Catalogue

MICRO-AGGRESSIONS













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Catalogue

















Catalogue

PREFACE

This collection brings together some 50 examples of micro-aggression that are most prevalent in six European countries (the Netherlands, Germany, Slovenia, Slovakia, Italy and Cyprus). They cover the different types of micro-aggression (micro-assaults, -insults and -invalidations) as well as the different sorts of micro-aggression (communicational, behavioral and environmental). For every example, the catalogue also identifies the underlying prejudice or bias that makes that verbal or non-verbal statement, act or environment micro-aggressive and harmful.



HOW MICRO CAN AGGRESSION BE?

DEFINITIONS

SORTS OF MICRO-AGGRESSION

| Communicational micro- aggression | Everyday, casual and/or subtle types of commu <i>verbal)</i> that are painful because they have to do v group that's discriminated against or s |
|--------------------------------------|---|
| Behavioral micro-aggression | Everyday, casual and/or subtle types of <i>(non-co</i> painful because they have to do with a person's discriminated against or subject |
| Environmental micro- aggression | Everyday, casual and/or subtle things in our dai because they have to do with a person's me discriminated against or subject |

unication *(both verbal and non*with a person's membership of a subject to stereotypes

communicational) action that are 's membership of a group that's ct to stereotypes

aily environment that are painful embership of a group that's ct to stereotypes



HOW MICRO CAN AGGRESSION BE?

DEFINITIONS

TYPES OF MICRO-AGGRESSION

| Micro-assaults | When a person intentionally behaves in a disc intending to be offensiv |
|---------------------|---|
| Micro-insults | When a person unintentionally behave |
| Micro-invalidations | When a person invalidates or undermines marginalized group |

scriminatory way while not sive

ves discriminatory

es the experiences of a



HOW MICRO CAN AGGRESSION BE?





| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected |
|--|-----------------------|---------------|-----------------|
| Using another than the preferred pronoun to address a person | verbal | micro-assault | anyone |
| Using the term 'old' in stead of 'older' or 'elderly' | verbal | micro-insult | elderly people |
| Asking about heteronormative relationships in stead of neutral questions such as 'do you have a partner/partner's?' | verbal | micro-insult | LGBTQIA+ people |

Underlying prejudice/bias

Message

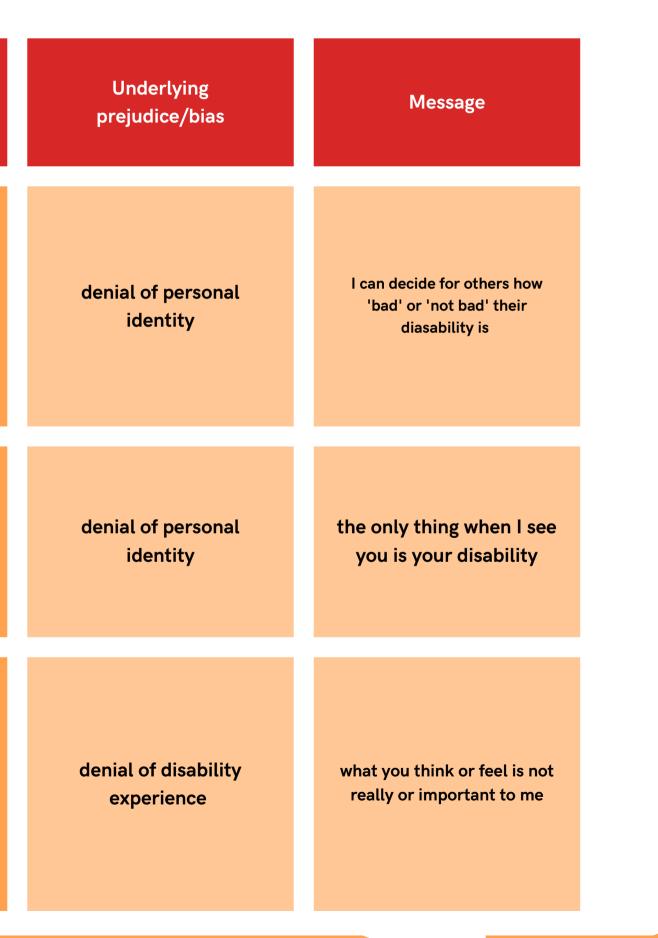
choice of words cannot be hurtful I stick to my preferred vocabulary, regardless of your preferences or feelings

choice of words cannot be hurtful

I stick to my preferred vocabulary, regardless of your preferences or feelings or general guidelines

assumption of heteronormative relationship I don't consider other options than the norm, regardless of your preferences or feelings or general guidelines

| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected |
|--|-----------------------|--------------------|-----------------|
| Emphasizing how 'normal' a disabled person with an outwardly visible disability looks | verbal & non-verbal | micro-insult | disabled people |
| To say to a disabled person:"I can't believe you are married." | verbal | micro-assault | disabled people |
| Disability related experiences are minimized or denied, e.g.: "Come on! We all have some disability." | verbal | micro-invalidation | disabled people |



| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected |
|---|-----------------------|---------------|-------------------|
| 'Comments like 'Where are you from?' or 'Where were you born?' said to someone with a different ethnic appearance than the norm | verbal | micro-insult | ethnic minorities |
| Comments like 'How did you get into that school?' or 'You speak the language so well' said to someone with a different ethnic appearance than the norm | verbal | micro-insult | ethnic minorities |
| Making fun of names that are unfamiliar to you | verbal & non-verbal | micro-assault | anyone |

Underlying prejudice/bias

Message

(not) belonging to a group of citizens is based on appearances

you are less/not in the same way part of our group because of your ethnic background

assumption of inferiority

you are less competent/smart/intelli gent/etc. because of your ethnic background

denial of personal identity

your name is not normal/too difficult/weird

| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected | Underlying prejudice/bias | Message |
|---|-----------------------|--------------------|-----------------|-------------------------------|--|
| Claiming you are not prejudiced against a certain group because you have friends/acquitances from that group | verbal | micro-invalidation | anyone | denial of racism/bias | I am immune to racism/biases because I socialise with people from different population groups |
| Stating it should be 'All lives matter' instead of 'Black lives matter' | verbal | micro-invalidation | people of color | denial of racism | claiming you are experiencing the same kind of racism or no one is experiencing racism |
| Job advertisements that call for recent college graduate' or 'young energy' | verbal | micro-insult | elderly people | assumption of incompetence | older people are not capable or can't fit in with the team |

| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected |
|--|-----------------------|---------------|-----------------|
| Asking a woman how she handles combining her job with having children, while not asking the same question to a man | verbal | micro-insult | women |
| Saying pregnant people can't do something work-related because of them being pregnant ('preggy brain') | verbal | micro-assault | pregnant people |
| Not paying attention (e.g. looking at your phone) when a young teammember is talking or presenting | non-verbal | micro-insult | young people |

Underlying prejudice/bias

Message

gender roles are restrictive women should be the main caregivers of children or women are not capable of combining a job with raising children while men are

assumption of incompetence

being pregnant is an obstacle to career development/your compentence at work

assumption of incompetence

the contribution of young people is less/not important

| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected |
|---|------------------------|---------------|----------------|
| Joking about women belonging in the kitchen | verbal | micro-assault | women |
| Stating that or acting like it is weird to see a male nurse at the hospital | verbal & non-verbal | micro-assault | women/men |
| Stating that or acting like it is weird to get treated by a relatively young doctor or therapist | verbal & non-verbal | micro-insult | young people |

Underlying prejudice/bias

Message

gender roles are restrictive women are or should be housewifes/stay-at-homemoms, instead of earning money and having a career

gender roles are restrictive men are not able to be a nurse or women should be doing this kind of job

assumption of incompetence

young people are not as competent in their work as older people

| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected | Underlying prejudice/bias | Message |
|---|-----------------------|---------------|----------------|--|--|
| Call elderly people who dance and have fun as adorable | verbal | micro-insult | elderly people | infantilization | You are not on the same level of competence/capabilities as me |
| Joking about elderly people's clumsiness with technology | verbal | micro-assault | elderly people | assumption of incompetence | the elderly are unable to keep up with technology or digital progress |
| Joking about eldery people about having or not having sex | verbal | micro-assault | elderly people | denial of sensuality and sexuality for the certain age group | it is inappropriate/weird/ridicul ous to have sex at an older age |

| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected |
|--|-----------------------|--------------|----------------------|
| Asking someone 'If you are a vegetarian/vegan, how can you be that size?' | verbal | micro-insult | fat people |
| Comments like 'boy or girl?' or 'when is your due date?' said to someone who is not pregnant | verbal | micro-insult | women |
| The approach of journalists when reporting about the Roma minority, where they refer to the respondent as a local Roma settler and not by name | verbal | micro-insult | ethnic minorities |

Underlying prejudice/bias

Message

assumption of appearance

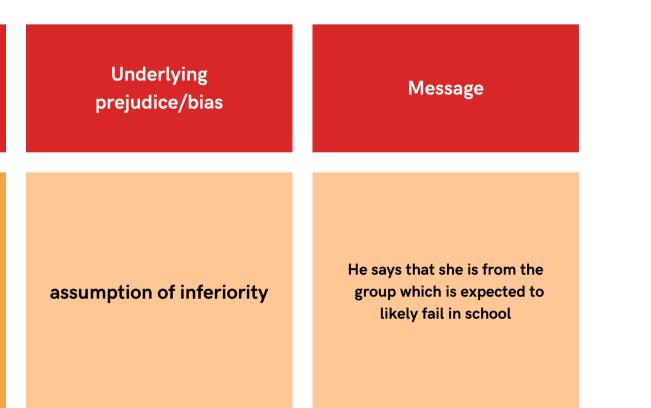
I do not believe what you are saying and I have the right to do so because of your appearance

assumption of appearance

I can make assumptions about you and your body when I think you are pregnant, regardless of your preferences or feelings

second-class citizens Assuming it is enough of refering to a person or group from minority as "them"

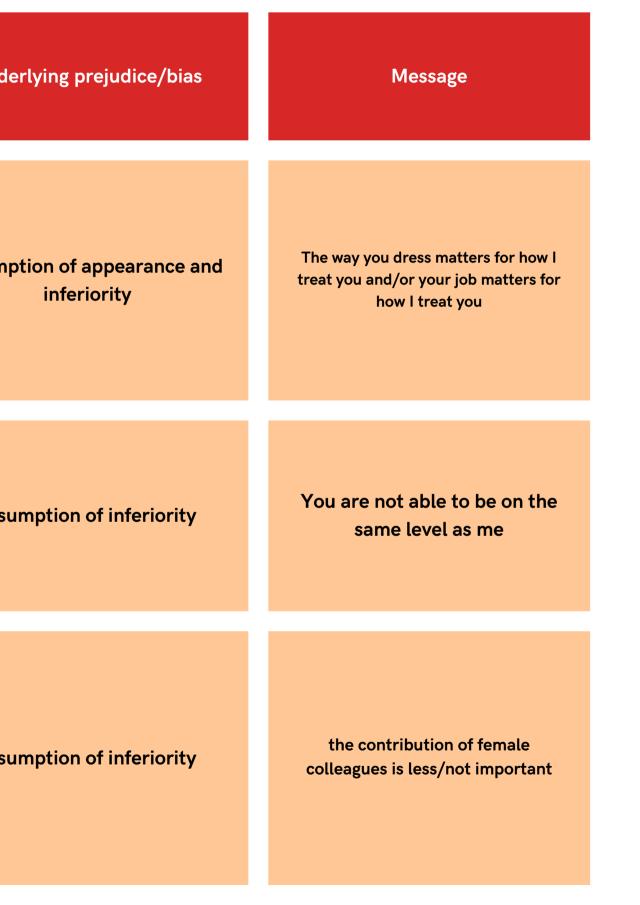
| Micro-aggression example | Verbal/ non-verbal | Туре | Group affected |
|---|-----------------------|--------------|-------------------|
| Roma girl wins run. When giving her prize, the presenter of the award wished her to do that well in school also | verbal | micro-insult | ethnic minorities |



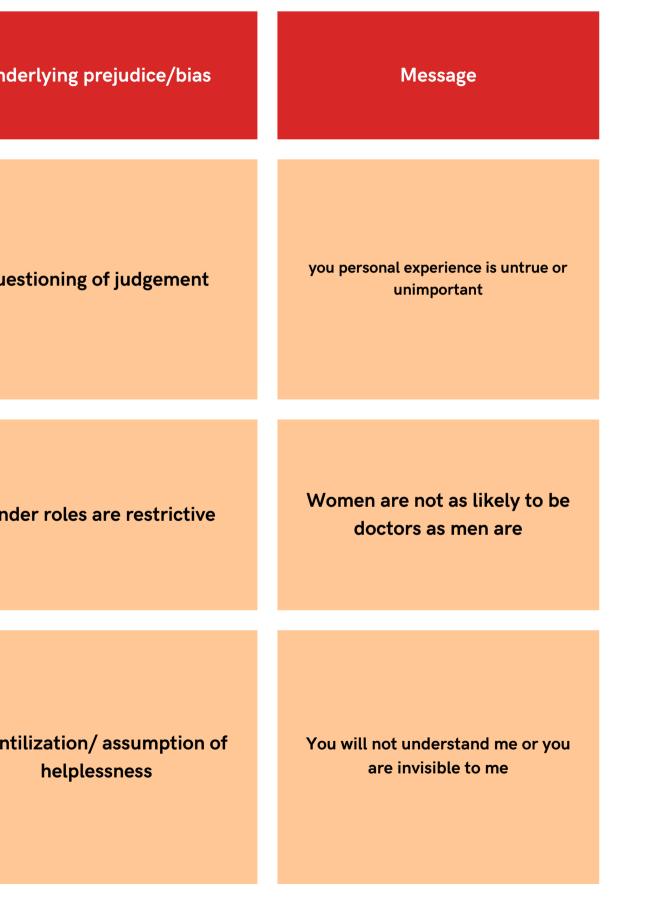




| Micro-aggression example | Туре | Group affected | Undei |
|--|--------------------|-----------------|---------|
| A faculty member at university gets mistaken for a service worker because of their clothes | micro-insult | anyone | assumpt |
| Mistaking a person of color at work for a cleaning staff member | micro-invalidation | people of color | assur |
| Repeatedly interrupting a female colleague during a meeting | micro-insult | women | assur |



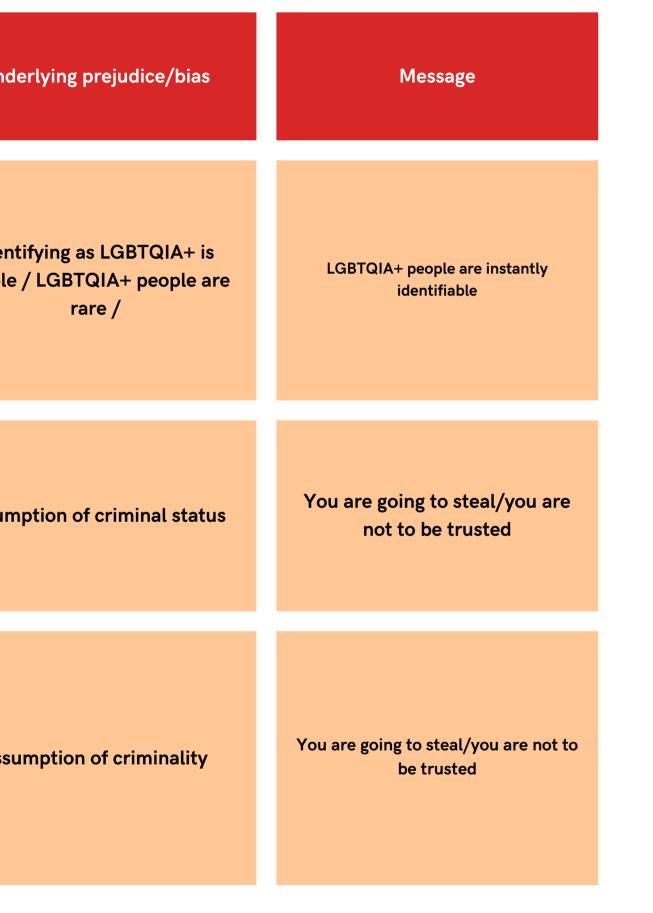
| Micro-aggression example | Туре | Group affected | Unde |
|--|--------------------|----------------|---------|
| Refusing to believe that a female colleague has been offended by another male colleague | micro-invalidation | women | ques |
| Mistaking a female doctor for a nurse | micro-insult | women | gend |
| When a doctor talks to the (adult) child in stead of the elderly patient | micro-insult | elderly people | infanti |



| Micro-aggression example | Туре | Group affected | Unde |
|---|---------------|-----------------|---------|
| Automatically speaking very loudly or using a child-like voice when talking to elderly people | micro-insult | elderly people | assu |
| Helping a person with a disability on to a bus or train while the person did not ask for help | micro-insult | disabled people | infanti |
| Touching a pregnant person's belly without permission | micro-assault | pregnant people | ass |



| Micro-aggression example | Туре | Group affected | Unde |
|--|--------------------|-----------------|------------------|
| Assuming there are no LGBTQI+ people in the room | micro-invalidation | LGBTQIA+ people | ident visible |
| A white person clutching their purse or checking their wallet as a person of color approaches or passess | micro-insult | people of color | assum |
| A person of color being followed around in a store by an employee | micro-insult | people of color | assu |



ENVIRONMENTAL





| ENVIRONMENTAL | | | |
|---|-----------------|--|--|
| Micro-aggression example | Group affected | Underlying prejudice/bias | Message |
| Having to fill-in a form which only has two options, e.g. married/single or male/female | anyone | social/gender roles are restrictive and limited | other options than the norm provided for by the form are not accepted/possible |
| All toilets in a building are labeled as being meant for either men or women | LGBTQIA+ people | gender is limited to two options | people who don't identify as either male of female don't exist or are not important enough to have their own place |
| A person in a wheelchair is able to enter the office, but not able to go to the toilet because it is only accessible via stairs | disabled people | second-class citizenship | you are not as important to us as our able- bodied customers are |

| ENVIRONMENTAL | | | |
|--|-----------------------------|---------------------------|---|
| Micro-aggression example | Group affected | Underlying prejudice/bias | Message |
| Institutional scarcity of university professors of color | people of color | assumption of inferiority | people of color are less able to be a good university professor than white people are |
| A graduation hall at the University with the portraits of only white professors hanging on the walls | people of color | assumption of inferiority | under-representing people of color in academia is not a problem |
| Lack of female and non-binary authors in scientific curriculae | women and non-binary people | assumption of inferiority | the contribution of female scientists is not as good/important as that of male scientists |

| ENVIRONMENTAL | | | |
|---|--------------------------------|---|--|
| Micro-aggression example | Group affected | Underlying prejudice/bias | Message |
| Providing no sign language interpreter or subtitles during emergency situations and press conferences | deaf or hard-of-hearing people | second-class citizenship | you are not as important to us as hearing people are |
| Road signs only provided in the national language, not in the indigenous language | indigenous people | second-class citizenship | Your language is less/not important or relevant |
| A hospital with patients from different religions, in which a chapel is the only option for praying | religious minorities | Christianity is the most important religion | religions other than Christianity are less important/people of oher religions do not have the right to pray everywhere they wish |

ENVIRONMENTAL

| Micro-aggression example | Group affected | Underlying prejudice/bias | Message |
|---|----------------------|----------------------------|--|
| School holidays based on Christian traditions that don't take other religious holidays into consideration | religious minorities | second-class citizens | your religious celebrations are less important |
| Commercials that suggest that older people are out-of-touch with technology | elderly people | assumption of incompetence | The elderly are unable to keep up with technology or digital progress |