

Bias Mitigation in CPD Activities

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To better understand the process of bias mitigation in CPD activities, including within the scientific planning committee (SPC) and program development/implementation, here is some helpful information.

<p>What is it?</p>	<p>Description of measures taken by the scientific planning committee to deal with and mitigate potential sources of bias in the presentation.</p>
<p>When is it required?</p>	<p>Bias mitigation (COI slide 3*) is only required if there are at least two of the three elements of potential of COI, as described below.</p> <p>From PC members and facilitator/presenters (COI slide 1*):</p> <ol style="list-style-type: none"> 1. Personal relationships with for-profit and/or not-for-profit interests. <p>For the program (COI slide 2*):</p> <ol style="list-style-type: none"> 2. A) Connections/support for the program development/presentation from external entities or organizations (for-profit and not-for-profit) including educational grants, in-kind services (e.g., logistics). <p>AND/OR</p> <ol style="list-style-type: none"> 2. B) Specific aspects of the faculty/presenter connections that a reasonable program participant might consider relevant to the presentation, (e.g., products made by companies named by presenter that could be relevant to the presentation). <p>*Please refer to the College of Family Physicians of Canada's Conflict of Interest Disclosure PowerPoint slides.</p>
<p>How do we mitigate bias?</p>	<p>Examples:</p> <p>Member of SPC</p> <ul style="list-style-type: none"> • The chair may determine that a member with the conflict must refrain from participating in decision making for program elements connected to the conflict. If the conflict cannot be practically managed, the member with the conflict may be asked to step down from the committee.

How do we mitigate bias? (con'd)

Speakers

- Choose someone else to present the problematic part of the content.
- Change the focus of the CPD activity so the content is not about the supporting organization's products or services, if that is the basis of the conflict of interest.
- Ask the presenter to avoid making personal recommendations and to limit their presentation to a discussion of the evidence; another presenter can be assigned to address broader implications and recommendations.
- Limit the presenter's role to reporting recommendations based on formal structured reviews of the literature, along with a clear statement of the inclusion and exclusion criteria; that is, present information that is explicitly evidence-based rather than personal recommendations.

For activities that occur more than once:

- Continually review evaluation feedback for bias identified by participants.
- Speakers who have been identified as biased should not be invited to speak again.
- Audit sessions where conflict of interest has been identified.

If you have any questions or clarifications, please do not hesitate to contact the accreditation office by email at cpdaccreditation@toh.ca, or by telephone at (613) 798-5555 ext. 10962.