



Michigan Audiology Coalition

Audiology Forum, Paulette G McDonald, M.A.

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Agenda

- EDHI update, Michelle Garcia, Au.D.
- Lauren Dadisho, Au.D.
- Implicit Bias

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EARLY DETECTION AND INTERVENTION PROGRAM

by Michelle Garcia, Au.D., State of Michigan

For birth year 2020:

- 95.6% of babies were screened no later than 1 month of age.
- 21.1% received a diagnostic test no later than 3 months of age.
- 36% of babies who are D/HH received early intervention services no later than 6 months of age.

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EDHI

- Lost to follow-up is defined as babies who failed a final screen and do not go back for testing. Parents were unable to be contacted or were contacted and unresponsive. Michigan had a 49% lost to follow-up rate in birth year 2020.
- Michigan has so many wonderful pediatric audiologists who have worked diligently over the past year to ensure infants receive appropriate follow-up testing. Going above and beyond and keeping the communication lines open with EDHI was instrumental to ensure babies returned for follow-up testing.

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EDHI

Medicaid Updates

- Medicaid/CSHCS will be releasing a survey for hearing service providers. They are interested in learning about the audiological services your office provides and how Medicaid can help support access to hearing care across Michigan for our beneficiaries. Your feedback will be important to identify where service issues may exist and what factors may be contributing to your office's participation in the Medicaid program.

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EDHI

- Michelle is sending a survey this week
- If anyone at the conference didn't receive it please have them email me at garciam@michigan.gov.
- The survey request will come out from Medicaid and from me. It only needs to be filled out once, it's the same survey.

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MICHIGAN BOARD OF AUDIOLOGY

Lauren Dadisho, Au.D. is a clinical audiologist at Michigan Otolaryngology Surgery Associates (MOSA) in St. Joseph Mercy Hospital Ann Arbor. She earned her Au.D. from Wayne State University and serves as the current chair of the Michigan Board of Audiology.

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HEALTH EQUITY & AUDIOLOGY

FAULETTE MCDONALD, M.A.



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WHY THE TRAINING?

- June 1, 2021, Governor Gretchen Whitmer issued a press release that stated

"Today's new training guidelines will help us mitigate the impacts of implicit bias and ensure every patient in Michigan receives the best possible care," said Governor Gretchen Whitmer. "These rules will save lives and improve health outcomes for generations of Michiganders, especially those who have been historically and systemically discriminated against. They will make Michigan safer, healthier, and more just."

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What is Health Equity?

"Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care."

The Robert Wood Johnson Foundation (RWJF)

<https://www.rwjf.org/>

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What is Health Equity?

- Your brain is able to process situations quickly. The brain relies on what it already knows or *thinks* it knows. Your memories help you categorize and sort information so it can be quickly analyzed without your awareness.
- Research has shown that the brain makes decisions up to 10 seconds before you realize it. This indicates that most of your "conscious" decisions are really unconscious. This leaves your brain with minimal space for free will in decision making. Your brain reaches conclusions based on what is already familiar, safe likable, valuable and logical.
- Unconscious(or implicit) bias occurs when this automatic processing is influenced by stereotypes, and there for those stereotypes impact your actions and judgements.**

<https://www.qualityinteractions.com/blog/unconscious-bias-in-healthcare>

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What are stereotypes?

- A stereotype is a belief that associates a group of people with certain traits or characteristics.
- A stereotype is a prejudgement of a person, based on a group s/he may be associated with.
- Stereotypes tend to be fixed and oversimplified images or ideas.

From <https://www.qualityinteractions.com/blog/unconscious-bias-in-healthcare>

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WHAT WE NEED TO DO

Michigan currently licenses over 400,000 health care professionals. The new rules, signed by LARA Director Orlene Hawks, require that health care professionals receive annual training to recognize and mitigate implicit bias. These rules aim to reduce disparities and improve equity in the delivery of health care to Michigan residents through practical education of new and renewing licensed health care professionals.

- "Beginning 1 year after promulgation of this rule and for every renewal cycle thereafter, in addition to completing any continuing education required for renewal, an applicant for license or registration renewal under article 15 of the code, MCL 333.16101 to 333.18838, except those licensed under part 188 of the code, MCL 333.18901 to 333.18939, shall have completed a minimum of 1 hour of implicit bias training for each year of the applicant's license or registration cycle."
- New Applicants for licensure or registration are required to have completed 2 hours of implicit bias training within the 5 years immediately preceding issuance of the license or registration.

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WHAT DO WE NEED TO DO?

The annual training curriculum can cover a variety of topics related to implicit bias but must incorporate strategies to reduce disparities including the administration of self-assessments.

- The new requirement takes effect June 1, 2022

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WHEN DO WE DO THE TRAINING

- The new requirement takes effect on June 1, 2022, which is one year after the promulgation of the rule.
- If the 90-day renewal window for your license or registration spans across June 1, 2022, the training is not required if you renew prior to June 1, 2022. However, if you choose to renew on or after June 1, 2022, the training is required.
- The training will be required for all new applications for licensure or registration received on or after June 1, 2022.

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WE HAVE THE TRAINING NOW WHAT?

- Submission of an application for licensure, registration, or renewal constitutes an applicant's certificate of compliance with the requirements of this rule.
- A licensee or registrant shall retain documentation of meeting the requirements of this rule for a period of 6 years from the date of applying for licensure, registration, or renewal.

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WHAT HAPPENS NEXT?

- The department may select and audit a sample of a licensees or registrants and request documentation of proof of compliance with this rule.
- If audited by the department, a licensee or registrant shall provide the proof of completion of training, including either of the following:
 - (a) A completion certificate issued by the training program that includes the date of the training, the program sponsor's name, the title of the program, and licensee's or registrant's name.
 - (b) A self-attestation by the licensee or registrant that includes the date of the training, the program sponsor's name, the title of the program, and licensee's or registrant's name.

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What can you do as an Individual?

Take some steps to heighten your awareness of implicit bias:

- Take the [Implicit Association Test](#) developed by Project Implicit.
- Participate in the online "bias cleanse" developed by the Kirwan Institute for the [Study of Race and Ethnicity and MTV.](#)
- Talk to student clinicians you teach or supervise about the concept of implicit bias and share your experiences of learning about and countering your own implicit biases.
- Encourage dialogue among colleagues. Be honest about your own experiences with bias and ask questions of others who may have a different perspective.
- Increase your familiarity with issues surrounding racial, gender and socioeconomic inequity in the community where you practice.

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Health Equity : Implicit Bias

How can we as a group provide training

- Need 1 hour every license cycle.
- What is the cost? Can we share costs?
- Will it involve series of live webinars?
- Thru your employer
- Through a national organization
- The training requires live interaction with the instructor
- Is it MAC's responsibility to provide this?

A completion certificate issued by the training program that includes the date of the training, the program sponsor's name, the title of the program, and licensee's or registrant's name.

From
https://www.eapps.bera.state.mi.us/Admin/Code/DownloadAdminCodeFile?FileName=MS20338_2002%20to%20MS20338_2002.pdf&ReturnUrl#<Page>

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DOODLE POLL

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INFORMATIONAL WEBSITES

https://www.michigan.gov/mdhhs/0,5885,7-339-71550_96967_100643---,00.html

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