

How lame. *It's just a joke.*
That's gay. *You don't belong here.*
You're so sensitive. **They're just
not as good at programming.** So
simple your mother can do it. *It's
a lynch mob.* Where are you from?
You're only here because of quotas.
What's your real name? *It doesn't
matter.* I want to talk to a real
engineer.



"No, where are you
REALLY from?"



"Can you see as much as white people? You know, because of your eyes?"



"You're really pretty
... for a dark-skin
girl."



"So what does your hair look like today," she said as she pulled my hat off without permission.



"Courtney, I never see you as a black girl."



"You don't speak Spanish?"



This girl sitting next to me moves to sit closer to someone she's talking to and this white guy whispers loudly that she moved because I "smell like rice".



"So, like what are you?"



"What ARE you?"
HUMAN
Being biracial
doesn't make me a
"what".



When standing next to my mom, "Why is your daughter so white?"



When people think
it's weird that I
listen to Carrie
Underwood.



"Can you read this?"
He showed me a
Japanese character
on his phone.



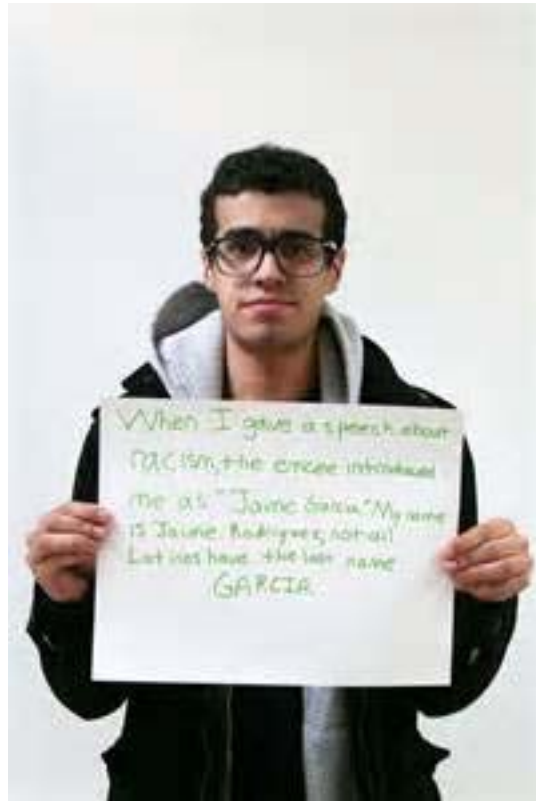
“Have you ever had
REAL sex?”



"Why do you sound so White?"



"So what do you guys speak in Japan? Asian?"



When I gave a speech about racism, the emcee introduced me as Jaime Garcia. My name is Jaime Rodriguez. Not all Latinos have that last name, Garcia.



"I'm not being homophobic. You're just being too sensitive."



"You will NEVER
be a REAL
WOMAN!"



"No, you're White."



"Why don't you ever wear dresses?"



"I have a cousin like you."
Answer: How?



"So who's the man in the relationship?"



Not your fucking
'China Doll'.



"Are you a man or a woman?"



The limited representation of my race in your classroom does not make me the voice of all Black people.



"You're lucky to be black - so easy to get into college!"
-old classmate



I am not [insert name of another person of color] and no, there isn't an easier name you can call me.



At my internship this past summer, another intern leans in, sniffs me and says, "YOU SMELL LIKE CHINESE FOOD."



“You’re so
inspirational!”

"You must be Arab"

"You must be Mexican"

"You're too light to be black"

"You must be Bengali"

"You are very exotic"

"You are so international"

"You must be Malaysian"



"You must be Pakistani"

"You must be Filipina"

"You must be Egyptian"

"You must be Chinese"

"You're so dark"



Having an opinion does not make me an "Angry Black Woman".



"You speak really good English."



“Where are your
wife and kids?”
(Answer: in my
parents’
imagination!)



"I don't see
COLOR" ... Does
that mean you
don't see me?



“I don't really see race.” When you choose not to see race, you choose not to see me.



“So why are you here?” I guess I don’t fit the typical PhD student profile.



“Act more like a lady.” AKA be a woman put back into your place.



"I don't understand what is worthwhile about your research ... all you study is BLACK PEOPLE. "

"You don't act black"

"But you sound white"

"Can I touch your hair?"



"You're lucky there's affirmative action."

"You're pretty in an exotic way."

"You don't dress ghetto."



"Attention to all you folk who think it's ok to say, 'DON'T BE SO HYPERSENSITIVE.' DON'T EVER invalidate my feelings/experiences."

Free Write for 5 minutes:
Describe your reaction to the slideshow.

Stand up, Hand Up, Pair Up

1. Stand Up
2. Hand Up to find a partner
3. Pair Up with someone new
4. Share your reactions to
slideshow
5. REPEAT!

The Five W's of Microaggressions

- What are they?
- Who commits them/do they affect?
- When do they happen?
- Where do they happen?
- Why do they happen?

Microaggressions

"brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward people of color" [and people of marginalized groups].

-Sue, Capodilupo, Torino, Bucceri, Holder, Nadal & Esquilin, 2007, p. 271

Effects of Microaggressions

- Biological and Physical
 1. Accumulative small changes/stress could be additive-equal to the effect of a major catastrophic trauma
- Emotional
 1. "Isms" affect emotional well being, psychological adjustment and mental health
- Cognitive
 1. Try to make meaning of incidents
 2. Disrupted cognitive processing (decreased focus and productivity)
 3. Stereotype threat (due to perceived stereotype, disengage from interests/underperform)

Effects of Microaggressions

- Behavioral
 1. Hypervigilance/skepticism (suspiciousness toward majority group)
 2. Forced compliance (survival or being co-opted)
 3. Rage and anger
 4. Fatigue and hopelessness
 5. Adaptation to adversity (functional survival skills)

Scenarios

- Get into assigned groups.
- Choose a facilitator, timekeeper and presenter.
- Read assigned scenario as a group.
- Respond to the questions and discuss.
- One presenter from each scenario will share out.

Final Questions & Thoughts

- Why should microaggressions matter to you as an educator working with first-year students?
- How do you think microaggressions impact faculty, staff and students differently and similarly?
- How can microaggressions impact a classroom, office and/or campus environment?
- What can you do to create a classroom, office and/or campus environment?
- Consider ways in which your own biases may impact your work and interaction with others.
- Practice self care. You are not responsible for other people's ignorance.

Gracias!