

BREAKDOWN OF MICROAGGRESSIONS BY SUBTYPE AND MANNER OF COMMUNICATION

	Subtype	General Definition	Manner of Communication	
			Environmental: “numerous demeaning and threatening social, educational, political, or economical cues that...may be delivered visually...or from a stated philosophy such as ‘color blindness’” (Sue 25)	Interpersonal: communications delivered between a particular individual or small group to another particular individual or small group
Conscious	Microassault	“...conscious, deliberate, and either subtle or explicit racial, gender, or sexual orientation biased attitudes, beliefs, or behaviors” (Sue 28).	Ex: Displaying a Nazi swastika or Confederate flag in the workspace	Ex: Use of racial, homophobic, sexist (etc) slurs; telling racial, ethnic, gender, sexual orientation jokes (etc)
Often Unconscious or Unintentional	Microinsult	“...communications that convey rudeness and insensitivity and demean a person’s race, gender, sexual orientation, etc” (Sue 29).	Ex: Women in collaborative work situations tending to do all of the administrative work. Message: Women are expected to do clerical work/extra work rather than research/academic work.	Ex: Saying to a woman, “Wow! How did you become so good in math?” (Sue 32) Message: Women aren’t normally good at math.
	Microinvalidation	“...communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality” of someone’s race, gender, and/or sexual orientation (etc) (Sue 29).	Ex: Having portraits in the workspace of important people in your field who are exclusively white men. Message: Women and people of color do not contribute to this field.	Ex: Asking a person of color, “Where are you from?” or saying “You speak English very well!” (Sue 32) Message: You’re not American, and I don’t expect you to be good at fitting in here.

Chart by Sam Sumpter

References

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