

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

<p>RACIAL</p>	<ul style="list-style-type: none"> • Microassault – Deliberate <ul style="list-style-type: none"> ○ Calling someone “colored” or “oriental”. • Microinsult – Conscious <ul style="list-style-type: none"> ○ “You are so well spoken” • Micro invalidation – Unconscious <ul style="list-style-type: none"> ○ “I don’t see color.” <p>Assumptions of criminality or intellectual inferiority or critique of cultural values.</p>
<p>GENDER</p>	<ul style="list-style-type: none"> • Microassault – Deliberate <ul style="list-style-type: none"> ○ “That’s so gay!” • Microinsult – Conscious <ul style="list-style-type: none"> ○ Seeking input from only men during a workplace meeting. • Micro invalidation – Unconscious <ul style="list-style-type: none"> ○ “You’re prettier when you smile” <p>Sexual objectification and assumptions of traditional gender roles or inferiority.</p>
<p>LGBTQ</p>	<ul style="list-style-type: none"> • Microassault – Deliberate <ul style="list-style-type: none"> ○ “You don’t look gay” • Microinsult – Conscious <ul style="list-style-type: none"> ○ Refusal of the use of pronouns • Micro invalidation – Unconscious <ul style="list-style-type: none"> ○ Categorizing one’s sexuality or gender identity as a phase. <p>Using transphobic or heterosexist terminology and discomfort of the LGBTQ experience.</p>
<p>RELIGIOUS</p>	<ul style="list-style-type: none"> • Microassault – Deliberate <ul style="list-style-type: none"> ○ Referring to God in a profane manner • Microinsult – Conscious <ul style="list-style-type: none"> ○ If you’re Latino, you must be catholic.” • Micro invalidation – Unconscious <ul style="list-style-type: none"> ○ Telling someone you disapprove of that God “loves the sinner but hates the sin.” <p>Stereotypes based on religion and religious groups</p>
<p>INTERSECTIONAL</p>	<ul style="list-style-type: none"> • 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. <p>Multiple groups can influence the intensity of the microaggression.</p>