

THEMES	MICROAGGRESSION EXAMPLES	MESSAGE
<p><b>Alien in One’s Own Land</b> When Asian Americans, Latinx Americans and others who look different or are named differently from the dominant culture are assumed to be foreign-born</p>	<ul style="list-style-type: none"> <li>• “Where are you from or where were you born?”</li> <li>• “What are you? You’re so interesting looking!”</li> <li>• Continuing to mispronounce the names of students after students have corrected the person time and time again. Not willing to listen closely and learn the pronunciation of a non-English based name.</li> <li>• A person asking an Asian American or Latino American to teach them words in their native language.</li> </ul> <p><b>Quotes from STEM students:</b> One of my TAs was really nice, and I felt we were building a relationship... one day she said that she was “very impressed” with my lab report and that I ‘speak and write English very well.’ I was born and raised in Houston! Asian man<sup>6</sup></p> <p>My classmates often ask where I am from, and I answer ‘L.A.’... but... they keep asking... until I mention my great grandfather immigrated from Mexico and then [they seem satisfied]. But my family does not speak Spanish... we don’t have any family ties in Mexico. We are as ‘American as apple pie’. But they will never understand that because of how I look. Latinx man<sup>6</sup></p>	<p>You are not a true American. Your ethnic/racial identity makes you exotic. You are a perpetual foreigner in your own country.</p>
<p><b>Ascription of Intelligence</b> Assigning intelligence to a person of color or a woman based on their race/gender</p>	<ul style="list-style-type: none"> <li>• “You are a credit to your race.”</li> <li>• “Wow! How did you become so good in math?”</li> <li>• To a woman of color or other minoritized student: “I would have never guessed that you were a scientist.”</li> </ul> <p><b>Quotes from STEM students:</b> Coming in as a [STEM] student I was not given support by my [STEM] advisor. [This person] frequently discouraged my path to [STEM], and even suggested I try other majors because I may not be able to graduate with a degree in [STEM]. Latinx Woman<sup>3</sup></p> <p>A student asked me if ‘[I] [was] sure I was in the right class’ midway through the semester of a [STEM] class I have attended regularly. Black man<sup>3</sup></p> <p>People assume that I should understand the math and science better than the rest of the group. They may say things like ‘You’re Indian, tell us how to do it’. Asian man<sup>3</sup></p>	<p>People of color are generally not as intelligent as Whites. It is unusual for a woman to have strong mathematical or scientific skills. All Asians are intelligent and good in math/science.</p>
<p><b>Color Evasiveness</b> Statements that indicate that a White person does not want to or need to acknowledge race.</p>	<ul style="list-style-type: none"> <li>• “When I look at you, I don’t see color.”</li> <li>• “There is only one race, the human race.”</li> <li>• “I don’t believe in race. I am nice to everyone.”</li> <li>• “It is not really about race; it is about class.”</li> <li>• “America is a melting pot.”</li> </ul>	<p>Denying the significance of a person of color’s racial/ethnic experience and history. Assimilate to the dominant culture.</p>

Work in progress... compiled by Russo-Tait, T. (2021). Adapted from Sue, Derald Wing, *Microaggressions in Everyday Life: Race, Gender and Sexual Orientation*, Wiley & Sons, 2010; *Diversity in the Classroom*, UCLA Diversity & Faculty Development, 2014; and other resources referenced at the end of the document.

<p><b>Denial of Individual Racism/Sexism/Heterosexism</b> A statement made when bias is denied.</p>	<ul style="list-style-type: none"> <li>• “I’m not racist. I have several Black friends.”</li> <li>• “As a woman, I know what you go through as a racial minority. If I can work through it and make it, so can you!”</li> <li>• To a person of color: “Are you sure you were being followed in the bookstore? It is hard to believe.”</li> <li>• “They didn’t mean it in <i>that way</i>” or “maybe you misunderstood them”</li> </ul> <p><b>Quotes from STEM students:</b> [Professor started a conversation with TAs and when I asked a question he would ignore me, but not the others, who were White men]. Afterwards, I asked one of the other TA’s... whether he had noticed anything weird about the evening, and he said “Yeah, the professor totally ignored you, but maybe he was just tired or didn’t notice that you were there. Woman of Color<sup>5</sup>”</p>	<p>I could never be racist because I have friends of color. Your racial oppression is no different than my gender oppression. Denying or downplaying the personal experience of individuals who experience bias or questioning the credibility /validity of their stories.</p>
<p><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 student or faculty demographics.</p>	<ul style="list-style-type: none"> <li>• “I believe the most qualified person should get the job.”</li> <li>• “Of course he’ll get tenure, even though he hasn’t published much—he’s Black!”</li> <li>• “Men and women have equal opportunities for achievement.”</li> <li>• “America is the land of opportunity.”</li> <li>• “Everyone can succeed in this society, if they work hard enough.”</li> <li>• “Affirmative action is racist.”</li> </ul> <p><b>Quotes from STEM students:</b> ...a lot of people think just because you’re Black, you were an Affirmative Action case. Schools let you in just for diversity’s sake, and that they have to work a lot harder than you to get there [and] I didn’t work as hard as them to get to the school. I guess the most upsetting part was people would say that directly to me, and expect me to agree with them. That happened really, really often. Black Woman<sup>6</sup></p> <p>Race isn’t an issue in our department, students just need to take better advantage of the resources on campus.<sup>1</sup></p> <p>[Some faculty, staff, and students] indicated concerns about diversity efforts in the department, noting this is nonsense, being concerned that these efforts make majority group members feel guilty, emphasizing diversity goes against a merit-based system or would mean that we would hire less qualified instructors, faculty, or admit less qualified students...I felt like people thought I didn’t belong. Woman of Color<sup>5</sup></p> <p>When we went into the discussion, a white male was angry that we were talking about [issues of diversity]. He was very dismissive about “affirmative action” and was very vocal about feeling that it was unfair to him as a white male. Woman of Color<sup>5</sup></p>	<p>People of color are given extra unfair benefits because of their race. The playing field is even so if women/POC cannot make it, the problem is with them. People of color are lazy and/or incompetent and need to work harder.</p>

<p><b>Pathologizing Cultural Values/Communication Styles</b> The notion that the values and communication styles of the dominant/White culture are ideal/“normal”.</p>	<ul style="list-style-type: none"> <li>• To an Asian, Latino or Native American: “Why are you so quiet? We want to know what you think. Be more verbal.” “Speak up more.”</li> <li>• Asking a Black person: “Why do you have to be so loud/animated? Just calm down.”</li> <li>• “There is no need to be angry/emotional” or “Why are you always angry?” anytime race is brought up in the classroom discussion.</li> <li>• Dismissing an individual who brings up race/culture in work/school setting</li> </ul>	<p>Assimilate to dominant culture. Leave your cultural baggage outside. There is no room for difference. Emotion is not welcome. It is more important to avoid conflict, and for me to feel comfortable than to acknowledge injustice</p>
<p><b>Second-Class Citizen</b> Occurs when a target group member receives differential treatment from the power group; for example, being given preferential treatment as a consumer over a person of color.</p>	<ul style="list-style-type: none"> <li>• Faculty of color mistaken for a service worker.</li> <li>• Not wanting to sit by someone because of his/her color.</li> <li>• Female doctor mistaken for a nurse.</li> <li>• Saying “You people...”</li> <li>• An advisor assigns a Black post-doctoral student to escort a visiting scientist of the same race even though there are other non-Black scientists in this person’s specific area of research.</li> <li>• An advisor sends an email to another work colleague describing another individual as a “good Black scientist.”</li> </ul> <p><b>Quotes from STEM students:</b> In class, an instructor tends to call on male students more frequently than female ones. Whenever we had to pick lab partners, I would always ask a person if they wanted to be my lab partner. Most of them would look at me and say no or that they already have one and go look for someone else. Black Woman<sup>3</sup></p> <p>A lot of people automatically assume that since I’m a Black female that I should be a [non-STEM] major. Every time I walk into a lab, I always get looks. I’m not sure if it’s because I don’t “look” like a [STEM] major in general or if it’s because I’m Black.” Black woman<sup>3</sup></p> <p>It’s hard sometimes for me to contribute to a problem when I feel they don’t take my input seriously. They always ask each other for help when they get stuck. I’m never asked for help ... it makes me feel like college might not be for me. All I can do for now is continue to contribute whether they pay attention or not. Latinx man<sup>3</sup></p>	<p>People of color are servants to Whites. They couldn’t possibly occupy high status positions. Women occupy nurturing positions. Whites are more valued customers than people of color. You don’t belong. You are a lesser being. A person with a disability is defined as lesser in all aspects of physical and mental functioning. The contributions of female students are less worthy than the contributions of male students.</p>
<p><b>Sexist/Heterosexist Language</b> Terms that exclude or degrade women and LGBT persons.</p>	<ul style="list-style-type: none"> <li>• Assume one’s pronouns without asking</li> <li>• Being forced to choose Male or Female when completing basic forms.</li> <li>• Two options for relationship status: married or single.</li> <li>• A heterosexual man who often hangs out with his female friends more than his male friends is labeled as gay.</li> </ul>	<p>LGBT categories are not recognized. LGBT partnerships are invisible. Men who do not fit male stereotypes are inferior.</p>

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	<ul style="list-style-type: none"> <li>•Shows surprise when a feminine woman turns out to be a lesbian.</li> </ul> <p>A plain white lab coat? But you're gay, so your lab coat should be fabulous.<sup>1</sup></p> <p>We only focus on the mating of males with females in this course because that is all we care about in genetics.<sup>1</sup></p> <p>It's so gay that we can't get this assay to work correctly. <sup>1</sup></p> <p>It was great to meet your partner! You guys are so cute together!<sup>6</sup></p>	<p>All gay people dress a certain way.</p> <p>We do not care about non-heterosexual experiences.</p> <p>Being gay is bad/abnormal.</p>
<p><b>Traditional Gender Role Prejudicing and Stereotyping</b> Occurs when expectations of traditional roles or stereotypes are conveyed.</p>	<ul style="list-style-type: none"> <li>•When a female student asks a male professor for extra help on an engineering assignment, he asks "What do you need to work on this for anyway?"</li> <li>• Labeling an assertive female committee chair/dean as a "b____," while describing a male counterpart as a "forceful leader."</li> </ul> <p><b>Quotes from STEM Students:</b> A potential advisor for a research project asked me if I was married or dating anyone and said it's good that I'm not because I need to be fully focused on the project.<sup>5</sup></p> <p>Especially with male teachers, they give more interest [attention] to the male students than the women". Hispanic woman<sup>6</sup></p> <p>Some male students are much more willing to help other male students than female students and are condescending when a female student offers to help them but [then] asks for the help of a male student who is no more qualified/smarter/closer friend than the female student....people [seem] to accept the qualifications of the male student more easily than the qualifications of the female student. Asian woman <sup>6</sup></p> <p>When asking faculty for advice for after graduation, I have been told by different faculty members based on [my] physical attributes to "marry rich or become a [sales] representative." I hate this major, and as each day goes by, I get a stronger feeling that [discipline] was a poor option to study in college. White woman <sup>6</sup></p>	<p>Women are less capable in math and science.</p> <p>Women should be married during child-bearing ages because that is their primary purpose.</p> <p>Women are out of line when they are aggressive.</p>
<p><b>Disability minimization or dismissal<sup>2</sup></b>  Denial of disability experience: occurs when disability related</p>	<p>Come on now, we all have some disability.<sup>2</sup></p> <p><b>Quotes from STEM Students:</b> I provided the appropriate paperwork and asked my professor to accommodate me for a test. He begrudgingly said he would but complained that he didn't think giving extra time</p>	<p>Your thoughts and feelings are probably not real and are certainly not important to me.</p>

<p>experiences are minimized or denied</p>	<p>for tests was fair to other students in class. It made me feel like he didn't believe I had a condition that needed extra support... Latinx woman<sup>6</sup></p> <p>My classmates constantly comment on how jealous they are that I 'get to have a note-taker and extra time on exams.' ... They have no idea how hard it is for me to get out of bed and come to class every day. White woman<sup>6</sup></p>	<p>The disabled get "special treatment"</p>
<p><b>Disability stereotyping<sup>2</sup></b>  Helplessness: occurs when people frantically try to help People with Disabilities (PWD)</p> <p>Infantilization: occurs when a PWD is treated like a child</p> <p>Patronization: occurs when a PWD is praised for almost anything</p>	<p>Someone helps you onto a room or building, even when you need no help.<sup>2</sup></p> <p>"Let me do that for you."<sup>2</sup>  Raising your voice or speaking slowly when addressing a blind student.</p> <p>"You are so inspiring."<sup>2</sup></p>	<p>You can't do anything by yourself because you have a disability.</p> <p>You are not really capable. I know better than you how to do this.</p> <p>You are so special for living with that.</p>
<p><b>The Double-bind (intersectional oppression of gender and race): Delegitimization of skills &amp; expertise<sup>5</sup></b>  When others view women of color as less qualified, competent, and capable</p>	<p><b>Quotes from STEM students</b></p> <p>My first advisor in my first year (not my current advisor) had made comments to me suggesting that I was only admitted since I am Hispanic and have a Hispanic last name. Hispanic woman<sup>5</sup></p> <p>It is on my classmates faces when they first meet me - the subtle shock that I, too, am in my PhD at [an Ivy league institution]. It is on the professors' faces when I get my grades back - the subtle shock that I, too, know the material. It is subtle but constant. Muted but present. Black woman<sup>5</sup></p> <p>As a teachers' assistant, there are a few students [who] don't respect me or won't listen to what I'm saying. [One student] refused to listen to what I was saying and insisted that he knew the material more than I did... He went on to ask the other TA who was a white male with the same amount of experience. I got a feeling that I wasn't respected because I was either female or a female of color. Woman of Color<sup>5</sup></p>	<p>You are a diversity admit, you are filling a quota and did not get in by your merit</p> <p>Lowered expectations of performance, ability, and competence based on two identities stereotyped as being less able or intelligent</p>
<p><b>The Double-bind: Ignored, dismissed, and rendered invisible<sup>5</sup></b></p>	<p>I have often felt like my opinions go unheard during lab meetings or other discussions of my work. Woman of Color<sup>5</sup></p> <p>[While] working with fellow students on homework questions, I felt like no one was listening to me. Many times, I have brought up a point or question that [was] completely</p>	<p>Your ideas and contributions are not worthy of consideration</p>

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<p>When women of color’s opinions, voices, and ideas were routinely ignored, dismissed, and rendered invisible by others.</p>	<p>ignored. Then, a male peer will say the EXACT same thing, and everyone will listen to what he said. Woman of Color<sup>5</sup></p> <p>Throughout the entire 45-minute conversation, [the professor] did not look at me once; his eyes would slide over my head to the people sitting on either side of me. Chalking this up to awkwardness, I tried asking questions to ... demonstrate that I was also interested in knowing about his academic journey. In response, he would briefly pause—but ignore my question otherwise—and continue talking to the others. This did not happen when one of the other TA's asked a question... Woman of Color<sup>5</sup></p>	<p>I am uncomfortable engaging in conversations with you</p>
<p><b>Religion</b></p> <p>Judgements based on religion. For example, assumptions made about the ability of being both religious and intelligent/scientific; or how people from specific religions are too different and not worth engaging with</p>	<p><b>Quotes from STEM students</b></p> <p>I was already uneasy and did not know what to expect when I signed up for the evolutionary biology class [...] On the first day of class... the first thing the professor does is show a slide with text in all caps ‘This course is about science, not religion. I will not engage in a debate with you about God... White woman<sup>6</sup></p> <p>I’ve had other students ask me before, ‘Well, how can you believe in God if you’re a Biology major?’ And they’ll almost pull this whole intelligence thing like ‘How can you be intelligent and an analytical student and believe in God?’ So that’s probably the most difficult situation. And so people essentially are like, ‘Well, how can you believe in God which is stupid and then you know, be a Biology major?’ So that for me was the only thing that’s been difficult. It’s really the students.”—Amy, nondenominational Christian<sup>7</sup></p> <p>I felt excluded from a project that required teamwork as a class requirement. I saw the final presentation the day it was due and despite my continuous asking to contribute [I] was told that “it’s ok” and “it’s not that hard” and “we can handle it.” I had a strong feeling I was excluded because of my background. I wear a headscarf and hence it is clear that I am different. Woman of Color<sup>5</sup></p>	<p>Science and religion are mutually exclusive, if you believe in God, you are not intelligent or rational</p> <p>I do not understand or appreciate your religious background and would rather not interact with you</p>

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