

# Microaggressions

- The term stands for “brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership.” [1]
- These are behaviors which are pervasive, subtle, and automatic, that arise from unconscious and unacknowledged prejudice or beliefs.
- Microaggressions come in many forms [2] including verbal statements, gestures, and facial expressions:

Type	Example of microaggression	Message
Racial	An Asian American, born and raised in the United States, is complimented for speaking "good English."	You are a perpetual foreigner in your own country, because you look different.
Gender	Frequently interrupting women who are speaking or repeating their point.	You are less important, and what you say has less significance, because you are a woman.
Religion	A coworker is overheard proclaiming that “No Muslims should be allowed in the US.”	You are a danger to society, because you are a Muslim.

- It is important for each of us to be aware of what we communicate and how it can be interpreted by others, even if we do not consciously intend to offend.

[1] Derald Wing Sue (2010). [Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation](#). Wiley, ISBN: 978-0-470-49140-9.

[2] Derald Wing Sue (2010). [Microaggressions: More than Just Race](#). Psychology Today.

