



Examples of Microaggressions

EXAMPLES OF RACIAL MICROAGGRESSIONS

| Theme | Microaggressions | Message |
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| Alien in Own Land | “You speak good English.” | You aren’t American. |
| Ascription of Intelligence | “You are so articulate.” | It’s unusual for someone of your race to be intelligent. |
| Color Blindness | “When I look at you, I don’t see color.” | Denies a person of color’s racial/ethnic experiences. |
| Assumption of Criminal Status | A store owner follows a customer of color around the store. | You are going to steal. |
| Denial of Individual Racism. | “My best friend is black.” “As a women, I know what you go through as person of color.” | I’m immune because I have friends of color. Your racial oppression is not different than my gender oppression so I can’t be racist. |

Source: Adapted from Sue, Derald Wing, *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation*, Wiley & Sons, 2010.

EXAMPLES OF GENDER MICROAGGRESSIONS

| Theme | Microaggressions | Message |
|-------------------------|---|---|
| Second-class Citizen | In class, an instructor tends to call on male students more frequently than male female ones. | The contributions of female students are less worthy than the contributions of male students. |
| Sexist Language | Use of the pronoun “he” or the term “guys” to refer to all people. | It’s unusual for someone of your race to be intelligent. |
| Traditional Gender Role | “You’re a girl, you don’t have to be good at math or science.” | Women are less capable in math and science. |
| Traditional Gender Role | Labeling an assertive female committee chair/dean as a “b____,” while describing a male counterpart as a “forceful leader.” | Women are out of line when they are confident or assertive. |
| Myth of Meritocracy | “Men and women have equal opportunities for achievement. | The playing field is even so if women cannot make it, the problem is with them. |

Source: Adapted from Sue, Derald Wing, *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation*, Wiley & Sons, 2010.

EXAMPLES OF SEXUAL ORIENTATION MICROAGGRESSIONS

| Theme | Microaggressions | Message |
|--|---|--|
| Use of heterosexist or transphobic terminology | <p>“That’s so gay”</p> <p>“No homo”</p> | <p>Being gay/trans is abnormal.</p> <p>Being gay/trans is wrong.</p> |
| Endorsement of heteronormative culture and behaviors | <p>“You should act more masculine/feminine.”</p> <p>“Do you have wife/husband?”</p> | <p><i>“I am expecting you be heterosexual or straight because that is normal.”</i></p> |
| Assumption of Universal LGBTQ experience | <p>“You’re not a typical gay guy.”</p> <p>“My friend is lesbian, do you know her?”</p> | <p>All gay/transgender/queer people are the same and have the same experiences.</p> |
| Discomfort or disapproval of LGBTQ experience | <p>Looks of awkwardness, condemnation, pity or all.</p> | <p>Your life is unnatural therefore should be condemned, etc.</p> |
| Denial of bodily privacy | <p><i>To a transgender person:</i></p> <p>Where do you tuck it?</p> <p>Can I feel your breasts?</p> | <p>You are different or abnormal so I am going to objectify your body and ask you inappropriate questions.</p> |

Source: <https://psychologybenefits.org/2014/02/07/anti-lgbt-microaggressions/>