

1 ENGROSSED HOUSE
2 BILL NO. 3088

By: Pittman, Albright and
Brewer of the House

3 and

4 Stanley of the Senate
5
6

7 An Act relating to maternal and infant mortality;
8 defining terms; requiring hospitals and birthing
9 centers to implement an implicit bias training
10 program; providing requirements of program; requiring
11 training program for certain health care
12 professional; directing the State Department of
13 Health to promulgate rules; providing for
14 codification; and providing an effective date.

15 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

16 SECTION 1. NEW LAW A new section of law to be codified
17 in the Oklahoma Statutes as Section 1-242.5 of Title 63, unless
18 there is created a duplication in numbering, reads as follows:

19 A. As used in this section:

20 1. "Implicit bias" means a bias in judgment or behavior that
21 results from subtle cognitive processes, including implicit
22 prejudice and implicit stereotypes, that often operate at a level
23 below conscious awareness and without intentional control; and

24 2. "Implicit stereotypes" means the unconscious attributions of
particular qualities to a member of a certain social group,

1 influenced by experience, and based on learned associations between
2 various qualities and social categories, including race and gender.

3 B. 1. Every hospital that provides inpatient maternity
4 services and every birthing center licensed pursuant to Sections 1-
5 701 through 1-706 of Title 63 of the Oklahoma Statutes may implement
6 an evidence-based implicit bias training program for all health
7 professionals who provide perinatal treatment and care to pregnant
8 women at the hospital or birthing center.

9 2. The training program may include, but not be limited to:

- 10 a. identifying previous and current unconscious biases
11 and misinformation when providing perinatal treatment
12 and care to pregnant women,
- 13 b. identifying personal, interpersonal, institutional,
14 and cultural barriers to inclusion,
- 15 c. information on the effects of historical and
16 contemporary exclusion and oppression of minority
17 communities,
- 18 d. information about cultural identity across racial and
19 ethnic groups,
- 20 e. information about communicating more effectively
21 across racial, ethnic and religious identities,
- 22 f. a discussion on power dynamics and organizational
23 decision-making and their effects on implicit bias,

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- 1 g. a discussion on health inequities and racial and
2 ethnic disparities within the field of perinatal care,
3 and how implicit bias may contribute to pregnancy-
4 related deaths and maternal and infant health
5 outcomes, and
- 6 h. corrective measures to decrease implicit bias at the
7 interpersonal and institutional levels.

8 3. A health care professional who provides perinatal treatment
9 and care to pregnant women at a hospital that provides inpatient
10 maternity services or a birthing center licensed pursuant to
11 Sections 1-701 through 1-706 of Title 63 of the Oklahoma Statutes
12 shall:

- 13 a. complete the training program on implicit bias at such
14 times and intervals as the hospital or birthing center
15 shall require,
- 16 b. complete a refresher course under the training
17 program, designed to provide the health care
18 professional with updated information about racial,
19 ethnic, and cultural identity, and best practices in
20 decreasing interpersonal and institutional implicit
21 bias, every two (2) years or on a more frequent basis,
22 if deemed necessary by the hospital or birthing
23 center, and

