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February 17, 2025

TO: The Honorable, Joseline A. Peña-Melnyk, Chair  
Health and Government Operations Committee

FROM: Irnise F. Williams, Deputy Director, Health Education and Advocacy Unit

RE: House Bill 0783- Health Occupations - Structural Racism Training- **SUPPORT**

The Health Education and Advocacy Unit supports HB 783, which would expand the scope of healthcare workforce training to include structural racism. In 2021 the General Assembly passed Ch. 745, requiring implicit bias training for all healthcare professionals. Implicit bias was recognized by the Attorney General's COVID-19 Access to Justice Task Force as a force that perpetuates racism in health care systems. Implicit bias training covers judgment that results from subtle cognitive processes, while structural racism, as defined within the bill, is a systemic process that impacts healthcare, education, housing, employment, and the environment based on someone's race.

According to a [KFF FAQ on Disparities in Health and Health Care](#), "Racial and ethnic health disparities result in higher rates of illness and death across a wide range of health conditions. Research shows that these disparities are costly, resulting in excess medical care costs and lost productivity, as well as additional economic losses due to premature deaths." This bill will ensure that all healthcare providers are trained to identify their own biases and the systemic structures that prevent their patients from receiving better medical care and outcomes.

We urge a favorable report.

cc: The Honorable Heather Bagnall  
The Honorable Bonnie Cullison  
The Honorable Kenneth Kerr  
The Honorable Samuel I. Rosenberg