

Background

Microaggressions are subtle, brief, often unconscious slights against a minority. They contribute to anxiety, depression, and job turnover.

Method

Week of 1/23/23

Nurse Manager Meeting

1/30/23 to 2/26/23

Phase 1: Pre-Intervention Knowledge Test and Microaggression Tool

2/27/23 to 4/16/23

Phase 2: Education – Microlearnings

4/17/23 to 5/7/23

Phase 3: Post-Intervention Knowledge Test and Microaggression Tool

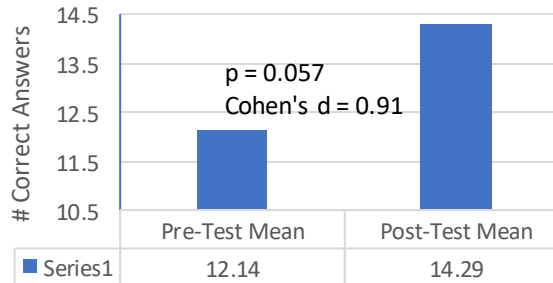
Intervention

Three 10-minute microlearnings



Results

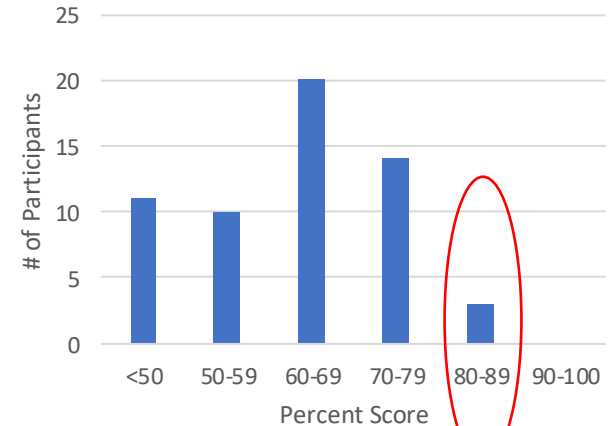
Test Score Means (Raw)



Discussion

Initial Knowledge Test scores were low. Only 3 out of 58 participants achieved 80%. Indicates a need for intervention.

Pre-Test Knowledge Scores



Acknowledgements

Special thanks to Penn Presbyterian Medical Center, Dr. Amy Sawyer, and Dr. James Ballinghoff