

Date of Hearing: May 19, 2021

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Lorena Gonzalez, Chair

AB 1407 (Burke) – As Amended March 18, 2021

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|-------------------|--------------------------|-------|--------|
| Policy Committee: | Business and Professions | Vote: | 15 - 0 |
| | Health | | 13 - 0 |

Urgency: No State Mandated Local Program: No Reimbursable: No

SUMMARY:

This bill requires implicit bias training for nurses. Specifically, this bill:

- 1) Requires a nursing program or school to include implicit bias coursework in its curriculum.
- 2) Requires the Board of Registered Nursing (BRN) to update its regulations in accordance with the new requirements.
- 3) Requires a registered nurse (RN) to complete one hour of implicit bias continuing education within the first two years of licensure.
- 4) Requires a hospital to implement an evidence-based implicit bias program as part of any new graduate training program that trains new RNs.

FISCAL EFFECT:

- 1) Minor one-time costs to BRN to update regulations (Registered Nursing Fund).
- 2) \$60,000 ongoing annually to the BRN to audit licensees for their participation in implicit bias courses (Registered Nursing Fund).

COMMENTS:

- 1) **Purpose and Background.** According to a 2015 systematic review of literature published in the American Journal of Public Health on implicit bias in health care, negative implicit attitudes about people of color may contribute to racial and ethnic disparities in health and health care. The review showed, in some cases, implicit bias was significantly related to patient-provider interactions, treatment decisions, treatment adherence, and patient health outcomes. This bill seeks to combat such disparities through education. Recent legislation has also addressed implicit bias in RN education and training.
- 2) **Prior Legislation.** AB 241 (Kamlager-Dove), Chapter 417, Statutes of 2019, required continuing education courses for physicians and surgeons, nurses and physician assistants to include the understanding of implicit bias and the promotion of bias-reducing strategies.

SB 464 (Mitchell), Chapter 533, Statutes of 2019, required hospitals and alternative birth centers to implement an implicit bias program for all health care providers involved in the perinatal care of patients within those facilities, including requiring these healthcare

providers to complete initial basic training through the implicit bias program and a refresher course every two years thereafter.

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