Microaggressions and Implicit Bias

Microaggressions
Brief, commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative identity-related slights or insults towards people who have been historically marginalized

Implicit Bias
Perpetual Treatment
- Prejudice
- Stereotyping
Road Map

- Introductions
- Defining & Exploring Microagressions (difficult concepts)
- Responding to Microagressions
- Questions

Learning Outcomes
Participants will be able to:
- Create awareness of microagressions
- Understand how microaggressions can be expressed from various angles and contexts
- Recognize the impact of microaggressions and how to address them before or after they occur

Implicit Bias
- Microaggressions
- Bias in Evaluative Judgments

Racial Achievement Gap
- Understanding and Reducing the Gap

Prezi
Road Map

- Introductions
- Defining & Exploring Microaggressions (difficult concepts)
- Responding to Microaggressions
- Questions
Denise Martinez, MD
Assistant Professor Family Medicine
Assistant Dean - Cultural Affairs and Diversity Initiatives

denise-martinez@uiowa.edu
Learning Outcomes

Participants will be able to:

• Create awareness of microaggressions
• Understand how microaggressions can be experiences from various marginalized identities
• Develop knowledge of microaggressions can be addressed before or after they occur
Implicit Bias

- Discuss Implicit Bias
- Role in healthcare disparities
Microaggressions

Brief & commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative identity-related slights & insults towards people who have been historically marginalized.

Unequal Treatment

Unequal treatment of patients, especially those in marginalized communities, where care is given based on socioeconomic status or historical trauma.
Microaggressions
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Sue, 2010
What do microagressions sound, look, and feel Like?
# Table 1: Examples of Racial Microaggressions

<table>
<thead>
<tr>
<th>Themes</th>
<th>Microaggression</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alien in Own Land</td>
<td>“Where are you from?” “Where were you born?”</td>
</tr>
<tr>
<td>When Asian Americans and Latino</td>
<td>“You speak good English.” “A person asking an Asian American to teach them words in their native language.”</td>
</tr>
<tr>
<td>Americans are assumed to be foreign-born</td>
<td></td>
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<tr>
<td>Ascription of Intelligence</td>
<td>“You are a credit to your race.” “You are so articulate.”</td>
</tr>
<tr>
<td>Assigning intelligence to a person of</td>
<td>Asking an Asian person to help with a math or science problem</td>
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<tr>
<td>color based on their race</td>
<td></td>
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<tr>
<td>Color Blindness</td>
<td>“When I look at you, I don’t see color.” “America is a Melting Pot”</td>
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<tr>
<td>Statements that indicate that a White</td>
<td>“There is only one race, the human race”</td>
</tr>
<tr>
<td>person does not want to acknowledge</td>
<td></td>
</tr>
<tr>
<td>race</td>
<td></td>
</tr>
<tr>
<td></td>
<td>You are a foreigner.</td>
</tr>
<tr>
<td></td>
<td>People of color are generally not as intelligent as Whites</td>
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<tr>
<td></td>
<td>It is unusual for someone of your race to be intelligent.</td>
</tr>
<tr>
<td></td>
<td>All Asians are intelligent and good in math/sciences.</td>
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<tr>
<td></td>
<td>Denying a person of color’s racial/ethnic experiences.</td>
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<tr>
<td></td>
<td>Assimilate/acculturate to dominant culture.</td>
</tr>
<tr>
<td></td>
<td>Denying the individual as a racial/cultural being.</td>
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<tr>
<td>Cranilly/Assumption of Criminal Status</td>
<td>A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes.</td>
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<td>----------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>A person of color is presumed to be</td>
<td>A store owner following a customer of color around the store.</td>
</tr>
<tr>
<td>dangerous, criminal, or deviant based</td>
<td></td>
</tr>
<tr>
<td>on their race</td>
<td></td>
</tr>
<tr>
<td>Denial of Individual Racism</td>
<td>&quot;I'm not racist. I have several Black friends.&quot;</td>
</tr>
<tr>
<td>A statement made when Whites deny their</td>
<td>&quot;As a woman, I know what you go through as a racial minority.&quot;</td>
</tr>
<tr>
<td>racial biases</td>
<td></td>
</tr>
<tr>
<td>Myth of Meritocracy</td>
<td>&quot;I believe the most qualified person should get the job&quot;</td>
</tr>
<tr>
<td>Statements which assert that race</td>
<td>&quot;Everyone can succeed in this society, if they work hard enough.&quot;</td>
</tr>
<tr>
<td>does not play a role in life successes</td>
<td></td>
</tr>
</tbody>
</table>
| Pathologizing Cultural Values/         | Asking a Black person: "Why do you have to be so loud/animated? Just calm down."
| Communication Styles                    | To an Asian or Latino person: "Why are you so quiet? We want to know what you think. Be more verbal." "Speak up more.
<p>| The notion that the values and          | Dismissing an individual who brings up race/culture in work/school setting                      | Assimilate to dominant culture. |
| communication styles of the dominant/   |                                                                                                  | Leave your cultural baggage outside. |
| White culture are ideal.               |                                                                                                  |                   |</p>
<table>
<thead>
<tr>
<th><strong>Second Class Citizen</strong></th>
<th><strong>Environmental Microaggressions</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Occurs when a White person is given preferential treatment as a consumer over a Person of color</td>
<td>Macro-level Microaggressions, which are more apparent on systemic and environmental levels</td>
</tr>
<tr>
<td>Person of color mistaken for a service worker. Having a taxi cab pass a person of color and pick up a White passenger. Being ignored at a store counter as attention is given to the White customer behind you “You people...”</td>
<td>A college or university with buildings that are all named after White heterosexual upper class males. Television shows and movies that feature predominantly White programs, without representation of people of color. Overcrowding of public schools in communities of color. Overabundance of liquor stores in communities of color</td>
</tr>
<tr>
<td>People of color are servants to Whites. They couldn’t possibly occupy high status positions. You are likely to cause trouble and/or travel to a dangerous neighborhood. Whites are more valued customers than people of color. You don’t belong. You are a lesser being.</td>
<td>You don’t belong/ You won’t succeed here. There is only so far you can go. You are an outsider/ You don’t exist. People of color don’t/shouldn’t value education. People of color are deviant.</td>
</tr>
</tbody>
</table>
Disability Microaggressions

- A blind man reports that people often raise their voices when speaking to him. He responds by saying “Please don’t raise your voice, I can hear you perfectly well.” (Hidden Message: A person with a disability is defined as lesser in all aspects of physical and mental functioning).

- A nurse uses “baby talk” with a middle-aged man who uses a wheelchair (Hidden Message: People with disabilities are infantilized and function like children.)
Other Examples

Transgender patient
Women in meeting
Student assumptions
Touching of AA Hair
Assumption of partner
Never met some “like you” before
What are you?
Labeling of assertive female
Common Themes of Microaggressions

- Treating individuals like a second class citizen
- Assuming normality of dominant culture/identity
- Assuming inferiority or pathology or marginalized identity/culture
- Denying personal bias
- Ascription of intelligence
- Culture blindness
- Offensive or bias language
- Assuming criminality
- Environmental microaggression
Microaggression Impact

"Microaggressions are similar to carbon monoxide - invisible, but potentially lethal - continuous exposure to these type of interactions can be a sort of death by a thousand cuts to the victim"

Sue, 2010
Describe a time you **witnessed** a microaggressions. What was the underlying message? How did you feel? What do you do?

Describe a time you **experienced** a microaggression. What was the underlying message? How did you feel? What do you do?

Describe a time you **committed** a microaggressions. What was the underlying message? How did you feel? What do you do?
Implicit Bias

- Harvard "Project Implicit"
- Unconscious bias
- Different self ascribed values
Unequal Treatment

racial and ethnic minorities experience a lower quality of health care than non-minorities, even when the patient's insurance status and income are controlled
Which Patient Gets 50% Less Pain Medication At Discharge?

Implicit Bias = Unequal Treatment
Think About It. Talk About It. End It.

LEARN MORE AT WWW.STOP-DISPARITIES.ORG/ENDIT


Which Patient Doesn't Get the Appropriate Tests?

For more information: www.stop-disparities.org
Addressing Microaggressions

“Know Thyself”
Try to bring the unconscious to the conscious
Establish trust
Understand that intent doesn’t equal impact
Become an ally
Microaggressions
and Implicit Bias

Road Map
- Introduction
- Definition of Microaggressions
- Examples of Microaggressions
- Impacts of Microaggressions
- Prevention

Implicit Bias
- Definition
- Examples
- Impacts
- Prevention

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