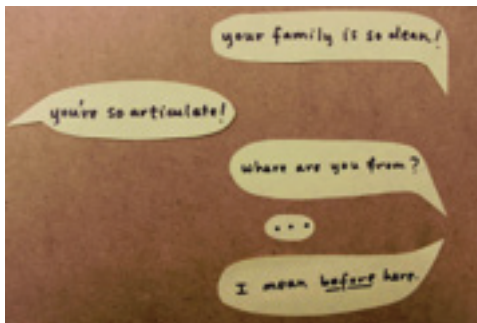


What is a microaggression?

Microaggressions are “the everyday verbal, nonverbal, and environmental slights, snubs or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership,” (Sue et al., 2007).

Microaggressions are not always intentional or explicit. The disparaging nature of microaggressions are subtly hidden within everyday practices and conversation.

Many individuals are unaware that a simple compliment or question could be perceived as a microaggression.



Check Out These Resources!

<http://www.microaggressions.com>

“Examples of Microaggressions”
<http://goo.gl/xUmSmF>

“The Impact of Microaggressions and Why They Matter”
<http://goo.gl/BTpD6F>

“Tool: Recognizing Microaggressions and the Messages They Send”
<http://goo.gl/cC8rZ9>

“Racial Microaggressions in Everyday Life”
<https://goo.gl/ob6kWK>

“How To Be An Ally To Someone Experiencing Microaggressions”
<https://goo.gl/mUqEsD>



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Microaggressions

This information resource was created to aid students, faculty, staff, and individuals of the broader community to better understand microaggressions and to take steps towards active allyship. The aim of this resource is to foster intergroup dialogue on campus, in the workplace, and in the Tucson community. This brochure was adapted from resources at the University of South Dakota.



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Image Credit: BuzzFeed

Citation:
Sue, D.W., Capodilupo, C.M., Torino, G.C., Bucceri, J.M., Holder, A.M.B., Nadal, K.L., and Esquilin, M. (2007). Racial Microaggressions in Everyday Life: Implications for Clinical Practice. *American Psychologist*, 62 (4), 271-286. DOI: 10.1037/0003-066X.62.4.271



Examples of Microaggressions

- To a non-U.S. native: "You speak good English."
- Men catcalling or staring at someone as they walk down the street.
- To a person with a disability: "You people are so inspiring."
- "You use they/them pronouns for yourself? But you're not more than one person..."
 - A person clutching their purse or checking their wallet as a Black or Latino person approaches.
- Using phrased like "Indian giver" or "We got gyped."

Consequences of Microaggressions

Though seemingly harmless, microaggressions can produce mental health issues such as feelings of low self-esteem, humiliation, and dehumanization.

Microaggressions can also create a hostile work/campus environment leading to lower work productivity & educational learning.

Engage in Allyship

- Interrupt microaggressions when you hear them
 - Examine your own unconscious biases
 - Listen to others' stories and concerns
- Educate yourself about the struggles, oppression, and worldviews of other groups
- Teach others about microaggressions, their consequences, and how to recognize them



Suggestions for Interrupting Microaggressions

Example Microaggression (EMA): To an Asian person, "You're all good in math. Can you help me with this problem?"

Example Intervention (EI): "I heard you say that all Asians are good in math. What makes you believe that?"

Inquire: Ask the speaker to elaborate. This will give you more information about where they are coming from and may also help the speaker to become aware of what they are saying.

EMA: You notice that your female colleague is being frequently interrupted during a committee meeting.

EI: "I think Emily brings up a good point. I didn't get a chance to hear it all. Can Emily repeat it?"

Reframe: Create a different way to look at the situation

EMA: "When I look at you, I don't see color."

EI: "So you don't see color. Tell me more about your perspective. I'd also like to invite others to weigh in."

Re-direct: Shift the focus to a different person (particularly helpful when someone is being asked to speak for their entire race, cultural group, etc.)

"The first step in eliminating microaggressions is making the 'invisible' visible"

Derald Wing Sue, Ph.D.

"Racial Microaggressions in Everyday Life"

EMA: Making a racist, sexist, homophobic, etc. joke

EI: I didn't think this was funny. I'd like you to stop."

Citation:

Adapted from <http://goo.gl/cC8rZ9>

Communication Methods for Addressing Microaggressions

Paraphrasing/restating the microaggression gives the speaker an opportunity to hear, reflect on, and perhaps also reconsider the statement.

Using "I" instead of "you" statements is another nonthreatening way to address microaggressions.

Preference statements are a way of expressing how an individual would like to be treated or addressed without being demanding or passive. These statements might begin with, "I would like..."

Strategic questioning encourages the speaker to consider different viewpoints and options.

Inquiring more about the speaker's viewpoints provides them the opportunity to clarify the meaning of their statement. It may also present an educational moment for explaining why their statement might be offensive or oppressive to certain groups.

If you are not a member of a marginalized community on the receiving end of a microaggression, it is even more important that you address the speaker's statements. This takes the onus of constantly having to educate others off of the minority group.

