



A GUIDE TO INTERRUPTING MICROAGGRESSIONS

What are micro- aggressions?

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. The use of microaggressions perpetuate a worldview of white supremacy culture.

TYPES OF MICROAGGRESSIONS

MICROASSAULTS

Microassaults are overt forms of discrimination in which actors deliberately behave in discriminatory ways. They may think that their actions are not noticed or harmful. For example, when someone says, “That’s so gay!” to connote that something is weird, the person is aware of the words that they choose; however, they may not realize that using such language is considered offensive..

MICROINSULTS

Microinsults are statements or behaviors in which individuals unconsciously communicate discriminatory messages to members of target groups. For example, a person might tell an Asian American that they “speak good English”, implying that Asian Americans do not speak good English. This instance can be specially upsetting to Asian Americans who do not speak any other language besides English.

MICROINVALIDATIONS

Microinvalidations are verbal statements that deny, negate, or undermine the realities of members of target groups. For example, when a person tells a person of color that racism does not exist, that person is invalidating and denying the person of color’s racial reality.



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