# MICROAGGRESSIONS GUIDE

**What is a microaggression?**
Intentional or unintentional, subtle, verbal or non-verbal behaviors or actions. They degrade or demean a specific group and they are often unacknowledged.

| RACIAL | • Microassault – Deliberate  
|        |   o Calling someone “colored” or “oriental”.  
|        | • Microinsult – Conscious  
|        |   o “You are so well spoken”  
|        | • Micro invalidation – Unconscious  
|        |   o “I don’t see color.”  
|        | Assumptions of criminality or intellectual inferiority or critique of cultural values. |

| GENDER | • Microassault – Deliberate  
|        |   o “That’s so gay!”  
|        | • Microinsult – Conscious  
|        |   o Seeking input from only men during a workplace meeting.  
|        | • Micro invalidation – Unconscious  
|        |   o “You’re prettier when you smile”  
|        | Sexual objectification and assumptions of traditional gender roles or inferiority. |

| LGBTQ | • Microassault – Deliberate  
|        |   o “You don’t look gay”  
|        | • Microinsult – Conscious  
|        |   o Refusal of the use of pronouns  
|        | • Micro invalidation – Unconscious  
|        |   o Categorizing one’s sexuality or gender identity as a phase.  
|        | Using transphobic or heterosexist terminology and discomfort of the LGBTQ experience. |

| RELIGIOUS | • Microassault – Deliberate  
|          |   o Referring to God in a profane manner  
|          | • Microinsult – Conscious  
|          |   o If you’re Latino, you must be catholic.”  
|          | • Micro invalidation – Unconscious  
|          |   o Telling someone you disapprove of that God “loves the sinner but hates the sin.”  
|          | Stereotypes based on religion and religious groups |

| INTERSECTIONAL | • A Latina woman may experience intersectional microaggressions based on her race and gender.  
|                | • A LGBTQ person of color may experience intersectional microaggressions based on their sexual identity and race.  
|                | Multiple groups can influence the intensity of the microaggression. |