

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.