

Purpose, Objectives, and Disclosures

Implicit Bias and Reproductive Health

Enduring Material

Access Course: [Implicit Bias Training – Family Planning Program](#)

This activity offers maximum educational hours of:

2.00 contact hours for **NURSES**

2.00 clock hours for **SOCIAL WORKERS**

2.00 educational hours for **COMMUNITY HEALTH WORKERS**

2.00 hours of *AMA PRA Category 1 Credits™* for **PHYSICIANS**

2.00 educational hours for **OTHER Healthcare Professionals** (Certificate of Completion)

This training meets the implicit bias training requirements set by the Michigan Department of Licensing and Regulatory Affairs Bureau of Professional Licensing Public Health Code.

FOR REPORTING PURPOSES: RETAIN THIS DOCUMENT AND THE AGENDA TO CONFIRM AVAILABLE HOURS

IMPORTANT REQUIREMENTS FOR CONTINUING EDUCATION OPPORTUNITIES

- ✓ Participants requesting credit must complete the pre- and post-test.
- ✓ Participants must view the complete recorded material to receive continuing education.
- ✓ **AFTER COMPLETING THE PRE-TEST YOU WILL RECEIVE AN EMAIL WITH NEXT STEPS TO VIEW THE COURSE AND COMPLETE THE POST-TEST.**
 - If you do not receive a link to the recording, check to see if it went to your SPAM or Junk folder.
 - If the email is not in your junk folder, please email CEInfo@mphi.org for next steps. Include your activity name and date with your request.
- ✓ For social work, nursing, community health work, and certificates of attendance:
- ✓ Certificates are immediately generated upon the completion of the post-test. You will be able to download the PDF certificate from the submission page and a copy will also be sent to your email.
- ✓ **For DOs & MDs: After the post-test, you will be rerouted to Central Michigan University's (CMU's) certificate portal. You will need to create a username and password to use the portal and claim your credit.**
- ✓ We do not keep an archive of past certificates, so please retain a copy for your records.

Direct any questions to: CEInfo@mphi.org

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PLEASE NOTE: CREDIT WILL NOT BE AWARDED UNLESS ALL CRITERIA IS MET

PURPOSE:

This webinar aims to develop and deepen participants’ understanding of how implicit bias may impact reproductive health providers and will empower participants to reduce barriers and disparities in the access to and delivery of healthcare services. This is a valuable training for anyone who wants to serve diverse populations more effectively, support diversity and inclusion initiatives, and strengthen their cultural sensitivity. This webinar will include information on the historical basis and present consequences of implicit biases based on an individual’s characteristics. Attendees will discuss strategies to remedy the negative impact of implicit bias by recognizing and understanding how it impacts perception, judgment, and actions that may result in inequitable decision making.

Current research on implicit bias in the access to and delivery of healthcare services will also be discussed. By participating in this training, attendees will learn strategies that can be utilized to reduce disparities in access to and the delivery of healthcare services.

LEARNING OUTCOME:

Learners will increase knowledge of implicit bias and identify changes to their practice to remedy the negative impact on implicit bias.

LEARNING OBJECTIVES:

- Define a shared language, including implicit bias.
- Outline the intersection of bias and reproductive health services.
- Recite strategies healthcare professionals can implement to reduce implicit bias.

SPEAKERS AND PLANNERS:

Ryki Swank, CHES, Equity Analyst, Michigan Department of Health & Human Services
 Emma Schmidt, MPH, CHES, Equity Analyst, Michigan Department of Health & Human Services
 Darin McMillan, Public Health Consultant, Michigan Department of Health & Human Services
 Elizabeth McDonald, BSN, RN, Nurse Consultant, Michigan Department of Health & Human Services

None of the planners and speakers have relevant financial relationship to disclose with ineligible companies whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.

BIBLIOGRAPHY:

Department of Licensing and Regulatory Affairs Bureau of Professional Licensing Public Health Code, General Rules, R 338.7004 Implicit bias training standards. (2024)
<https://ars.apps.lara.state.mi.us/AdminCode/DownloadAdminCodeFile?FileName=R%20338.7001%20to%20R%20338.7005.pdf&ReturnHTML=True>

Holland, B., & Holland, B. (2018, December 4). The ‘Father of modern gynecology’ performed shocking experiments on enslaved women. HISTORY. <https://www.history.com/news/the-father-of-modern-gynecology-performed-shocking-experiments-on-slaves>

Gomez AM, Fuentes L, Allina A. Women or LARC first? Reproductive autonomy and the promotion of long-acting reversible contraceptive methods. *Perspect Sex Reprod Health.* 2014 Sep;46(3):171-5. doi: 10.1363/46e1614. Epub 2014 May 23. PMID: 24861029; PMCID: PMC4167937.

Volscho, T.W. (2010). Sterilization Racism and Pan-Ethnic Disparities of the Past Decade: The Continued Encroachment on Reproductive Rights. *Wicazo Sa Review* 25(1), 17-31. <https://doi.org/10.1353/wic.0.0053>.

AVAILABLE CONTINUING EDUCATION:

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Nursing Contact Hours Designation

A total of **2.00** Nursing contact hours have been awarded for this activity by the Michigan Public Health Institute – Continuing Education Solutions. (MPHI CES Award#: 202893688)

Michigan Public Health Institute-Continuing Education Solutions (MPHI-CES) is approved as a provider of nursing continuing professional development by the Louisiana State Nurses Association - Approver, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Social Work Clock Hours Designation

A total of **2.00** Social Work clock hours have been awarded for this activity by the Michigan Public Health Institute – Continuing Education Solutions.

This course is approved by the Michigan Social Work Continuing Education Collaborative – Approval #MICEC-0042

Community Health Workers (CHW)

A total of **02.00** educational hours meets the MiCHWA Curriculum Objectives for certification renewal. Retain a copy of this document and activity materials as proof of educational hours provided.

Continuing Medical Education (ACCME) AMA PRA Category 1 Credits™

This Enduring Material has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of Central Michigan University College of Medicine and MPHI-CES. CMU College of Medicine is accredited by the ACCME to provide continuing medical education for physicians.

Central Michigan University College of Medicine designates this live activity for a maximum of **2.00** AMA PRA Category 1 Credits™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

(MPHI CES Award# 27239)

All participants have been provided with a copy of the event purpose statement, event goals, event objectives, session descriptions, session goals, session objectives, and disclosure statements prior to the start of this event.

Awarded: 1/21/25

Expiration: 12/31/2027