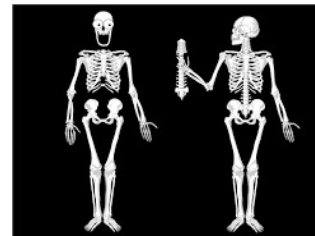


# “Microaggressions: What are they? How can we avoid? How can we respond?”

Alda Maria Gonzaga MD, Eloho Ufomata MD, Eliana Bonifacino MD, Shanta Zimmer MD

August 29, 2019



## Objectives

- Understand the concept and prevalence of microaggressions
- Understand the effect microaggressions have on physician of “diverse” backgrounds
- Develop a toolkit to respond to witnessed microaggressions

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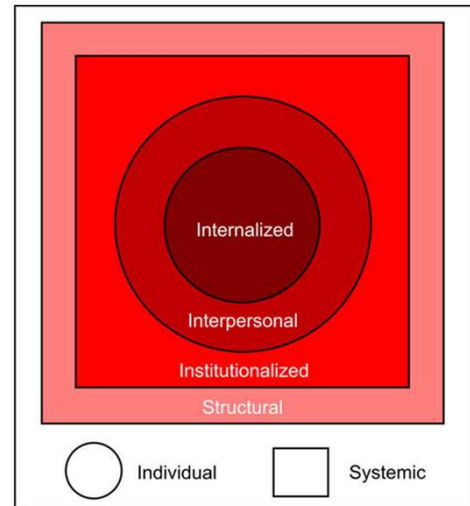
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  - We are human beings and we have biases of our own that we are working on daily to mitigate
- Confidentiality is expected

## Outline

1. Implicit/Unconscious Bias
2. Intersectionality
3. Microaggressions
  - Examples and Effects
  - Forms
  - Dilemmas
4. Breakout Session
5. Strategies to Respond

## Implicit/Unconscious Bias

- We all have them
- Blindspot; Hidden Biases Of Good People
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- Result of our cultural conditioning
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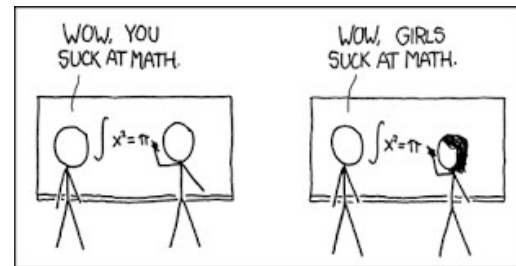
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# Microaggressions

- Definition
- Examples
- Impact



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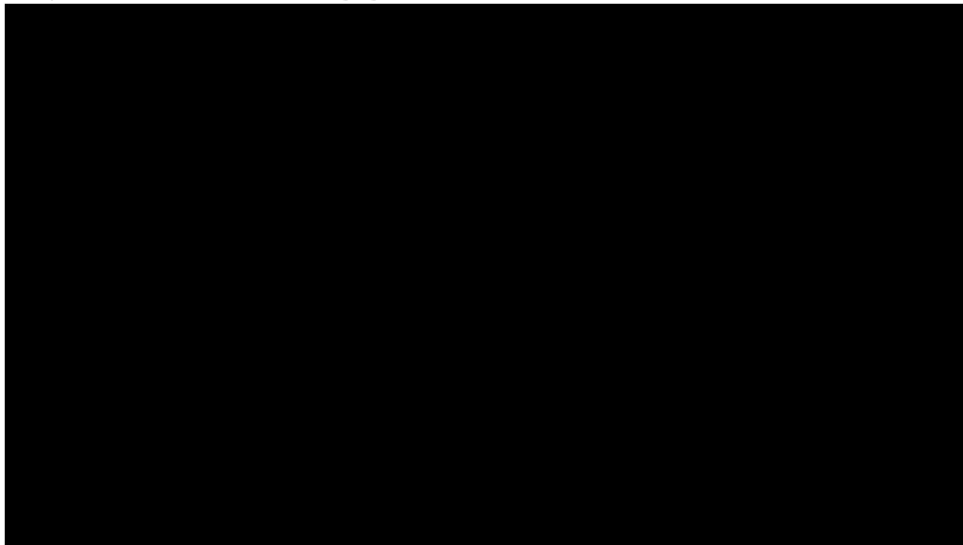
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- Microinsult
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  - Paraphrase/Reflect
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- Shift the focus to a different person
  - Particularly helpful when someone is asked to speak for his/her entire race, cultural group, etc.
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- The skill of asking questions that will make a difference
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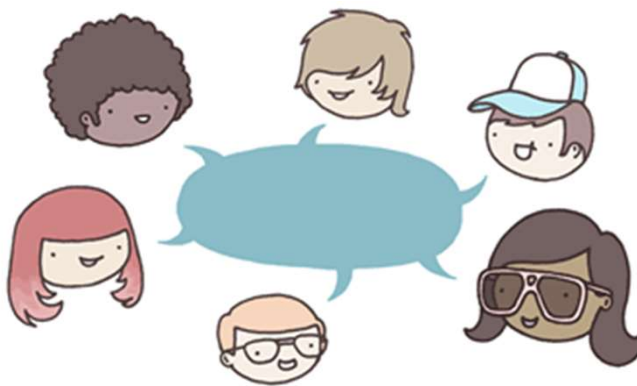
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- As Institutional leaders, we can encourage our institutions to
  - Take a strategic approach
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  - State, seek and measure inclusive outcomes
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## Commitments

- I will stay engaged and celebrate diversity
- I will speak my truth and allow others to do the same
- I expect to conduct microaggressions and I will acknowledge it and apologize
- I will allow myself to experience discomfort to support my trainees, push past it, confront it and use it to effect positive change

Acosta. Breaking the Silence: Time to talk about race. Academic Medicine, 2017

Olayiwola. Racism in Medicine: Shifting the Power. Ann. of Fam Med, 2016

*Additional resource mentioned in the talk:*

Shankar M, Albert T, Yee N, Overland M.

Approaches for Residents to Address Problematic Patient Behavior:  
Before, During, and After the Clinical Encounter *Journal of Graduate  
Medical Education*, August 2019

# OFD Session Evaluation QR Code (for live viewing only)

<http://bit.do/OFD>

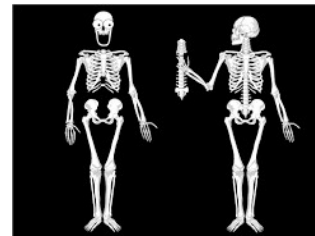


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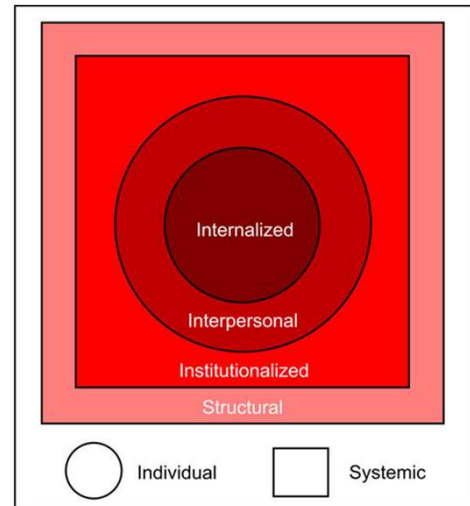
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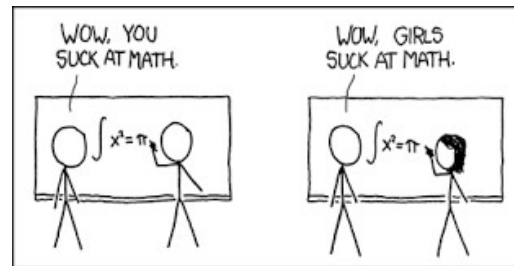
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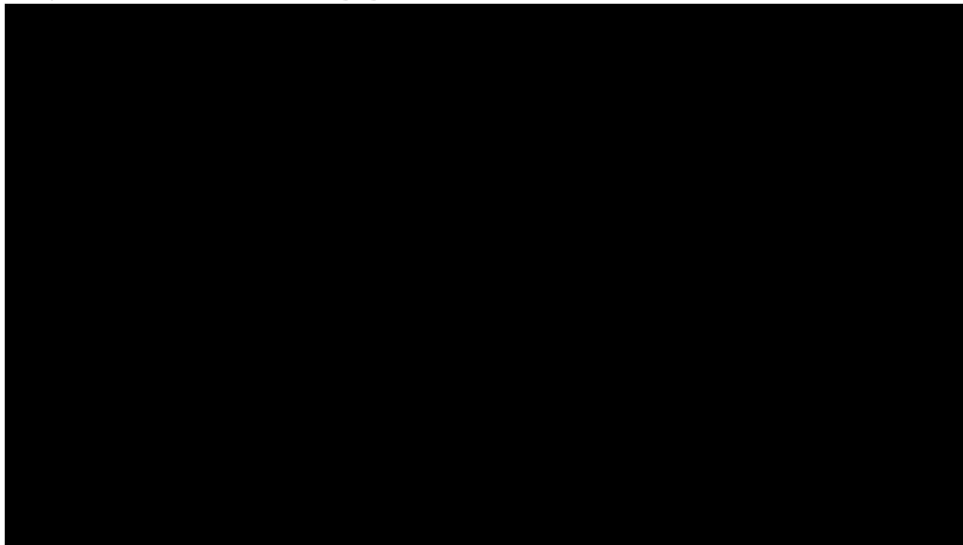
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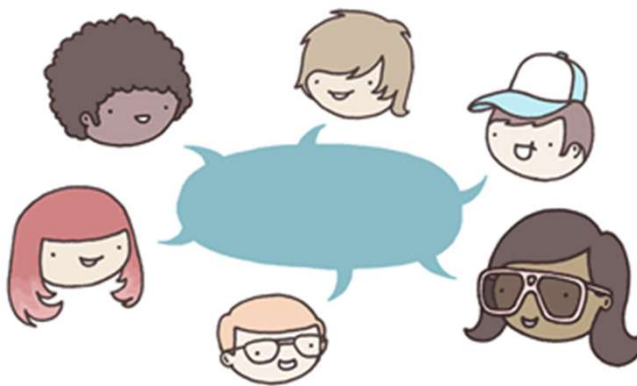
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  - Improve processes
  - Provide faculty development and training
  - State, seek and measure inclusive outcomes
  - Cultivate an inclusive culture

## Commitments

- I will stay engaged and celebrate diversity
- I will speak my truth and allow others to do the same
- I expect to conduct microaggressions and I will acknowledge it and apologize
- I will allow myself to experience discomfort to support my trainees, push past it, confront it and use it to effect positive change

Acosta. Breaking the Silence: Time to talk about race. Academic Medicine, 2017

Olayiwola. Racism in Medicine: Shifting the Power. Ann. of Fam Med, 2016

*Additional resource mentioned in the talk:*

Shankar M, Albert T, Yee N, Overland M.

Approaches for Residents to Address Problematic Patient Behavior:  
Before, During, and After the Clinical Encounter *Journal of Graduate  
Medical Education*, August 2019

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