

Competency & Implicit Bias Standards

In your role as the presenter, you are strongly encouraged to reflect on healthcare disparities in the patient population served by the learners who will be impacted by your CME presentation. We ask to include content that helps address cultural, linguistic, and implicit bias factors which potentially cause or contributes to the disparities where appropriate.

Definitions:

- Cultural and Linguistic Competency (CLC): *The ability and readiness of health care providers and organizations to respectfully demonstrate, effectively communicate, and tailor delivery of care to patients with diverse values, beliefs, identities, and behaviors, in order to meet social, cultural, and linguistic needs as they relate to patient health.*
- Implicit Bias (IB): *The attitudes, stereotypes, and feelings, either positive or negative, that affect our understanding, actions and decisions without conscious knowledge or control. Implicit bias is a universal phenomenon. When negative, implicit bias often contributes to unequal treatment and disparities in diagnoses, treatment decisions, levels of care, and health care outcomes of people based on race, ethnicity, gender identity, sexual orientation, age, disability, and other characteristics.*
- Diversity: *Having many different forms, types, or ideas; showing variety. Demographic diversity can mean a group composed of people of different genders, races/ethnicities, cultures, religions, physical abilities, sexual orientations or preferences, ages, etc.*

Resources on Cultural and Linguistic Competencies and Implicit Bias:

- [Beyond Health Care](#)
- [The Roles of Social Determinants in Promoting Health and Health Equity](#)
- [Adverse Childhood Experiences: Tips to help you support inclusivity and equity](#)
- [Enhance Patient Care Through Better Cultural Awareness](#)
- [Implicit Stereotyping and Medical Decisions Article](#)
- [Culturally Competent Healthcare Research Article](#)
- [Culture and the patient-physician relationship: Achieving cultural competency in healthcare](#)

Resources on Patient and Populations and Disparities

- [Health Disparities by Race and Ethnicity: The California Landscape](#)
- [Systemic racism and the U.S. health care](#)
- [Quality of evidence revealing subtle gender biases in science is in the eye of the beholder](#)
- [JAMA: Trends in Differences in Health Status and Health Care Access and Affordability by Race and Ethnicity in the United States, 199-2018](#)