## Examples of Racial Microaggressions

<table>
<thead>
<tr>
<th>Theme</th>
<th>Microaggression</th>
<th>Message</th>
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</thead>
</table>
| Alien in own land                          | *Where are you from?*  
*Where were you born?*  
*You speak good English.*  
A person asking an Asian American to teach them words in their native language. | You are not American  
You are a foreigner                                                                                     |
| Ascription of Intelligence                 | *You are a credit to your race.*  
*You are so articulate.*  
Asking an Asian person to help with a Math or Science problem. | People of color are generally not as intelligent as Whites.  
It is unusual for someone of your race to be intelligent.  
All Asians are intelligent and good in Math / Sciences.                                              |
| Color Blindness                            | *When I look at you, I don’t see color.*  
*America is a melting pot.*  
*There is only one race, the human race.* | Denying a person of color's racial / ethnic experiences.  
Assimilate / acculturate to the dominant culture.  
Denying the individual as a racial / cultural being.                                                 |
| Criminality – assumption of criminal status | A White man or woman clutching their purse or checking their wallet as a Black or Latino approaches or passes.  
A store owner following a customer of color around the store.  
A White person waits to ride the next elevator when a person of color is on it. | You are a criminal.  
You are going to steal / You are poor / You do not belong / You are dangerous.                      |
| Denial of individual racism                | *I'm not a racist. I have several Black friends.*  
*As a woman, I know what you go through as a racial minority.* | I am immune to races because I have friends of color.  
Your racial oppression is no different than my gender oppression. I can't be a racist. I'm like you. |
| Myth of meritocracy                        | *I believe the most qualified person should get the job.*  
*Everyone can succeed in this society, if they work hard enough.* | People of color are given extra unfair benefits because of their race.  
People of color are lazy and / or incompetent and need to work harder.                               |
| Pathologizing cultural values / communication styles | Asking a Black person: *Why do you have to be so loud / animated? Just calm down.*  
To an Asian or Latino person: *Why are you so quiet? We want to know what you think. Be more verbal.*  
Speak up more.*  
Dismissing an individual who brings up race / culture in work / school setting. | Assimilate to dominant culture.  
Leave your cultural baggage outside.                                                                   |