

1 Resolution No. **14** New Substitute Amendment

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3 Date Submitted: **April 2022**

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5 Submitted By: **Genesee District Dental Society**

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MDA Strategic Goal: Define and deliver exceptional member value
Staff Implications:
Ethical Implications: None

Estimate of Financial Implications: \$0

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IMPLICIT BIAS TRAINING MANDATE

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10 **Background:** The Governor issued an executive directive in 2020 that requires health care
11 workers, including dentists, to complete one hour of “Implicit Bias Training” for every year of
12 their licensing cycle. The Michigan Dental Association Board of Trustees provided support to
13 this requirement, prior to its implementation, without query of its members as to whether they
14 were in support of this requirement.

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16 The Genesee District believes that:

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- 18 1. This directive assumes that MDA members are acting inappropriately when it comes
19 to actions related to implicit bias.
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- 21 2. Though historical evidence of discriminatory actions within organized dentistry
22 occurred, for many decades since then, the dental profession has fostered and
23 received a high level of respectability among the public by having a decades-long
24 history of treating individuals with professionalism and without regard to bias.
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- 26 3. There is little empirical data that shows that the dental profession has exhibited bias
27 toward any group during a relevant historical period.
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- 29 4. Though a small percentage of dental professionals may harbor bias toward others,
30 there is no plan to use scientific metrics to gauge the efficacy of anti-bias “training”,
31 as it pertains to the dental profession, and evidence that such “training” may improve
32 or worsen those percentages. Likewise, there is not adequate scientifically obtained
33 data showing proof of the current and significant existence of such bias.
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- 35 5. Given the lack of clinically significant data showing a prevalence of implicit bias in the
36 dental profession, these implicit bias training mandates and initiatives have become
37 burdensome to our members and detract from resources that could be better
38 allocated to pursuits that have been proven to impact and improve dental health.
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Resolutions

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14. Resolved, that the MDA House of Delegates urges the MDA Board of Trustees to pursue changes to MDA policy which demonstrates opposition to mandatory implicit bias training for dental health licensure, and be it further

Resolved, that Board of Trustees is urged to pursue any available measures of influence to replace current mandated implicit bias training with voluntary CE training.

VOTE REQUIRED: Majority vote of delegates present and voting
VOLUNTEER RESOURCES: Dr. Matthew Turchi, Genesee District President
STAFF RESOURCE: Karen Burgess, MDA Executive Director