



# Bias at Work

How to work with tough people without becoming one

## Objectives

- ▲ Describe how the values of justice and fairness show up in your life. What emotions do they commonly trigger for you?
- ▲ Practice using anger to fuel empowerment rather than burnout
- ▲ Understand when and how to move an emotion, or a painful/unjust story, into the Circumstance. Now what?

This week, we will address a critical issue: **bias in medicine**.

This topic is essential because it can significantly impact our relationships with faculty, peers, patients, and even ourselves. Often, we feel that life is unfair; indeed, our world is unjust. No matter how much we wish for change, we continue to experience these inequalities.

As clinicians, justice and fairness are often central to our core values. We are committed to treating all individuals with respect and dignity, and of course we desire to be treated in the same manner. **Microaggressions**, as defined by Derald Sue, are

“*brief, commonplace verbal, behavioral, or environmental indignities—whether intentional or unintentional—that convey hostile, derogatory, or harmful racial slights and insults toward a historically marginalized group of people.*”

For the purpose of our coaching, we will broaden our scope to include microaggressions related to racism, sexism, ableism, heterosexism, classism, cissexism, and xenophobia.



# Bias at Work

How to work with tough people without becoming one

## Microaggressions or bias experience

Consider one experience you have had with bias directed at you

Now let's break them down below using the model.

This is your **UNINTENTIONAL** model, the one that happened automatically:

C <i>(instance of bias)</i>
T
F
A
R

Sit down for a minute, looking at the model and pay attention to your feelings. Acknowledge how you feel. If you are angry, be angry, if you are upset, allow the upset. Take 5 minutes to process the feeling *(you might even pull up BT1 Month 1 week 2 worksheet to help!)*

## Taking the power back

Reflect on how the model you created above served you. If it did not serve you well, now what?





# Bias at Work

How to work with tough people without becoming one

What if you can make changes to this situation? What would that look like?

**Using the same circumstance above, choose the desired outcome and work backwards.**

C	.....
T	.....
F	.....
A	.....
R	.....
<i>(desired outcome)</i>	

What action (in your power) do you have to do to create the outcome you desire?



# Bias at Work

How to work with tough people without becoming one

What feeling do you need to create the action you want?

What thoughts do you have to create and believe to create the feeling?

We can use the framework below to guide when you are ready to take the power back.

## **ACTION**

**A:** Ask clarifying questions

**C:** Curious, be in the state of curiosity

**T:** Tell what you observe

**I:** Impact exploration, ask for a statement of action on others

**O:** Own your own thoughts and feelings

**N:** Next steps requested for appropriate action and set up boundaries