

Theme	Example	Message
<p><i>Alien in Own land:</i></p> <p>When those who are not white are assumed to be foreign-born.</p>	<p>Asking: "Where are you from?" or "Where were you born?"</p> <p>Complimenting non-white students on their use of "good English."</p> <p>Asking someone of a different nationality/ethnicity to teach you words in their native language.</p> <p>Expecting students of a particular group to represent the perspectives of their entire race</p>	<p>This sends the message to an individual that they are very obviously a foreigner and do not belong.</p> <p>Individuals from other places deserve to feel a sense of belonging here, and pointing out that they are different can be ostracizing.</p>
<p><i>Ascription of Intelligence:</i></p> <p>Assigning levels of intelligence to a person of color on the basis of their race.</p>	<p>Saying: "You are a credit to your race" or "You are so articulate."</p> <p>Assuming someone of Asian descent is good at math/science, and asking them for help in these areas simply because of their Asian descent.</p>	<p>This sends the message that you do not generally think that certain people of color should be assumed to be intelligent, and that it is unusual for someone who comes from these communities to be articulate.</p> <p>On the other hand, assuming individuals are gifted in certain areas (such as math/science) based on their race is also a microaggression as it assigns a generalized trait to all people of a certain racial/ethnic background.</p>
<p><i>Color Blindness:</i></p> <p>Statements that indicate that someone who is white does not want to acknowledge another person's race.</p>	<p>Saying: "When I look at you, I don't see color." or "America is a melting pot." or "There is only one race, the human race."</p> <p>Denying the experiences of students by questioning the credibility and validity of their stories.</p>	<p>While this microaggression typically seems well-intentioned, it actually sends a message of denial of a person of color's unique racial/ethnic experiences. It also sends an underlying message that the individual should assimilate/acculturate into the dominant culture and ignores the differences in their unique lived experiences.</p>

<p><i>Criminality/Assumption of Criminal Status:</i></p> <p>When an individual assumes that a person of color is dangerous, criminal, or deviant on the basis of their race.</p>	<p>An individual who is white clutching their purse or checking their wallet as an individual of color approaches or passes by.</p> <p>Assuming that a person of color is at fault when conflict arises in the classroom.</p> <p>Waiting to ride the next elevator when a person of color is in it.</p>	<p>These microaggressions send a message that an individual is believed to be dangerous because of what they look like, and can be especially polarizing.</p>
<p><i>Denial of Individual Racism:</i></p> <p>A statement made by an individual, usually of a dominant race, that denies their racial biases.</p>	<p>“I’m not racist, I have several friends who are Black.”</p> <p>“As a woman, I know what you go through as a racial minority.”</p>	<p>This minimizes a marginalized individual’s experience, centers the individual who is committing the microaggression, and shuts down any conversation about biases.</p>
<p><i>Myth of Meritocracy:</i></p> <p>Statements which assert that race does not play a role in life successes. These statements ignore structural oppression and the idea that some people have more privilege than others.</p>	<p>“I believe the most qualified person should get the job”</p> <p>“Everyone can succeed in this society, if they work hard enough.”</p>	<p>This sends the message that people of color or other marginalized groups do not deserve the positions they are in.</p> <p>This second example sends an underlying message that overcoming structural oppression is a personal responsibility.</p>
<p><i>Pathologizing Cultural Values/Communication Styles:</i></p> <p>The notion that the values and communication styles of the dominant culture are ideal. These microaggressions often ignore cultural differences.</p>	<p>Asking a person of Asian or Latine descent: “Why are you so quiet? We want to know what you think. Be more verbal. Speak up more.”</p> <p>Asking a person of color: “Why do you have to be so loud/animated? Just calm down.”</p> <p>Dismissing an individual who brings up race/culture in work/school settings.</p>	<p>This sends the message that everyone should assimilate to the dominant culture, and often perpetuates harmful stereotypes.</p> <p>When possible try to provide additional mechanisms for individuals to communicate/participate in various ways, especially within the classroom. E.g: using Jam Board as a way for individuals to share their thoughts, as opposed to always using a verbal discussion format.</p>