

# CARE CONFERENCE

Compliance and Regulatory Education  
Best Practices for Athletic Trainers



# Moving the Needle

Promoting Equity and Inclusion within Michigan's Regulatory Community

July 16, 2022



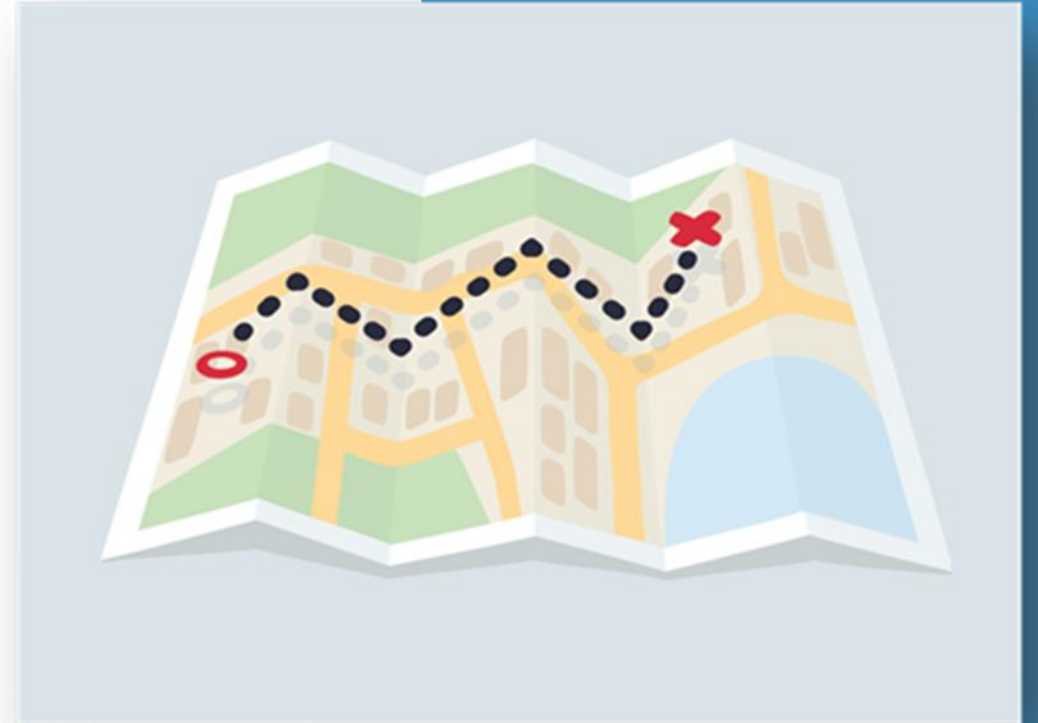
BOARD OF CERTIFICATION  
FOR THE ATHLETIC TRAINER

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

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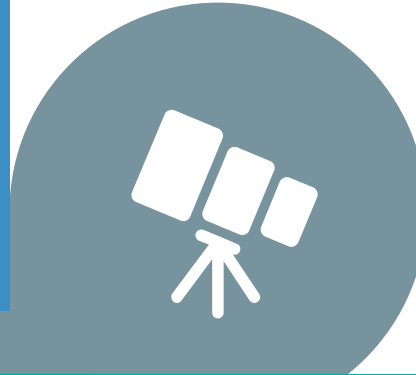


# About LARA



## 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

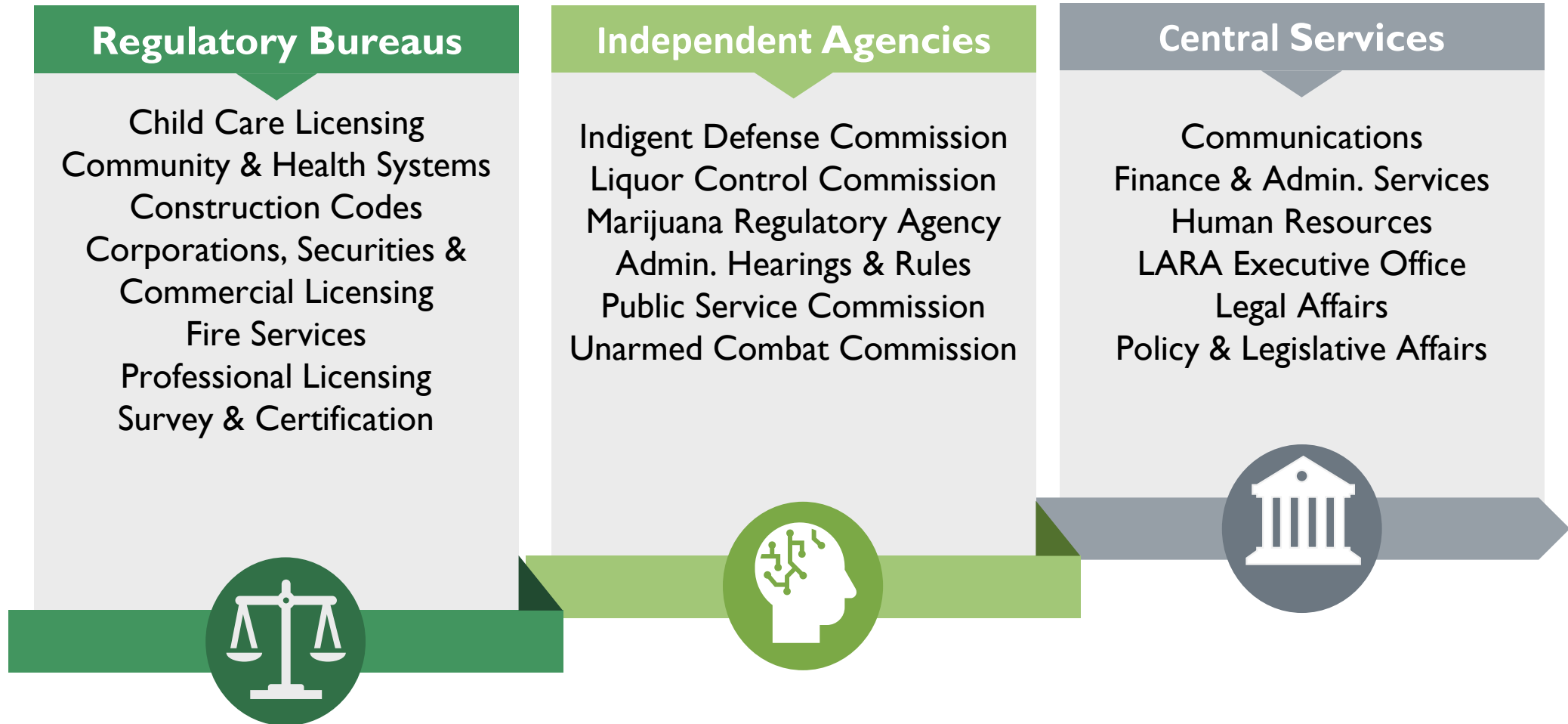
*We protect people and promote business in Michigan through transparent and accessible regulatory solutions*

# 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



# 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

# Laying the Foundation

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- 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

# Laying the Foundation

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- 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



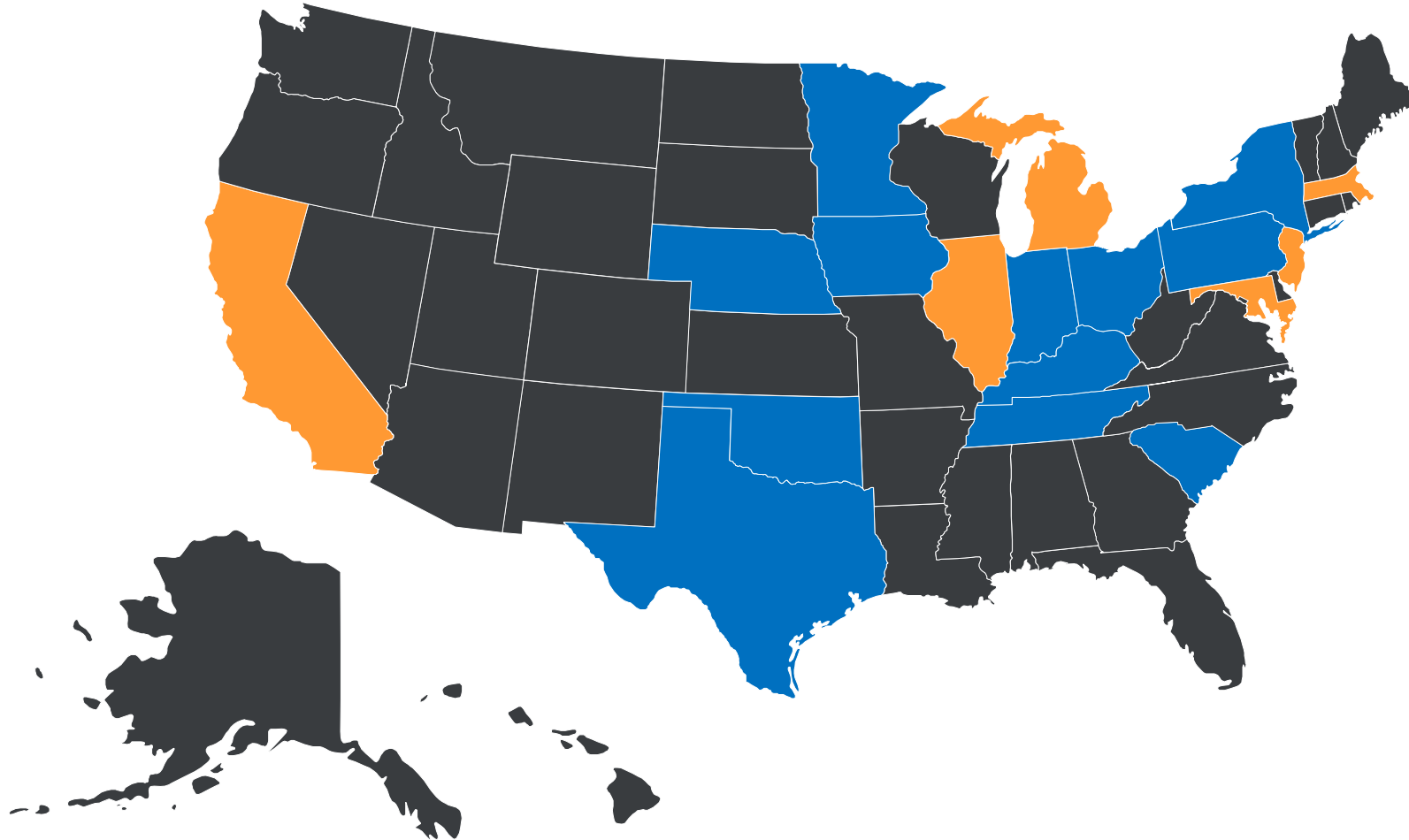
# Laying the Foundation

- 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”

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# 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

## Required Training Hours

- 2 hours of training required for new applicants
- 1 hour of training per year required for renewals

## Training Curriculum Components

- Content must focus on reducing barriers and disparities in access to health care and delivery of health care services
- Include specific strategies to reduce disparities as well as implicit bias assessments

# 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



# Policy Implementation



**Governor  
Gretchen  
Whitmer**

- 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 Director  
Orlene Hawks**



# 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

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**LARA** Protect People & Promote Business  
LICENSING AND REGULATORY AFFAIRS