

# Implicit Bias License Rules for Health Care Professions

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# Hours and Timeline

- A minimum of 3 hours every 3-year relicensure cycle.
- New licensees need 2 hours within the 5 years preceding.
  - Renewals in January 2022 need no training;
  - Renewals in 2023 need 1 hour;
  - Renewals in 2024 need 2 hours;
  - Renewals in 2025 needs 3 hours.
  - Then after, every 3-year renewal cycle will need to report 3 hours. (Any hours after June 2021 can be used.)

# Additional Requirements

- Training must include the administration of pre- and post-test implicit bias assessments and strategies to reduce disparities in access to and delivery of health care services.
- Acceptable modalities of training are a teleconference or webinar that permits live synchronous interaction, a live presentation or an interactive online instruction.
- Solely recorded or archived content is not allowable, a live component is required.

# Must Include One Content Area

- Information on implicit bias, equitable access to health care, serving a diverse population, diversity and inclusion initiatives, and cultural sensitivity.
- Strategies to remedy the negative impact of implicit bias by 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.

# Must Include One Content Area (Continued)

- 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.

# Medical Students

## Medical Student applying for Limited License

- Beginning June 1, 2022, completion of 2 hours of implicit bias training within the 5 years immediately preceding issuance of the license or registration is required.

# Residents

Limited Licensee applying for Medical Doctor License (New Licensees)

- Beginning June 1, 2022, completion of 2 hours of implicit bias training within the 5 years immediately preceding issuance of the license or registration is required.
- Training taken for the initial limited license may also count toward their medical doctor license as well as long as it is within the 5 years immediately preceding issuance of the license.

# Public Hearing

- LARA has opened the Public Health Code – General Rules for minor edits which means the implicit bias rules section is open for public comments as well.
- Written comments are due and a public hearing is scheduled on November 22.



# Questions

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*Thank You!*



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