



Microaggression: Define, Effects, Address

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Disclosures

Relevant Financial Relationships

None

Off-Label/Investigational Uses

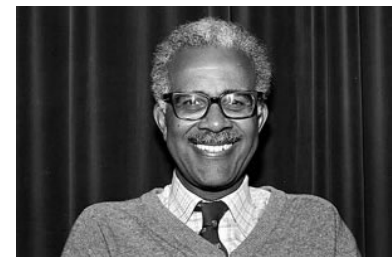
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Overall Objectives

- **Discuss microaggression in the workplace**
 - Define microaggression
 - Impact on professional growth & development
 - Discuss how to effectively address workplace microaggression

Microaggression: Identifying

- First description in 1970s by Chester Pierce MD (Harvard psychiatrist)
 - “Pent up anger and blood pressure” study
 - Psychiatric problems in the black community



Microaggression: Defining

- Subtle verbal and non-verbal (*intentional or unintentional*) undermining interactions between individuals due to perceived differences (majority vs minority)
 - “Put downs”
 - “Communicate hostile, derogatory, or negative slights and insults toward the victim”
- Concept expansion to include other minority groups

Defining and Identifying Microaggression

- Subtypes of Microaggression
 - **Microassaults**
 - Conscious and deliberate discriminatory actions/ verbal exchanges



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 - **Microinvalidations**
 - Subtle verbal exchanges (or actions) meant to “exclude” or “nullify” a person’s experiences or feelings
 - Most damaging

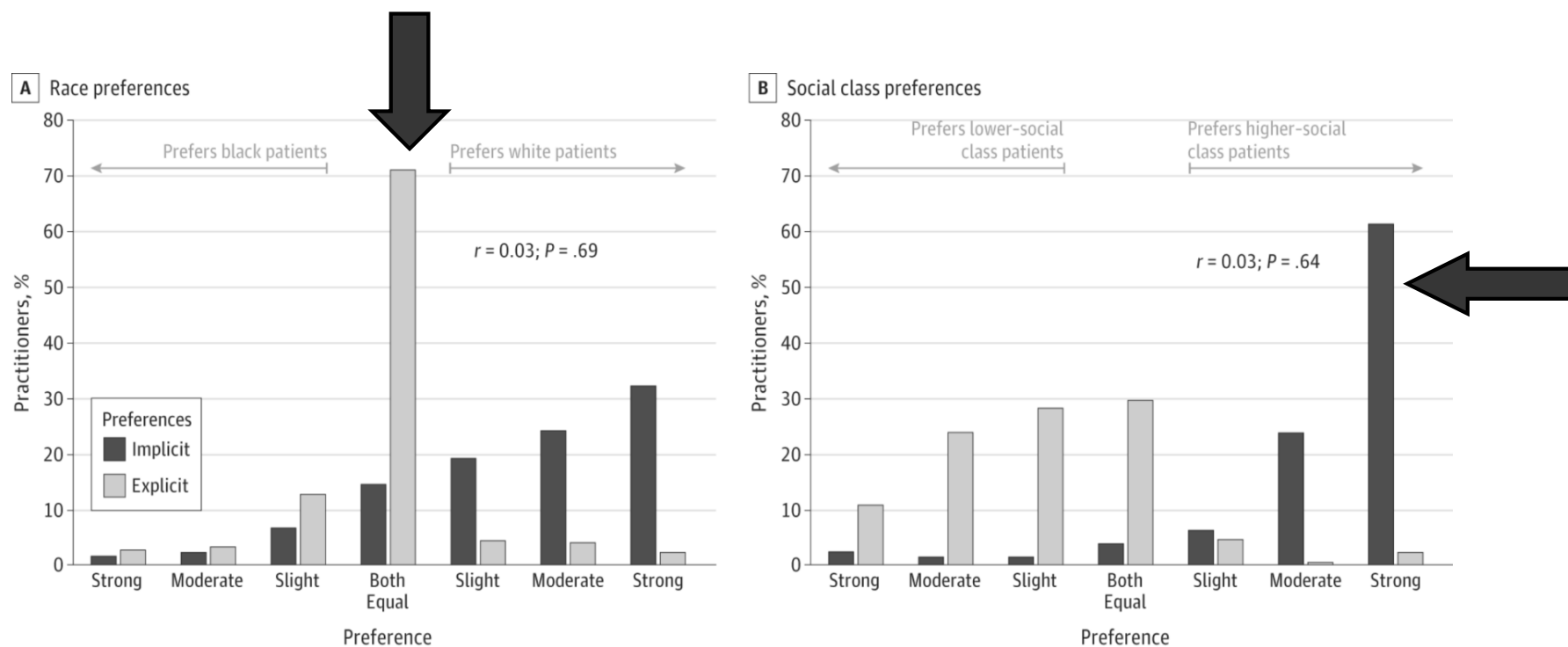
Defining and Identifying Microaggression

- **Why does it happen?**
 - **Bias**
 - Conscious (explicit) vs. unconscious bias (implicit)
 - **“Social & fear conditioning” ...**
 - Group superiority
 - Based on stereotypes and biases
 - Often unacknowledged (*by victim and/or aggressor*)
 - **Everyday occurrences**

Defining and Identifying Microaggression

- **Racial/Ethnic**
 - **Civil Rights Act (s)**
 - Outlawed overt discrimination
 - **“Aversive Racism”** ... rooted in fear of being perceived as “racist”
 - Persistent subtle biases, while avoiding overt prejudice
 - Unconscious racism especially in ambiguous situations

Unconscious Race and Social Class Bias Among Acute Care Surgical Clinicians and Clinical Treatment Decisions



Implicit and Explicit Race and Social Class Preferences Among Practitioners Correlations are reported as Spearman rank correlation coefficients

Unconscious Race and Social Class Bias Among Acute Care Surgical Clinicians and Clinical Treatment Decisions

Table 1. Participant Demographic Characteristics^a

Characteristic	No. (%) of Participants			
	Intern (n = 19)	Resident (n = 86)	Fellow (n = 32)	Attending Surgeon (n = 74)
Age, y				
<30	15 (79)	33 (38)	0	7 (9)
30-34	4 (21)	44 (51)	18 (56)	12 (16)
≥35	0	9 (11)	14 (44)	55 (74)
Male sex	9 (47)	56 (65)	27 (84)	35 (47)
Race/ethnicity				
Non-Hispanic white	12 (63)	53 (62)	17 (53)	55 (74)
Non-Hispanic black	1 (5)	1 (1)	1 (3)	3 (4)
Asian	4 (21)	22 (26)	13 (41)	8 (11)
Hispanic	0	3 (4)	1 (3)	3 (4)
Other ^b	2 (11)	7 (8)	0	5 (7)
Prescriber specialty				
Anesthesia	0	20 (23)	6 (19)	12 (16)
Critical care	0	6 (7)	2 (6)	4 (5)
Emergency medicine	6 (32)	17 (20)	0	15 (20)
Neurosurgery	1 (5)	5 (6)	4 (13)	2 (3)
Orthopedics	3 (16)	9 (11)	1 (3)	4 (5)
Otolaryngology	4 (21)	3 (4)	1 (3)	7 (9)
Surgery	5 (26)	23 (27)	17 (53)	23 (31)
Urology	0	1 (1)	1 (3)	5 (7)
Missing/unknown	0	0	0	2 (3)



^a Includes 211 participants. Four physicians had missing data on educational level and are excluded. Percentages have been rounded and may not total 100.

^b None of the respondents were Native American.

Participant Demographic Characteristics

Defining and Identifying Microaggression

- **Summary**

- Subtle (often) unintentional verbal & nonverbal interaction aimed at undermining the social minority
 - Bias & fear-conditioning
- Three main subtypes:
 - Microassault
 - Microinsult
 - Microinvalidation

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