

Theme	Microaggression	Message
<p><u>Alien in your own land</u></p> <p>Assuming Black, Indigenous, or People of Color to be foreign born</p>	<ul style="list-style-type: none"> ● “Where were you born? Where are you from?” ● “You speak good English” ● Asking a black or brown person to teach words from their native language. 	<ul style="list-style-type: none"> ● You are not American. ● You are a foreigner.
<p><u>Ascription of intelligence</u></p> <p>Assigning intelligence to a person of color on the basis of their race</p>	<ul style="list-style-type: none"> ● “You are a credit to your race” ● “You are so articulate” ● To an Indigenous person: “You are so wise/such a sage” ● Asking an Asian person to help with a math or science problem. ● “You don’t sound Black” 	<ul style="list-style-type: none"> ● People of color are generally not as intelligent as Whites. ● It is unusual for someone of your race to be intelligent. ● All Asians are good in math/sciences. ● All Indigenous people are “wise Indians”
<p><u>Color blindness</u></p> <p>Statements that indicate that a White person does not want to acknowledge race</p>	<ul style="list-style-type: none"> ● “I’m colorblind. When I look at you, I don’t see color.” ● “America is a melting pot.” ● “There is only one race, the human race.” ● “You don’t look Indian” ● “All lives matter” 	<ul style="list-style-type: none"> ● Denying a person of color’s racial/ethnic experiences. ● Assimilate/acculturate to the dominant culture. ● Denying the individual as a racial/cultural being.
<p><u>Criminality</u></p> <p>Assuming Black, Indigenous or other People of Color are criminals or dangerous</p>	<ul style="list-style-type: none"> ● A White person clutches their purse or checks their wallet as a black or brown person approaches or passes ● Store owner follows customers of color around the store ● A White person waits to ride the next elevator when a person of color is on it ● Asking an Indigenous person about the crime rate on the Reservation ● Assuming all Indigenous people struggle with addiction to drugs or alcohol 	<ul style="list-style-type: none"> ● You are a criminal. ● You are going to steal/ You are poor/ You do not belong. ● You are dangerous.
<p><u>Denial of individual racism</u></p> <p>A statement made when</p>	<ul style="list-style-type: none"> ● “I’m not racist. I have several black friends.” ● “As a woman, I know what you 	<ul style="list-style-type: none"> ● I’m immune to racism because I have friends of color.

<p>Whites deny their racial biases</p>	<p>go through as a racial minority.”</p> <ul style="list-style-type: none"> ● Calling a BIPOC “brother” or “sister” when you're not culturally or familially related 	<ul style="list-style-type: none"> ● Your racial oppression is no different than my gender oppression. ● I can't be a racist. I'm like you.
<p><u>Myth of meritocracy</u></p> <p>Statements which assert that race does not play a role in life successes but does result in specialized treatment</p>	<ul style="list-style-type: none"> ● “I believe the most qualified person should get the job.” ● “Everyone can succeed in this society, if they work hard enough.” ● “Don't blame me. I never owned slaves.” ● “White privilege doesn't exist. I had to work hard for everything I have.” ● “Native Americans don't need assistance. They are lazy and collect a per cap check every month already.” ● Calling someone an “Indian giver” 	<ul style="list-style-type: none"> ● People of color are given extra unfair benefits because of their race. ● People of color are lazy and/or incompetent and need to work harder.
<p><u>Pathologizing cultural values/communication styles</u></p> <p>The notion that the values and communication styles of the dominant/White culture are ideal</p>	<ul style="list-style-type: none"> ● Asking a Black person: “Just calm down. Why do you have to be so loud/animated? ” ● To an Asian or Latino person: “Why are you so quiet? We want to know what you think. Speak up more.” ● To an Indigenous person: “Look at me when I'm talking to you. Pay attention.” ● Dismissing an individual who brings up race/culture in work/school setting ● Calling a meeting a or get-together a “powwow” ● Using the figure of speech, “low man on the totem pole” ● Claiming to have a “spirit animal” ● Asking an Indigenous person if they have an “Indian name” 	<ul style="list-style-type: none"> ● Assimilate to dominant culture. ● Leave your cultural baggage outside
<p><u>Second-class citizen</u></p>	<ul style="list-style-type: none"> ● Person of color mistaken for a service worker 	<ul style="list-style-type: none"> ● People of color are servants to Whites. They

<p>Occurs when a White person is given preferential treatment over a Black, Indigenous, or other Person of Color</p>	<ul style="list-style-type: none"> ● Having a taxi cab pass a person of color and pick up a White passenger ● Being ignored while attention is given to the White person behind you ● Being asked to show two form of ID while the White person in line isn't asked to show any ● "You people..." ● Touching a Black or Indigenous person's hair ● Assuming Native Americans are clueless about modern technologies and constructs. 	<p>couldn't possibly occupy high-status positions.</p> <ul style="list-style-type: none"> ● You are likely to cause trouble and/or travel to a dangerous neighborhood. ● Whites are more valued than people of color. ● You don't belong. You are a lesser being. ● You are primitive/part of the natural landscape.
<p><u>Environmental microaggressions</u></p> <p>Macro-level microaggressions that which are more apparent on systemic & environmental levels</p>	<ul style="list-style-type: none"> ● A college or university with buildings that are all named after White heterosexual upper class males. ● Television shows & movies that feature predominantly White people without representation of people of color ● Overcrowding of public schools in communities of color ● Overabundance of liquor stores in communities of color 	<ul style="list-style-type: none"> ● You don't belong/You won't succeed here. There is only so far you can go. ● You are an outsider/You don't exist. ● People of color don't/shouldn't value education. ● People of color are deviant.