

Microaggression Awareness Training

Thank you for completing the *Microaggression Awareness Training* workshop, in partnership with the University of Liverpool Schools of Medicine and Health Sciences, the Anthony Walker Foundation, Northwest NHS Trusts and Health Education England.

Questions

You may wish to consider the below questions from the video to further cement your understanding of microaggressions:

- What are some examples of microaggressions that you have experienced or witnessed? Were there any examples in the video that you could relate to?
- How do microaggressions make people feel?
- What could be the traumatic consequences of microaggressions?
- How do you plan on being more mindful of people's identities and avoiding microaggressions?
- What have you learned about microaggressions that you weren't already aware of before?
- Are you aware of the internal organisational procedure for reporting microaggressions?
 - Yes
 - No

Additional resources

Please let us know how we can improve on our support materials in future by completing our [short evaluation survey](https://liverpool.onlinesurveys.ac.uk/microaggression-awareness-training-feedback) [https://liverpool.onlinesurveys.ac.uk/microaggression-awareness-training-feedback].

Following this training, you may find it helpful to explore some of the below additional resources, which build upon the themes discussed in the workshop.

- [Tackling Racial Harassment: Universities Challenged – A University of Liverpool Response](https://www.liverpool.ac.uk/media/a4-equality-and-human-rights-commission-2110.pdf) [https://www.liverpool.ac.uk/media/a4-equality-and-human-rights-commission-2110.pdf]
- [NHS England – Equality, diversity and health inequalities](https://www.england.nhs.uk/about/equality) [https://www.england.nhs.uk/about/equality]
- [NHS Employers – Access resources to tackle racism and discrimination](https://www.nhsemployers.org/news/access-resources-tackle-racism-and-discrimination) [https://www.nhsemployers.org/news/access-resources-tackle-racism-and-discrimination]

- [NHS Confederation – BME Leadership Network](https://www.nhsconfed.org/leadership-support/bme-leadership-network) [https://www.nhsconfed.org/leadership-support/bme-leadership-network]

In addition, we anticipate that the training session may have provoked emotions and questions for which you may require further support. There are a range of sources for this that we would encourage you to explore:

- NHS Staff:
 - o Your NHS Trust [Freedom to Speak Out Guardian](https://nationalguardian.org.uk) [https://nationalguardian.org.uk], HR business partner or EDI lead.
 - o Your Educational supervisor or line manager.
 - o [Advice on how to report](https://speakup.direct) [https://speakup.direct]
- University of Liverpool Students:
Your [Medical School](https://www.liverpool.ac.uk/intranet/medicine-student/support) [https://www.liverpool.ac.uk/intranet/medicine-student/support] or School of Health Sciences, your placement Clinical Subdean/Practice Education Facilitator, or [Your University](https://reportandsupport.liverpool.ac.uk) [https://reportandsupport.liverpool.ac.uk].
- [Victim Support Merseyside](https://www.victimsupport.org.uk) [https://www.victimsupport.org.uk]. Tel: 0151 353 4003.
- [Samaritans](https://www.samaritans.org) [https://www.samaritans.org] – by phone on 116 123 or by email at jo@samaritans.org
- [The Anthony Walker Foundation – Speak Out Stop Hate](https://anthonywalkerfoundation.com/speak-out) [https://anthonywalkerfoundation.com/speak-out]
- [Daisy Inclusive UK](https://daisyuk.com/) [https://daisyuk.com/] Disability Hate Crime. Tel: 0151 261 0309
- [Citizens Advice Liverpool](https://www.citizensadvice.liverpool.org.uk/hate-crime) [https://www.citizensadvice.liverpool.org.uk/hate-crime] - Victims of LGBTQ+ Hate Crime or Incidents across Merseyside. Tel: 0151 522 1400
- [Switchboard](https://switchboard.lgbt) [https://switchboard.lgbt] the LGBT+ Helpline.

We hope that, in the coming year, the work from these sessions may be expanded to develop bystander training which is specific to NHS contexts. In addition, work may explore the ways in which microaggressions are reported with the aim of providing a safe space is for all NHS staff and clinical students.

In the meantime, the best way of reducing the presence of microaggressions in the NHS is to be mindful of our own behaviour and how it affects others. The *Microaggression Awareness Training* aims to be one step in this journey of self-reflection.

Thank you for contributing to it.

The University of Liverpool School of Medicine.

Contact your Year Lead if you find any digital content difficult or impossible to use, either directly or with an assistive technology such as a screen reader.

Contact details for all teams and individual staff can be found on the [School website](http://www.liverpool.ac.uk/medicine/contact-us/email/).
[www.liverpool.ac.uk/medicine/contact-us/email/].