The Michigan Department of Licensing and Regulatory Affairs (LARA) now requires implicit bias training for physicians (and other healthcare professionals), effective June 1, 2022. The requirements apply to both new applicants as well as those renewing their existing licenses or registrations.

An applicant for license renewal shall have completed a minimum of 1 hour of implicit bias training for each year of the applicant’s license or registration cycle. An applicant for new licensure, both limited and medical, shall have completed a minimum of 2 hours of implicit bias training within the 5 years immediately preceding issuance of the license or registration.

Physicians will need to report implicit bias credits when they renew their license. Those who renewed in January 2022, needed no training. Training that was taken prior to June 1, 2021, and within the license cycle that is up for renewal, qualifies toward the requirement for renewals.

### Training content must include, but is not limited to, 1 or more of the following topics:

- Information on implicit bias, equitable access to health care, serving a diverse population, diversity and inclusion initiatives, and cultural sensitivity.
- Strategies to remedy the negative impact of implicit bias by recognizing and understanding how it impacts perception, judgment, and actions that may result in inequitable decision making, failure to effectively communicate, and result in barriers and disparities in the access to and delivery of health care services.
- The historical basis and present consequences of implicit bias based on an individual’s characteristics.
- Discussion of current research on implicit bias in the access to and delivery of health care services.

### New Implicit Bias Training Requirements

**June 1, 2022**

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<table>
<thead>
<tr>
<th>Renewal Timeframe</th>
<th>Implicit Bias Training Hours Needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 1, 2021 – May 31, 2022</td>
<td>None</td>
</tr>
<tr>
<td>June 1, 2022 – May 31, 2023</td>
<td>1 hour</td>
</tr>
<tr>
<td>June 1, 2023 – May 31, 2024</td>
<td>2 hours</td>
</tr>
<tr>
<td>June 1, 2024 – May 31, 2025</td>
<td>3 hours</td>
</tr>
</tbody>
</table>

Please note, the implicit bias training for licensure has additional requirements and differs from the other mandated CME areas. Training must include strategies to reduce disparities in access to and delivery of health care services and the administration of pre- and post-test implicit bias assessments. Acceptable modalities of training are a teleconference or webinar that permits live synchronous interaction, a live presentation, or an interactive online instruction. Solely recorded or archived content is not allowable, a live component is required.

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**Buyers Beware**

Many professional medical education companies are racing to provide implicit bias content to meet Michigan relicensure requirements. While they claim they meet Michigan LARA requirements, most do not. Please make sure your class has a live interactive component (meaning in-person live or virtual) and a pre and post implicit bias assessment is included.

MSMS has researched and contacted a dozen of these companies informing them of their program’s shortcomings. MSMS has contacted LARA to request an official mechanism for these organizations to be reported and that LARA also provide outreach notifying them of non-compliance. And that physicians who in good faith completed implicit bias content not be penalized for inaccurate marketing.

In the meantime, MSMS is happy to review any course you may consider taking for compliance.

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For more information on all of the MSMS Implicit Bias classes, visit: [https://msms.org/education](https://msms.org/education)

View our license renewal guide at: [https://msms.org/education](https://msms.org/education)

To verify your license renewal date, visit: [https://msms.org/education](https://msms.org/education)

For more information on the Implicit Bias Training requirement or any other issues regarding physician licensing, please contact: Rebecca Blake, Senior Director, Education, Foundation, and Subsidiaries at MSMS at rblake@msms.org or (517) 336-5729.