



Implicit Bias Training for Michigan Professionals

Presented by Do No Harm

Background

Beginning June 1, 2022, all individuals applying for or renewing their professional license under the Michigan Public Health Code must certify that they have completed implicit bias training that meets certain requirements established by the Michigan Department of Licensing and Regulatory Affairs (LARA). To meet the requirements of LARA's [rule](#), an implicit bias training program must be offered by an acceptable sponsor, include strategies to reduce disparities in access to and delivery of health care services, and discuss, among other acceptable topics, current research on implicit bias in the access to and delivery of healthcare services. Licensees must take one hour of training for each year of their license or registration cycle.

Many physicians, nurses, and other health professionals contacted Do No Harm to express their concerns with this mandate, seeking alternative training that meets the LARA requirements without the politicized indoctrination contained in courses endorsed by organizations like the Michigan State Medical Society.

Implicit Bias Training for Michigan Professionals presented by Do No Harm is a three-module course, designed to meet LARA's licensure requirements, that provides evidence-based information about implicit bias and related concepts, rather than the common ideological-driven narratives perpetuated by other educational offerings. The training is offered as an on-demand, internet-based course that participants can complete at their own pace. Brief descriptions of the contents of each module are outlined below.

Part 1 (Required)

1. Definitions for and research on implicit bias and the Implicit Association Test
2. Access to care, health outcomes metrics, and the evidence related to health equity
3. How Critical Race Theory relates to implicit bias training
4. The evidence on Critical Race Theory

Part 2 (Required)

1. Anti-racism and how it manifests in healthcare and education
2. Systemic and structural racism in healthcare
3. Serving a diverse population and "cultural competency"
4. Racial bias and healthcare data systems
5. Research on implicit bias outside of the Implicit Association Test

Part 3 (Required for physicians; optional for other licensees)

1. Interview with Rebecca Wall, CRNA in Kentucky to explain how her state board mandated implicit bias training for its nurses, then reversed course
2. Racial concordance and how it relates to implicit bias concepts
3. Discussion on racial concordance with Stanley Goldfarb, MD

FAQs

How does this training meet all of the State of Michigan/LARA legal requirements?

LARA does not pre-approve implicit bias training programs and recommends applicants refer to the standards that have been established by R 333.7004 for guidance on what is acceptable. In accordance with [R 333.7004](#), Do No Harm is an organization specializing in diversity, equity, and inclusion issues, and its interactive, online instruction course:

- Discusses current research on implicit bias in the access to and delivery of healthcare services;
- Presents strategies for reducing barriers and disparities in access to and delivery of healthcare services; and
- Includes pre- and post-test implicit bias assessments and a certificate of completion.

I'm a Michigan licensee. How many hours of implicit bias training must I complete?

The [LARA FAQs](#) (March 23, 2023) state that all professions (except for Veterinary Medicine) must meet the mandate. New applicants “are required to have completed 2 hours of implicit bias training within the 5 years immediately preceding issuance of the license or registration.” Renewing licensees “are required to complete 1 hour of implicit bias training for each year of their license or registration cycle.” See [R 333.7001a](#) and [R 333.7002](#) for the renewal cycle period for all covered professions.

How much does the course cost?

The course is offered as a 3-hour package at a cost of \$12.00. Completion of Parts 1 and 2 is required for a certificate of completion. Part 3 is required for physicians and others who must have a third hour of implicit bias training to maintain licensure. Examples: Nurses renew their licenses every two years, so they are required to complete two hours of implicit bias training per renewal cycle. Physicians renew their licenses every three years, so they are required to complete three hours of implicit bias training per renewal cycle.

My employer has mandatory implicit bias training. Will this course meet those requirements?

Participants must consult their human resources or continuing education departments to determine if *Implicit Bias Training for Michigan Professionals* is an acceptable alternative.

Is this course evidence-based?

Yes. A bibliography of resources used Parts 1, 2, and 3 is available as a handout in each session.