

## 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>
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<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 with the kids right?  “What she’s trying to say is...”  “You should smile more”</p>	<p><i>Sexism</i></p>	<p>That women must fall into gendered roles from the 1950’s. That male affect, presence, behavior is the standard and everything else is contrary to.</p>	<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”  “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.  Assumes that</p>	<p>You don’t belong.  You’re not welcome here.</p>

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