Faculty Development Series: Resources to Address Microaggressions

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1/19 | 7:00am-8:00am

bitly

Webinar "Housekeeping"

- Questions & Comments
- Participation = Productive and Interesting
- Mute (Spacebar)
- Cameras
- Captions (CC)

Image from [Pexels](#)

Learning Objectives

Upon completion of this session, attendees will be able to:

1. Define Microaggressions and their impact
2. List resources to learn more about microaggressions and methods to counteract them
3. Create a plan to help improve their current environment.

Image from Pexels

Opening Comments

- Feedback & DEI
- Humility
- Intention vs. Impact
- Practice helps Discomfort

LO#1:
Define Microaggressions and their impact

LO#1: Define Microaggressions

Activity - Define Microaggression

- What is a Microaggression?

- Who's likely to experience Microaggressions?

Image from Pexels

Rowan University Definition

Microaggression - Brief and commonplace verbal, nonverbal, and environmental insults against someone based on their identity. They do not have to be intentional.

From: Rowan University's Division of Diversity, Equity, and Inclusion

The Language of Identity: Using inclusive terminology at Rowan University

Classifications

- **Microassaults**: This is when a person intentionally behaves in a discriminatory way while not intending to be offensive. An example is telling a racist joke, then saying, "I was just joking."
- **Microinsults**: This is a comment or action that is unintentionally discriminatory. For example, saying to an Indian doctor, "Your people must be so proud."
- **Microinvalidations**: This is when a person's comment invalidates or undermines the experiences of a marginalized group. An example would be a white person telling a Black person that "Racism does not exist in today's society."

Sue, D. W. (2010). *Microaggressions in everyday life: Race, gender, and sexual orientation*. John Wiley & Sons.

Examples

- **Treating someone as a second-class citizen because of their gender, race, or sexual orientation**
- Complimenting a person raised in the United States on their English simply because they are not white
- **Making assumptions about someone based on their religion, age, or class**
- Deliberately not using a transgender person's preferred pronouns
- Using offensive terminology, such as, "That's so gay"
- **Considering certain people to be of more value than others based on their ethnicity, class, or sexuality**

Sue, D. W. (2010). *Microaggressions in everyday life: Race, gender, and sexual orientation*. John Wiley & Sons.

Define Microaggressions
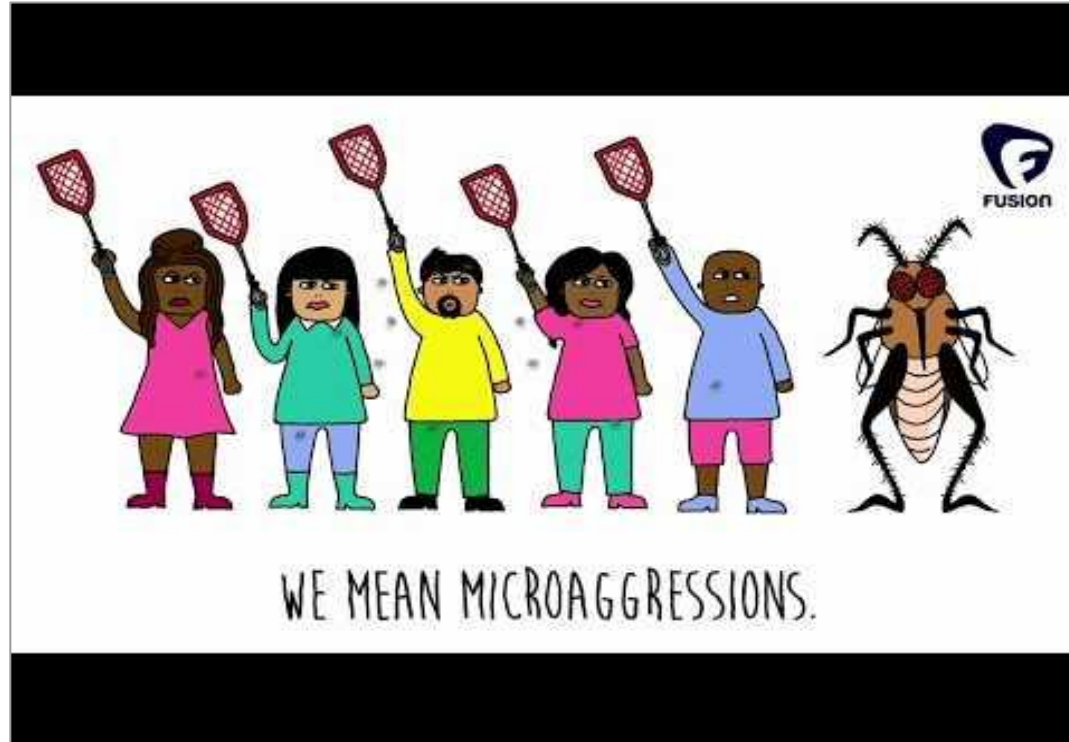
How microaggressions are like mosquito bites • Same Difference
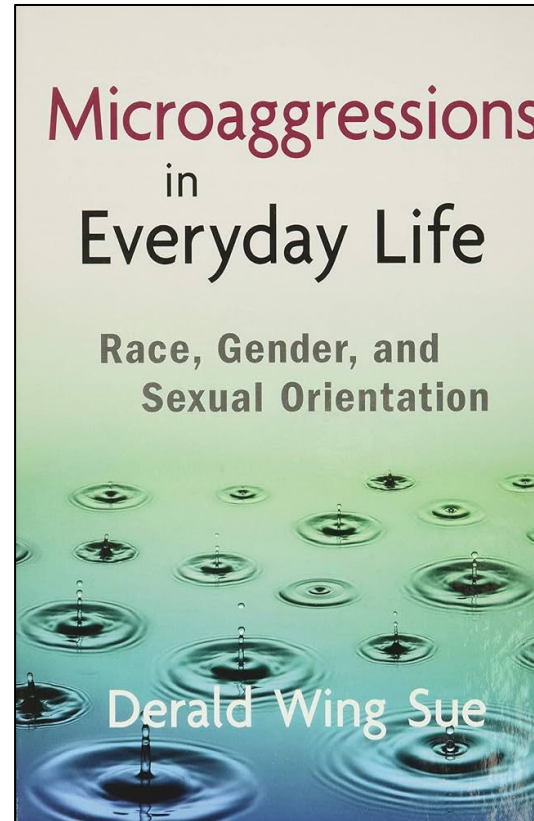*Original video created by Fusion Comedy*

URL:
https://youtu.be/nQ9l7y4UuxY

LO#2:
List resources to learn more about microaggressions
and methods to counteract them

Resources

Sue, D. W. (2010). *Microaggressions in everyday life: Race, gender, and sexual orientation*. John Wiley & Sons.

Resources

Faculty Development - Rowan-Virtua SOM: Addressing Microaggressions: Calling-Out & Calling-In

Resources for clinical and academic faculty

| Home | Faculty Focus (AY23-24) ▾ | Faculty Development Calendar | Faculty Development Series | New Faculty Welcome |

| Diversity, Equity, and Inclusion ▾ | Education Resources ▾ | Effective Feedback | Presentation Skills | Research at RV-SOM ▾ |

| Teaching in Clinical Settings | Faculty Affairs: P&T |

Addressing Microaggressions: Calling-Out & Calling-In

Self-Paced Video Module

- Addressing Microaggressions: Calling-Out & Calling-In (22:42)
    - Video Module with Verification
    - Video Only

Credits:

- *Developed by*: Mary Duggan, Catherine Neary, and Steve Garwood (Rowan-Virtua SOM Professional Learning Sub-committee, Rowan-Virtua SOM DEI Committee). In conjunction with Yvonne Ortiz, Director of Diversity, Equity, and Inclusion, Rowan-Virtua SOM and the members of the Rowan-Virtua SOM DEI Committee.
- *Module narration* (Alpha): Mary Duggan, Steve Garwood, Duncan Holmes, Catherine Neary, Yvonne Ortiz, Rosalyn Vinson, and Melvin Ways.

Resources

- Addressing Microaggressions: Facilitator Guide - for use with Module for follow-up discussion sessions

https://rowanmed.libguides.com/c.php?g=992685&p=8933975

Resources

The Language of Identity

Diversity, Equity, and Inclusion Blog / 2021 Posts / The Language of Identity

DIVISION NEWS

DEI • 04 FEBRUARY 2021

Using inclusive terminology at Rowan University

If you see anything that needs to be updated or new terms that you would like added to this document, please contact us at dei@rowan.edu

Follow the link to download the **Division of Diversity, Equity and Inclusion Language of Identity**, updated 3/29/2021: https://sites.rowan.edu/diversity-equity-inclusion/_docs/the-language-of-identity-080720.pdf

Why talk about words?

"Because language is evolving, speaking in a respectful way about groups in the United States can be as unnatural as learning to drive a standards car with a

https://sites.rowan.edu/diversity-equity-inclusion/blog/2021/02/the-language-of-identity.html

Resources

MEDICALNEWSTODAY

What to know about microaggressions

Definition | History of the term | Types | Classifications | Examples | Racial | Sexist | Misogynistic | Heterosexist | How they cause harm | Link with implicit bias | How to avoid | How to react | Summary

Microaggressions are actions that negatively target a marginalized group or individual. A microaggression is a form of discrimination that can be intentional or accidental.

LEARN at ACGME

ACGME EQUITYMATTERS™

https://www.medicalnewstoday.com/articles/microaggressions

https://dl.acgme.org/learning-paths/equity-matters-cme-learning-path

Actions

- Do Something - Interrupt
- Calling Out
- Calling In
- Microaggressions Toolkit

Image from Pexels

Actions

Calling Out:
- When we need to let someone know that their words or actions are unacceptable and will not be tolerated
- When we need to interrupt in order to prevent further harm
- Will likely feel hard and uncomfortable, but necessary
- Allows us to hit the "pause" button and break the momentum

http://www.seedtheway.com/uploads/8/8/0/0/8800499/calling_in_calling_out__3_.pdf

Actions

Calling In:
- When there is an opportunity to explore deeper, make meaning together, and find a mutual sense of understanding across difference
- When we are seeking to understand or learn more
- When we want to help imagine different perspectives, possibilities, or outcomes
- Provides for multiple perspectives and encourages paradigm shifts
- Focused on reflection, not reaction

http://www.seedtheway.com/uploads/8/8/0/0/8800499/calling_in_calling_out__3_.pdf

Actions

Interrupting Bias: Calling Out vs. Calling In

Calling Out:
- When we need to let someone know that their words or actions are unacceptable and will not be tolerated
- When we need to interrupt in order to prevent further harm
- Will likely feel hard and uncomfortable, but necessary
- Allows us to hit the "pause" button and break the momentum

Wow. Nope. Ouch. I need to stop you right there.	That word/comment is really triggering and offensive. Be mindful and pick a different word.	I need to push back against that. I disagree. I don't see it that way.
Okay, I am having a strong reaction to that and I need to let you know why.	I don't find that funny. Tell me why that's funny to you.	I wonder if you've considered the impact of your words.

http://www.seedtheway.com/uploads/8/8/0/0/
8800499/calling_in_calling_out__3_.pdf

Actions

Microaggression Response Toolkit

To be combined and adapted as needed for each person and situation

Response Strategy	Description	• Sample language
Practice MicroAffirmations	Behave positively in ways that counter a microaggression; communicate respect, promote another persons' ideas, or recognize their contributions.	• "X is an exceptionally trained medical professional and we are lucky to have her on our team." • "I'd like to listen to what X was saying." • "X had a great idea. Will you share that with us again?"
Assume best intent	Underlying principle is separating intent from impact. Can involve explicit appeal to common values.	• "It sounds like you intended to compliment X, however that comment can also imply that ___." • "I know you really care about ___. Acting in this way undermines those intentions."

Fisher, H. N., Chatterjee, P., Shapiro, J., Katz, J. T., & Yialamas, M. A. (2021). "Let's Talk About What Just Happened": a Single-Site Survey Study of a Microaggression Response Workshop for Internal Medicine Residents. *Journal of General Internal Medicine*, 1-3. (Includes the Microaggression Response Toolkit)

https://link.springer.com/article/10.1007/s11606-020-06576-6/figures/1

Actions

Most Importantly - Do Something (Interrupt)

LO#3:
Create a plan to help improve their current environment.

Plan

Activity - Personal Action Plan

Write 1-3 actions you can take in the coming months to expand upon your DEI training and to help foster a more inclusive campus and workplace.

Example:

- *"I will ask my department head to require all team members complete the Addressing Microaggressions module before our next department meeting."*

Image from Pexels

Review & Thank You!

- Thank you!

- Feedback? (garwoods@rowan.edu)
  - What's one thing I could do to improve this workshop?
  - Video & Eval Forms later today

- Questions?

Gratuitous Dog Pictures - Bentley & Pearl

END