

**BEYOND BIAS:
UNCONSCIOUS BIAS AND CULTURAL HUMILITY
IN MEDICAL EDUCATION AND PRACTICE**

Date: **April 22nd, 2026**
Time: **11:00 AM-1:00 PM**
Location: **VERC MSB150A**

Overall Learning Objectives:

By the end of this program, participants will be able to:

1. Identify common forms of unconscious bias and describe how they may influence clinical care, teaching, assessment, and professional interactions.
2. Reflect on personal assumptions and cognitive shortcuts that may shape decision-making in healthcare and academic settings.
3. Evaluate barriers to adopting descriptive, inclusive terminology at individual, curricular, and institutional levels.
4. Differentiate between cultural competence and cultural humility, recognizing the role of humility in addressing power imbalances and bias.
5. Apply practical strategies grounded in cultural humility to mitigate the impact of unconscious bias in everyday clinical, educational, and leadership contexts.

11:00-11:05	Opening Remarks & Speaker Name
11:05 – 11:25	<p align="center">Activity: I am but I am not</p> <p align="center"><i>By the end of this session, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. <i>Identify common assumptions and stereotypes that arise when interpreting limited information about others.</i> 2. <i>Reflect on how personal identities, lived experiences, and cognitive shortcuts may influence perceptions and interactions in clinical and educational environments.</i> 3. <i>Recognize the complexity of identity and the limitations of simplified labels in healthcare settings.</i> 4. <i>Explain how cultural humility can support more reflective and respectful engagement with patients, learners, and colleagues.</i>
11:25 – 11:45	Facilitated Debrief: Understanding Unconscious Bias
11:45 – 12:00	<p align="center">Activity: Case study- The Foreign Fellow</p> <ol style="list-style-type: none"> 1. <i>Identify how unconscious bias and assumptions may influence professional interactions within healthcare teams.</i> 2. <i>Examine how language, labels, and cultural expectations can shape perceptions of competence, communication style, and professionalism.</i>

	<ol style="list-style-type: none"> 3. <i>Analyze the role of hierarchy and power dynamics in shaping how bias may manifest in clinical learning environments.</i> 4. <i>Apply principles of cultural humility to consider alternative approaches that support respectful communication, inclusive learning environments, and equitable professional relationships.</i>
12:00 – 12:20	Case Debrief: Reflecting on Bias, Hierarchy, and Cultural Humility
12:20 – 12:40	<p>Activity: Responding to Bias in Clinical and Educational Settings</p> <p><i>By the end of this session, participants will be able to:</i></p> <ol style="list-style-type: none"> 1. Identify moments in clinical and educational environments where unconscious bias may influence interactions, decision-making, or professional relationships. 2. Describe practical strategies for responding to bias in real time while maintaining respectful and constructive dialogue. 3. Apply principles of cultural humility to navigate challenging conversations involving patients, learners, and colleagues. 4. Reflect on individual and institutional barriers that may make responding to bias difficult, and identify approaches that support more inclusive clinical and learning environments.
12:40 – 13:00	Facilitated Debrief: Strategies for Responding to Bias in Practice
13:00 – 13:05	Closing Remarks & Completion of Evaluations

25% of this program is dedicated to participant interaction.

CFPC (Mainpro+ Certified Activity)

This activity meets the certification criteria of the College of Family Physicians of Canada and has been certified by Continuing Professional Development, Schulich School of Medicine & Dentistry, Western University for up to 2 Mainpro+® Certified Activity credits.

For RCPSC (MOC Section 1)

This event is an Accredited Group Learning Activity (Section 1) as defined by the Maintenance of Certification Program of the Royal College of Physicians and Surgeons of Canada, and approved by Continuing Professional Development, Schulich School of Medicine & Dentistry, Western University. You may claim a maximum of 2 hours (credits are automatically calculated).

Non-Financial Sponsorship Statement

This program has received no financial support.