## Microaggressions Guide

| Racial                                      | • Assumptions of Criminality (i.e., when people of color are assumed to be dangerous or deviant). For instance, if a clerk follows an African American around in a store, she or he is presuming that the person of color is going to steal.\(^5\)
|                                            | • Exoticization (i.e., when people of color are objectified or treated as tokens). A common occurrence is when a man tells an Asian American woman that she is so “exotic,” or that “he has an Asian fetish.”
|                                            | • Assumptions of Intellectual Inferiority (i.e., when people of color are assumed to be less intelligent or capable than whites). An example is someone overemphasizing to a Latina that she is “so articulate” (subtly communicating that they did not expect her to be).
|                                            | • Pathologizing Cultural Values (i.e., when people of color are criticized for their communication styles, behaviors, styles of dress). For instance, when an Asian American or Latina/o is told to “get rid of your accent,” a subtle message is sent that one needs to assimilate.\(^6\)
| Gender                                     | • Sexual Objectification (i.e., when a woman is treated as a sexual object). For instance, when a woman is catcalled on the street or a man attempts to look at a woman’s breasts, he is communicating that women’s bodies are allowed to be sexualized.
|                                            | • Assumptions of Traditional Gender Roles (i.e., when an individual assumes that a woman needs to uphold traditional gender roles). For example, many women are told that they need to have a husband in order to be happy.
|                                            | • Assumptions of Inferiority (i.e., when a woman is assumed to be physically or intellectually incompetent, particularly in comparison to men). One illustration is when a woman is carrying a box and a man takes it away from her (without her permission), assuming she isn’t physically strong.\(^7\)
| LGBT                                       | • Use of heterosexist or transphobic terminology (i.e., when offensive language is used towards or about LGBT people). For instance, it is commonplace for young people to use the word “faggot” casually when describing someone as weak.
|                                            | • Discomfort/ Disapproval of LGBT experience (i.e., when LGBT individuals are treated with disrespect or condemnation because of their sexual orientation or gender presentation). One example includes a person staring at a same-sex couple holding hands, while another may be someone who makes prejudicial remarks about a transgender person.
|                                            | • Assumption of Sexual Pathology and Abnormality (i.e., when LGBT persons are presumed to be oversexualized or sexual deviants). One instance includes when someone presumes that all LGBT people may have HIV/AIDS, or stereotypes LGBT people as child molesters.
| Religious                                  | • Endorsing religious stereotypes (i.e., when people make presumptions about religious minority groups). An example is when someone makes a joke about Muslim people being terrorists or Jewish people being cheap.\(^8\)
|                                            | • Pathology of different religious groups (i.e., when someone judges another religion as being inferior or substandard). For instance, when someone treats a non-Christian as a second-class citizen.\(^9\)
| Intersectional                             | • Occurs as a result of an individual’s multiple groups and may influence the intensity or frequency of microaggressions.
|                                            | • Women of color may experience intersectional microaggressions, as a result of their gender and race (e.g., a Latina who is denied service at a restaurant or store because of both her race and gender).
|                                            | • LGBT persons of color may experience intersectional microaggressions as a result of their sexual identity and race. For example, when a passersby ridicules a Black transgender woman, it can be due to her gender identity, her race, or both.