

1st Annual Physician Well-being Symposium Workshop:
Microaggressions: What are they? How can we avoid? How can we respond

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Every day, a small proportion of hospitalized patients request a physician who *looks* like them – a white physician, a non-Muslim, a man or woman. Many physicians do not know how to support their colleagues in such situations. Even less often, physicians of color may experience overt racism by being called derogatory racial slurs, not infrequently in the presence of the entire medical team. However, the team often does not discuss the incident – either to check in with the emotional wellbeing of the physician or to discuss how to handle such situations in the future. Rather, the team disperses from the bedside to do the day's work, and the physician who was subjected to racism is left feeling isolated, not knowing if her team realized how hurtful it was to her. Perhaps the most common form of discrimination for physicians of color (and for female physicians) is being mistaken for a nonphysician despite wearing a white coat and stethoscope; residents of diverse backgrounds report being mistaken for the nurse, food service workers, or housekeepers.

Participants will develop skills to support residents experiencing race, religious, or gender discrimination. Through small group case discussion, participants will learn strategies to create a safe environment in clinical settings to openly discuss discrimination with the healthcare team.