

**C8**  
**American Medical Student Association**  
**House of Delegates 2022**  
**Resolution:**

**INTRODUCED BY:** Amanda Huff; Amanda Gong; Coco Victoria Gomez Tirambulo; David Schaub; Emily Harnois; Gabriela Triant; Laura Tran; and Pantea Sazegar.

**SCHOOL:** University of Arizona College of Medicine Tucson

**SUBJECT:** Principles Regarding Violence, Hate Crimes, and Microaggressions

**TYPE OF RESOLUTION:** Resolution of Principles

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WHEREAS AMSA has always condemned violence and hate crimes and

WHEREAS the definition of hate crimes can be updated to be more inclusive of xenophobia and microaggressions that can lead to violence, especially during the COVID-19 pandemic and

WHEREAS xenophobia and racism are public health crises and

WHEREAS prevention strategies and tools are needed to decrease the incidence of microaggression and hate crimes experienced by all and

WHEREAS mental health services are crucial to recovery from microaggressions and hate crimes (Franklin & Gkiouleka, 2021)

**THEREFORE BE IT RESOLVED** that the Principles regarding violence, hate crimes, and microaggressions (pg. 144) be AMENDED BY ADDITION to state:

1. In regard to hate crimes and microaggressions:

- a. CONDEMNS hate crimes which are defined as harassment, violence and crime motivated by prejudice and hate based on actual or perceived sexual orientation and gender identity, race, ethnicity, religion, gender or sex and physical or mental ability whether by groups or individuals; (1988)
- b. CONDEMNS xenophobia, which is defined as the fear and dislike of foreign others (Batastin, 2020).
- c. CONDEMNS microaggressions which are defined as commonplace, interpersonally communicated, 'othering' messages related to a person's perceived marginalized status... often active manifestations of derogatory stereotypes. Invisible to many deliverers and recipients, they reproduce oppression on the interpersonal level (Nordmarken 2014).
- d. SUPPORTS nationwide legislation calling for the documentation and increased public awareness of hate crimes and bias related violence; (1988)

- e. URGES health professionals, community leaders, governmental and private agencies to recognize, reduce and alleviate the effects of hate crimes upon victims; (2017).
- f. URGES medical institutions to allocate resources to provide mental health resources to health professionals who are victims of hate crimes (Franklin & Gkiouleka, 2021).
- g. SUPPORTS violence prevention through education, research and funding on a national, state and local level; (2017)
- h. URGES vigorous enforcement and prosecution efforts against individuals and groups perpetrating such crimes. (1988)
- i. URGES individuals and organizations especially within healthcare to denounce xenophobia and racism (Du Bois Rev, 2015)
- j. CONDEMNS microaggressions experienced by medical students from attendings, residents, and patients. (Espaillat, 2019)
- k. ENCOURAGES the implementation of formal microaggression training on how healthcare workers can identify derogatory messages within the workplace (Basford 2014).
- l. ENCOURAGES the implementation of training and protocols to guide healthcare workers in responding to microaggressions from patients, coworkers, or community members (Ehie 2021).
- m. ENCOURAGES public health education regarding the prevention of microaggressions and hate crimes (Batastin, 2020).

**FISCAL NOTE:** none

#### CITATIONS:

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3. Ehie O, Muse I, Hill L, Bastien A. Professionalism: microaggression in the healthcare setting. *Curr Opin Anaesthesiol*. 2021;34(2):131-136. doi:10.1097/ACO.0000000000000966
4. Franklin P, Gkiouleka A. A Scoping Review of Psychosocial Risks to Health Workers during the Covid-19 Pandemic. *IJERPH*. 2021;18(5):2453. doi:10.3390/ijerph18052453
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7. Wittkower, L.D., Bryan, J.L. & Asghar-Ali, A.A. A Scoping Review of Recommendations and Training to Respond to Patient Microaggressions. *Acad Psychiatry* (2021). <https://doi.org/10.1007/s40596-021-01533-9>