



**CNAR 2022 WORKSHOP:**  
**UNCONSCIOUS BIAS: WHAT DECISION-MAKERS NEED TO KNOW**  
**OCTOBER 24<sup>TH</sup>, HALF DAY P.M.**

**W**hat You Will Learn: Implicit or unconscious bias is a mental shortcut that influences human decision-making and it consists of beliefs and perceptions that operate beneath our level of awareness. Research has proven that we are all, as human beings, biased in some respects and we bring to the task of decision-making our personal experiences and perspectives. However, as our courts have acknowledged, unconscious bias can also be a repository of unproven facts, intuition, conjecture, inherited wisdom, “common sense” and other mental baggage that can unfairly influence decision-making. Unconscious biases tend to be deeply embedded in the psyche, but can be brought to the surface through active introspection to foster impartial and bias-free decision-making.

The workshop will appeal to anyone who is seeking to learn more about how unconscious bias influences decision-making and the best practices that can be adopted to address it. Drawing on recent case law and legislative changes, this program is intended to provide practical information and strategies to help regulators promote decision-making that is open-minded and free from bias. The workshop will focus on adjudicative decision-makers in particular, but many of the concepts discussed can equally be applied more broadly to decision-makers at various levels within regulatory bodies.

**Who Should Attend?** This session is meant for regulatory body staff or board/council members who wish to expand their understanding unconscious bias and its impact on decision-making; any leaders within regulatory bodies whose work involves decision-making in relation to registration, investigations, complaints, discipline, or fitness to practise matters; regulators seeking to network with their peers; and individuals who are otherwise interested in the topic.