

## Vote NO on House Bill 2280

### Limits a healthcare professionals' ability to receive appropriate education and training.

**Illinois State Medical Society \* Illinois Society for Advanced Practice Nurses \* Illinois Pharmacists Association \* American Nurses Association – Illinois \* Illinois Speech Pathologists \* Illinois Chapter – American Academy of Pediatrics \* Illinois Chapter – American Academy of Family Physicians \* Illinois Chiropractic Society\* Illinois Dental Society**

Illinois health care professionals respectfully ask you to *vote NO on House Bill 2280* a bill that would require that Illinois health care professionals take courses on cultural competency as part of their continuing education requirements (CE). While this bill is well intentioned, it will not improve communications with patients nor will it improve health outcomes.

**CE mandates limit the ability of health care professionals to respond and adapt to advances in healthcare.** Fixed CE mandates crowd out other topics that may emerge or evolve faster than state law. COVID-19 is a perfect example of this. This bill will reduce a health care professional's ability to improve and innovate their individual practice by creating legal mandates on a specific issue. There is no medical research that supports state mandated continuing education achieves the desired result in patient care.

**This mandate is also duplicative of training already required of health care professionals.** Physicians, for example, already receive training in cultural competency all through medical school, which is then carried over into their residencies. Since the year 2000, U.S. medical schools must incorporate cultural competency training in every aspect of a student's medical learning in order to be accredited. Along with state associations, national health care associations – such the American Academy of Pediatrics, the American Medical Association, the American Academy of Family Physicians, and others continue to issue policy statements on racism, eliminating race-based medicine and provide focused education on addressing bias and racism in medical practices.

- Medicaid managed care plans are also required, per the model contract, to ensure care is delivered in a culturally competent manner. Since 2020, all health care professionals in Illinois are mandated to receive training on implicit bias as part of their CE. We recognize that the issues of implicit bias and cultural competency are distinct, but point out that there is overlap in some of the issues and in the training.
- While most states have one or two issues that are mandated by law, **Illinois is one of the few states that permanently mandates as many topics as it does. No other state has mandates on both implicit bias and cultural competency.** Again, CE is designed to be fluid and flexible to allow for changes in health care.

**Last spring, ISMS along with other associations offered to work with Equality Illinois and its partners to promote their educational materials to Illinois health care professionals. That offer was rejected by the advocates.** Our offer still stands and we can work with our physician specialty societies, our hospitals, and the nursing organizations and other health care groups to develop programs that highlight issues important to the proponents. Only by working together and fostering an environment of collaboration can we improve health outcomes for all Illinois patients.