<table>
<thead>
<tr>
<th>Topic</th>
<th>Verbal/Nonverbal Slight</th>
<th>Intent</th>
<th>Impact</th>
<th>Alternative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alien in own land</td>
<td>• “Where are you from?” “Where were you really born?”</td>
<td></td>
<td>• You don’t belong here.</td>
<td>  • You’re a foreigner.</td>
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<tr>
<td>When assumed African American, Asian</td>
<td>• “You speak very good English.”</td>
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<tr>
<td>Americans, and Latino Americans are from</td>
<td>• Asking a Latino American to teach them words in their native language.</td>
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<td>outside of U.S</td>
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<tr>
<td>Assigning intelligence</td>
<td>• “You’re so well spoken!” “You’re a credit to your race.”</td>
<td></td>
<td>• People of color are generally not as intelligent as Whites.</td>
<td>  • It is unusual for someone of your race or age or gender to be intelligent.</td>
</tr>
<tr>
<td>Prescribing intelligence to a person</td>
<td>• “You’re so articulate.”</td>
<td></td>
<td></td>
<td>  • All Asians are intelligent and good in math</td>
</tr>
<tr>
<td>solely on the basis of their race or age</td>
<td>• Asking an Asian person to help with a math problem.</td>
<td></td>
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<tr>
<td>or gender</td>
<td>• Calling on mostly men for their input</td>
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<tr>
<td>Color Blindness</td>
<td>• “When I see you, I don’t see color.”</td>
<td></td>
<td>• Dismissing a person of color’s racial/ethnic experience.</td>
<td>  • Assimilate to the dominant/majority culture.</td>
</tr>
<tr>
<td>Statements indicating a White person does</td>
<td>• “I don’t see you as an African-American.”</td>
<td></td>
<td></td>
<td>  • Overlook the person as a racial/cultural being and barriers they may experience being accepted by society.</td>
</tr>
<tr>
<td>not want to acknowledge race</td>
<td>• “I see only one race, the human race.”</td>
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</tbody>
</table>

## Denial of Racism
A statement made when Whites deny their racial biases

- “I can’t be racist. I have several Black friends.”
- “As a woman, I can empathize with the struggle experienced by minorities.”
- I am exempt from racism because I have friends of color.
- Your racial oppression is the same as my gender oppression.

## Myth of Meritocracy
Statements asserting race is not a factor in life successes

- “I believe the most qualified person should be hired.”
- “Everyone can succeed, if they work hard enough.”
- “I don’t believe the bar should be lowered for people of color.”
- People of color are given unfair advantages because of their race.
- People of color are lazy and/or incompetent.
- My success is only based on filling a diversity quota.

## Second-class citizen
Occurs when a person is given privilege/preferential treatment as a consumer over another person due to their gender or race/ethnicity

- Person of color mistaken for a service worker.
- Being ignored at a store counter as attention is given to the White customer behind you.
- When an equally qualified woman is given a salary position earning less than her male counterpart.
- A woman being passed up for a promotion by a less qualified male colleague.
- A female sports team not getting the same resources or funding as a male sports team.
- People of color are servants to Whites.
- Denial of possibly occupying high-status positions.
- Whites are more valuable customers than people of color.
- You don’t belong. You are a less than.
- Women’s contributions are not as valuable as men’s.
- Women have to work harder to be successful.

# Microaggressions

**Communication Styles**
The notion that values and communication styles of the dominant culture are ideal

- “Why do you have to be so loud/animated? Just calm down” (sometimes said to a Black person).
- “Why are you so quiet? Be more verbal. Speak more!” (sometimes said to a Latinx or Asian person).
- Dismissing an individual who brings up race/culture.
- “It must be that time of month.”
- Telling someone they are “Acting Black” or “Acting White”.
- Telling someone to “Speak proper English”.
- “You’re coming off a little shrill.”

**Cultural Values**
A statement or action that demonstrates what is the dominant cultural ideal.

- “You’re married? What is your husband’s/ wife’s name?”
- “I just ate so much junk food and feel SO fat.”
- “You should smile more!” (typically said to a woman).
- “Are you really going to stay home and watch the baby?
- You’re going to let your wife wear the pants?”
- Assimilate to the dominant culture.
- Leave your cultural baggage outside.
- Women should be feminine and soft-spoken.
- There are only heterosexual relationships.
- Thin is healthy and ideal.
- Women should look pleasant.
- Men are workers and women are caretakers.

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Assumptions of gender roles
Occurs when an individual assumes that a woman and/or man should maintain traditional gender roles

- Calling an outspoken/ assertive woman a bitch or catty.
- A man repeats something a woman says and get credit.
- A man is respected for his strong opinions.
- Asking woman when she is going to have children.
- Women should be feminine and domesticated.
- Men should be strong bread winners.
- What is acceptable for a man to do in public is totally different than what a woman is expected to do in public.

Golden Rule
Treat others as you wish to be treated yourself

- “Racism wouldn’t exist if everyone used the Golden Rule.”
- “I can’t be racist because treat everyone the same.”
- I don’t care how you want to be treated.
- I know what is best for you.

More "ouches" in conversations...

- “Indian giver.”
- “That’s so gay.”
- “That’s retarded”
- “That’s so ghetto”
- “I jewed him down.”
- “That’s so White of you.”
- “You people ...”
- “Rule of thumb”
- “Low man on the totem pole”
- Imitating accents or dialects

Notes: