

Cultural and Linguistic Competency (CLC) and Implicit Bias (IB)

By January 1, 2022, Continuing Medical Education (CME) providers are required by state Assembly Bills 1195 and 241 to include components that address cultural & linguistic competency and implicit bias in CME activities. This tip sheet is designed to provide strategies, definitions, resources, practical insights and real-world examples of the integration of these topics into health curriculum.

Purpose of the State Assembly Bill

It is the intent of the legislature to encourage physicians and surgeons, CME providers in the State of California, and the Accreditation Council for Continuing Medical Education to meet the cultural and linguistic concerns of a diverse patient population through appropriate professional development.

By January 1, 2022, both bills require all continuing education courses for a physician and surgeon to contain curriculum that includes specified instruction in the understanding of cultural and linguistic competency and implicit bias in medical treatment.

 [AB 1195 Legislation](#) [AB 241 CA Legislation](#)

CME Planning Worksheet, California Medical Association

 [Planning Worksheet for CLC and IB](#)

Course Design Rubric

This is not an exhaustive rubric but may guide and focus discussion and decision-making around equity, diversity and inclusion (EDI), research and best practices.

 [Equity, Diversity and Inclusion Rubric](#)

Activity - Based Examples

These case studies contain several sample assignments consisting of:

- engaging learning activities that integrate cultural and linguistic competence, implicit bias and social determinants of health into learning outcomes and assignments
- alignment between the goals, learning outcomes and learning activities
- a condensed, 'cliff notes' approach, and scaffolded opportunities to increase proficiency across several domains.


 [Engaging learning activities to leverage competencies across several domains](#)

Social Determinants of Health – scroll down to click on each domain.

 [Social Determinants of Health Information](#)

Suggested Approaches; Definitions

 [Integration into Health Curriculum](#)

 [Definitions of CLC and IB](#)