

Microaggressions

Microaggressions	Examples
Microassaults	<ul style="list-style-type: none"> ● “You don’t belong here. Go back home!” ● A person of color being followed in the store. ● Barring a person from entry into an event based on their assumed group membership. ● Racial profiling by law enforcement. ● Restricting a person’s freedom of movement on campus based on their assumed group membership.
Microinsults	<ul style="list-style-type: none"> ● Assuming the Black, Latinx, and Native American students are probably not prepared for college. ● “You’re so articulate!” (to a Black student (or faculty/staff)) ● “You’re different, not like most _____ people.” ● “You don’t <i>seem</i> gay.” ● “You have great fashion sense for a plus-sized girl.” ● White woman moving away and clutching her purse when a Black man joins her in an elevator. ● “You look like a girl!” (to a Native American boy/man with long hair) ● “Where are you from? You’re so interesting-looking.”
Microinvalidations	<ul style="list-style-type: none"> ● “You won’t succeed here. This is not the place for you.” ● “When I look at you, I don’t see color.” ● “It must have been easy for you to get into the grad program because you’re Black.” ● “As a woman, I know what it’s like to be in a minority group.” ● “You’re an outsider. You don’t count.” ● “How did <i>you</i> get this job?” ● Repeatedly using the wrong pronouns for a transgender person.

Categories from Sue, D. W., Capodilupo, C. M., Torino, G. C., Bucceri, J. M., Holder, A. M. B., Nadal, K. L., & Esquilin, M. (2007). Racial microaggressions in everyday life: Implications for clinical practice. *American Psychologist*, 62(4), p. 276.