Moving the Needle
Promoting Equity and Inclusion within Michigan’s Regulatory Community

July 16, 2022

Marlon I. Brown
Chief Administrative Officer
Michigan Department of Licensing and Regulatory Affairs
Roadmap

- About the Michigan Department of Licensing and Regulatory Affairs (LARA)

- Ongoing DEI work at LARA
  - External: Licensed Health Professionals
  - Internal: LARA employees and workplace culture

- Lessons Learned
About LARA

Our Vision
To be national leaders that partner with people and businesses to improve the lives of Michigan residents through an engaged and inclusive workforce.

Our Mission
We protect people and promote business in Michigan through transparent and accessible regulatory solutions.
About LARA

• LARA licenses and regulates nearly 2 million individuals and entities on an annual basis
  • This includes health professionals and facilities, occupational licenses, and liquor licenses
• 1,500+ employees
• Annual budget is $517.2 million (FY 2022)
Our Organization

Regulatory Bureaus
- Child Care Licensing
- Community & Health Systems
- Construction Codes
- Corporations, Securities & Commercial Licensing
- Fire Services
- Professional Licensing
- Survey & Certification

Independent Agencies
- Indigent Defense Commission
- Liquor Control Commission
- Marijuana Regulatory Agency
- Admin. Hearings & Rules
- Public Service Commission
- Unarmed Combat Commission

Central Services
- Communications
- Finance & Admin. Services
- Human Resources
- LARA Executive Office
- Legal Affairs
- Policy & Legislative Affairs
Improving Equity in Healthcare

- Governor Whitmer established the Michigan Coronavirus Task Force on Racial Disparities on April 20, 2020
  - Purposed to study the causes of racial disparities and recommend actions to address historical and systemic inequities in health care
  - One of the task force recommendations was to institute implicit bias training for health care professionals
- Governor Whitmer issued an Executive Directive on July 9, 2020
  - Required LARA to promulgate administrative rules to establish implicit bias training as part of the requirements for licensure or registration of health professionals in Michigan
COVID-19 has had a disproportionate impact on Michigan’s communities of color

- According to CDC data, Black and Latino individuals have been nearly twice as likely to die from the virus as white individuals

- Black Michiganders represent 14% of the state population, but over 35% of confirmed COVID-19 cases where the race of the patient was known
Disparities in health outcomes are associated with many demographic factors

- Women are more likely to experience delayed diagnosis of heart disease compared to men, as well as inferior heart attack treatment

- The National Healthcare Disparities Report concluded that white patients received care of a higher quality than did Black, Hispanic, Indigenous, and Asian Americans
Laying the Foundation

- Health care disparities can unintentionally arise due to implicit bias
  - Defined as “thoughts and feelings that often exist outside of conscious awareness, and thus are difficult to consciously acknowledge and control”
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.
### Michigan’s Implicit Bias Training Requirements

<table>
<thead>
<tr>
<th>Required Training Hours</th>
<th>Training Curriculum Components</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 hours of training required for new applicants</td>
<td>Content must focus on reducing barriers and disparities in access to health care and delivery of health care services</td>
</tr>
<tr>
<td>1 hour of training per year required for renewals</td>
<td>Include specific strategies to reduce disparities as well as implicit bias assessments</td>
</tr>
</tbody>
</table>
Michigan’s 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
Impacted Health Professions

- Acupuncture
- Applied Behavior Analysis
- Athletic Trainer
- Audiology
- Chiropractors
- Counseling
- Dentistry
- Genetic Counseling
- Marriage and Family Therapy
- Massage Therapy
- Medicine (MD)
- Midwifery
- Nursing
- Nursing Home Administrator
- Occupational Therapy
- Optometry
- Osteopathic Medicine & Surgery
- Pharmacy
- Physical Therapy
- Physician’s Assistant
- Podiatric Medicine & Surgery
- Psychology
- Respiratory Care
- Sanitarian
- Social Workers
- Speech-Language Pathology
Policy Development Process

- **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
Governor Gretchen Whitmer and LARA Director Orlene Hawks announced the adoption of the rules on June 1, 2021.

The new training requirements took effect on June 1, 2022.

LARA continues to provide updates to stakeholders while also soliciting feedback about the training requirements.
LARA’s Commitment to DEI

- 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
- Hosted 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
Marlon I. Brown
Michigan Department of Licensing and Regulatory Affairs

Email: brownm55@michigan.gov
LinkedIn URL: www.linkedin.com/in/marlonbrown/