



CLEAR Winter Symposium - Recognizing Bias and Diversity in the Regulatory Arena

Dates and Times in US/Eastern Time Zone

Tuesday, Jan 05

10:00 AM - 11:40 AM

Welcome / Unconscious Bias - Part One

Interference Bias and In-Group Bias

Chris McIntyre

Senior Consultant, Chris McIntyre. Productivity. Accountability. Results

Ginny Hanrahan

CLEAR Board President, CORU

Like it or not, human decision making is deeply biased. Even worse, many of our biases are completely unconscious, and often incompatible with our conscious values. The really scary question for today's leaders is...how often are you guiding your ship without a rudder, and what's it costing you and your team? Part One - Interference Bias and In-Group Bias (our brains processing slower when new information counters our pre-established UB)

Tuesday, Jan 05

11:40 AM - 11:50 AM

Program Break

Tuesday, Jan 05

11:50 AM - 01:20 PM

Unconscious Bias - Part Two

Attentional Bias, Confirmation Bias and Race/Gender Bias

Chris McIntyre

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Tuesday, Jan 05

01:20 PM - 02:15 PM

Program Break

Tuesday, Jan 05

01:25 PM - 02:05 PM

Learn how to use data to ensure the fair treatment of licensees in the disciplinary process

Fireside Chat

Elizabeth Carter

Board of Health Professions Executive Director, VA Dept of Health Professions

Mary Alice Olsan

Certemy

Thank you to Certemy for sponsoring this Fireside Chat. Discussion Points: Using data to ensure the fair treatment of licensees in the disciplinary process The Virginia Department of Health Professions' Sanction Reference Points (SRP) research program* Why was the Sanction Reference Point (SRP) approach developed? How were SRPs Developed? How are SRPs used by the licensing boards? Why and how are SRPs Monitored and Evaluated? The Virginia Department of Health Professions' Sanction Reference Points (SRP) research program provides an empirically based tool rooted in the ongoing statistical analyses, reporting, and scaling of significant disciplinary sanctioning factors. SRPs provide written definitions ...

Tuesday, Jan 05

02:15 PM - 02:45 PM

Referrals to Professional Discipline: addressing over-representation from minority groups

Kim Tolley

Regional Liaison Service, Training Development Manager IGPR, General Medical Council

Tista Chakravarty-Gannon

Head of Outreach Development and Support Operations, General Medical Council

This presentation will explore the General Medical Council's (GMC) Fair to Refer Report (2019), which sought to understand why some groups of doctors are referred to the GMC for fitness to practise concerns more, or less, than others by their employers and what can be done about this. We will present the findings of the report, which consider the factors that may contribute to patterns of disproportionality in referrals from employers, and discuss the recommendations made for change with a view to reducing these patterns of disproportionality.

Tuesday, Jan 05

02:45 PM - 03:15 PM

Committing to the Work of Anti-Racism – The Start of One Canadian Regulator's Journey

Beth Deazeley

Registrar and CEO, College of Early Childhood Educators

Nerene Virgin

In May 2020, many organizations issued statements condemning racism and asserting their values of equity and inclusiveness. How can professional regulatory bodies, which have an important role to play in addressing systemic racism across domains like health care and education, move beyond just issuing statements to actually create change? As individuals and as organizations this may involve creating a climate conducive to addressing our knowledge gaps, developing our ability to engage in difficult conversations, and acknowledging our roles in systems that perpetuate racial inequities. We will discuss how one College has made the commitment and begun the journey to embed ...

Tuesday, Jan 05

03:15 PM - 03:30 PM

Program Break

Tuesday, Jan 05

03:30 PM - 04:30 PM

Deoperationalizing Unconscious Bias

Kevin King

Transformation Point

Globally, regulators are challenged with protecting the public in ways that are consistent and equitable. Unconscious bias infiltrates the regulatory process because the process is managed by humans. All humans have bias. Bias is both positive and negative. It manifests itself when we unconsciously are for one thing or against another and is usually unintentional. In this session, participants will be exposed to the human and environmental factors that operationalize unconscious bias and how to take steps to minimize it. The topic areas that will be discussed are: Structure drives behavior The relationship between rules, policies, operational processes, people processes, ...

Tuesday, Jan 05

04:30 PM - 05:00 PM

Q&A and Concluding Remarks

Ginny Hanrahan

CLEAR Board President, CORU