

2020-09-03: Microaggressions in Medical Education

Hosted by Association of Directors of Medical Student Education in Psychiatry

The following links were shared during the chat:

- An Exploratory Study on Microaggressions in Medical School: What Are They and Why Should We Care? <https://link.springer.com/article/10.1007/s40037-019-0516-3>
- A Little Hurts a Lot: Exploring the Impact of Microaggressions in Pediatric Medical Education <https://pediatrics.aappublications.org/content/146/1/e20201636>
- Interrupting Microaggressions in Health Care Settings: A Guide for Teaching Medical Students https://www.mededportal.org/doi/10.15766/mep_2374-8265.10969
- Exploring Racism and Health: An Intensive Interactive Session for Medical Students https://www.mededportal.org/doi/10.15766/mep_2374-8265.10783#.X1GUJGGttZw.twitter
- How Microaggressions Are Like Mosquito Bites <https://www.youtube.com/watch?v=hDd3bzA7450>
- How Small Differences in Assessed Clinical Performance Amplify to Large Differences in Grades and Awards: A Cascade With Serious Consequences for Students Underrepresented in Medicine https://journals.lww.com/academicmedicine/Fulltext/2018/09000/How_Small_Differences_in_Assessed_Clinical.16.aspx
- Ibram X. Kendi books <https://www.ibramxkendi.com/books-1>
- The GRIT (Gather, Restate, Inquire, Talk It Out) Framework for Addressing Microaggressions <https://pubmed.ncbi.nlm.nih.gov/31774484/>



MedEd Chat @MedEdChat9 hours ago

Topic 1: How are trainees prepared to identify microaggressions? #mededchat #meded



David A. Marcus, MD @EMIMDoc9 hours ago

RT @MedEdChat: Topic 1: How are trainees prepared to identify microaggressions? #mededchat #meded



David A. Marcus, MD @EMIMDoc9 hours ago

RT @MedEdChat: We will assume that all of your tweets during #mededchat are your own during this hour unless otherwise stated #meded



Dana Raml, M. D. @DanaRamIMD9 hours ago

RT @MedEdChat: Welcome to the #mededchat (US) I am your moderator for the next hour @alliance4clined. Thanks again to @DanaRamIMD from @ad...



David A. Marcus, MD @EMIMDoc9 hours ago

RT @MedEdChat: If you are tuning in to the #mededchat, remember to use the #mededchat hashtag and try to answer with the Topic numbers (T1,...



Alliance4ClinEd @Alliance4ClinEd 9 hours ago

T1 This article addresses how widespread microaggressions are in #meded and also offers some ideas about steps to educate <https://t.co/RAE951cIIa> #mededchat #meded @COMSEPediatrics



Dana Raml, M. D. @DanaRamlMD 9 hours ago

So excited to hear everyone's thoughts on this important topic! @DocZayMD @SashaShillcutt @SAStrongMD @DrDanielGih @DrJeanaBenton @P
eirceJohnston



Jake Prunuske, MD, MSPH @jprunuske 9 hours ago

@MedEdChat T1: Identification is in our lived experiences and how we perceive things. Training may help in responding to micro aggressions. #mededchat



Jake Prunuske, MD, MSPH @jprunuske 9 hours ago

RT @Alliance4ClinEd: T1 This article addresses how widespread microaggressions are in #meded and also offers some ideas about steps to educ...



Lonika #wearyourmask Sood @sood_lonika 9 hours ago

@MedEdChat T1: formal through didactically, informally in the clinical environment #mededchat



Gary Beck Dallaghan @GLBDallaghan 9 hours ago

T1 This article by @zareenmd et al does a great job of exploring what microaggressions have been experienced by #medstudents and points out implications for #meded ucators <https://t.co/SIG1bOCyIR> #mededchat



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@DSchatteMD @dschattemd9 hours ago

@MedEdChat T1 we've used this Exploring Racism and Health: An Intensive Interactive Session for Medical Students | MedEdPORTAL <https://t.co/uSJS0fqeJF> with case discussions and small group facilitators for the past two years with our MS1s #MedEdChat



Jorge Ganem, MD @jfganem9 hours ago

RT @Alliance4ClinEd: T1 This article addresses how widespread microaggressions are in #meded and also offers some ideas about steps to educ...



MedEdBot @MedEdBot9 hours ago

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MedEdBot @MedEdBot9 hours ago

RT @MedEdChat: T1 about to come up in a few moments #meded #mededchat



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Alliance4ClinEd @Alliance4ClinEd9 hours ago

T1 @MedEdPORTAL has another workshop related to microaggressions for #medstudents <https://t.co/JqcYo12ifn> #mededchat



MedEd Chat @MedEdChat9 hours ago

RT @dschattemd: @MedEdChat T1 we've used this Exploring Racism and Health: An Intensive Interactive Session for Medical Students | MedEdPOR...



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Jasminka Criley MD, FACP, FHM @criley_md9 hours ago

@MedEdChat T1. Microaggressions can happen anywhere. For training programs, start at the top. Are faculty trained to identify, avoid, treat and prevent microaggressions? #MedEdChat



Gary Beck Dallaghan @GLBDallaghan9 hours ago

@criley_md @MedEdChat Excellent point. My big question related to #facdev is how do we get the faculty there who truly need this training? We all do....but perhaps some more than others. #MedEdChat



Alexis L. Rossi @AlexisLRossi19 hours ago

RT @jprunuske: @MedEdChat T1: Identification is in our lived experiences and how we perceive things. Training may help in responding to mi...



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MedEd Chat @MedEdChat9 hours ago

Topic 2: How is this addressed in the "hidden" curriculum? #MedEdChat #meded



Alexis L. Rossi @AlexisLRossi19 hours ago

@MedEdChat T1 - it shouldn't be solely on the trainees to identify and report though. How are we training others in the environment, including faculty, house staff & others to be active in identifying & stopping these situations? What are our expectations for patients? #MedEdChat



Jake Prunuske, MD, MSPH @jprunuske9 hours ago

RT @dschattemd: @MedEdChat T1 we've used this Exploring Racism and Health: An Intensive Interactive Session for Medical Students | MedEdPOR...



Jake Prunuske, MD, MSPH @jprunuske9 hours ago

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RT @criley_md: @MedEdChat T1. Microaggressions can happen anywhere. For training programs, start at the top. Are faculty trained to identif...



Lonika #wearyourmask Sood @sood_lonika9 hours ago

T2: unfortunately it well IMO ... #MedEdChat



MedEd Chat @MedEdChat9 hours ago

RT @AlexisLRossi1: @MedEdChat T1 - it shouldn't be solely on the trainees to identify and report though. How are we training others in the...




Lonika #wearyourmask Sood @sood_lonika9 hours ago

@GLBDallaghan @criley_md @MedEdChat What about those in the CLE who are not Faculty? #mededchat



Jasminka Criley MD, FACP, FHM @criley_md9 hours ago

@GLBDallaghan @MedEdChat That said,  agree. Everyone needs some #facdev but some more so than others. You are asking an excellent question. How do we bring to the table those that need it more? #MedEdChat



Jake Prunuske, MD, MSPH @jprunuske9 hours ago

@MedEdChat T2: May help to make the implicit explicit. How do we create an environment where intent can be explored, perspectives shared, and lessons learned? #mededchat



DJ "Racism is killing Black People" @DrDaniJackson9 hours ago

RT @AlexisLRossi1: @MedEdChat T1 - it shouldn't be solely on the trainees to identify and report though. How are we training others in the...



Gary Beck Dallaghan @GLBDallaghan9 hours ago

T2 I think the subtle nature of microaggressions mean they are rampant in the so-called hidden curriculum. #mededchat #meded



Gary Beck Dallaghan @GLBDallaghan9 hours ago

@jprunuske @MedEdChat Excellent question! We need to have tools to use to start those conversations. Sort of like using Ouch or Oops like we did in a relational leadership session I attended @s_smithson #mededchat #meded



Ian Pereira @IanJPereira9 hours ago

RT @MedEdChat: Topic 1: How are trainees prepared to identify microaggressions? #mededchat #meded



Ian Pereira @IanJPereira9 hours ago

@MedEdChat Respectfully, I'm not sure if appropriately identifying a #microaggression is the perceived role of a #MedStudent or resident. If were, would it not increase the risk to the institution? #MedEdChat #MedEd T1



Jake Prunuske, MD, MSPH @jprunuske9 hours ago

So true. A given microaggression may be racist, sexist, classist, ***ist. It reflects on the statement, not necessarily the whole person. Shared conversations, perspectives, learning are key to improvement. This takes trust and time. #mededchat



Jasminka Criley MD, FACP, FHM @criley_md9 hours ago

@jprunuske @MedEdChat T2. This is a quest for a better world, overall. Completely agree. It is much needed. But how to get everyone's buy in? #mededchat



Ian Pereira @IanJPereira 9 hours ago

RT @Alliance4ClinEd: T1 This article addresses how widespread microaggressions are in #meded and also offers some ideas about steps to educ...



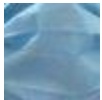
Jake Prunuske, MD, MSPH @jprunuske 9 hours ago

RT @GLBDallaghan: @jprunuske @MedEdChat Excellent question! We need to have tools to use to start those conversations. Sort of like using...



Gary Beck Dallaghan @GLBDallaghan 8 hours ago

@IanJPereira @MedEdChat I completely agree with you. Although, often times we may not know of #microaggressions unless #medstudents report it. We need systems in place to report for sure! #mededchat



Jorge Ganem, MD @jfganem 8 hours ago

RT @Alliance4ClinEd: T1 @MedEdPORTAL has another workshop related to microaggressions for #medstudents <https://t.co/JqcYo12ifn> #mededchat



Ian Pereira @IanJPereira 8 hours ago

@Alliance4ClinEd @COMSEPediatrics I agree with many themes of this article, but what is the incentive to institutions the well-intentioned educators work under to address #MicroAggressions? The #HiddenCurriculum has stayed hidden for so long for a reason I believe. #MedEdChat #MedEd



Jake Prunuske, MD, MSPH @jprunuske 8 hours ago

Creating a need for change among those who don't see microaggressions as a problem is challenging. The mosquito video might help: <https://t.co/pzxxXm9C0T> #mededchat



V W @DrV_NeoMD 8 hours ago

@AlexisLRossi1 @MedEdChat This is what our trainees and students consistently share with us. We need to change the culture. Too much is accepted & normalized. This allows #microaggressions to flourish in Medicine. #MedEdChat



Ian Pereira @IanJPereira 8 hours ago

RT @GLBDallaghan: T1 This article by @zareenmd et al does a great job of exploring what microaggressions have been experienced by #medstude...



Ian Pereira @IanJPereira8 hours ago

RT @GLBDallaghan: @criley_md @MedEdChat Excellent point. My big question related to #facdev is how do we get the faculty there who truly n...



Jasminka Criley MD, FACP, FHM @criley_md8 hours ago

@MedEdChat T2: there is a "hidden curriculum" & "hidden agenda". At times, especially in leadership positions, these are intertwined. But that is a completely different topic. For trainees: being supportive, having "open curriculum" & "open conversations", good people/culture #mededchat



Amy Fleming @AmyEFleming8 hours ago

@jprunuske I find the mosquito analogy very helpful. We have used the video in training sessions for faculty and students. #mededchat



Jake Prunuske, MD, MSPH @jprunuske8 hours ago

#leadership is critical to setting the climate and culture. So too is the voice of the people, students, patients, etc. If no one speaks, nothing changes. #mededchat



MedEd Chat @MedEdChat8 hours ago

RT @jprunuske: Creating a need for change among those who don't see microaggressions as a problem is challenging. The mosquito video might...



Cindy @cpp799490588 hours ago

RT @DrV_NeoMD: @AlexisLRossi1 @MedEdChat This is what our trainees and students consistently share with us. We need to change the culture....



Alliance4ClinEd @Alliance4ClinEd8 hours ago

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Jake Prunuske, MD, MSPH @jprunuske8 hours ago

RT @criley_md: @MedEdChat T2: there is a "hidden curriculum" & "hidden agenda". At times, especially in leadership positions, these are inte...



MedEd Chat @MedEdChat8 hours ago

Topic 3: Should addressing microaggressions be part of the formal curriculum? How would you do that? #MedEdChat #meded



Jasminka Criley MD, FACP, FHM @criley_md8 hours ago

@AlexisLRossi1 @MedEdChat T1: It absolutely can not be trainees only. Especially in hierarchical and competitive environments like medicine. #mededchat



Ian Pereira @IanJPereira8 hours ago

@GLBDallaghan @MedEdChat The other side is that many hierarchical orgs are resistant to change (especially doctors - I would know, too :). Gut reaction is to learn from that revelation, or to silence it? Safe systems to report it need investment, but also may open up risk. #MedEdChat #MedEd



Alliance4ClinEd @Alliance4ClinEd8 hours ago

T3 It would be interesting to know how schools train #medstudents to address microaggressions from patients. #mededchat #meded



Jasminka Criley MD, FACP, FHM @criley_md8 hours ago

@IanJPereira @GLBDallaghan @MedEdChat Key word: "survival" #mededchat #MedEd



Ian Pereira @IanJPereira8 hours ago

@GLBDallaghan One would think #CBME is an answer, but hastily written competencies without investment in QA/QI means this, like the words we use, can be easily weaponized. #MedEdChat #MedEd T2



Zareen Zaidi, MD PhD @zareenmd8 hours ago

Thanks @GLBDallaghan. We found women experienced more microaggressions (73%) than men Med students, but overall 54% students experienced microaggressions #mededchat



Justin Bullock @jbullockruns8 hours ago

RT @zareenmd: Thanks @GLBDallaghan. We found women experienced more microaggressions (73%) than men Med students, but overall 54% students...



V W @DrV_NeoMD8 hours ago

@jprunuske @MedEdChat We also use it on our training sessions! #MedEdChat



Jake Prunuske, MD, MSPH @jprunuske8 hours ago

ABSOLUTELY! Excellent resource from Dr. Montenegro here #mededchat <https://t.co/i9pBbQrWYX>



Ian Pereira @IanJPereira8 hours ago

RT @jprunuske: Creating a need for change among those who don't see microaggressions as a problem is challenging. The mosquito video might...



Zareen Zaidi, MD PhD @zareenmd8 hours ago

Also interesting there was denial the concept existed, attributing concerns about microaggressions to a culture promoting oversensitivity and political correctness #mededchat @GLBDallaghan



MedEd Chat @MedEdChat8 hours ago

RT @zareenmd: Also interesting there was denial the concept existed, attributing concerns about microaggressions to a culture promoting ove...



Deb Simpson @debsimpson38 hours ago

T2 excellent work using #quips fishbone approach. Really illuminates how #microaggressions result in "amplification cascade" from @UCSFMedicine leaders including @CatherineRLucey #MedEdChat in @AcadMedJournal 2018 <https://t.co/uzwoCkyeUo>



Ian Pereira @IanJPereira8 hours ago

@jprunuske Quite amusing (and I accurate, I think :) But I wonder if it can be hard to take microaggressions seriously. Things that want to be ignored can be more easily dismissed. #MedEdChat #MedEd



Allison macerollo @MacerolloMD8 hours ago

@MedEdChat T3:ABSOLUTELY! We need to explicitly teach, model, and demonstrate how faculty residents and students can address and most importantly be encouraged to address Microaggressions. Every course, every person must have training and we accept no instances. #MedEdChat



Cristin Colford @cristincolford8 hours ago

@GLBDallaghan Sometimes they are not so subtle but we need to teach faculty and learners to model the tools needed to respond. #mededchat



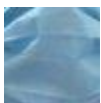
Jake Prunuske, MD, MSPH @jprunuske8 hours ago

and... #mededchat <https://t.co/l8XTexvQQU>



MedEd Chat @MedEdChat8 hours ago

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MedEd Chat @MedEdChat8 hours ago

RT Cristin Colford @cristincolford Replying to @GLBDallaghan @IanJPereira @MedEdChat I also think the terminology is a bit confusing and downplays the experience . Ibram Kendi's book touched on this #mededchat



Alexis L. Rossi @AlexisLRossi18 hours ago

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Alexis L. Rossi @AlexisLRossi18 hours ago

RT @jprunuske: Creating a need for change among those who don't see microaggressions as a problem is challenging. The mosquito video might...



Jake Prunuske, MD, MSPH @jprunuske8 hours ago

Help me understand what 'accept no instances' means. Measuring the timing and magnitude of a response is critical. Consequences for all involved. #mededchat



Alexis L. Rossi @AlexisLRossi18 hours ago

RT @Alliance4ClinEd: T1 @MedEdPORTAL has another workshop related to microaggressions for #medstudents <https://t.co/JqcYo12ifn> #mededchat



Zareen Zaidi, MD PhD @zareenmd8 hours ago

What I am currently reflecting upon is that the term "micro aggression" is racism promoting as it minimizes such experiences @GLBDallaghan #mededchat



Jake Prunuske, MD, MSPH @jprunuske8 hours ago

@zareenmd @GLBDallaghan I think Kendi's definitions and framework of racism and anti-racism works well here. Microaggressions about race are racist statements; the statement is racist, not the person. #mededchat



MedEd Chat @MedEdChat8 hours ago

We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat



Tamara Hancock @TS_Hancock8 hours ago

RT @zareenmd: Also interesting there was denial the concept existed, attributing concerns about microaggressions to a culture promoting ove...



Gary Beck Dallaghan @GLBDallaghan8 hours ago

@zareenmd But does it or is it the appropriate term? Microaggressions are often unintentional statements that may or may not be overt (like racism). Perhaps a different term should be identified so it doesn't minimize the importance. #mededchat



Tom Cooney MD @PDX_Tom8 hours ago

RT @debsimpson3: T2 excellent work using #quips fishbone approach. Really illuminates how #microaggressions result in "amplification casca..."

Ian Pereira @IanJPereira8 hours ago



@zareenmd @GLBDallaghan Not sure if #CancelCulture has been described in #MedEd. Objectively trying to assess for more harmful #microaggressions to hold systems accountable does not seem easy. Requires a hard look at facts from those who understand context, including the org culture, I think. #MedEdChat

Jake Prunuske, MD, MSPH @jprunuske8 hours ago



In this framework, there is no "neutral"; statements are either racist or anti-racist. I'm all for eliminating the term microaggression and just calling a statement racist, or sexist, or ***ist as fits. #mededchat

Stephanie Starr, MD @StephRStarr8 hours ago



Another framework for addressing micro aggressions by @ErinOBrienMD @nwarnerMD #MedEdChat <https://t.co/4wq1VobE8H> <https://t.co/Ya9Myk9Jk>

Ian Pereira @IanJPereira8 hours ago



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Zareen Zaidi, MD PhD @zareenmd8 hours ago



Agree @GLBDallaghan #mededchat the word "micro" may be problematic as the impact is anything but micro

MedEd Chat @MedEdChat8 hours ago



RT @StephRStarr: Another framework for addressing micro aggressions by @ErinOBrienMD @nwarnerMD #MedEdChat <https://t.co/4wq1VobE8H> https:...

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Erin K O'Brien MD [@ErinOBrienMD8 hours ago](#)

RT [@StephRStarr](#): Another framework for addressing micro aggressions by [@ErinOBrienMD](#) [@nwarnerMD](#) [#MedEdChat](#) <https://t.co/4wq1VobE8H> https:...



Zareen Zaidi, MD PhD [@zareenmd8 hours ago](#)

RT [@jprunuske](#): In Kendi's framework, there is no "neutral"; statements are either racist or anti-racist. I'm all for eliminating the term...



MedEd Chat [@MedEdChat8 hours ago](#)

Join us again next week at 9 pm Thursday. Thanks again [@DanaRamIMD](#)! Join our guest host [@copenow1](#) next Thurs to talk opioid education! Don't forget to suggest topics by DM or email [#meded](#) [#mededchat](#)



MedEd Chat [@MedEdChat8 hours ago](#)

That's a wrap...I will post the [#mededchat](#) transcript tomorrow morning on <https://t.co/mJivoKroXx> on the Resources page. Thanks everyone for participating! [#meded](#)



Ian Pereira [@IanJPereira8 hours ago](#)

[@debsimpson3](#) [@UCSFMedicine](#) [@CatherineRLucey](#) [@AcadMedJournal](#) Seems hard to assess the impact of these outcomes. How do we assess the quality of residency outcomes? Is it transparent (e.g. compared to [#medstudents](#) - [#NRMP](#) & [#CARMS](#)). [#MedEdChat](#) T2



V W [@DrV NeoMD8 hours ago](#)

We use V.I.T.A.L.S. (paper under review) to teach how to respond when experiencing [#microaggressions](#) [#MedEd](#)



@AMTUTMB [@amtutmb8 hours ago](#)

RT [@MedEdChat](#): Join us again next week at 9 pm Thursday. Thanks again [@DanaRamIMD](#)! Join our guest host [@copenow1](#) next Thurs to talk opioid...



Siobhan Pittock [@SiobhanPittock8 hours ago](#)

RT [@StephRStarr](#): Another framework for addressing micro aggressions by [@ErinOBrienMD](#) [@nwarnerMD](#) [#MedEdChat](#) <https://t.co/4wq1VobE8H> https:...



Jasminka Criley MD, FACP, FHM @criley_md 8 hours ago
[@sood_lonika](#) [@GLBDallaghan](#) [@MedEdChat](#) T1: Everyone. [#MedEdChat](#)



Ian Pereira @IanJPereira 8 hours ago
[@MedEdChat](#) And I do think it needs to involve & come from patients, too. I'm not sure how many realize that the lack of diversity does impact their care, until it may be too late. [#MedEdChat](#) [#MedEd](#)



Ian Pereira @IanJPereira 8 hours ago
[@zareenmd](#) [@GLBDallaghan](#) In more ways than one... If you go to a place where your race, sexuality, or creed is the norm, any such aggressions are much more obvious (they are no longer "micro" :) [#MedEd](#) [#MedEdChat](#)



MedEdBot @MedEdBot 8 hours ago
RT [@DrV_NeoMD](#): We use V.I.T.A.L.S. (paper under review) to teach how to respond when experiencing [#microaggressions](#) [#MedEd](#) <https://t.co/B...>



Stephanie Starr, MD @StephRStarr 8 hours ago
T3 Talking to faculty DEI lead this week about this very topic, would use this approach described by [@RahmaWarsameMD](#) [@SharonneHayes](#) ; timing? [#MedEdChat](#) <https://t.co/18u1s9VVCQ> <https://t.co/GVkuHdDyB>



Dana Raml, M. D. @DanaRamIMD 7 hours ago
RT [@Alliance4ClinEd](#): T1 This article addresses how widespread microaggressions are in [#meded](#) and also offers some ideas about steps to educ...



Nicole Capdarest @InfoCybrarian 7 hours ago
RT [@StephRStarr](#): Another framework for addressing micro aggressions by [@ErinOBrienMD](#) [@nwarnerMD](#) [#MedEdChat](#) <https://t.co/4wq1VobE8H> [https://t.co/4wq1VobE8H](#) [https://t.co/4wq1VobE8H](#)



Paisal Mongkolwong @PMong20095 5 hours ago
RT [@thrombosisday](#): SAVE THE DATE for the World Thrombosis Day [#ClotChat](#) on COVID-19 and Thrombosis featuring global experts and a few speci...



Teresa Chan @TChanMD4 [4 hours ago](#)

Good to see [#QUIPS](#) used for [#MedEd](#) concepts - especially important ones.

cc: [@DrShawnQI](#) [@shawnkdownling](#) [@chartierlucas](#) [@ak_taher](#)



Hattan Bojan | هتان بوجان @hattanbojan3 [3 hours ago](#)

RT [@debsimpson3](#): T2 excellent work using [#quips](#) fishbone approach. Really illuminates how [#microaggressions](#) result in "amplification casca..."

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