

Addressing Microaggressions in the Learning Environment



Watch the FacDev in 5 Video featuring Dr. Michelle Miranda, Director of Diversity, Equity, & Inclusion



5 KEY TAKEAWAYS

1

Speak Up and Foster Safe Spaces

- Actively address microaggressions when they occur.
- Clarify that these behaviors are not acceptable.
- Encourage others to feel safe speaking up.

2

Adopt a Curious, Non-Judgmental Approach

- Approach instances of microaggression with curiosity.
- Ask questions like “What did you mean by that?” and “Is it possible that your comment might be misinterpreted?”
- Foster a learning environment that promotes growth.

3

Educate and Raise Awareness

- Incorporate regular training and discussions about microaggressions.
- Promote ongoing learning and sensitivity within teams and units.

4

Develop Clear Reporting Pathways

- Create safe, supportive, and confidential processes for learners to report concerns about microaggressions.
- Ensure that reporting pathways are clearly communicated.

5

Promote and Celebrate Diversity

- Highlight the value of diverse perspectives regularly.
- Explicitly celebrate differences to reduce microaggressions.
- Foster an inclusive environment for all.

Dive Deeper

Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation (Book by Derald Wing Sue)

Responding to Interprofessional Microaggressions: Bystander Training—A Virtual Simulation Curriculum for Internal Medicine Residents (MedEdPORTAL 2024)

A Little Hurts a Lot: Exploring the Impact of Microaggressions in Pediatric Medical Education (Peds 2020)



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