



## CAME Webinar Series



**Date:** Tuesday, October 20, 2020 - *This webinar will be delivered in English*

**Delivery 1:** 12:00pm-1:00pm EST

**Delivery 2:** 12:00pm-1:00pm PST (3:00pm-4:00pm EST)

**Title:** Bias and the Educator: Exploring Implicit, Explicit, and Structural Bias in Medical Education

**Presenter:** Dr. Javeed Sukhera, Western University

**Biography:** Dr. Sukhera is an Associate Professor of Psychiatry and Paediatrics at the Schulich School of Medicine and Dentistry, Western University Canada. He is also a Scientist at the Centre for Education Research and Innovation at Western University. He practices in the Paediatric Chronic Pain, Child and Adolescent Mental Healthcare, and Transcultural Mental Health Programs at

London Health Sciences Centre. His interdisciplinary research program explores novel approaches to stigma reduction and implicit bias recognition and management in health professionals. Since 2012, he has secured over 2 million dollar in grant funding and his research has been published in high impact journals. He is routinely interviewed by local and national media for his expertise on bias, stigma, and equity. He is also involved in numerous committees and councils at local, national, and international levels. He is Chair of the London Police Services Board, and a former member of the Association of American Medical Colleges Board of Directors. He is also Past President of the Ontario Psychiatric Association.

**Overview:** Bias is everywhere. Explicit biases include conscious attitudes or intentional discrimination towards certain groups. In contrast, implicit biases include attitudes or behaviours that exert powerful influence over individuals outside their awareness. Structural biases refer to when bias becomes embedded and systemic. Altogether, bias can perpetuate health disparities by widening inequities and decreasing trust between patients and health professionals. Bias also erodes trust within learning environments, worsening well-being for learners and faculty. Despite the widespread discourse about bias in medical education, many are questioning if anti-bias training is a solution or may create unintended consequences. This presentation will start with an introduction to the concept of implicit bias, review research on bias in health professions, and shift to an evidence-based model for recognizing and managing biases that is relevant for educators.

### **Objectives:**

*By the end of the session, participants will be able to:*

- 1) Explore the concept of bias in the context of health professions education*
- 2) Describe how a model for implicit bias recognition and management may be applied to faculty development*
- 3) Provide examples of how addressing bias through education and structural change can contribute to structural change within organizations and society at large.*