

Legislative Analysis



PROHIBIT TRAINING ON IMPLICIT BIAS

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House Bill 4915 as introduced
Sponsor: Rep. Matt Maddock
Committee: Economic Competitiveness
Complete to 10-21-25

Analysis available at
<http://www.legislature.mi.gov>

SUMMARY:

House Bill 4915 would amend Article 15 (Occupations) of the Public Health Code to prohibit the Department of Licensing and Regulatory Affairs (LARA) or a health professional board from issuing or enforcing a rule requiring implicit bias training as a condition for obtaining or renewing a health professional license or registration under the code.

In addition, the bill would rescind R 338.7004 of the Michigan Administrative Code,¹ which requires *implicit bias* training for those seeking licensure, registration, or renewal of a licensure or registration under Article 15 of the code (except in veterinary medicine).

Implicit bias is defined for purposes of that rule to mean an attitude or internalized stereotype that affects an individual's perception, action, or decision making in an unconscious manner and often contributes to unequal treatment of people based on race, ethnicity, nationality, gender, gender identity, sexual orientation, religion, socioeconomic status, age, disability, or another characteristic. The rule requires the implicit bias training to include at least one of the following:

- Information on implicit bias, equitable access to healthcare, 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 biases based on an individual's characteristics.
- Discussion of current research on implicit bias in the access to and delivery of health care services.

Proposed MCL 333.16149

FISCAL IMPACT:

House Bill 4915 would have no fiscal impact on any units of state or local government.

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■ This analysis was prepared by nonpartisan House Fiscal Agency staff for use by House members in their deliberations and does not constitute an official statement of legislative intent.

¹ <https://ars.apps.lara.state.mi.us/AdminCode/DownloadAdminCodeFile?FileName=R%20338.7001%20to%20R%20338.7005.pdf&ReturnHTML=True>