

LARA Relaxes Implicit Bias CME Requirements

In 2022, the Michigan Department of Licensing and Regulatory Affairs (LARA) began requiring that all healthcare professionals in Michigan complete three hours of live implicit bias training every three-year licensing cycle.

Effective immediately, LARA has made significant changes to the implicit bias training requirements, by updating the Public Health Code Administrative Rules.

This is a big advocacy win, as Michigan Academy of Family Physicians has been advocating for this rule change and working closely with LARA throughout the rule promulgation process.

What This Means for You

NEW! Implicit bias training is no longer mandated to be live. You may now meet the implicit bias training requirement for medical licensure in Michigan by completing training via pre-recorded, asynchronous webinars, other recordings, or live sessions.

NEW! The required three hours of implicit bias training now count as part of, not in addition to, the 150 CME credit hours required every 3-year licensing cycle.

The following implicit bias training requirements have not changed:

- Physicians applying for initial licensure must have at least 2 hours of implicit training within the previous 5 years
- Renewals before June 1, 2023, will need to complete 1 hour of implicit bias training
- Renewals before June 1, 2024, will need to complete 2 hours of implicit bias training
- Renewals before June 1, 2025, will need to complete 3 hours of implicit bias training
- In 2026 and beyond, licensees will need 3 hours of implicit bias training for every 3-year renewal period
- A pre- and post-test are required for each implicit bias training you complete
- Training must include information on the history and present nature of implicit bias; improving equitable access to healthcare to reduce disparities in care and strengthen healthcare outcomes; strategies for self-identifying and addressing implicit biases

MAFP: Family Physicians' Source of CME

Implicit bias CME sessions are included in the 2023 Michigan Family Medicine Conference & Expo offerings (Aug. 12-15, Grand Traverse Resort in Traverse City). [Click here for conference details](#) and get ready to [register beginning at the end of March](#), when online registration opens. The conference has been approved for 30.5 CME credits.

On April 11 (6:30-7:30 pm ET), Family Medicine Foundation of Michigan is hosting the virtual workshop, ["Calling In Versus Calling Out: Having Impactful Conversations."](#) Individuals committed to diversity, equity, inclusion, access, and belonging often find themselves deciding between "calling someone in" versus "calling someone out." This workshop will facilitate a dialogue about the most impactful and supportive use of these strategies within a variety of contexts. Leave the session with sample phrases and strategies to help you navigate "calling" conversations and connect them to mitigating implicit and unconscious biases. The discounted cost is just \$25 for MAFP members. Register today!