

## Office of Healthcare Equity

### Foundational EDI Course: Bias & Microaggressions

#### Discussion Guide (for use after completing the course)

## Discussion Prompts

- 1) How do you define:
  - a) Bias?
  - b) Prejudice?
  - c) Stereotypes?
  - d) Microaggressions?
  - e) Objectifying?
  
- 2) A colleague says to you, “I get how microaggressions bother people, but I really don’t see the big deal. I mean, don’t we all have to deal with various insensitive comments all the time? Before completing this training, how would you have responded? Now that you have completed this training, how would you respond differently?”
  
- 3) You observe a black female fellow, Dr. Carey, who passes the attending, Dr. McCoy (a white man) in the hallway and says, “Hi Dr. McCoy.” Dr. McCoy looks up at her, looks slightly startled, says nothing, and keeps walking.
  - a) Apply the “pie metaphor” to this situation. What are the various influences on Dr. McCoy’s response (the slices of the pie)? What is the “red slice of the pie” (the influence of some racial bias)?
  - b) Assuming there is a red slice of the pie in this instance, how would you describe it? Can you describe it using any of the above concepts (e.g., bias, prejudice, stereotypes, microaggressions, objectifying)?
  - c) If you were to say to Dr. McCoy, “FYI that was our fellow. You’ve met her several times,” how might he reply? How would you reply to his reply? Does the pie metaphor help you sort this out?
  - d) Afterwards, you are alone with Dr. Carey. What might you say to her? How might she reply? How would you reply to her reply?
  
- 4) What one thing will you do differently now that you have learned this information? Share with your group. Notice what others say. How will you support each other collectively?