

Examples of Racial Microaggressions

Themes	Microaggression	Message
<p>Alien in own land</p> <p>When Asian American and Latinx Americans are assumed to be foreign-born</p>	<p>“Where are you from?”</p> <p>“Where were you born?” You speak good English.”</p> <p>A person asking an Asian American to teach them words in their native language</p>	<p>You are not American.</p> <p>You are a foreigner.</p>
<p>Ascriptions of intelligence</p> <p>Assigning intelligence to a person of color on the basis of their race</p>	<p>“You are a credit to your race.”</p> <p>“You are so articulate.”</p> <p>Asking an Asian person to help with a math or science problem</p>	<p>I am denying your racial/ethnic experiences as a person of color.</p> <p>It is unusual for someone of your race to be intelligent.</p> <p>All Asians are intelligent and good in math/sciences.</p>
<p>Color blindness</p> <p>Statements that indicate a person does not want to acknowledge race</p>	<p>“When I look at you, I don’t see color.”</p> <p>“American is a melting pot.”</p> <p>“There is only one race, the human race.”</p>	<p>I am denying your racial/ethnic experiences as a person of color.</p> <p>Assimilate/acculturate to dominate culture.</p> <p>I am denying you as a racial/cultural being.</p>
<p>Criminality/assumptions of criminal status</p> <p>A person of color is presumed to be deviant on the basis of their race</p>	<p>A person clutching their purse of checking their wallet as a Black person approaches or passes</p> <p>A store owner following a customer of color around the store</p> <p>A person waits to ride the next elevator when a person of color is on it.</p>	<p>You are a criminal.</p> <p>You are going to steal. You are poor/You do not belong.</p> <p>You are dangerous</p>
<p>Myth of meritocracy</p>	<p>“I believe the most qualified person should get the job”</p>	<p>People of color are given extra unfair benefits because of their race.</p>

*Adapted from “*The Racial Healing Handbook*” (2019)

<p>Statements which assert that race does not play a role in life successes</p>	<p>“Everyone can succeed in the society if they work hard enough.”</p>	<p>People of color are lazy and/or incompetent and need to work harder.</p>
<p>Pathologizing cultural values/communication styles</p> <p>The notion that the values and communication styles of the dominant/White culture are ideal.</p>	<p>Asking a Black person: “Why do you have to be so loud/animated? Just calm down.”</p> <p>To an Asian or Latinx person: “Why are you so quiet? We want to know what you think. Be more verbal.’ “Speak up more.”</p> <p>Dismissing an individual who brings up race/culture in a work/school setting.</p>	<p>Assimilate to dominant culture.</p> <p>Leave your cultural baggage outside.</p>
<p>Denial of individual racism</p> <p>A statement made when a person denies their racial biases</p>	<p>“I’m not a racist. I have several Black friends.”</p> <p>“As a woman. I know what you go through as a racial minority.”</p>	<p>I am immune to racism because I have friends of color.</p> <p>Your racial oppression is no different than my gender oppression. I can’t be a racist. I’m like you.</p>
<p>Environmental microaggressions</p> <p>Macro-level microaggressions, which are more apparent on systemic and environmental levels</p>	<p>A college or university with buildings that are all named after White heterosexual upper class males</p> <p>Television shows and movies that feature</p>	<p>You don’t belong/You won’t succeed here. There is only so far you can go.</p> <p>You are an outsider/You don’t exist.</p> <p>People of color don’t/shouldn’t value education.</p> <p>People of color are deviant.</p>