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| Goal: | Every clinician has a responsibility to support diversity and inclusion.  I have identified three key areas I do not feel particularly comfortable with that I would like to explore: Human Rights, clinical fatigue, and unconscious bias. |
| S | What specifically am I trying to achieve?  I do not feel particularly comfortable with ethically difficult decisions and would like to improve my confidence in this area by familiarising myself with Human Rights, and how they guide us to make the most ethical decisions relating to the care of service users.  I feel that I do not understand the difference between layman’s fatigue and fatigue that is disabling, and this makes it difficult for me to empathise with those who are living with it. I would like to improve my understanding of clinical fatigue and its management.  Finally, I would like to learn about unconscious bias by being able to recognise the different types, understanding how they relate to a clinical context, and finding out how to minimise them. |
| M | How will I measure success?  I know I will have been successful in my learning by:   * Applying my knowledge of human rights to true examples of ethically difficult dilemmas and examining the decisions made * By understanding the presentation and management of clinical fatigue and applying this to my own experiences * By establishing a process to recognise and minimise bias, and finding examples of how these could affect clinical outcomes |
| A | What steps do I need to take to reach the goal?  To address my learning needs for ethical dilemmas, I am going to familiarise myself with the British Institute of Human Rights toolkit, apply it to several historic case studies, and reflect on the results of its use.  To address my learning needs with regards to profound fatigue, I will take part in an e-Learning course for Covid-19 recovery and rehabilitation, and reflect particularly on the use of the “Three P’s” of planning, prioritising and pacing.  To address my lack of confidence with unconscious bias, I will read a journal article on identifying types of bias and their clinical consequences, and watch a Ted Talk about how to recognise and minimise the influence of my own biases |
| R | Is this relevant for my long term objective?  All of these learning activities are relevant to my long term goals, and to the inclusion and support of diversity, the former two particularly focussing on disability. |
| T | What is the time frame for the goal?  I will complete the BIHR framework activity by 11th April 2021, the Covid-19 Recovery and Rehabilitation course by 25th May 2021, and the unconscious bias learning activities during my first placement. |