

# Immediate Action Required: Complete the Implicit Bias Training to Stay Compliant

**Ensure compliance and demonstrate your commitment to fostering an inclusive environment.**

The Implicit Bias Training is a requirement under California's Dignity in Pregnancy and Childbirth Act (SB 464). This training is mandatory for all providers involved in perinatal care. It is designed to reduce disparities in maternal health outcomes through evidence-based education on unconscious bias, cultural competency and reproductive justice.



## Critical Deadlines

- Current health care providers involved in perinatal were to have completed their initial implicit bias training by June 1, 2025.
- New health care providers must complete the training within 6 months of their start date, unless exempted.
- After the initial training, providers must take refresher courses every 2 years.
- Compliance reporting – Effective February 1, 2026, facilities must submit proof of compliance annually to the California Attorney General.

## What you need to do

If you missed the June 1, 2025 deadline for completing training, you must complete the training as soon as possible. Currently, there are no indications that late completion disqualifies a provider permanently, but delays may increase risk for the facility.

**Registration information is below. Don't delay!**

## Who should attend?

**All health care professionals involved in perinatal care, including:**

- Clinical and non-clinical medical staff
- Pediatricians
- OB/GYNs
- Physician assistants
- Licensed vocational nurses
- Medical assistants
- Individuals who provide perinatal care



## Registration

Take this no-cost online training course for Strengthening Cultural Humility, Dismantling Implicit Bias in the Healthcare Setting. Complete your registration online at <https://bit.ly/DrSayida-Implicit-Bias-Training> as follows:

1. Create an account, then click on "Sign up for free" to access the training course.
2. Once you have signed up, you will be automatically directed to "My Course Library."
3. Scroll down to find the Implicit Bias course.
4. Click on "View Product."



## Course overview

Presented by Dr. Sayida Peprah-Wilson, the training helps increase awareness of implicit bias, with a focus on maternal and perinatal health.

- This training also focuses on increasing cultural conscientiousness, sensitivity and humility. It can help broaden participants' awareness of their own implicit biases (subtle, unconscious assumptions about others).
- It equips participants with tools to engage with patients in more open, respectful and empathetic ways. Improvement in these areas can help impact quality of care and outcomes.

This course meets the requirements of California State Laws on implicit bias training for:

- AB 1407: Nursing schools and programs to include implicit bias training as a core part of their curriculum.
- AB 241: Physicians and surgeons.
- SB 464: Perinatal care staff at hospitals.

## Questions

For questions about this webinar, please email [PartnersInPerformance@healthnet.com](mailto:PartnersInPerformance@healthnet.com).