

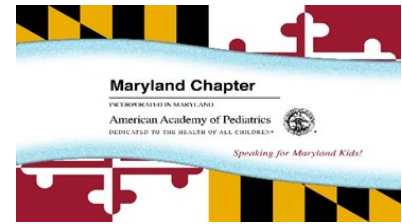


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Senate Finance Committee

February 11, 2025

Senate Bill 458 – *Health Occupations – Structural Racism Training*

LETTER OF INFORMATION

On behalf of MedChi, The Maryland State Medical Society, and the Maryland Chapter of the American Academy of Pediatrics (MDAAP), we submit this letter of information for Senate Bill 458.

Senate Bill 458 would require that all licensed health occupations, including physicians, complete an implicit bias and structural racism training program, either upon initial licensure or upon the first license renewal after April 1, 2026. This is a one-time requirement.

In 2021, the Legislature required that all health occupation licensees complete a one-time course on implicit bias following initial licensure or upon the next renewal after April 1, 2022. MedChi and MDAAP supported that legislation, but with the understanding that it was a one-time requirement.

We recognize the importance of these subjects but are concerned that what was originally a one-time requirement may become the norm. We think two options should be considered as alternatives: 1) given that most licensed professionals undertook the required implicit bias training within the last couple of years, this new requirement could only be imposed upon new licensees, who did not do so; or 2) if this requirement is to be imposed upon all licensees, that credit be given either for employer-required programs of this nature (such as those required in some hospital systems) and/or that participating in a qualified course counts toward the required 50 continuing medical education (CME) credits that a licensee must obtain every two years. While we have traditionally opposed mandates for CME in particular subject areas because physicians may want to concentrate these credits in their specialty, we think this is a better option than requiring additional courses on top of the existing CME requirements.

Thank you for your consideration of this information.

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