

Microaggressions

What are they and why are they important to understand?

It's a form of discrimination involving subtle, spoken or unsaid things directed at a person.

Discrimination means treating other people unjustly.



How can microaggressions be discrimination?

We all have generalized beliefs - good or bad - about people. That's what a **stereotype** is. Books, movies, advertising, and more can reinforce stereotypes. This leads to "**implicit bias**". A hidden attitude that affects our understanding, feelings, and actions towards other people. **Prejudice** is unfair, bad attitude towards a person or group.

Stereotypes + biases + prejudice can equal discrimination.

Examples of MICROAGGRESSIONS

- "Oh, I don't see colour."
- Interrupting
- Assuming a person of colour is a service worker
- "Everyone can succeed in our society, you just have to work hard enough."
- "I know what you're going through as a racial minority, I'm a *woman*."
- "Wow, you're trans? You don't look like it at all!"



Want to know more? Check out these links.

The setting may be school-related, but the messages are relevant to everyone.

[This video](#) describes microaggressions and what to do when they happen. And [this one](#) gives some examples and ways to reflect.



Need help or have questions?

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Key points

- It's a form of discrimination
- They are subtle and often occur despite best intentions
- Can be verbal or nonverbal
- Imply stereotypical expectations even when intended to be complimentary