INCLUSIVE REGULATORY & LICENSING PRACTICES

NCSL-CSG National Occupational Licensing Meeting

June 20-21, 2022

Marlon I. Brown
Chief Administrative Officer, LARA

LARA
Licensing and Regulatory Affairs

Protect People & Promote Business
ABOUT LARA

- LARA licenses and regulates nearly 2 million individuals and entities on an annual basis
  - Health professionals and facilities
  - Skilled-trades and other occupational licenses
  - Corporations and securities
  - Liquor licenses
  - Child care providers
- 1500+ employees
- Annual budget is $517.2 million
In June 2021, LARA adopted administrative rules requiring implicit bias training as a condition of licensure or registration for nearly all health professionals in Michigan. Michigan became the first state to require IB training for such a broad array of health care professionals (26 in total). The new requirements became effective June 1, 2022. This policy was a recommendation of the Michigan Coronavirus Task Force on Racial Disparities.
### Implicit Bias Training Requirements

#### Required Training Hours
- 2 hours of training required for new applicants
- 1 hour of training per year required for renewals

#### Training Curriculum Components
- Content must focus on reducing barriers and disparities in access to health care and delivery of health care services
- Include specific strategies to reduce disparities as well as implicit bias assessments
IMPLICIT BIAS TRAINING REQUIREMENTS

**Approved Training Sponsors**
- A nationally or state recognized health-related organization
- An accredited college or university
- A state or federal agency
- A continuing education program approved by a state licensing board
- An organization specializing in diversity, equity, and inclusion issues

**Modalities and Accountability**
- Approved modalities include live or online instruction that permits synchronous interaction
- Licensees or registrants must retain documentation as proof of compliance in meeting the training requirements.
POLICY DEVELOPMENT

- **Stakeholder Advisory Workgroup**
  - 255 individuals; 86 organizations represented
  - Conducted 17 workgroup meetings over 8 weeks
  - Researched best practices and provided input on goals and recommendations

- **Administrative Rule Promulgation**
  - Published draft rules and regulatory impact statement
  - Conducted public comment period / public hearing
  - Submitted rules for legislative review
6 states have enacted laws or adopted administrative policies requiring implicit bias training for one or more health professions.

12 states have considered or are considering legislation to require implicit bias training for various health professions.
ONGOING DEI WORK AT LARA

- All LARA employees have completed implicit bias training
- Hired a full-time Equity and Inclusion Officer to focus on DEI efforts within the department
- Conducted an employee survey focused on workplace culture as it relates to diversity and inclusion
- Launched an employee website with DEI educational resources
- Host monthly virtual events to celebrate different cultures and ethnicities
- Integrating a DEI focus into employee performance evaluations, employee recruitment, and policy development
LESSONS LEARNED

- Demonstrate strong leadership commitment
- Bring everyone to the table
- Be willing to have difficult conversations
- Broaden the DEI umbrella
- Never stop learning
THANK YOU

Marlon I. Brown
Michigan Department of Licensing and Regulatory Affairs
Email: brownm55@michigan.gov
LinkedIn URL: www.linkedin.com/in/marlonbrown/