



Definitions

The California Medical Association's (CMA) continuing medical education (CME) team has updated cultural and linguistic competency (CLC) standards and created standards for implicit bias (IB) that reduce health disparities, as well as comply with state law. CME providers must meet the various components to comply with state law effective January 1, 2022, and thereafter¹.

1) CULTURAL AND LINGUISTIC COMPETENCY (CLC)

- ✦ The ability and readiness of health care providers and organizations to humbly and 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.

2) IMPLICITY 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 diagnosis, treatment decisions, levels of care and health care outcomes of people based on race, ethnicity, gender identity, sexual orientation, age, disability and other characteristics.

3) 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.

¹ Business and Professions Code 2190.1 exempts activities which are dedicated solely to research or other issues that do not contain a direct patient care component. Activities with no applicable CLC or relevant IB content must be documented.