

# Themes of Racial Microaggressions

Themes	Definitions	Microaggressions	Messages
<b>Myth of Meritocracy</b>	Statements which assert that race or gender does not play a role in life successes, for example in issues like faculty demographics.	<b>"Everyone can succeed in America if they just work hard enough."</b>	People of color are lazy and/or incompetent and need to work harder.
<b>Pathologizing cultural values</b>	The notion that the values and communication styles of the dominant/White culture are ideal/"normal".	<b>Dismissing an individual who brings up race or their culture in any social environment</b>	Leave your cultural baggage outside.
<b>Second-class citizen</b>	The notion that the values and communication styles of the dominant/White culture are ideal/"normal".	<b>"You people."</b>	You don't belong and are a lesser being.
<b>Color blindness</b>	Statements that indicate that a White person does not want to or need to acknowledge race.	<b>"When I look at you, I don't see color."</b>	Denies a person of color's racial/ethnic experiences.
<b>Denial of individual racism</b>	A statement made when bias is denied.	<b>"As a woman, I know what you go through as a racial minority."</b>	Your racial oppression is not different than my gender oppression.

Sue et al., 2007

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<b>Criminality or Assumption of Criminal Status</b>	A person of color is presumed to be dangerous, criminal, or deviant based on his/her race.	<b>A store owner following a customer of color around the store</b>	<b>You are going to steal, you are poor, and you do not belong.</b>
<b>Ascription of Intelligence</b>	Assigning intelligence to a person of color or a woman based on his/her race/gender	<b>To a African American woman: "I would have never guessed that you were a scientist."</b>	<b>It is unusual for a african american woman to have a job or be in the position of a scientist.</b>
<b>Alien in One's Own Land</b>	When people of color look different from the dominant race or are named differently from the dominant culture are assumed to be foreign or different from American	<b>Continuing to mispronounce the names of students of color after the students have corrected the person time and time again.</b>	<b>Your ethnic or racial identity makes you exotic and different from what I used to.</b>
<b>"Othering"</b>	Indicates that dominant values and communication styles are "normal" or ideal.	<b>"When I look at you, I don't see color."</b>	<b>Denies a person of color's racial/ethnic experiences.</b>
<b>Environmental</b>	The absence representation of people of color in different environments and positions	<b>Television shows or movies without representation of people of color.</b>	<b>You are an outsider. You don't exist.</b>

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