

# ADDRESSING THE IMPACT OF MICROAGGRESSIONS IN LEARNING

**What are microaggressions?** “Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, etc., whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target people based solely upon their marginalized group membership.”

*Dr. Derald Wing Sue*



## Micro-insults

An (unconscious) way of communicating with someone that shows insensitivity and ignorance which demeans a person’s identity.

Treating someone/or being treated differently based on the color of their skin, gender, sexuality, abilities, intelligence, accent, appearance, social status, beliefs, values, successes, and failures.

## Micro-assaults

A (conscious) and often aggressive way of explicitly communicating with someone using prejudice (verbal, non-verbal, environmental) with the intention of harmful discriminatory acts based on their identity.

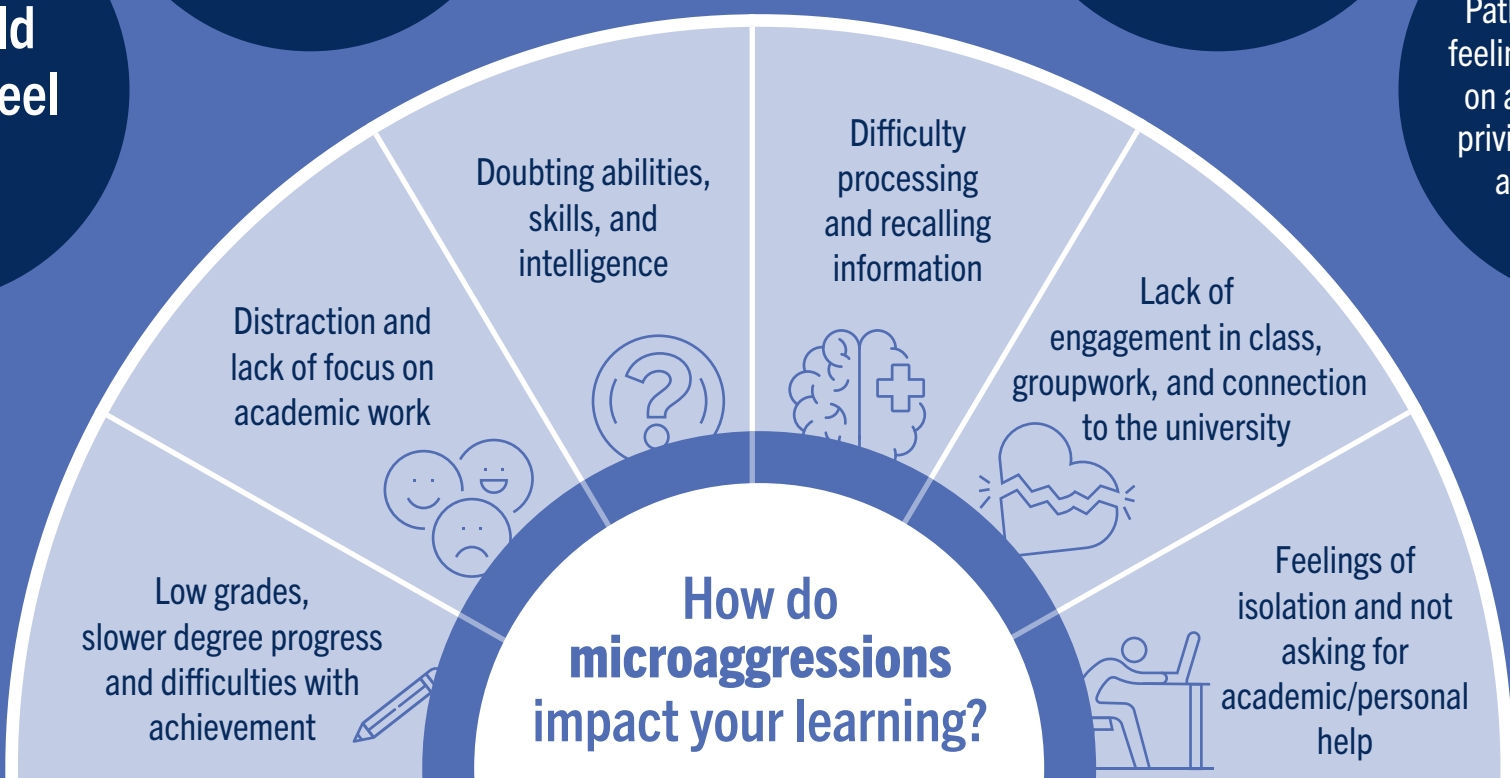
## Micro-invalidations

An (unconscious) way of excluding, demeaning, and sabotaging the thoughts, feelings, emotions, and experiences of a person based on their identity.

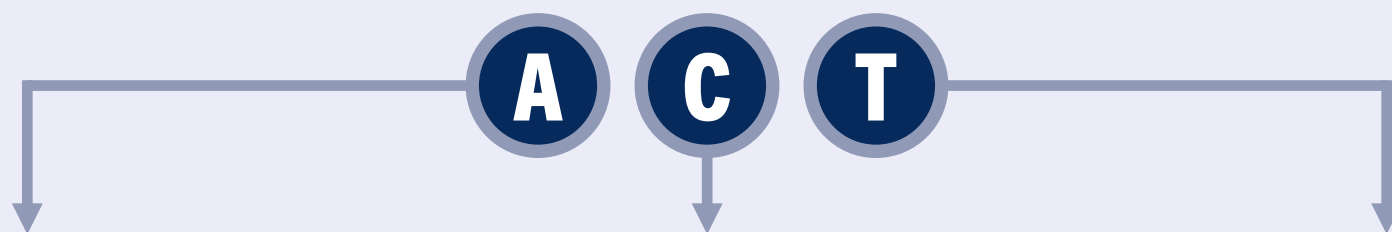
Feeling excluded or excluding the lived experiences and identities which do not fit the dominant norms or narratives.

Pathologizing others or feeling stigmatized based on a form of power and privilege associated with a dominant group.

## What could this look/feel like?



## Learning Strategy: What can I do?



**A** Ask for help – Speak to a university staff member about your needs. Attend student training workshops and opportunities to learn about tools and strategies for addressing microaggressions.

**C** Calm yourself. Take deep breaths and walk away from an unsafe situation. Reflect on your experience; freewrite your thoughts and feelings to acknowledge what happened.

**T** Try to work on rebuilding the relationship with yourself. Practice positive affirmations and a language of strength and self-worth.