

CDI BREAKS DOWN

MICROAGGRESSIONS

Microaggressions are a verbal and non-verbal cues given in interactions with others that display racial bias and can hurt and intimidate individuals, regardless of their initial intent. Here are some of the forms microaggression take on.

MICROASSAULT

An overt form of discrimination and/or prejudice.

While behavior is overt, a person may openly deny their prejudice, i.e. "It was just a joke."

VERBAL

TELLING A RACIST JOKE

USING A DEROGATORY TERM

NON-VERBAL

SYMBOLS OF OPPRESSION: CONFEDERATE FLAG/SWASTIKAS

MICROINSULT

Statement or behavior which an individual (usually unintentionally) communicates a discriminatory message to someone based on their racial identity or heritage.

Microinsults assume that "good" behavior/presentation is tied to whiteness.

YOU'RE CUTE FOR A _____!

YOU'RE ONE OF THE GOOD _____

RACIALIZED COMPLIMENTS ON SOCIAL MEDIA & DATING APPS

VERBAL

NON-VERBAL

MICROINVALIDATION

Statements/behavior that exclude or negate the experiences, feelings and experiential reality of a person of color.

VERBAL

I'M COLOR-BLIND. I DON'T SEE COLOR.

WHY DO YOU ALWAYS MAKE IT ABOUT RACE?

NON-VERBAL

EYE-ROLLS OR OTHER DISMISSIVE BODY LANGUAGE AS YOU SHARE YOUR EXPERIENCES

AM I OVERREACTING?

NO. MICROAGGRESSIONS ARE REAL AND THEY ARE HARMFUL.

If someone's words or actions caused you to feel unsafe, unwanted, or angry:

1. Acknowledge your sense of discomfort, hurt, anger, etc.
2. If you feel like addressing the behavior (YOU BY NO MEANS HAVE TO), ask the perpetrator to explain why they chose to act in that way, and use "I" statements.
2. Do what works for you to minimize the impact of the event through a safe outlet, like writing, meditation, or exercise.
3. Reach out to friends, family, or campus resources who can validate your feelings/experiences.

For support and resources, contact AU Center for Diversity & Inclusion

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