

AB 1407 IMPLICIT BIAS EDUCATION » REGISTERED NURSES (Nursing Students and New Graduates)

Assemblymember Autumn Burke

BACKGROUND/PROBLEM

Unconscious attitudes that precipitate unintentional discriminatory behavior are called “implicit bias.” Not surprisingly, implicit biases exist among people of all professions. When implicit bias persists in the health care setting, it may contribute to the health care disparities experienced by members of racial, ethnic, or religious minorities and other groups.

The prevalence of implicit bias in the health care setting is reflective of inadequacies within the health care system and structure. Hospitals, health care facilities, and health care educators offer very little, if anything, to bring awareness to or address this phenomenon and problem. Even structural characteristics such as an institution’s physical space project how welcoming an institution might be to minority patients. Too often, facilities fail to look at the communities they serve, those communities’ needs, and the resources facilities need to tap to fill those needs.

Health care facilities and educators must demonstrate their commitment to ending racial health disparities and working toward health equity by aggressively pursuing strategies that eliminate implicit bias within the health care system.

SOLUTION

AB 1407 recognizes that awareness and education is the first step towards eliminating implicit bias. Educating the future health care workforce so that they are cognitive about the impact of implicit bias to the patients they serve is paramount to bringing this phenomenon to an end. Accordingly, AB 1407 »

- » Requires an approved school of nursing, or an approved nursing program to include in its curriculum implicit bias coursework.
- » Requires hospitals to implement an evidence-based implicit bias program as part of its new graduate training program that hires and trains new nursing program graduates.
- » Amends existing law’s exemption from continuing education (CE) for new registered nurse licensees to require these licensees to complete implicit bias training within the first two years of licensure.

SUPPORT

California Nurses Association (sponsor)

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