



# Group 1

An attending invites residents to go to a bar after work with them.

- a) If a resident declines, do they miss an opportunity to "bond" with the attending and risk being thought of as unengaged or standoffish?
- b) Should the resident worry that their evaluations will suffer by not socializing?
- c) In your current role, what would you do/suggest if the resident comes to you for advice?



## Group 2

A supervising faculty member tells a resident that another supervising faculty member does not know enough about psychiatry to follow their guidance.

- a) What may be some considerations the resident makes as they try to decide whose direction to follow?
- b) Should the resident report the comment? To whom? Anonymously?
- c) If the resident told you, as the faculty whose competence is being questioned, what would you do?



## Group 3

A faculty member comments to a resident at a departmental gathering: You have a really pretty face, but you could lose some of that weight if you don't eat the dessert they're serving.

- a) How could/should the resident respond?
- b) If you overheard this, what would you do?
- c) If this comment was directed at you in your current role, how would you respond?

## Group 4

At the start of a meeting a faculty member loudly complains to the group that they are upset about needing to ready their own office to prepare for the movers and that this could easily be made a staff responsibility. Two other faculty members also express annoyance, having been told the same thing.

- a) In your current role, how would you respond if asked for your opinion?
- b) What may be a helpful comment to make to the group?
- c) If you were the individual who had just had this conversation with the first faculty member, what would you do?

## Group 5

A tenured male professor during rounding repeatedly interrupts a female 3<sup>rd</sup> year student during her clinical presentation, commenting on her poor discussion of the patient's presenting problem, shaking his head, and frequently sighing loudly while she is speaking. The student is clearly rattled and as she completes her presentation, the professor laughingly states to a female resident that the student probably partied too much the night before.

- a) What should/can the 3<sup>rd</sup> year student do?
- b) What should/can the resident do?
- c) In your current role, if you witnessed this, what would you do?



## Group 6

At the start of a grand rounds' presentation, a senior staff member comments to a newly hired staff person that the new faculty member about to present lacks credentials to have gotten the job. The senior staff member speculates that the new faculty probably is a close personal friend of the department chair. The newly hired staff person nods in response.

- a) What could/should the staff person do?
- b) If you were the faculty person overhearing this comment about yourself as you are walking to the podium, what would you do?
- c) In your current role, if you overheard this comment, what would do?



## Group 7

At the end of a residency interview via Zoom, a male faculty member comments to the female applicant, “I hate these video interviews, they’re so impersonal. Would you mind just standing up and stepping back for a moment so I can see all of you”?

- a) What could/should the applicant do?
- b) If you, as the next interviewer joined the Zoom call early and overheard the comment/request, what would you do?
- c) If you, in your current role joined the Zoom call a few minutes late and the applicant mentioned the request of the prior interviewer to you, what would you do?

## Group 8

At the end of a residency interview via Zoom, a female faculty member comments to the male applicant, “I hate these video interviews, they’re so impersonal. Would you mind just standing up for a moment so I can see all of you”?

- a) What could/should the applicant do?
- b) If you, as the next interviewer joined the Zoom call early and overheard the comment/request, what would you do?
- c) If you, in your current role joined the Zoom call a few minutes late and the applicant mentioned the request of the prior interviewer to you, what would you do?



## Group 9

At the monthly department birthday gathering, you are part of a small group when someone says to the staff person standing next to you, “Now that I’m used to it, I love your accent, but it must be hard when nobody else can really understand you.” Others in the group laugh.

- a) What could/should the staff person do?
- b) In your current role, what would you do?
- c) Is this reportable? To whom? For what?

## Group 10

The clinical supervisor of a male 3<sup>rd</sup> year resident asks him to stay briefly after group supervision. Before the other residents leave the room, the supervisor states, “I need you to be more mindful about what you’re wearing. I’m not sure if you realize it but between your tight clothes and your effeminate demeanor, I worry about assigning you to any more male patients. I’m pretty sure you would make them uncomfortable, and our patients have enough issues to deal with.”

- a) What could/should the resident say or do?
- b) What could/should the other residents still in the room and overhearing this comment say or do?
- c) If the resident came to you for advice, in your current role what would you say or do?

*The more that we accept that we don't know everything, the more that we accept that we have blind-spots and biases, there more open we become and able to manage them and deal with them effectively*