



**Ascension
Genesys**

Congdon Lecture Series

Interprofessional seminar for physicians, nurses and healthcare providers

Topic: Implicit Bias

Wednesday, July 12, 2023



**Gayla
Thomas-Dabney**



**Melody
Vanoy, PhD**

Agenda

This is a continuous running program that starts at 8:00 AM.

15 Minute Break at 10:15

30 minute lunch at 12:15

Pework Debrief

Diversity and inclusion in
Healthcare

Ice Breaker Activity: Gut Reaction

Defining Bias and Implicit Bias

Research Studies / Collective
Impact of Bias

Background and Bias Connection

The Brain

Mitigating Bias

Collective Bias and Psychological
Safety

Additional tips

Goals and Objectives:

At the end of this lecture attendees will be able to

1. Understand the science, research, and impact of implicit bias
2. Be aware of their own background, and its impact on their perceptions
3. Describe the effects of unconscious bias in everyday interactions with patients, students, colleagues, and team members.
4. Develop strategies to correct personal unconscious biases in daily interactions.
5. Identify where personal unconscious biases may reside across gender, race/ethnicity, and/or cultural attributes in the workplace.

Registration:

Register online at:
genesysmeded.com/Congdon



Continuing Education/Continuing Medical Education (CE/CME)

Congdon Lecture Series 2023 - Implicit Bias

WHEN: July 12, 2023 — 8:00 AM

Presentation purpose:

This CME activity provides education on implicit bias in health care and workplace. Existing research on unconscious bias will provide a science-based view of this seemingly non-science topic. Examples of unconscious bias, self-assessment opportunities, and exploring bias busting strategies will enable learners to understand how to bring the content into their own unique environments.

Learning objectives:

- Understand the science, research, and impact of implicit bias
- Be aware of their own background, and its impact on their perceptions
- Describe the effects of unconscious bias in everyday interactions with patients, students, colleagues, and team members.
- Develop strategies to correct personal unconscious biases in daily interactions.
- Identify where personal unconscious biases may reside across gender, race/ethnicity, and/or cultural attributes in the workplace.

Target audience:

This activity is designed for the interdisciplinary audience including the following: Specialties: Emergency Medicine, Family Medicine, General Medicine, Primary Care, Internal Medicine

Commercial Support:

No commercial interest was received for this CE/CME activity.

Faculty/Course Director/Planners:

Ascension has selected all faculty participating in this activity. It is the policy of Ascension that all CE/CME planning committees, faculty, authors, editors, and staff disclose relationships with commercial interests upon nomination or invitation of participation. Disclosure documents are reviewed for potential conflicts of interest and if relevant, they are resolved prior to confirmation of participation. Only those participants who have no conflict of interest or who agreed to an identified resolution process prior to their participation were involved in this activity.

Conflict of Interest:

In accordance with the ACCME Standards for Commercial Support, it is the policy of Ascension to ensure balance, independence, objectivity and scientific rigor in all CE/CME activities.

Full disclosure of conflicts and conflict resolution will be made in writing via handout materials or syllabus.

Name of individual	Individual's role in activity	Name of Ineligible Company(s) / Nature of Relationship(s)
Dana Burtrum, MA	Activity Coordinator	Nothing to disclose - 05/01/2023
Stephanie West, DO	Course Director	Nothing to disclose - 08/23/2022
Melody melody e vanoy, PhD, SHRM(SPR); CDM	Faculty	Nothing to disclose - 06/16/2023
Gayla Thomas-Dabney, MBA, CDP	Faculty	Nothing to disclose - 06/13/2023
Dawn Frisbie, LPN	Nurse Planner	Nothing to disclose - 08/19/2022
Carmela Wilder, LCSW	Social Work Planner	Nothing to disclose - 08/18/2022

Accreditation



In support of improving patient care, Ascension is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy

Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.



The Ascension Genesys Hospital is accredited by the American Osteopathic Association to provide

osteopathic continuing medical education for physicians.

Credit designation:



This activity was planned by and for the healthcare team, and learners will receive 6.00 IPCE credit(s) for learning and change.



Ascension designates this Live Activity for a maximum of 6.00 AMA PRA Category 1 Credit(s)™. Physicians should claim only the credit commensurate with the extent of their participation in the activity.



This activity is awarded 6.00 ANCC contact hour(s). (based on 60 minutes per contact hour)



As a Jointly Accredited Organization, Ascension is approved to offer social work continuing education by the Association of Social Work Boards (ASWB) Approved Continuing Education (ACE) program. Organizations, not individual courses, are approved under this program. State and provincial regulatory boards have the final authority to determine whether an individual course may be accepted for continuing education credit. Ascension maintains responsibility for this course. Social workers completing this course receive 6.00 continuing education credits.

The Ascension Genesys Hospital designates this program for a maximum of 6 AOA Category 2A Credit(s) and will report CME and specialty credits commensurate with the extent of the physician's participation in this activity.