

# TYPES OF RACIAL MICROAGGRESSIONS

Adapted from: Wing, Capodilupo, Torino, Bucceri, Holder, Nadal, Esquilin (2007). Racial Microaggressions in Everyday Life: Implications for Clinical Practice. *American Psychologist*, 62, 4, 271-286

## NOT A TRUE CITIZEN

When a question, statement, or behavior indicates that a person of color is not a real citizen or meaningful part of our society because they are not white.

## TOKENISM

When a person of color is included to promote the illusion of inclusivity, not for the qualities or talents of the individual, and/or the expectation that an individual.

## FALSE COLORBLINDNESS/ INVALIDATING RACIAL OR ETHNIC IDENTITY

Expressing that individual's race or ethnic identity should not be acknowledged, which can be invalidating for people who are proud of their identity or who have suffered because of it.

## ASSUMPTIONS ABOUT INTELLEGEENCE, COMPETENCE, OR STATUS

When behavior or statements are based on assumptions about a person's intelligence, competence, education, income, social status are derived from racial stereotypes.

## CRIMINALITY OR DANGEROUS

Demonstrating belief in stereotypes that people of color are dangerous, untrustworthy, likely to commit crimes or cause bodily harm.

## DENIAL OF INDIVIDUAL RACISM

When a person makes statements about success being rooted in personal efforts and denial of existence of racism or white privilege.

## CONNECTING VIA STEREOTYPES

When a person tries to communicate or connect with a person through use of stereotyped speech or behavior, to be accepted or understood. Can include racist jokes and epithets as terms of endearment.

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## MYTH OF MERITOCRACY/RACE IS IRRELEVANT FOR SUCCESS

When someone makes statements about success being rooted in personal efforts and denial of existence of racism or white privilege.

## REVERSE RACISM HOSTILITY

Expressions of jealousy or hostility surrounding the notion that people of color get unfair advantages and benefits, or preferences.

## EXOTICIZATION AND EROTICIZATION

When a person of color is treated according to sexualized stereotypes or attention to differences that are characterized as exotic in some way.

## AVOIDANCE AND DISTANCING

When people of color are avoided, or measures are taken to prevent physical contact or close proximity.

## ENVIRONMENTAL EXCLUSIONS

When someone's racial identity is minimized or made insignificant through the exclusion of decorations, literature, or depictions of people that represent their racial group.

## ENVIRONMENTAL ATTACKS

When decorations pose a known affront or insult to a person's cultural group, history, or heritage.

## RACIAL CATEGORIZATION AND SAMENESS

When a person is compelled to disclose their racial group to enable others to attach pathological racial stereotypes to the person' includes the assumption that all people from a particular group are alike.