

Wilmington, Delaware  
June 2, 2022

**#0178**

**Sponsor:**

**Council  
Member  
Darby**

**WHEREAS**, House Bill No. 344 (HB No. 344), “An Act to Amend Title 16 of the Delaware Code Relating to Bias Training for Health care Workers,” was introduced to combat internalized stereotypes that affect the behavior of individuals in the health care industry. HB No. 344 requires annual explicit and implicit bias training for licensed medical professionals and support staff in the State of Delaware to reduce disparate outcomes and ensure that all patients receive fair treatment and quality health care; and

**WHEREAS**, implicit and explicit biases based on race, ethnicity, gender identity, sexual orientation, age, disability, and other characteristics contribute to disparate health outcomes “across a range of illnesses and health care services.” Research has shown that women are less likely to survive a heart attack when they are treated by a male physician and surgeon. Non-White patients receive necessary medical treatments like cardiovascular interventions, renal transplants and non-narcotic and narcotic pain medications less often than White patients. Non-English-dominant patients are not always provided language services at health facilities; and

**WHEREAS**, racial and ethnic minorities receive lower-quality health care than White patients, even after adjusting for insurance status, income, age, the severity of the condition and other factors. A study of 400 hospitals concluded that Black women are more likely to die after being diagnosed with breast cancer. Nationally, African American women are three to four times more likely than White women to die from pregnancy-related causes. Infant and maternal mortality rates are range between two to nearly three times higher than rates for Caucasians; and

**WHEREAS**, the persistence of bias in the health care system can deter individuals from seeking treatment. LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning) patients report that they are less likely to seek timely medical care because they experience disrespect and discrimination from healthcare staff. Black men are less likely to undergo chemotherapy or radiation therapy for prostate cancer and are more likely to have testicle(s) removed; and

**WHEREAS**, Delaware is the second smallest state, but has the fifth highest infant mortality rate in the U.S. There is much room for improvement in providing equitable access to the medical services in Delaware; and

**WHEREAS**, the mortality rate for Black infants in the City of Wilmington is more than three times that of White babies across Delaware. Women in Wilmington have limited options for preventive care in their communities, and face barriers like limited provider Medicaid participation and travel distance, among many other obstacles.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON** that the Wilmington City Council expresses favor for the passage of HB No. 344 that aims to amend Title 16 of Delaware Code relating to bias training for health care workers.

**BE IT FURTHER RESOLVED** that the Council request members of the Delaware General Assembly support the passage of HB No. 344.

Passed by City Council,

ATTEST: \_\_\_\_\_  
City Clerk

**SYNOPSIS:** This Resolution expresses favor for the passage of House Bill No. 344 (HB No. 344) which aims to amend Title 16 of Delaware code relating to bias training for health care workers. HB No. 344 requires annual explicit and implicit bias training for licensed medical professionals and support staff in the State of Delaware to reduce disparate outcomes and ensure that all patients receive fair treatment and quality health care.