

## Microaggressions Guide

Racial	<ul style="list-style-type: none"> <li>• <i>Assumptions of Criminality</i> (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.<sup>5</sup></li> <li>• <i>Exoticization</i> (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.”</li> <li>• <i>Assumptions of Intellectual Inferiority</i> (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).</li> <li>• <i>Pathologizing Cultural Values</i> (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.<sup>6</sup></li> </ul>
Gender	<ul style="list-style-type: none"> <li>• <i>Sexual Objectification</i> (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.</li> <li>• <i>Assumptions of Traditional Gender Roles</i> (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.</li> <li>• <i>Assumptions of Inferiority</i> (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.<sup>7</sup></li> </ul>
LGBT	<ul style="list-style-type: none"> <li>• <i>Use of heterosexist or transphobic terminology</i> (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.</li> <li>• <i>Discomfort/ Disapproval of LGBT experience</i> (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.</li> <li>• <i>Assumption of Sexual Pathology and Abnormality</i> (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.</li> </ul>
Religious	<ul style="list-style-type: none"> <li>• <i>Endorsing religious stereotypes</i> (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.<sup>8</sup></li> <li>• <i>Pathology of different religious groups</i> (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.<sup>9</sup></li> </ul>
Intersectional	<ul style="list-style-type: none"> <li>• Occurs as a result of an individual’s multiple groups and may influence the intensity or frequency of microaggressions.</li> <li>• 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).</li> <li>• LGBT persons of color may experience intersectional microaggressions as a result of their sexual identity and race. For example, when a passerby ridicules a Black transgender woman, it can be due to her gender identity, her race, or both.</li> </ul>

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