

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>Alien in own land.</i></p>	<p>When Asian Americans and Latino Americans are assumed to be foreign-born.</p>	<p>You are not American. You are a foreigner.</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. A store owner following a customer of color around the store. 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 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>

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<p>“You’re going to stay home with the kids right?”</p> <p>“What she’s trying to say is . . . ”</p> <p>“You should smile more.”</p>	<i>Sexism.</i>	That women must fall into gender roles from the 1950’s. That male affect, presence, behavior is the standard and everything else is contrary to.	<p>You shouldn’t be 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.”</p> <p>“Why don’t you just get out of bed and get some fresh air.”</p>	<i>Invalidation of severity of mental illness.</i>	That mental illness looks/ behaves a certain way. General misunderstanding of the effects that mental illness can have.	<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 you live here”.</p> <p>“Oh you haven’t been to Europe, you really should go.”</p>	<i>Classism.</i>	Assuming someone doesn’t live in a certain neighborhood because of how they look, talk, and/or act. Assuming that every-one has means to travel.	<p>You don’t belong. You’re not going to lead a fulfilling life.</p>
<p>Washington Redskins.</p> <p>Robert E. Lee High School.</p> <p>College rooms and hallways with pictures of predominantly white heterosexual upper class males.</p>	<i>Environmental.</i>	Assumes that harm cannot take place by names or visuals. Assumes that . . .	<p>You don’t belong. You’re not welcome here.</p>

<p>“You’re just being too sensitive.”</p> <p>Eye rolling.</p> <p>“You’re always so difficult.”</p> <p>“You’re making too big of a deal of things.”</p>	Dismissive reactions that occur when bringing up that a microaggression has taken place.
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