

# HB5488



## 101ST GENERAL ASSEMBLY

### State of Illinois

2019 and 2020

**HB5488**

by Rep. LaToya Greenwood

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Implicit Bias Training for Health Care Professionals Act. Provides that in order to renew a license as a health care professional in the State, a licensee shall complete an evidence-based implicit bias training, which shall include the promotion of bias-reducing strategies to address how unintended biases regarding race, ethnicity, gender, identity, sexual orientation, socioeconomic status, or other characteristics. Specifies information that shall be included in the implicit bias training. Provides that the Department of Financial and Professional Regulation shall adopt rules to implement the Act.

LRB101 17575 SPS 66994 b

FISCAL NOTE ACT  
MAY APPLY

A BILL FOR

1 AN ACT concerning regulation.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the  
5 Implicit Bias Training for Health Care Professionals Act.

6 Section 5. Definitions. As used in this Act:

7 "Department" means the Department of Financial and  
8 Professional Regulation.

9 "Health care professional" means any individual licensed  
10 under the laws of this State to provide health services,  
11 including, but not limited to: dentists licensed under the  
12 Illinois Dental Practice Act; dental hygienists licensed under  
13 the Illinois Dental Practice Act; nurses and advanced practice  
14 registered nurses licensed under the Nurse Practice Act;  
15 occupational therapists licensed under the Illinois  
16 Occupational Therapy Practice Act; optometrists licensed under  
17 the Illinois Optometric Practice Act of 1987; pharmacists  
18 licensed under the Pharmacy Practice Act; physical therapists  
19 licensed under the Illinois Physical Therapy Act; physicians  
20 licensed under the Medical Practice Act of 1987; physician  
21 assistants licensed under the Physician Assistant Practice Act  
22 of 1987; podiatric physicians licensed under the Podiatric  
23 Medical Practice Act of 1987; clinical psychologists licensed

1 under the Clinical Psychologist Licensing Act; clinical social  
2 workers licensed under the Clinical Social Work and Social Work  
3 Practice Act; speech-language pathologists and audiologists  
4 licensed under the Illinois Speech-Language Pathology and  
5 Audiology Practice Act; or hearing instrument dispensers  
6 licensed under the Hearing Instrument Consumer Protection Act.

7 "Implicit bias" means a bias in judgment or behavior that  
8 results from subtle cognitive processes, including implicit  
9 prejudice and implicit stereotypes that often operate at a  
10 level below conscious awareness and without intentional  
11 control.

12 "Implicit prejudice" means prejudicial negative feelings  
13 or beliefs about a group that a person holds without being  
14 aware of them.

15 "Implicit stereotypes" means the unconscious attributions  
16 of particular qualities to a member of a certain social group,  
17 which are influenced by experience and are based on learned  
18 associations between various qualities and social categories,  
19 including race or gender.

20 Section 10. Implicit bias training.

21 (a) In order to renew a license as a health care  
22 professional in this State, a licensee shall complete an  
23 evidence-based implicit bias training, which shall include the  
24 promotion of bias-reducing strategies to address how  
25 unintended biases regarding race, ethnicity, gender, identity,

1 sexual orientation, socioeconomic status, or other  
2 characteristics affect the health care industry.

3 (b) Implicit bias training implemented pursuant to  
4 subsection (a) shall include all of the following:

5 (1) identification of previous or current unconscious  
6 biases and misinformation;

7 (2) identification of personal, interpersonal,  
8 institutional, structural, and cultural barriers to  
9 inclusion;

10 (3) corrective measures to decrease implicit bias at  
11 the interpersonal and institutional levels, including  
12 ongoing policies and practices for that purpose;

13 (4) information on the effects, including, but not  
14 limited to, ongoing personal effects, of historical and  
15 contemporary exclusion and oppression of minority  
16 communities;

17 (5) information about cultural identity across racial  
18 or ethnic groups;

19 (6) information about communicating more effectively  
20 across identities, including racial, ethnic, religious,  
21 and gender identities;

22 (7) a discussion on power dynamics and organizational  
23 decision making;

24 (8) a discussion on health inequities within the  
25 perinatal care field, including information on how  
26 implicit bias impacts maternal and infant health outcomes;

- 1           (9) perspectives of diverse, local constituency groups  
2           and experts on particular racial, identity, cultural, and  
3           provider-community relations issues in the community; and  
4           (10) information on reproductive justice.

5           Section 15. Rules. The Department shall adopt rules to  
6           implement this Act.