



Committee: Senate Finance Committee

Bill: SB 458 – Structural Racism Training

Hearing Date: February 11, 2025

Position: Support

The Maryland Affiliate of the American College of Nurse Midwives (ACNM) supports *Senate Bill 458 – Health Occupations – Structural Racism Training*. The legislation updates current training requirements on implicit bias to include structural racism. The training is required once for healthcare practitioners licensed or certified under a Maryland health occupations board.

The Maryland General Assembly adopted implicit bias training for healthcare practitioners as a licensure/certificate renewal requirement in 2021. Implicit bias training supports healthcare practitioners in identifying and addressing their own internal biases in delivering healthcare services. Structural racism training supports practitioners in understanding how to make organizations changes to remove implicit bias and racism embedded within health system standards and processes.

ACNM supports this legislation because racism has created a public health crisis, according to the American Public Health Association as well as many other healthcare organizations.ⁱ Training and education is a cornerstone of the strategy to reverse the impact of structural racism on our communities.

We ask for a favorable report on this legislation. If we can provide any further information, please contact Robyn Elliott at relliott@policypartners.net or (443) 926-3443.

ⁱ <https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2021/01/13/structural-racism-is-a-public-health-crisis>

<https://www.midwife.org/acnm/files/acnmldata/uploadfilename/000000000315/PS-Racism%20and%20Racial%20Bias%20FINAL%20to%20ACNM%2026-Oct-19.pdf>