

MicroAggressions

In Everyday Life at NCSU

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What is a microaggression?

- Subtle daily slights
- Intentional and Unintentional disparaging remarks
- Ambiguous insults
- Verbal, Behavioral, and Environmental slights or indignities
- Communicate underlying messages that devalue the identities of individuals receiving the micro-aggressions

“She’s Mexican, she can be our maid.”

“What are you?”
www.microaggressions.com

(Sue 2003) (Sue, Capodilupo, and Holder 2008) (Torres, Driscoll and Burrow 2010)

Micro-insults

“ Communications that convey rudeness and insensitively and demean a person’s racial heritage [gender, disability, age and/or other characteristics].”

“If I can’t do the accent how can I say it the way they did? So white people can’t do accents now? That’s so not fair!”

www.microaggressions.com

(Sue 2010; pg29)

Micro-Invalidations

“Communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person of color [or other historically disadvantaged person].”

“ Can you provide specific examples of the sexism and transphobia you have experienced, so the board can decide if training is necessary. ”

www.microaggressions.com

(Sue 2010; pg29)

Who is affected by Microaggressions?

- Anyone with a marginalized identity:
- Ethnic/Racial minorities*
- Members of LGBTQ community*
- Gender minorities*
- People with Disabilities
- Religious minorities
- Others

“ But you are too strong to be raped. ”

“ If you like boys, why don't you just be a girl? ”

*Categories explored by Dr. Derald Wing Sue in his published works

www.microaggressions.com

Where do Microaggressions Happen?

- In school/class
 - On the street
 - In the elevator
 - At work
 - Anywhere.....
- (Sue 2010)

“ The gay couple who moved in next door are not as comically flamboyant as the gay people on TV. It's like they're not even trying. ”

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How is a microaggression different from plain old bigotry?

- Old fashioned Bigotry is bold
- It is conscious and pretty obvious
- It reflects the established views of the giver
- Micro-aggressions and new racism is subtle
- It is often unconscious
- It often reflects an unconscious bias of the giver and the society

What are the effects of micro-aggressions?

- Negative Psychological Impacts
- Negative Physical Impacts
- Negative Emotional Impacts
- Negative Behavioral Impacts

“ You’re pretty for a black girl. ”

What do we still not know about Micro-aggressions?

- Frequency
- Differential effects
- Interactional effects
- Locally Specific

“ You’re too pretty to be gay. ”

What are we doing at NCSU in sociology?

Student Ethnographies which have lead to a Series of Videos representing the experiences of students at NCSU
