



Implicit Bias Training

(MSMS Training Options and Requirement Details)

MSMS On-Demand Implicit Bias Activities:

Combating Institutional Bias: Unconscious Bias & Microaggressions in Medicine

Link: [Click Here](#)

Implicit Bias Training: Reducing Unconscious Bias - an Imperative (RUBI) - One Hour

Link: [Click Here](#)

Implicit Bias Training: Reducing Unconscious Bias - an Imperative (RUBI) - Two Hour

Link: [Click Here](#)

Implicit Bias Training: Reducing Unconscious Bias - an Imperative (RUBI) - Three Hour

Link: [Click Here](#)

MSMS Live Implicit Bias Activities (Listed by date):

September 23, 2024

5:30 – 8:30 pm EST

3 hours

Monday Night Medicine: Reducing Unconscious Bias – an Imperative (RUBI)

Link: [Click Here](#)

December 9, 2024

5:30 – 8:30 pm EST

3 hours

Monday Night Medicine: Implicit Bias Training December – Three Hours

Link: [Click Here](#)

Implicit Bias Training Requirements:

The Michigan Department of Licensing and Regulatory Affairs (LARA) implicit bias training for physicians (and other health care 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 after June 1, 2021, and within the license cycle that is up for renewal, qualifies toward the requirement for renewals.

Renewal Time Period Chart:

Timeframe	Implicit Bias Training Hours Needed
June 1, 2021 – May 31, 2022	None
June 1, 2022 – May 31, 2023	1 hour
June 1, 2023 – May 31, 2024	2 hours
June 1, 2024 – May 31, 2025	3 hours

Special Requirements:

The implicit bias training for licensure has additional requirements and differs from the other mandated CME areas in two ways:

1. Training must include strategies to reduce disparities in access to and delivery of health care services.
2. Administration of pre- and post-test implicit bias assessments.

Acceptable modalities of training include:

1. Asynchronous teleconference or webinars.
2. Live activities and live webinars.

Resources:

Implicit Bias Training - Revised General Rules Brochure – March 2023 [Click Here](#)

For more information:

Please contact the Education Department at 517-336-5790 or educationdept@msms.org.