

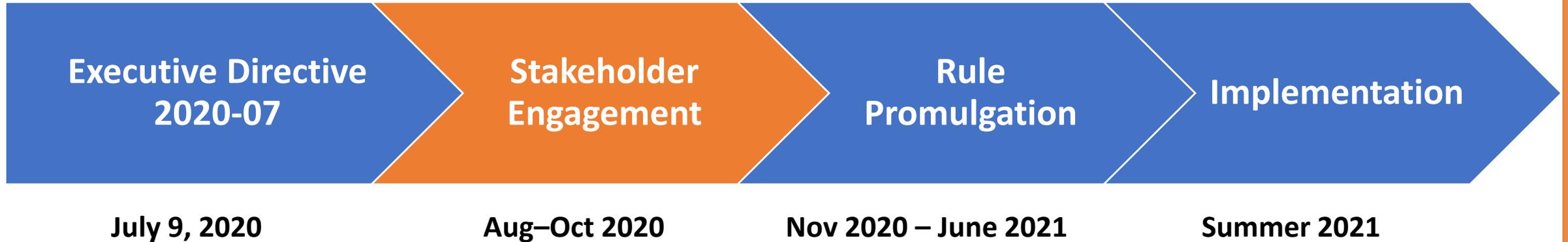


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# Implicit Bias Training for Health Care Professionals

Michigan Coronavirus Task Force on Racial Disparities  
Friday, February 19, 2021

# Project Timeline



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# Stakeholder Engagement



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## Stakeholder Meetings & Participation

- 2 full workgroup meetings on August 26 and September 16
  - Session #1 – (105)
  - Session #2 – (138)
- 15 subgroup meetings held from September 28 - October 16
  - Implementation (26)
  - Curriculum (52)
  - Partnerships (32)

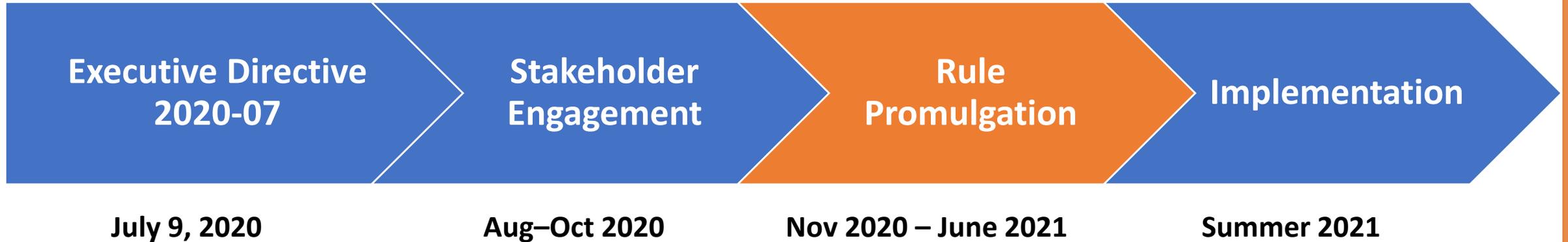
## 86 Organizations Represented

- Including insurance providers, hospitals, health care associations, legislators, state agencies, higher education, community and advocacy groups

## Feedback Received

- Compiled a repository of more than 80 ideas
- Consulted implicit bias research and best practices
- Final recommendations submitted to LARA's Bureau of Professional Licensing

# Project Timeline



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# Rule Promulgation



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## Request for Rulemaking

- On November 5, LARA filed a request to officially begin the process of promulgating the implicit bias training rules (Ruleset 2020-109 LR)

## Details on Training Requirements

- The draft rules and regulatory impact statement were approved on January 15 and are currently available for the public to review

## Public Hearing and Public Comment

- The public hearing is scheduled for Tuesday, March 9, at 1:00PM and will be held virtually
- Written comments will be received from February 15 through March 9
- Email: [BPL-BoardSupport@michigan.gov](mailto:BPL-BoardSupport@michigan.gov)

## Proposed Implicit Bias Training Requirements

- New applicants for health care licensure or registration must complete a minimum of 2 hours of implicit bias training
  - Training will be accepted if completed within the 5 years immediately preceding issuance of the license or registration
- Applicants for renewal of health care licensure or registration must complete a minimum of 1 hour of implicit bias training for each year of the applicant's license or registration cycle
- Requirements will take effect one year after the rules have been promulgated



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# Proposed Implicit Bias Training Requirements

- Training must be related to reducing barriers and disparities in access to and delivery of health care services
- Training content must include 1 or more of the following topics:
  - Information on implicit bias, equitable access to medical care, serving a diverse population, diversity and inclusion initiatives, and cultural sensitivity
  - Strategies to remedy the negative impact of implicit bias by recognizing and understanding how it impacts perception, judgment, and actions that may result in inequitable decision making, failure to effectively communicate, and result in barriers and disparities in the access to and delivery of health care services
  - The historical basis and present consequences of implicit biases based on an individual's characteristics
  - Discussion of current research on implicit bias in the access to and delivery of health care services
- Training must include strategies to reduce disparities in access to and delivery of health care services and the administration of pre- and post-test implicit bias assessments



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# Proposed Implicit Bias Training Requirements

- Acceptable providers of this training include any of the following:
  - Training offered by a nationally-recognized or state-recognized health-related organization
  - Training offered by, or in conjunction with, a state or federal agency
  - Training obtained in an educational program that has been approved by any state licensing board for initial licensure or registration or for the accumulation of continuing education credits
  - Training offered by an accredited college or university
- Acceptable modalities of training include any of the following:
  - A teleconference or webinar that permits live synchronous interaction
  - A live presentation
  - Interactive online instruction



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# Proposed Implicit Bias Training Requirements

- Application for licensure, registration, or renewal constitutes an applicant's certificate of compliance with the training requirements
- Licensees or registrants must retain documentation of meeting the training requirements for 6 years
- LARA may select and audit a sample of licensees or registrants and request documentation of proof of compliance
- Proof of compliance may include either of the following:
  - A completion certificate issued by the training provider that includes the date of the training, the provider's name, the title of the training, and the licensee's or registrant's name
  - A self-attestation by the licensee or registrant that includes the date of the training, the provider's name, the title of the training, and the licensee's or registrant's name



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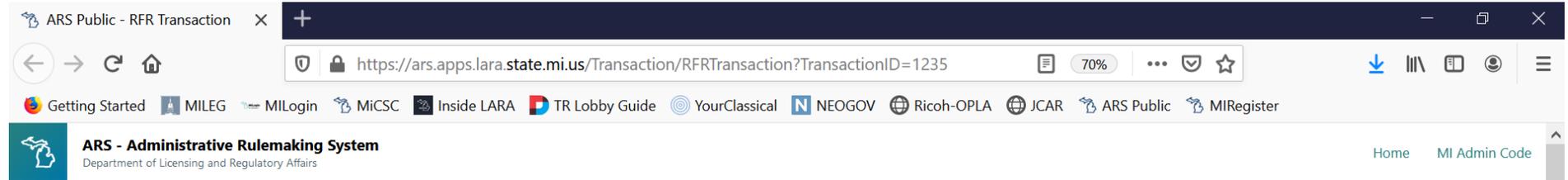
# Next Steps

- After the Public Hearing has occurred the Michigan Legislature will review the proposed rules and may take additional action including:
  - Holding a committee hearing on the proposed rules
  - Recommending changes to the proposed rules
  - Objecting to the proposed rules
  - Introduce legislation on the subject of the proposed rules
- LARA continues to update stakeholders about forthcoming opportunities to be engaged with this process



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# Follow the Process



Visit the online rulemaking portal at <https://ars.apps.lara.state.mi.us/>

### Request For Rulemaking

**Pending rule set #:**  
2020-109 LR

**Department:**  
Licensing and Regulatory Affairs

**Bureau:**  
Bureau of Professional Licensing

**Title of rule set:**  
Public Health Code - General Rules

**Rule number(s) or rule set range of numbers:**  
R 338.7001 - 338.7005

**Filing date:**  
Pending

**Effective date:**  
Pending

Click on the link(s) below to download

[RFR Form](#)  
*RFR Form updated on: 11/6/2020 7:36:06 PM*



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