

## INCLUSIVE REGULATORY & LICENSING PRACTICES

NCSL-CSG National  
Occupational Licensing  
Meeting

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**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**



# IMPROVING EQUITY IN HEALTH CARE

- 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



**Gov. Gretchen Whitmer**  
announcing the new training  
requirements on June 1, 2021

# 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

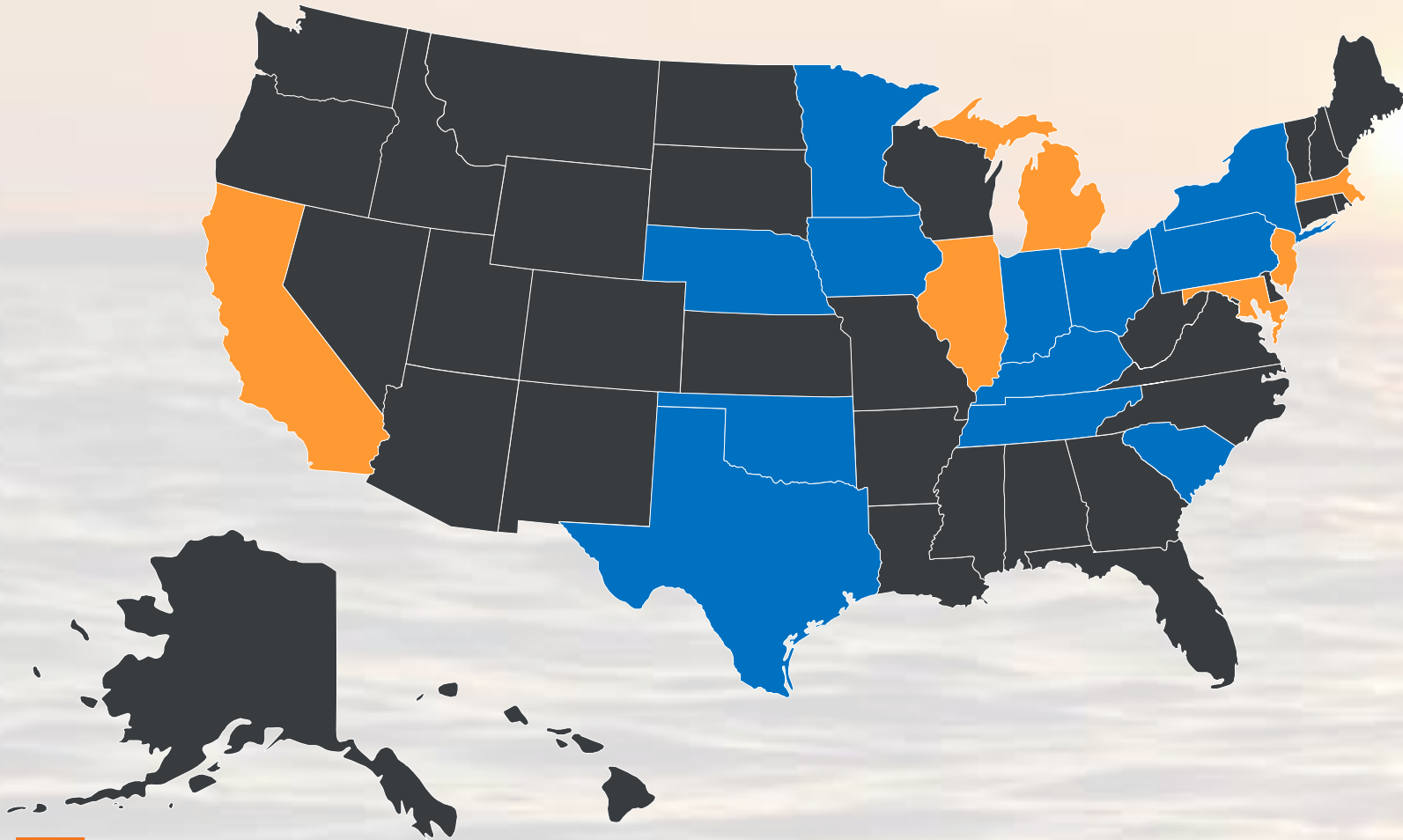
- Approved modalities include live or online instruction that permits synchronous interaction
- Licensees or registrants must retain documentation as proof of compliance in meeting the training requirements.

# 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



# SIMILAR REQUIREMENTS IN OTHER STATES



**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



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