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MICHIGAN HOUSE OF REPRESENTATIVES

KRISTIAN GRANT

STATE REPRESENTATIVE

COMMITTEES:
ECONOMIC COMPETITIVENESS (MVC)
TRANSPORTATION AND INFRASTRUCTURE
REGULATORY REFORM

Dear Chair Hoadley,

I write to express my strong opposition to House Bill 4915, currently before the Economic Competitiveness Committee. The bill seeks to eliminate implicit bias training requirements for healthcare professionals in Michigan. If enacted, this legislation would dismantle the meaningful progress our state has made in improving health outcomes and ensuring that all patients receive effective, high-quality care.

This bill rests on a false premise: that bias is a matter of opinion, and that we can eliminate it simply by refusing to name it. However, implicit bias is a well-documented reality of human cognition and experience. Human biases are not a moral failing or a product of malice; rather, they are the result of how the brain, under complexity and pressure, relies on mental shortcuts that can lead to unconscious assumptions. In the context of healthcare, **those assumptions can cost lives.**

The training currently required in Michigan does not shame providers. It strengthens them. It helps clinicians recognize how unconscious bias can shape diagnosis, communication, and treatment. Without this training, providers can unknowingly carry biases that lead to unequal care for patients of different ages, abilities, ethnicities, genders, and health histories.

Black women in our state are two to three times more likely to die from pregnancy-related causes. Study after study has shown that people of color are less likely to have their pain taken seriously or their symptoms believed. These are not anomalies; they are systemic patterns. The same can be said about patients who may face bias based on age, ability, gender, and family health history. Implicit bias training is one of the most effective tools we have to begin correcting them. By promoting awareness, empathy, and accountability, implicit bias training has been proven to strengthen patient trust, improve communication, and reduce preventable harm.

Rolling back this requirement through HB 4915 would be a dangerous step backward at a time when Michigan's healthcare outcomes already lag behind national averages. Eliminating bias training would not create a more neutral healthcare system; it would undermine its effectiveness and weaken its ability to serve a diverse, pluralistic society. I am joined by colleagues, healthcare professionals, public health agencies, and constituents across Michigan who strongly urge the committee to reject House Bill 4915. If we aspire to a society rooted in justice, equality, and fairness, we cannot look away from the role bias plays in health outcomes — especially for those most at risk.

Attached are signatures from healthcare providers, agencies, elected officials, and community members who stand united in opposition to HB 4915.

Thank you for your thoughtful consideration and for your continued commitment to the health and well-being of the people of Michigan.

Sincerely,

Kristian Grant
State Representative, 82nd District
Michigan House of Representatives

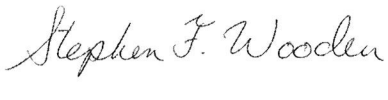
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Julie Brixie
State Representative, 73rd District
Michigan House of Representatives



Emily Dievendorf
State Representative, 77th District
Michigan House of Representatives



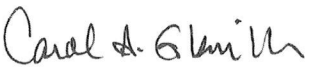
Stephen Wooden
State Representative, 81st District
Michigan House of Representatives



Penelope Tsernoglou
State Representative, 75th District
Michigan House of Representatives



Matt Longjohn
State Representative, 40th District
Michigan House of Representatives



Carol Glanville
State Representative, 84th District
Michigan House of Representatives



Noah Arbit
State Representative, 20th District
Michigan House of Representatives



Sharon MacDonell
State Representative, 56th District
Michigan House of Representatives



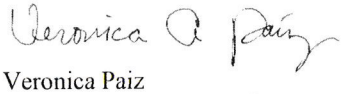
Amos O'Neal
State Representative, 94th District
Michigan House of Representatives



Jimmie Wilson, Jr.
State Representative, 32nd District
Michigan House of Representatives



Reggie Miller
State Representative, 31st District
Michigan House of Representatives



Veronica Paiz
State Representative, 10th District
Michigan House of Representatives



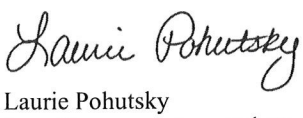
Carrie Rheingans
State Representative, 47th District
Michigan House of Representatives



Matt Koleszar
State Representative, 22nd District
Michigan House of Representatives



Julie Rogers
State Representative, 41st District
Michigan House of Representatives



Laurie Pohutsky
State Representative, 17th District
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Jasper Martus
State Representative, 69th District
Michigan House of Representatives



Kara Hope
State Representative, 74th District
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Tonya Myers Phillips
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Regina Weiss
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Stephanie Young
State Representative, 16th District
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Natalie Price
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Kimberly Edwards
State Representative, 12th District
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Will Snyder
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Samantha Steckloff
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Donavan McKinney
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Erin Byrnes
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Morgan Foreman
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Tyrone Carter
State Representative, 1st District
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Phil Skaggs
State Representative, 80th District
Michigan House of Representatives

Kelly Breen
State Representative, 21st District
Michigan House of Representatives

Amy Zaagman
Executive Director
Michigan Council Maternal
& Child Health

Danielle Atkinson
National Executive Director
Founder
Mothering Justice

Milinda Ysasi
Ward Commissioner, 2nd Ward
Grand Rapids City Commission