KEY POINTS

- Microaggressions are categorized into three groups: microassaults, microinsults, and microinvalidations.
- Microaggressions may play a role in increasing the morbidity and mortality observed among certain racial minority groups as well as in people of low socioeconomic status.
- Harmful effects of microaggressions on healthcare providers, such as low quality of life and job dissatisfaction, have been associated with suboptimal care practices, major medical and medication errors, and decreased patient satisfaction with medical care.
- The strategies for addressing microaggressions include engaging institutions further in equity, encouraging everyone to take action as an upstander, and creating institutional accountability.

Professionalism: microaggression in the healthcare setting

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Consequences of Microaggressions in Medicine

Example scenarios in medicine	Berk's law: consequences of microaggressions ¹⁰
Exclusion from a monthly meeting of colleagues with superior or department chair	Creating feelings of isolation, exclusion, loneliness, and tokenism
No administrative assistance while other colleagues have assistance	Lowering the individual's work productivity and problem-solving abilities
Repeatedly not having a resident or medical student assigned to you	Devaluing the individual's research, scholarship, and teaching contributions
Being asked to provide more letters of recommendation than other colleagues; assuming a female or URM physician is a nurse or maintenance worker	Undermining and questioning the individual's qualifications and credentials
Being labeled as disrespectful by staff or superiors for not using "ma'am" or "sir" when speaking to patients	Subjecting the individual to biased and unfair reviews for performance appraisal, tenure, merit pay, and awards
Being told that only 1 person can apply for a grant and that another faculty member has already been selected	Excluding the individual from grants, research projects, team teaching, mentoring, guest lectures, and professional conferences
Being singled out for comments or asked to lead by colleagues or superiors whenever issues concerning race or diversity arise; given excess responsibilities on department and university committees for diversity	Committing the individual to excess service on diversity, task force, department, and university committees as the face of diversity
Having a suggestion not recognized when presented at a meeting with colleagues but acknowledged when presented a few minutes later by male or non-URM colleague	Resulting in feelings of being ignored, overlooked, unappreciated, underrespected, undercompensated, overworked, misrepresented, and devalued
Faculty, residents, medical students, and physicians experience burnout, depression, and PTSD due to repeatedly experiencing and witnessing microaggressions in the academic setting and workplace	Producing physical and mental health problems, such as depression, frustration, anger, rage, low self-esteem, stress, PTSD, anxiety, substantial weight gain, high blood pressure, and cardiovascular disease
Staring or not turning around to speak when a woman or URM provider walks into the office; overhearing a receptionist say to a patient, "I want to warn you, she is Black"	Creating an unwelcome, hostile, and invalidating climate that is alienating, stressful, polarized, and risky

https://cdn.mdedge.com/files/s3fspublic/CT107005235.PDF

Feaster, B., McKinley-Grant, L., & McMichael, A. J. (2021). Microaggressions in medicine. *Cutis*, *107*(5), 235-237.

Abbreviations: URM, underrepresented minority; PTSD, posttraumatic stress disorder.

Not pronouncing or spelling an individual's name correctly Making assumptions

about skills/abilities/ temperament of the individual based on stereotypes

Subjecting an individual to more criticism and harder judgement compared to their white counterparts speaking Continually arranging team social events based around alcohol, thereby making an individual feel unwelcome

What does a microaggression look like?

ople moving yay from you holding their reath when round you Ignoring what you have said/instructed

Interrupting an individual when they are

> Dismissing an individual's opinion or perspective

individuals

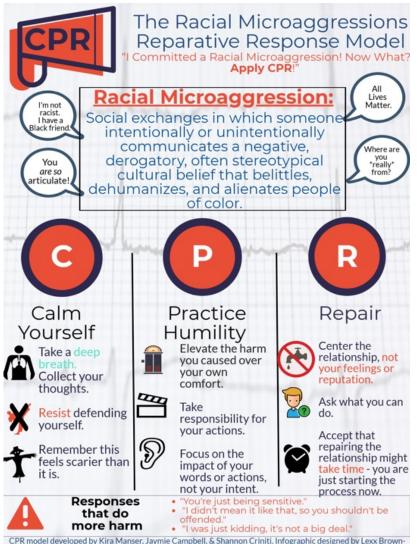
in meetings

and in the

workplace

A lack of awareness of personal space and personal boundaries which can lead to uncomfortableness

Making assumptions about seniority. The micro-aggressive assumption being that the most senior person in the room is white https://www.rpharms.com/recognition/inclusio n-diversity/microaggressions



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