



Board of Nursing

Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

February 11, 2025

The Honorable Pamela Beidle
Chair, Finance Committee
Room 2
Senate Office Building
Annapolis, MD 21401

RE: SB 458 – Health Occupations - Structural Racism Training

Dear Chair Beidle and Committee Members:

The Maryland Board of Nursing (the Board) respectfully submits this letter of support with amendments for SB 458 Health Occupations - Structural Racism Training.

The Board thanks Senator Gile for introducing this bill, and supports her efforts to ensure all licensed workers in the state are educated on the ways structural racism has shaped our environment. We believe this kind of training is particularly important in a field as diverse as nursing, and one that interacts with such a varied swath of the population.

In 2021, the General Assembly passed SB5, which required applicants for licensure and those renewing their license to take an implicit bias training course. The Board has diligently adhered to this mandate, and believes it has improved the quality of care and patient experience for all those who have received nursing care. The Board believes the additional requirement created by SB 458 will only improve these outcomes. We are concerned though that as the bill is currently written, it would require applicants and licensees to retake the entire implicit bias training completely rather than simply requiring additional structural racism training. After speaking with the sponsor we understand that this is not their intent, so we offer this friendly amendment to ensure we do not inflict undo burdens and costs on our members.

Amendment to House Bill 458

on pg.3 after line 35 insert

(c) The requirements under subsection (a) and (b) of this section do not apply to applicants who have previously completed an implicit bias training program prior to April 1, 2026.

Thank you again for your time. For more information, please contact Ms. Mitzi Fishman, Director of Legislative Affairs, at 410-585-2049 or mitzi.fishman@maryland.gov, or Ms. Rhonda Scott, Executive Director, at 410-585-1953 or rhonda.scott2@maryland.gov.

Sincerely,

A handwritten signature in blue ink that reads "Christine Lechliter". The signature is written in a cursive style with a large initial 'C'.

Christine Lechliter
Board President

The opinion of the Board expressed in this document does not necessarily reflect that of the Department of Health or the Administration.