

# STATE OF NEW YORK

911

2025-2026 Regular Sessions

## IN SENATE

(Prefiled)

January 8, 2025

Introduced by Sen. SANDERS -- read twice and ordered printed, and when printed to be committed to the Committee on Higher Education

AN ACT to amend the education law, in relation to requiring diversity, inclusion and elimination of bias training for certain medical personnel as part of continuing medical education requirements

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

1 Section 1. The education law is amended by adding a new section 6524-a  
2 to read as follows:

3 § 6524-a. Mandatory diversity, inclusion and elimination of bias  
4 training. 1. All physicians, in order to maintain their license in good  
5 standing, shall complete biennial diversity, inclusion and elimination  
6 of bias training.

7 2. Such training courses shall be taught by individuals who are:

8 a. representative of the diversity of persons served by the New York  
9 health care system; and

10 b. academically trained in diversity, inclusion and the elimination of  
11 bias or possess prior experience educating medical professionals about  
12 diversity, inclusion and the elimination of bias.

13 3. Such training courses shall include, but not be limited to, the  
14 following:

15 a. information on implicit and explicit bias, equal access to medical  
16 care, serving a diverse population, diversity and inclusion initiatives,  
17 and sensitivity to cultural and other differences when interacting with  
18 members of the public or other medical personnel;

19 b. actionable steps medical personnel can take to recognize and  
20 address their own implicit biases;

21 c. a discussion of the historical reasons for, and the present conse-  
22 quences of, the implicit biases people hold based on the characteristics  
23 of another;

EXPLANATION--Matter in italics (underscored) is new; matter in brackets  
[-] is old law to be omitted.

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1 d. examples of how implicit bias affects the perceptions, judgments,  
2 and actions of physicians and other medical personnel and how those  
3 perceptions, judgments, and actions result in unacceptable disparities  
4 in access to medical care;

5 e. the administration of implicit association tests to increase aware-  
6 ness of one's unconscious biases; and

7 f. strategies to address how unintended biases in decision making may  
8 contribute to health care disparities by shaping behavior and producing  
9 differences in medical treatment along lines of race, ethnicity, gender  
10 identity, sexual orientation, age, socioeconomic status, or other char-  
11 acteristics.

12 4. Beginning one year after the effective date of this section, all  
13 physicians licensed under this article shall complete two hours of  
14 training biennially.

15 § 2. The education law is amended by adding a new section 6541-a to  
16 read as follows:

17 § 6541-a. Mandatory diversity, inclusion and elimination of bias  
18 training. 1. All physician assistants, in order to maintain their  
19 license in good standing, shall complete biennial diversity, inclusion  
20 and elimination of bias training.

21 2. Such training courses shall be taught by individuals who are:

22 a. representative of the diversity of persons served by the New York  
23 health care system; and

24 b. academically trained in diversity, inclusion and the elimination of  
25 bias or possess prior experience educating medical professionals about  
26 diversity, inclusion and the elimination of bias.

27 3. Such training courses shall include, but not be limited to, the  
28 following:

29 a. information on implicit and explicit bias, equal access to medical  
30 care, serving a diverse population, diversity and inclusion initiatives,  
31 and sensitivity to cultural and other differences when interacting with  
32 members of the public or other medical personnel;

33 b. actionable steps medical personnel can take to recognize and  
34 address their own implicit biases;

35 c. a discussion of the historical reasons for, and the present conse-  
36 quences of, the implicit biases people hold based on the characteristics  
37 of another;

38 d. examples of how implicit bias affects the perceptions, judgments,  
39 and actions of physician assistants and other medical personnel and how  
40 those perceptions, judgments, and actions result in unacceptable dispar-  
41 ities in access to medical care;

42 e. the administration of implicit association tests to increase aware-  
43 ness of one's unconscious biases; and

44 f. strategies to address how unintended biases in decision making may  
45 contribute to health care disparities by shaping behavior and producing  
46 differences in medical treatment along lines of race, ethnicity, gender  
47 identity, sexual orientation, age, socioeconomic status, or other char-  
48 acteristics.

49 4. Beginning one year after the effective date of this section, all  
50 physician assistants licensed under this article shall complete two  
51 hours of training biennially.

52 § 3. The education law is amended by adding a new section 6905-a to  
53 read as follows:

54 § 6905-a. Mandatory diversity, inclusion and elimination of bias  
55 training. 1. All nurses, in order to maintain their license in good

1 standing, shall complete biennial diversity, inclusion and elimination  
2 of bias training.

3 2. Such training courses shall be taught by individuals who are:

4 a. representative of the diversity of persons served by the New York  
5 health care system; and

6 b. academically trained in diversity, inclusion and the elimination of  
7 bias or possess prior experience educating medical professionals about  
8 diversity, inclusion and the elimination of bias.

9 3. Such training courses shall include, but not be limited to, the  
10 following:

11 a. information on implicit and explicit bias, equal access to medical  
12 care, serving a diverse population, diversity and inclusion initiatives,  
13 and sensitivity to cultural and other differences when interacting with  
14 members of the public or other medical personnel;

15 b. actionable steps medical personnel can take to recognize and  
16 address their own implicit biases;

17 c. a discussion of the historical reasons for, and the present conse-  
18 quences of, the implicit biases people hold based on the characteristics  
19 of another;

20 d. examples of how implicit bias affects the perceptions, judgments,  
21 and actions of nurses and other medical personnel and how those percep-  
22 tions, judgments, and actions result in unacceptable disparities in  
23 access to medical care;

24 e. the administration of implicit association tests to increase aware-  
25 ness of one's unconscious biases; and

26 f. strategies to address how unintended biases in decision making may  
27 contribute to health care disparities by shaping behavior and producing  
28 differences in medical treatment along lines of race, ethnicity, gender  
29 identity, sexual orientation, age, socioeconomic status, or other char-  
30 acteristics.

31 4. Beginning one year after the effective date of this section, all  
32 nurses licensed under this article shall complete two hours of training  
33 biennially.

34 § 4. This act shall take effect on the first of January next succeed-  
35 ing the date on which it shall have become a law.