

## Microaggressions, Macroeffects: Navigating Power and Privilege in Psychiatry

This learning lab session will involve participants engaging in exercises to understand power, privilege and microaggressions that occur on a daily basis in our offices, clinics and hallways. A panel of facilitators will lead group discussion regarding the types of microaggressions, common reactions and how they might affect our interpersonal interactions.



### Microaggression Learning Lab at the American Psychiatric Association National Conference

Implicit bias and microaggressions affect all levels of medical care. Far from being subtle or small, an emerging literature suggests these phenomena can have big effects on access to care, care effectiveness, and even stigma. Manifestations can range widely, from assumptions about patient socioeconomic status or personality to recommending a different treatment depending on a patient's ethnicity, gender, or disability status, not to mention countless mental health-related disparities among racial and sexual minority and underrepresented groups that suggest these populations have worse prognoses. These injustices are not new and can have a significant impact on health, both physical and mental, at the individual, institutional, structural and population levels. They are among the forces that contribute to burnout and compassion fatigue among so many in health professions. This can erode patient trust, undermine therapeutic alliances, discourage patients from seeking care, and potentially worsen outcomes. A recent study found that a black, working-class man would have to call 16 times as many therapists before finding care. This is unacceptable. Providers also experience these biases and microaggressions, which undermine their ability to provide excellent care. Interestingly, minority and underrepresented psychiatrists may self-select to work in underserved community clinics, and even there find discrimination from their peers and patients due to the subtle microaggressions of an oppressive health system. Experiences of discrimination based on gender, race, or identity may contribute to burnout and worsen provider well-being. Indeed, many academic institutions struggle to foster diversity at the highest levels of their organizations. An understanding of these factors is essential to increasing access to care, providing quality care, and fostering well-being among providers and patients. This highly interactive workshop will involve participants engaging in exercises to understand power, privilege, and microaggressions that occur on a daily basis in our offices, clinics, and hallways. A panel of facilitators will lead group discussion regarding the types of microaggressions, common reactions, and how they might affect our interpersonal interactions. Participants will be provided with resources to examine their own implicit biases, and we will conclude with strategies both individually and systemically to combat microaggressions and implicit biases in our daily practices and become allies with those who are oppressed.