

## Interrupting Microaggressions Simulation Evaluation

All questions are optional. We appreciate your honesty and any details about your experience that you are willing to share!

1. Please list 3 things you found most helpful about this microaggressions simulation session.
2. Please list 3 things you would change about this microaggressions simulation session. Consider realism, case/scenarios, facilitation prompts, flow/timing, or any other factors you think could be improved.

3. How will you use what you learned during this simulation in your future?

4. Would you recommend continuing this simulation for future residents? Why or why not?

5. When do you feel like would be the most ideal year of training (PGY-1, PGY-2, PGY-3) to do this during residency, and why?

6. How realistic did you find...

|   | Not Realistic or Slightly Realistic | Moderately Realistic | Very Realistic |
|---|-------------------------------------|----------------------|----------------|
| Case 1 - Parent assumes attending was a nurse                         |                                     |                      |                |
| The case overall  |                                     |                      |                |
| The scenario itself   |                                     |                      |                |
| The feelings evoked by the scenario                                   |                                     |                      |                |
| Case 2 - Nurse does not get an interpreter                            |                                     |                      |                |
| The case overall  |                                     |                      |                |
| The scenario itself   |                                     |                      |                |
| The feelings evoked by the scenario                                   |                                     |                      |                |
| Case 3 - Overnight resident on a complex care patient                 |                                     |                      |                |
| The case overall  |                                     |                      |                |
| The scenario itself   |                                     |                      |                |
| The feelings evoked by the scenario                                   |                                     |                      |                |
| Case 4- Parent and child have experienced weight bias by a consultant |                                     |                      |                |
| The case overall  |                                     |                      |                |
| The scenario itself   |                                     |                      |                |
| The feelings evoked by the scenario                                   |                                     |                      |                |

7. Did you feel that your sense of psychological safety was maintained during this simulation, even if you felt uncomfortable at times? Why or why not?

8. Before participating in this simulation, how often did you intervene when you recognized a microaggression?

| Very Rarely | Rarely | Sometimes | Often | Very Often |
|-------------|--------|-----------|-------|------------|
|             |        |           |       |            |

9. **BEFORE** this simulation, how confident did you feel in your ability to...

|  | Not At All<br>Confident | Slightly<br>Confident | Somewhat<br>Confident | Fairly<br>Confident | Very<br>Confident |
|--|-------------------------|-----------------------|-----------------------|---------------------|-------------------|
| Identify microaggressions directed toward patients   |                         |                       |                       |                     |                   |
| Identify microaggressions directed toward members of the healthcare team                         |                         |                       |                       |                     |                   |
| Intervene when you witness a microaggression directed toward...                                  |                         |                       |                       |                     |                   |
| ...a member of the healthcare team   |                         |                       |                       |                     |                   |
| ...a patient   |                         |                       |                       |                     |                   |
| Intervene when you witness a microaggression perpetrated by...                                   |                         |                       |                       |                     |                   |
| ...a member of the healthcare team   |                         |                       |                       |                     |                   |
| ...a patient   |                         |                       |                       |                     |                   |
| Utilize a non-confrontational strategy to interrupt a microaggression                            |                         |                       |                       |                     |                   |
| Diffuse tension with the perpetrator after interrupting a microaggression                        |                         |                       |                       |                     |                   |
| Debrief with a patient and family about microaggressions experienced in the clinical environment |                         |                       |                       |                     |                   |
| Develop an action plan with affected individuals to address harm caused by microaggressions      |                         |                       |                       |                     |                   |

**10. AFTER** this simulation, how confident do you feel in your ability to...

|  | Not At All<br>Confident | Slightly<br>Confident | Somewhat<br>Confident | Fairly<br>Confident | Very<br>Confident |
|--|-------------------------|-----------------------|-----------------------|---------------------|-------------------|
| Identify microaggressions directed toward patients   |                         |                       |                       |                     |                   |
| Identify microaggressions directed toward members of the healthcare team                         |                         |                       |                       |                     |                   |
| Intervene when you witness a microaggression directed toward...                                  |                         |                       |                       |                     |                   |
| ...a member of the healthcare team   |                         |                       |                       |                     |                   |
| ...a patient   |                         |                       |                       |                     |                   |
| Intervene when you witness a microaggression perpetrated by...                                   |                         |                       |                       |                     |                   |
| ...a member of the healthcare team   |                         |                       |                       |                     |                   |
| ...a patient   |                         |                       |                       |                     |                   |
| Utilize a non-confrontational strategy to interrupt a microaggression                            |                         |                       |                       |                     |                   |
| Diffuse tension with the perpetrator after interrupting a microaggression                        |                         |                       |                       |                     |                   |
| Debrief with a patient and family about microaggressions experienced in the clinical environment |                         |                       |                       |                     |                   |
| Develop an action plan with affected individuals to address harm caused by microaggressions      |                         |                       |                       |                     |                   |

**Demographics**

1. What racial identity group do you most closely identify with? Please note, these categories have intentionally been left relatively broad to minimize ability to identify any individual respondents.

- a. BIPOC
- b. White
- c. Other
- d. Prefer not to answer

2. What is your gender? (Please write in your answer if you so choose)

3. Please share any other aspects of your identity that you would like to here

**Thank you for taking the time to complete this survey!** If you have any other questions or comments or would like someone to follow up with you about any of your responses, please include your name and email address. Alternatively, if you would like to follow up without having any link to your responses, please email Claudia Evaristo at [evaristo@wisc.edu](mailto:evaristo@wisc.edu).

**Disclaimer:** This survey is primarily for evaluation and improvement of this curriculum. However, as the curriculum may be disseminated to other educators, please also indicate here if you would NOT want any or all of your (de-identified) narrative responses included in any dissemination that may occur.