

**LCC Session: Microaggressions**  
**CanMEDS Competency: Professional**  
**Dr. S. Marjerrison**

**GOAL:** *The purpose of this session is to explore the concept of microaggressions and their impact. We will explore various ways to respond to microaggressions as a recipient, a bystander and as the person who committed a microaggression.*

Microaggressions are brief and commonplace verbal, behavioral, or environmental actions (whether intentional or unintentional) that communicate hostile, derogatory, or negative racial slights and insults toward members of oppressed or targeted groups, including people who identify as: BIPOC, women, LGBTQIA2+, persons with disabilities, and religious minorities. These are termed micro, not in their impact, but in comparison to overt discrimination.

*This year LCC will have an overarching theme of racism and discrimination in medicine, which will circle through a few of our sessions. In the first session, we delved into our own implicit or unconscious biases. This session is centred on microaggressions and how to counter these in both personal and systems spaces. Subsequent sessions will focus specifically on issues of anti-black and anti-Indigenous racism.*

**PRE-SESSION MATERIALS**

**1. Required materials:**

- Guide – Types of microaggressions and potential responses: [https://advancingjustice-la.org/sites/default/files/ELAMICRO%20A\\_Guide\\_to\\_Responding\\_to\\_Microaggressions.pdf](https://advancingjustice-la.org/sites/default/files/ELAMICRO%20A_Guide_to_Responding_to_Microaggressions.pdf)
- Journal ARTICLE – Tips to responding to microaggressions as an educator: <https://www.tandfonline.com/doi/epub/10.1080/0142159X.2018.1506097?needAccess=true>
- Magazine ARTICLE – Microaggressions in Academia: <https://www.theatlantic.com/politics/archive/2015/09/microaggressions-matter/406090/>

**2. Additional items if you are interested:**

- PODCAST: what can medical educators do to dismantle racism – Dr. Shazeen Suleman (Canadian Pediatrician): <https://podcasts.apple.com/ca/podcast/what-can-medical-educators-do-to-dismantle-racism-w/id1466786823?i=1000489195560>

- TWITTER thread: microaggression - <https://twitter.com/kkidia/status/1321620045747933184>
- INSTAGRAM infographic: <https://www.instagram.com/p/CH6VMyxnv-M/?igshid=1f3xdctuf7pjd>
- When and How to Respond to Microaggressions (HBR): <https://hbr.org/2020/07/when-and-how-to-respond-to-microaggressions>
- Confronting Microaggressions (APA): <https://www.apa.org/monitor/2017/01/microaggressions>
- How to respond to microaggressions (NYT): <https://www.nytimes.com/2020/03/03/smarter-living/how-to-respond-to-microaggressions.html>

### ***FACILITATOR GUIDE***

*We would like to encourage discussion among the residents about how pervasive microaggressions are in both their work and personal lives. These can be directed at both patients and practitioners, and they affect everyone. Please encourage discussions about their own experiences – in both the role of physician and patient/family if they are willing to share.*

### ***Questions to encourage discussion***

- 1. Reflecting on the scenarios described in the 12 tips article, how might you have handled those?**
  - What responses might you have in the moment, and what might you return to respond to later?
  - How might you debrief those situations with learners?
- 2. Have you had any experiences in the clinical sphere in which you were on the receiving end of a microaggression?**
  - How did that feel? How did you react? In retrospect, would you have done anything differently?
  - Were supervisors present, and if so, how did they react? What would have made it better?
- 3. If you are comfortable, can you share a time that you committed a microaggression?**
  - How did the person react to your statement? How did you respond?
- 4. Social media is becoming a common place for people to share their experiences with microaggressions.**
  - How is this changing the conversation?
  - Do you find this format informative?
  - How can we use social media to encourage positive interactions?