

Examples of Verbal and Nonverbal Microaggressions

Microaggression	Theme	Implicit Bias/Context	Impact/Message
<p>“Where are you from?” “Where were you born?” “You speak good English.”</p>	<p><i>Assuming someone is a foreigner</i></p>	<p>When Asian Americans and Latino Americans are assumed to be foreignborn</p>	<p>You are not an American</p>
<p>“You are a credit to your race.” “You are so articulate.” Asking an Asian person to help with a Math or Science problem.</p>	<p><i>Ascription of Intelligence</i> - Assigning intelligence to a person of color on the basis of their race.</p>	<p>People of color are generally not as intelligent as Whites. All Asians are intelligent and good in Math / Sciences.</p>	<p>It is unusual for someone of your race to be intelligent.</p>
<p>“When I look at you, I don’t see color.” “America is a melting pot.” “There is only one race, the human race.” “All lives matter”</p>	<p><i>Color Blindness</i> - Statements that indicate that a White person does not want to acknowledge race</p>	<p>Since race doesn’t have an affect on me (white person) I can’t see why we can’t all get along.</p>	<p>Denying a person of color’s racial / ethnic experiences. You must Assimilate / acculturate to the dominant culture. Denying the individual as a racial / cultural being.</p>
<p>A White man or woman clutching their purse or checking their wallet as a Black or Latinx person approaches or passes.</p> <p>A store owner following a customer of color around the store.</p> <p>Crossing the street when a person of color approaches.</p>	<p><i>Criminality</i> – Assumption of criminal status on the basis of race</p>	<p>A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.</p>	<p>You are a criminal. You are going to steal. You are poor. You do not belong. You are dangerous.</p>
<p>“Don’t you want a family?” “Have you ever had real sex?” “So who is the man in the relationship?”</p>	<p><i>Heteronormativity</i></p>	<p>That people who aren’t in heterosexual relationships are unable to have a family. Assumptions that they all relationships must fall along heteronormative lines.</p>	<p>Your relationship isn’t real. You can’t be fulfilled. You must “pick a side”.</p>
<p>“You’re going to stay home</p>	<p><i>Sexism</i></p>	<p>That women must fall into</p>	<p>You shouldn’t be</p>

<p>with the kids right? "What she's trying to say is..." "You should smile more"</p>		<p>gendered roles from the 1950's. That male affect, presence, behavior is the standard and everything else is contrary to.</p>	<p>working. You're a failure as a woman. You're not good enough. You're not being listening to and valued.</p>
<p>"You have a mental illness, but you seem so normal" "Why don't you just get out of bed and get some fresh air"</p>	<p><i>Invalidation of Severity of Mental Illness</i></p>	<p>That mental illness looks/behaves a certain way. General misunderstanding of the effects that mental illness can have.</p>	<p>You must not be hurting that much. It must not be that bad. Why can't you get over this?</p>
<p>"Oh! I wouldn't think <i>you</i> live here" "Oh you haven't been to Europe, you really should go"</p>	<p><i>Classism</i></p>	<p>Assuming someone doesn't live in a certain neighborhood because of how they look, talk, act. Assuming that everyone has means to travel.</p>	<p>You don't belong. You're not going to lead a fulfilling life.</p>
<p>Washington Redskins Robert E. Lee High School College rooms and hallways with pictures of predominantly White heterosexual upper class males</p>	<p><i>Environmental</i></p>	<p>Assumes that harm cannot take place by names or visuals.</p>	<p>You don't belong. You're not welcome here.</p>

Resources

Articles

- “*A Guide to Responding to Microaggressions*” By Kevin Nadal
<https://ncwwi-dms.org/resourcemenue/resource-library/inclusivity-racial-equity/cultural-responsiveness/1532-a-guide-to-responding-to-microaggressions/file>
- “*How to Respond to Microaggressions*” By Hahna Yoon
<https://www.nytimes.com/2020/03/03/smarter-living/how-to-respond-to-microaggressions.html>
- *We Need to Retire the Term “Microaggressions”* By Ruchika Tulshyan
<https://hbr.org/2022/03/we-need-to-retire-the-term-microaggressions>

Books:

- *Microaggression Theory: Influence and Implications* By Gino Tinrio, David Rivera, Christina M. Capodilupo, Kevin L. Nadal, and Derald Wing Sue
- *Recognizing Microaggressions* by Nadra Nittle
- *Me and White Supremacy* by Layla Saad
- *Why are all of the Black Kids Sitting Together in the Cafeteria?* By Beverly Daniel Tatum
- *Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions* by Tiffany Jana and Michael Baran
- *How to be Anti-Racist* By Ibram X. Kendi
- *Readings for Diversity and Social Justice* by various authors
- *Hood Feminism* By Mikki Kendall
- *Crucial Conversations* By Patterson, Grenny, McMillan, and Switzler
- *Building Access: Universal Design and the Politics of Disability* By Aimi Hamraie
- *Educated* By Tara Westover
- *Invisible Child: Poverty, Survival & Hope in an American City* By Andrea Elliot
- *Queer Times, Black Futures* by Kara Keeling
- *The New Jim Crow* by Michelle Alexander
- *The Best of Enemies* by Osha Gray Davidson
- *The Hate You Give* by Angie Thomas
- *White Rage: The Unspoken Truth of Our Racial Divide* By Carol Anderson

Trainings:

- National Institutes of Health (NIH) training on implicit bias:
<https://diversity.nih.gov/sociocultural-factors/implicit-bias-training-course>
- Learning for Justice:
<https://www.learningforjustice.org/professional-development/workshops>