implicit bias content can be found on ACCME's CME Passport page and can be accessed by clicking this link: <https://cmepassport.org/activity/search?specialty=implicit%20bias>

Health Occupations Boards: Please reach out to your relevant health occupation board as each board is required - by statute - to recognize an evidence based, implicit bias course, in healthcare: <https://health.maryland.gov/Pages/boards.ASPX>

APPROVED IMPLICIT BIAS COURSES

University of Maryland School of Medicine

Everyday Bias for Health Professionals

<https://www.medschool.umaryland.edu/diversity/Education--Professional-Development/>

University of Maryland School of Social Work

Implicit Bias in Behavioral Health (On-Demand)

<https://umbsswcpe.ce21.com/item/implicit>

Johns Hopkins Medicine, Office of Diversity, Inclusion, and Health Equity

Introduction to Unconscious Bias and Microaggressions

<https://www.ijhn-education.org/node/19607>

Johns Hopkins Health System Emergency Department

Empathy as a Bias Mitigation Strategy - employees only

March of Dimes, Inc

Implicit Bias Training

<https://www.marchofdimes.org/professionals/professional-education.aspx>

Maryland Speech - Language - Hearing Association

Examining Implicit Bias And Culturally-Sustaining Slp Practices

<https://mslha37.wildapricot.org/>

American Physical Therapy Association - APTA Maryland

Implicit Bias – Cognitive Gaps in Physical Therapy Practice

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

<https://www.aptamd.org/store/course-conference-registrations/2023-spring-registration/>

Montgomery County - Department of Health and Human Services - Equity

Implicit Bias, A Journey Inward

<https://www.montgomerycountymd.gov/hhs/rightnav/equity.html>

Meritus Health

Unconscious Bias Training - employees only

<https://www.meritushealth.com/events/event-details/?Event=27461&EventDate=>

Quality Interactions

Recognizing and Responding to Implicit Bias

<https://www.qualityinteractions.com/maryland-implicit-bias>

Maryland Implicit Bias for All Healthcare Professionals

<https://maryland-implicit-bias.com/course/6352bbf6d1594cd0b0f4578b>

Relias Academy

Implicit Bias in Healthcare

<https://reliasacademy.com/rls/store/browse/productDetailSingleSku.jsp?productId=c1393061>

Please ensure that your evidence-based course clearly addresses implicit bias. If unclear, please read the bill [Public Health – Implicit Bias Training and the Office of Minority Health and Health Disparities](#) and then reach out to OMHHD office for guidance.

Notes:

- Programs / Courses around diversity, cultural competence, cultural identity, anti-bias and oppression will not be accepted as they do not meet the statutory requirements for licensing and renewal under HB 28 - House Public Health – Implicit Bias Training and the Office of Minority Health and Health Disparities.

- Our office does not have the capacity to address technical issues that may arise when trying to login, register and or complete an implicit bias course offered by a third party. As such, please allow ample time to (a) identify a course, (b) create a login / profile, (c) complete the course, and (d) download a certificate of completion for your records only – we do not require proof of completion, your attestation, by law, is what is required on the application.
- Our office does not have the statutory authority to grant extensions for licenses that are about to or have expired. Such matters need to be addressed with employers and or health occupations boards. Additionally, our office can amend and adopt rules considered necessary for carrying out the department's work. Which includes revoking approval if the content changes post approval without prior authorization.
- For questions regarding criteria, credits, background checks, licensing and re-licensing applications, please contact your relevant health occupations board: [HEALTH BOARDS](#). Our office does not offer refunds for courses and we are unable to contact the vendor on your behalf.
- Please contact a health occupations board, your employer and or OHMMD before taking a course, to ensure compliance.
- All approved courses are subject to random audits by our office in order to ensure compliance with HB 28. If the content of the course is changed, and or edited post approval, and as a result does not meet legal statute, consideration will be given to remove the course from our webpage and revoke approval.

For questions related to implicit bias, please contact:

Maryland Department of Health

Office of Minority Health & Health Disparities

Program Manager

Cultural & Linguistic Health Care Professional Competency Program

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