

**Department of Legislative Services**  
Maryland General Assembly  
2026 Session

**FISCAL AND POLICY NOTE**  
**First Reader**

House Bill 1042  
Health

(Delegate Woorman)

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**Health Occupations - Structural Racism Training - Funding Sources**

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This bill clarifies that it is the intent of the General Assembly that the structural racism training required by Chapter 478 of 2025 for renewal of a health occupations license be developed and offered *at no cost to the State* using funding from *external sources, such as* the grant provided to the Maryland Nurses Association (MNA) from the American Nurses Association. **The bill takes effect June 1, 2026.**

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**Fiscal Summary**

**State Effect:** None. The bill is clarifying in nature and does not affect State finances.

**Local Effect:** None.

**Small Business Effect:** None.

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**Analysis**

**Current Law:** “Structural racism” means the totality of ways in which societies foster racial discrimination by mutually reinforcing systems of housing, education, employment, earnings, benefits, credit, media, health care, and criminal justice.

Chapter 745 of 2021 requires applicants for the renewal of a license or certificate issued by a health occupations board to attest to completion of an approved implicit bias training program the first time they renew their license or certificate after April 1, 2022.

Chapter 478 of 2025 expanded the scope of required training for individuals licensed or certified by a health occupations board to include implicit bias *and structural racism*.

Applicants for the renewal of a license or certificate issued by a health occupations board must attest to completion of an approved implicit bias *and structural racism* training program the first time they renew their license or certificate after April 1, 2026. The Cultural and Linguistic Health Care Professional Competency Program, in coordination with the Office of Minority Health and Health Disparities, must identify and approve implicit bias *and structural racism* training programs. Each health occupations board may adopt regulations allowing an applicant for license renewal to receive continuing education credits for completing an implicit bias and structural racism training program.

Uncodified language in Chapter 478 specifies that it is the intent of the General Assembly that the structural racism training required under the bill be developed and offered using grant funding provided to MNA from the American Nurses Association to advance antiracism efforts.

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### **Additional Information**

**Recent Prior Introductions:** Similar legislation has not been introduced within the last three years.

**Designated Cross File:** None.

**Information Source(s):** Maryland Department of Health; Department of Legislative Services

**Fiscal Note History:** First Reader - February 26, 2026  
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