

SENATE BILL 458

J1, J2

5lr2047
CF HB 783

By: **Senator Gile**

Introduced and read first time: January 21, 2025

Assigned to: Finance

Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: March 18, 2025

CHAPTER _____

1 AN ACT concerning

2 **Health Occupations – Implicit Bias and Structural Racism Training**

3 FOR the purpose of requiring applicants for renewal of certain licenses and certain
4 certificates issued by certain health occupation boards to attest that the applicant
5 completed an implicit bias and structural racism training program, rather than an
6 implicit bias training program, approved by the Cultural and Linguistic Health Care
7 Professional Competency Program; altering the implicit bias training programs that
8 the Program may approve; authorizing certain health occupations boards to adopt
9 regulations that allow applicants seeking license renewal to receive continuing
10 education credits for completing an implicit bias and structural racism training
11 program; and generally relating to implicit bias and structural racism training
12 programs.

13 BY repealing and reenacting, with amendments,
14 Article – Health – General
15 Section 20–1301, 20–1302, and 20–1306
16 Annotated Code of Maryland
17 (2023 Replacement Volume and 2024 Supplement)

18 BY repealing and reenacting, with amendments,
19 Article – Health Occupations
20 Section 1–225
21 Annotated Code of Maryland
22 (2021 Replacement Volume and 2024 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
2 That the Laws of Maryland read as follows:

3 **Article – Health – General**

4 20–1301.

5 (a) In this subtitle the following words have the meanings indicated.

6 (b) “Cultural and linguistic competency” means cultural and linguistic abilities
7 that can be incorporated into therapeutic and medical evaluation and treatment, including:

8 (1) Direct communication in the patient’s primary language;

9 (2) Understanding and applying the roles that culture, ethnicity, and race
10 play in diagnosis, treatment, and clinical care; and

11 (3) Awareness of how the attitudes, values, and beliefs of health care
12 providers and patients influence and impact professional and patient relations.

13 (c) “Health care professional” includes a physician, nurse, dentist, social worker,
14 psychologist, pharmacist, health educator, or other allied health professional.

15 (d) “Implicit bias” means a bias in judgment that results from subtle cognitive
16 processes, including the following prejudices and stereotypes that often operate at a level
17 below conscious awareness and without intentional control:

18 (1) Prejudicial negative feelings or beliefs about a group that an individual
19 holds without being aware of the feelings or beliefs; and

20 (2) Unconscious attributions of particular qualities to a member of a
21 specific social group that are influenced by experience and based on learned associations
22 between various qualities and social categories, including race and gender.

23 (e) “Program” means the Cultural and Linguistic Health Care Professional
24 Competency Program.

25 **(F) “STRUCTURAL RACISM” MEANS ~~A SYSTEM OF INHERITED~~**
26 **~~INSTITUTIONAL SETTINGS THAT PROVIDE DIFFERENTIAL OPPORTUNITIES FOR~~**
27 **~~HEALTH CARE, EDUCATION, HOUSING, EMPLOYMENT, AND THE ENVIRONMENT TO~~**
28 **~~AN INDIVIDUAL BASED ON THE INDIVIDUAL’S RACE~~ THE TOTALITY OF WAYS IN**
29 **WHICH SOCIETIES FOSTER RACIAL DISCRIMINATION BY MUTUALLY REINFORCING**
30 **SYSTEMS OF HOUSING, EDUCATION, EMPLOYMENT, EARNINGS, BENEFITS, CREDIT,**
31 **MEDIA, HEALTH CARE, AND CRIMINAL JUSTICE.**

32 20–1302.

1 (a) There is a Cultural and Linguistic Health Care Professional Competency
2 Program.

3 (b) The purpose of the Program is to:

4 (1) Provide for a voluntary program in which educational classes are
5 offered to health care professionals to teach health care professionals:

6 (i) Methods to improve the health care professionals' cultural and
7 linguistic competency to communicate with non-English speaking patients and patients
8 from other cultures who are English speaking;

9 (ii) Cultural beliefs and practices that may impact patient health
10 care practices and allow health care professionals to incorporate the knowledge of the
11 beliefs and practices in the diagnosis and treatment of patients; and

12 (iii) Methods to enable health care professionals to increase the
13 health literacy of their patients to improve the patient's ability to obtain, process, and
14 understand basic health information and services to make appropriate health care
15 decisions;

16 (2) Establish and provide an evidence-based implicit bias training
17 program for health care professionals involved in the perinatal care of patients under §
18 20-1305 of this subtitle; and

19 (3) Identify and approve implicit bias **AND STRUCTURAL RACISM** training
20 programs for health occupation licensure and certification under § 1-225 of the Health
21 Occupations Article.

22 20-1306.

23 (a) (1) The Program shall, in coordination with the Office of Minority Health
24 and Health Disparities, identify and approve implicit bias **AND STRUCTURAL RACISM**
25 training programs that an individual may complete to satisfy the requirements of § 1-225
26 of the Health Occupations Article.

27 (2) The Program may approve only implicit bias **AND STRUCTURAL**
28 **RACISM** training programs under paragraph (1) of this subsection that are recognized by a
29 health occupations board established under the Health Occupations Article or accredited
30 by the Accreditation Council for Continuing Medical Education **OR THE ACCREDITATION**
31 **COUNCIL FOR PHARMACY EDUCATION.**

32 (b) The Program shall provide a list of training programs approved under
33 subsection (a) of this section on request.

1 **Article – Health Occupations**

2 1–225.

3 (a) **[An] SUBJECT TO SUBSECTION ~~(B)~~ (C) OF THIS SECTION, AN** applicant for
 4 the renewal of a license or certificate issued by a health occupations board under this article
 5 shall attest in the application that the applicant has completed an implicit bias **AND**
 6 **STRUCTURAL RACISM** training program approved by the Cultural and Linguistic Health
 7 Care Professional Competency Program under § 20–1306 of the Health – General Article.

8 (b) **EACH HEALTH OCCUPATIONS BOARD MAY ADOPT REGULATIONS THAT**
 9 **ALLOW AN APPLICANT SEEKING LICENSE RENEWAL TO RECEIVE CONTINUING**
 10 **EDUCATION CREDITS FOR COMPLETING AN IMPLICIT BIAS AND STRUCTURAL**
 11 **RACISM TRAINING PROGRAM.**

12 **(C)** The [requirements of] **REQUIREMENT UNDER** subsection (a) of this section
 13 **THAT AN APPLICANT ATTEST TO THE COMPLETION OF AN IMPLICIT BIAS AND**
 14 **STRUCTURAL RACISM TRAINING PROGRAM** shall apply only to an applicant’s first
 15 license or certificate renewal after April 1, [2022] **2026**.

16 SECTION 2. AND BE IT FURTHER ENACTED, That, if an applicant for the
 17 renewal of a license or certificate issued by a health occupations board under the Health
 18 Occupations Article is applying on or after the effective date of this Act but before April 1,
 19 2026, for the applicant’s first license or certificate renewal, the applicant shall attest in the
 20 application that the applicant has completed an implicit bias training program approved
 21 by the Cultural and Linguistic Health Care Professional Competency Program under §
 22 20–1306 of the Health – General Article.

23 **SECTION 3. AND BE IT FURTHER ENACTED, That it is the intent of the General**
 24 **Assembly that the structural racism training required under this Act be developed and**
 25 **offered using funding from the grant provided to the Maryland Nurses Association from the**
 26 **American Nurses Association to advance antiracism efforts.**

27 SECTION ~~3~~ 4. AND BE IT FURTHER ENACTED, That this Act shall take effect
 28 October 1, 2025.