



10 October 2017

## RE: EAG FINAL REPORT

Dear Colleagues

Today the College has welcomed the findings of an independent report into allegations of racial bias in one of our Fellowship examinations. The report, by an Expert Advisory Group (EAG), led by Dr Helen Szoke and Professor Ron Paterson, found no evidence of discrimination in the outcome of the 2016.2 Fellowship Objective Structured Clinical Examination (OSCE), but identified many areas requiring College attention.

The ACEM Board received the report at our meeting yesterday and we have accepted it in its entirety. To do it justice, the Board will carefully consider and then respond to its recommendations. In the interests of transparency, the full report, additional analysis relied on by the EAG and a media statement is available on the [College website](#).

We have already made substantial changes in many of the areas identified for action and will continue to address the very real concerns that have been raised.

We recognise that some candidates have been deeply affected by their experience and apologise for the adverse impact it has had on their lives.

The College established the EAG in February and commissioned the report to examine allegations that racial bias in the College's 2016.2 Fellowship Clinical Examination was responsible for a significant performance gap between two broad groups of candidates. The EAG found while 'there is no statistical evidence of bias to establish that racial bias and discrimination resulted in the significant disparity of outcomes', there was a range of reasons for the difference in results between the two groups.

We take full responsibility for fixing the problems the College needs to deal with and commit to working with employers and others in the medical profession to address issues that are shared outside our specialty. We need to continue to act to rebuild trust and make sure our examination processes are fair, clearly explained and well understood.

We also have a duty to patients in Australia and New Zealand to ensure that emergency medicine specialists have the skills they need to provide high quality specialist care.

The EAG report notes the work the College has already done to address the combination of complex, historical issues that, combined, gave rise to the issues experienced by the complainants. Continuing work will focus on clear communication, increased transparency, timely and constructive feedback to trainees and education for Fellows about unconscious bias.

We want to make sure our actions effect real change. Given the significant overlap with issues identified in the discrimination, bullying and sexual harassment survey, we will develop and publish a comprehensive, integrated Action Plan by February 2018, and will work with Fellows, trainees and other stakeholders to ensure it leads to meaningful change.

The Board is committed to this work and I thank members of the College for their ongoing contribution as we work to address these issues together.

Yours sincerely

A handwritten signature in black ink, consisting of a large, stylized initial 'A' followed by a long, horizontal, slightly wavy line that tapers to the right.

Professor Anthony Lawler  
**President Australasian College for Emergency Medicine**

[Download the EAG report](#), the EAG commissioned [independent statistical and psychometric analysis](#), the [literature review](#) and the [Media Release](#) as part of its investigation.