Assessing our Professional Values: Our Learners...and Our Own

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Land Acknowledgement

We wish to acknowledge this land on which the Faculty of Medicine operates. For thousands of years, it has been the traditional land of the Huron-Wendat, the Seneca, and most recently, the Mississaugas of the Credit. Today, this meeting place is still the home to many Indigenous people from across Turtle Island and we are grateful to have the opportunity to work on this land.

We want to recognize that we are gathered in an institution with a colonial history and that we should work to address ongoing colonial harms. Land acknowledgements are only a starting point for larger conversations. More concrete acts of restitution and transformation are needed to address underlying inequities and blatant discrimination in the distribution of resources between Canada's first peoples and settlers.

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With Thanks to the Center for Faculty Development & the Office of Inclusion and Diversity

Conflicts of Interest

Relevant relationships with commercial entities

- None

Potential for conflicts of interest in this presentation

- None

Steps taken to review and mitigate potential bias

- N/A

Learning Objectives

- Evolution of professional values at Temerty Medicine

- Evolution of professional values in medical education

- Evolution of our ideas about assessment of **professional behaviour**

TFOM 2020 Strategic Plan Update: Optimizing our Learning Environments 1

Optimize our learning environments to deepen the integration of wellness, respect and resilience (focusing on optimizing our learning environments), including the promotion of professional values.

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2020 Strategic Plan Update: Optimizing our Learning Environments 2

- *Provide training/development opportunities to faculty, staff and students that are tailored to principles, roles and responsibilities.*

Where do professional values fit?

- According to the Oxford English Dictionary, values are the principles or moral standards held by a person or social group.

- *Our **professional values** are the commitments that we keep to our patients, our colleagues, our learners, and ourselves - <u>even in challenging situations</u> – to contribute to the psychologically and culturally safe environments necessary for excellent healthcare and education and to our shared wellbeing*
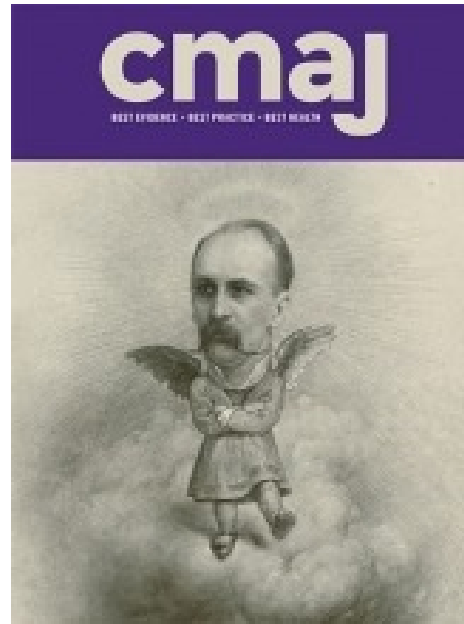
Professional values evolve...
1967

Reconceptualizing our past role models...

William Osler: Saint in a "White man's dominion"

Nav Persaud, Heather Butts and Philip Berger

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Professionalism future…

What's the same?

Legal and Regulatory Obligations

Code of Ethics

Apprenticeship model of learning and role modelling

Generational *othering* ("*Back in my day…*")

Direct or indirect pressure to assimilate and maintain a status quo (acculturative stress)
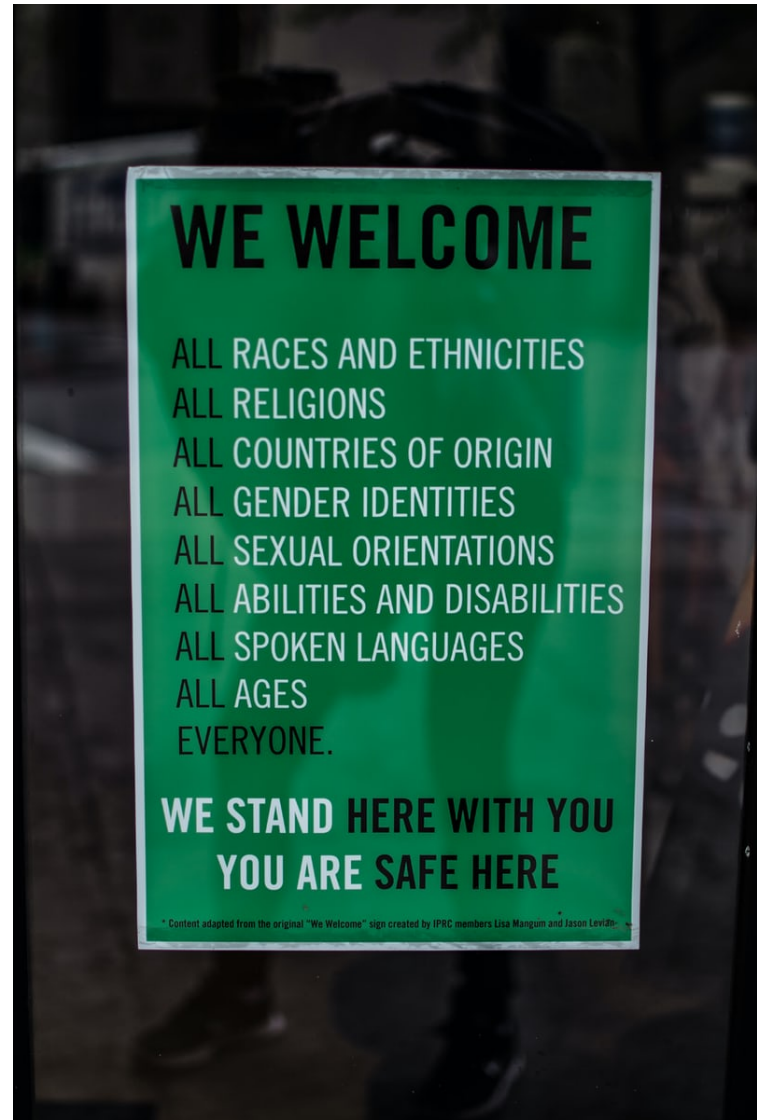
What's different?

- Calls for transparency & accountability:
  - #MeToo
  - Black Lives Matter
  - TRC
  - Anti-oppression

- Widened inequality and financial context

- Flattened hierarchy
  - Pit Crews not Cowboys*

- Focus on Wellness & Burnout

Key concepts:

What does inclusion really look like?

WE WELCOME

ALL RACES AND ETHNICITIES
ALL RELIGIONS
ALL COUNTRIES OF ORIGIN
ALL GENDER IDENTITIES
ALL SEXUAL ORIENTATIONS
ALL ABILITIES AND DISABILITIES
ALL SPOKEN LANGUAGES
ALL AGES
EVERYONE.

WE STAND HERE WITH YOU
YOU ARE SAFE HERE

* Content adapted from the original "We Welcome" sign created by IPRC members Lisa Mangum and Jason Levin

Photo by Brittani Burns on Unsplash

Key concepts:

Power

Having influence or control over the beliefs, behaviours, and values of individuals, groups, and/or institutions (with or without their awareness or resistance)

Kuper, A et al, Med Educ 2017

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Key concepts: **When is conformity dangerous?**

Key Concepts:
A Growth Mindset

- Our learning environments are socially constructed
- We all make mistakes! Distinguish between:
  - "What someone did"
  - "What they are"
- Don't strive for (an impossible pursuit of) perfection or an "all or nothing binary"
- Recognize the role of unconscious biases
- Think of "being a good person as a practice"

https://www.youtube.com/watch?v=MbdxeFcQtaU&feature=emb_title
Jay Smooth - How I Learned to Stop Worrying and Love Discussing Race

Key concepts:
An Ecology of Professionalism

A Social-Ecological Model for Physical Activity - Adapted from Heise, L., Ellsberg, M., & Gottemoeller, M. (1999)

Goldstein, E. et al, Academic Medicine, 2006

Our **professional values** are the commitments that we keep to our patients, our colleagues, our learners, and ourselves - even in challenging situations – to contribute to the psychologically and culturally safe environments necessary for excellent healthcare and education and to our shared wellbeing
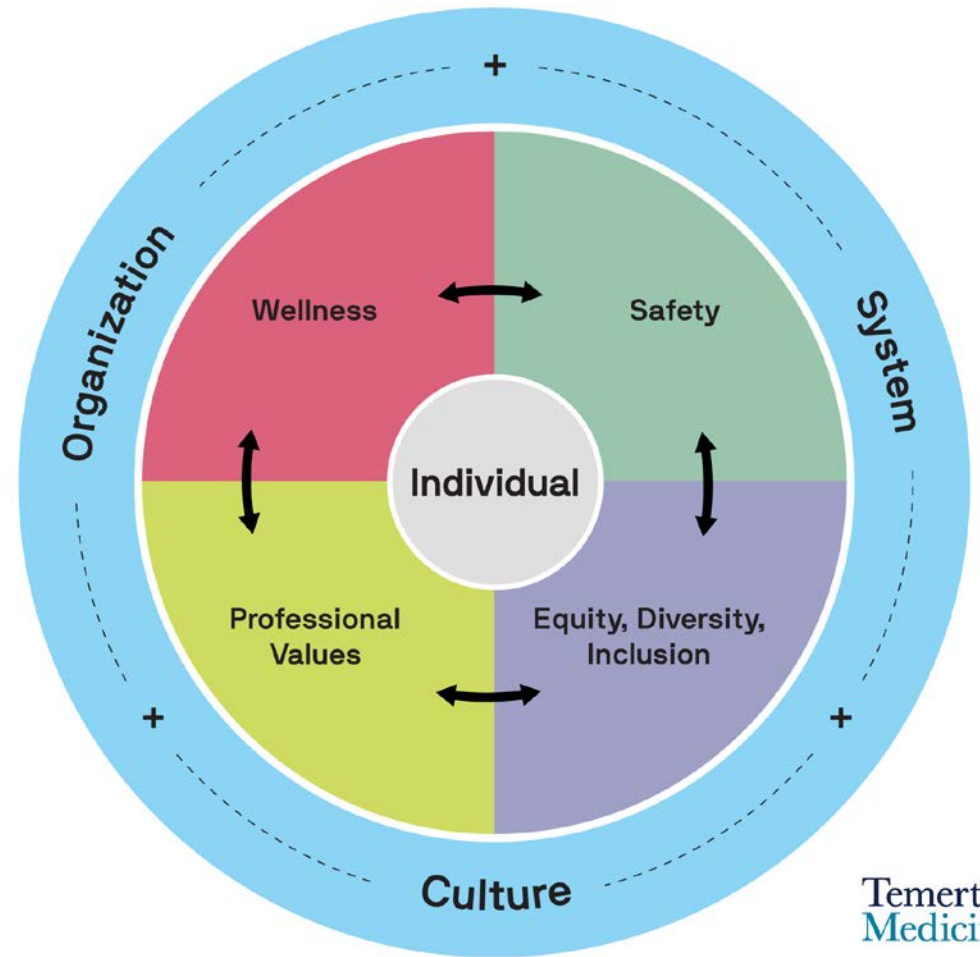
The "New" Professional Values Frameworks…

- Organizational Justice
- Wellness
- Psychological Safety
- Cultural Safety

Photo by Dayne Topkin on Unsplash

Organizational Justice

		Questions to ask
Distributive justice	Resources and benefits distribution	How fair are the rewards? Appreciation?
Procedural justice	Processes, procedures conditioning distribution	Are decisions fair and made with consistency? Are employees treated the same? Are complaints taken seriously?
Interactional justice	Interpersonal relationships, dignity and respect	Are the interactions fair? Are criticisms fair and balanced with praise? Is there timely feedback offered? Is confidentiality respected?
Informational justice	Explanations about new procedures	Is information shared openly? Is info consistent and sufficient?

Key Processes

- [Standards of Behaviour for Medical Clinical Faculty](#)

- Guidelines for Learner Mistreatment:

  [MD Program](#)

  [PGME](#)

- [CPSO Professional Responsibilities in Medical Education](#)

Assessment Challenges:
Integrating these key concepts and frameworks in assessment

Assessment Challenges: Controlling for Biases

- https://www.cnn.com/2020/07/25/cnn10/medbikini-backlash-and-apologies-trnd/index.html

- https://www.nytimes.com/2020/08/02/us/women-doctors-medbikini-professional-gender-bias.html

Assessment Challenges:
Elements of Trust

Positive Relationships
Good judgement/expertise
Consistency
Reciprocity [PB]

https://hbr.org/2019/02/the-3-elements-of-trust

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Assessment Challenges:
Ensuring procedural fairness

Natural justice:
three key
principles

- The right to be heard

- The right for adjudicators to be free from bias

- The right to receive reasons for any decision

Assessment Challenges:
Wellness

- Put your diagnostic tools aside
- Wellness is not necessarily explanatory; it is a reason for an assessment pause
- Learner needs referral to PGME Wellness, HCP
- We have NO role in obtaining PHIPA data

Conclusion, with thanks to wiser colleagues

Practice Points

- The assessment of professionalism is an important domain with a growing evidence base.
- Assessment of professionalism must take into consideration contextual, cultural, and linguistic specificities and there is a growing literature in these areas to assist educators.
- Further research is needed to validate tools and approaches for the assessment of professionalism, particularly across cultures and languages.
- Research that explores the perspectives of patients and the tensions of individual and institutional values in regard to professionalism is of high priority.

Hodges, B. et al. Med. Teacher 2019

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Questions/Discussion

Thank You.