Expectations

- Get close
- Be willing to be uncomfortable
- Ask why
- Practice daily
Terms

- Bias or Prejudice
- Discrimination
- Race
- Racism
Racism

- Impolite
- Messy
- Uncomfortable
- Political
Team who changed my life…

- Gay intern
- Muslim medical student
- Woman resident of color
Micro Aggressions
Examples of Microaggressions

“Where are you really from?”

“As a woman I know what you go through.”

“Come on hun, you look so pretty when you smile.”

“We want a good school for our kids.”

“So who plays the man?”

“Why are minorities are still playing the race card?”
Writing Exercise

- Keep it anonymous
- Use your best handwriting
物理感觉
情绪
战斗、飞行和冻结
障碍物/边界设定
Four D’s

1. Direct
2. Distract
3. Delegate
4. Delay
Small groups

- One person reads their story and each person takes a turn responding

- Roles - respond as the target OR respond to a person who is sharing their story with you

- Tip: keep your response simple, use a non-verbal
Debrief

- What surprised you?
- What line did you try?
- What will you take home and keep practicing?
Bringing more inclusion to the wards...clinic, classroom, conference, journal club

- Scrap stand alone lectures on health inequities
- Bring in current event and popular culture
- Demographics in research
- Be inclusive
- Fact vs myth
- Discuss health care inequities - how does being Black and MSM impact health care?

“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

–James Baldwin