

MASSACHUSETTS BOARD OF REGISTRATION IN MEDICINE

FAQs on IMPLICIT BIAS TRAINING

Why is training in implicit bias mandatory for physicians in Massachusetts?

The mission of the Board of Registration in Medicine is to foster a healthcare environment in Massachusetts that supports physicians and the health care institutions in which they practice, so they can provide to their patients a high standard of care. BORIM recognizes the importance of eliminating racial and ethnic inequities that lead to health disparities in Massachusetts. Implicit bias among health care providers is one factor that perpetuates these disparities.

Who must take Implicit Bias Training?

As of June 1, 2022, all physicians and osteopaths applying for or renewing a license in Massachusetts must take implicit bias training as part of their Continuing Medical Education requirements.

When must I take Implicit Bias Training?

As of June 1, 2022, whenever you apply for a license to practice medicine or to renew your license, you must have completed a course on implicit bias in healthcare. This course is part of the 10.00 credits each physician must complete in risk management, therefore, there is no increase in the total number of required CME credits.

How many credit hours should the training be?

The course should be a minimum of 2.00 credit hours long. It can be either *AMA PRA Category 1 or Category 2 credits*.[™] You can take two 1.00 credit courses to complete the requirement provided that, taken as a whole, the two courses incorporate the Board's goals and learning objectives.

When do I need to complete the Implicit Bias Training?

The training must be taken before you apply for your initial or renewal license.

Do I need to take one of the trainings suggested by the Board?

No. You can select your own CME course, provided it contains the goals and learning objectives the Board has developed for implicit bias training. The Board has suggested three training courses and will add to this list from time to time. There are a number of online learning courses that will satisfy the Board's requirement. Many institutions also require implicit bias training and these trainings, provided they incorporate the Board's goals and learning objectives, will satisfy the Board's requirement.

What should an implicit bias training include?¹

The goals of the CME course should be two-fold: to promote awareness of implicit bias by physicians and to provide resources for moderating the negative effects of implicit bias on patient care.

The implicit bias training should have as its learning objectives:

- To increase self-awareness by reflecting on the results of the implicit bias self-assessment;
- To demonstrate conscious mitigation strategies to overcome implicit bias;
- To apply implicit bias reduction skills to case studies; and
- To understand the effect of implicit bias on real-life patients.

Does the implicit bias training have to be specifically for physicians?

No, but the training must be on implicit bias in healthcare.

I took implicit bias training offered by my health care facility on June 1, 2021. My license is up for renewal on July 1, 2022. Can I apply the implicit bias training I took in 2021 for this licensing requirement?

Yes, any training on implicit bias that you have taken within two years of your license renewal date will satisfy the implicit bias training requirement.

¹ Adapted from American Academy of Family Medicine Implicit Bias Training Facilitator Guide, https://www.aafp.org/dam/AAFP/documents/patient_care/health_equity/implicit-bias-training-facilitator-guide.pdf

What if I still have questions?

Call the Board at 781-876-8230 or

Email the Board at borim.info@state.ma.us