



Board of Nursing

Larry Hogan, Governor · Boyd K. Rutherford, Lt. Governor · Dennis R. Schrader, Secretary

Dear Licensee/Certificate Holder,

On or after April 1, 2022, when you complete your renewal application, **you will be required to attest that you have completed an approved implicit bias training course. The attestation will appear on the online and paper renewal applications.**

Please note: If the attestation does not appear on the online renewal application for April or May in 2022, you should still complete the required training and attest to it during your next renewal in 2024. There is no timeframe for completing the training as long as it is done prior to your renewal. **This is a one-time requirement for one renewal only.**

You are NOT required to submit a certificate of completion for this training to the Maryland Board of Nursing and Continuing Education Units (CEUs) are NOT required. The law may be accessed [here](#)

The Maryland Board of Nursing has provided a list of suggested training programs below from the full list of approved programs. Please note that this list consists of suggested courses only. The licensee or certificate holder may choose to complete any program from the full lists of approved courses.

Completing **just one** of the listed programs will satisfy the requirement for the implicit bias training.

[Cultural Competent Nursing Care: A Cornerstone of Caring](#) (complete all 3 courses in the program to meet requirement)

<http://kirwaninstitute.osu.edu/implicit-bias-training/> (complete all 4 modules in the program to meet requirement)

<https://equity.ucla.edu/know/implicit-bias/> (complete the video series to meet requirement)

<https://ready.web.unc.edu/section-1-foundations/module-4-implicit-bias-microaggressions/> (complete Module 4: Implicit Bias and Microaggressions to meet requirement)

[Health Literacy and Public Health: Strategies for Addressing Low Health Literacy](#) (complete all 3 lessons to meet requirement)

Click the links below for the full lists of approved program courses:

[Cultural and Linguistic Competency, Health Disparities and Health Literacy Training Modules](#)

[MHHD Implicit Bias Training Resources](#)

The Maryland Board of Nursing does not approve the implicit bias training programs.

If you have questions about a course you have already taken, or any of the programs on the approved lists, please contact the Office of Minority Health and Health Disparities, Maryland Department of Health at MDH.HealthDisparities@Maryland.gov, (410) 767-7117.

Sincerely,



Karen E. B. Evans, MSN RN-BC, SD-CLTC, CLC
Executive Director
Maryland Board of Nursing



Gary Hicks, MSN RN CEN, CNE
President
Maryland Board of Nursing