Scenario: as a medical student I was presenting to my entire medical school class with a group of 4 people.  We divided up the work differently than the physician we were working with had anticipated.  When the first member of my group finished the introduction completed her part, she introduced me.  At which point the male physician looked at her and asked, "What are you, just a pretty face?"

**CREDIT TO JENNIFER EDGOOSE MD MPH, UW FAMILY MEDICINE**

(edited slightly for a pediatric audience)

**Scenario 1:** Microaggressor: patient; Victim: first-year resident

The cast:

Patient

First year resident (of color)

Senior resident

The setting: A patient hospital room at AFCH

The scene: While on rounds a patient’s parent asks the first year resident, *"Where are you from?"* The resident replies, *“I was born and raised in Kansas.”* The patient responds, *“No, where are you* ***really*** *from?”*

***How do you intervene? What do you say?***

**Scenario 2: Microaggressor: Patient; Victim: resident (not quite in the room)**

The cast:

Patient

Medical assistant

Resident

Attending or fellow

The setting: a clinic exam room

The scene: While getting vital signs, the mother of a patient asks the medical assistant if the attending, who she has never seen before, speaks English because “*he has a ‘foreign-sounding’ name and I really don’t want to see a foreign doctor.”* The attending was planning to go in and do a direct observation with the resident, and is chatting with the resident and about to enter the room. You both overhear the conversation.

***How do you intervene? What do you say?***

\*\*Acknowledge that this might feel very different if you as the resident are an IMG.

**Scenario 3:** (white fragility)

The cast:

Attending (male)

Senior resident

Senior resident

The setting: a subspecialty team room

The scene: The clinic spent the lunch hour doing a UW Health training module on implicit bias. The male attending says, *“How many of these trainings do we have to do? I think we should talk about the bias against white men.”* One of the senior residents adds, *“I’ve worked in the Peace Corps and I know I’m tired of being told that I have biases.”*

***How do you intervene? What do you say?***

**Scenario 4:** Microaggressor: attending; Victim: patient (not present)

The cast:

Hospitalist attending

Intern

Senior resident

The setting: A team conference room at AFCH

The scene: The team is reviewing the discharge plan for a patient. The patient is transgender and uses the pronouns they/them/theirs. The attending uses the pronouns she/her/hers. When the intern corrects that the patient’s pronouns are they/them/theirs, the attending laughs and responds, *“That it isn’t proper English!”*

***How do you intervene? What do you say?***

**Scenario 5**: Microaggressor: patient; Victims: women doctors both attending and intern

The cast:

Male parent

Female attending   
Female intern  
Resident   
Male medical student

The setting: The NICU at Meriter

The scene: The parent is a white male who keeps looking past the female intern giving a presentation, and the attending, and asking the senior male medical student for his opinion on his baby’s heart condition. The attending and the resident have both introduced themselves as “doctor” and explained their roles. The medical student is not a primary provider for the patient.

***How do you intervene? What do you say?***

**Scenario 6:** Microaggressor: Nurse; Victim: Patient

The cast:

Male African American adolescent patient with sickle cell disease

Senior resident

Intern

White female nurse

The setting: A patient room at a hospital where you are doing an elective away rotation

The scene: The night team walks into a patient room where the nurse is administering medications to the patient and the room feels tense. The patient complains to the team that the nurse won’t let him go out on a walk. The nurse says, *“Look I am doing my best, but I have 2 of you people right now and it’s hard to keep up with all the pain medications you keep asking for. Don’t think I haven’t noticed your vape pen in your pocket. I know what you’re trying to go on a walk to do. Smoking is bad for you and anyways you’re too young to do that.”* She turns to the team and smiles and says, *“Why don’t you just let the experts take care of you.”*

***How do you intervene? What do you say?***