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

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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

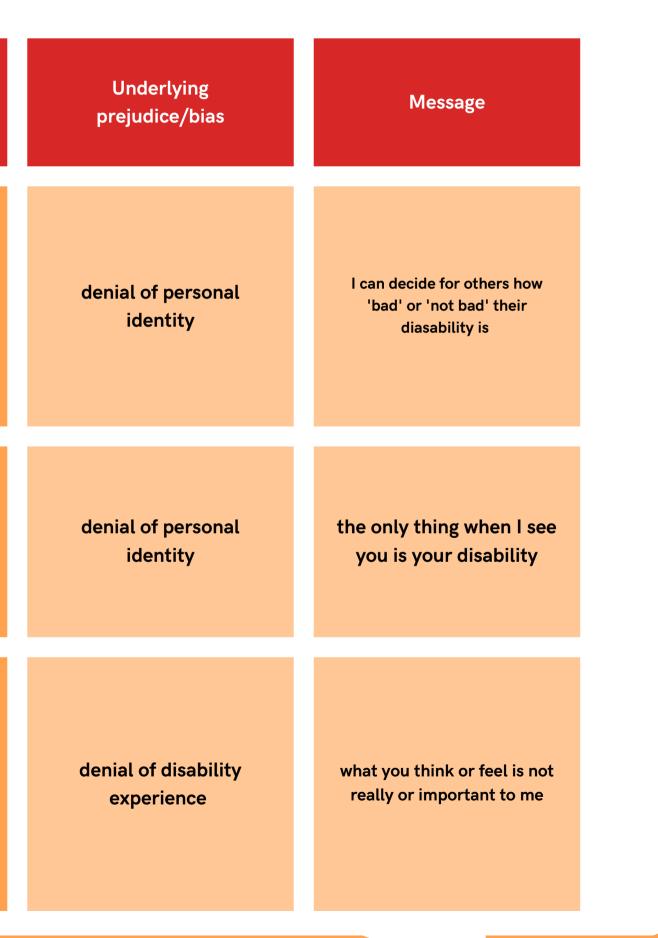
choice of words cannot be hurtful I stick to my preferred vocabulary, regardless of your preferences or feelings

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

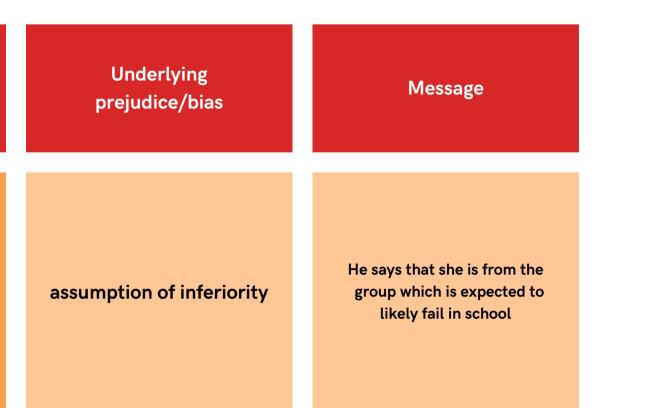
I do not believe what you are saying and I have the right to do so because of your appearance

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"

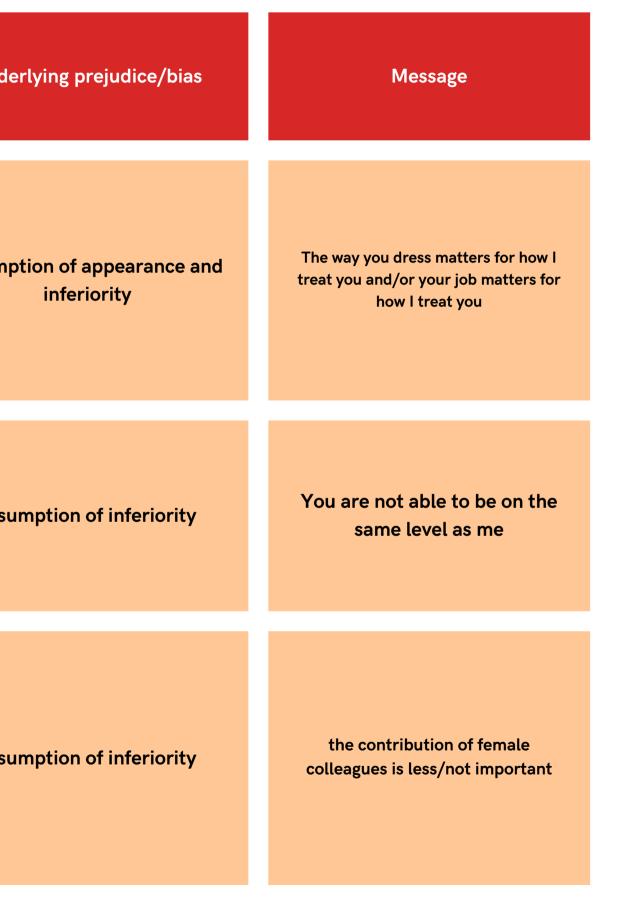
Micro-aggression example	Verbal/ non-verbal	Туре	Group affected
Roma girl wins run. When giving her prize, the presenter of the award wished her to do that well in school also	verbal	micro-insult	ethnic minorities



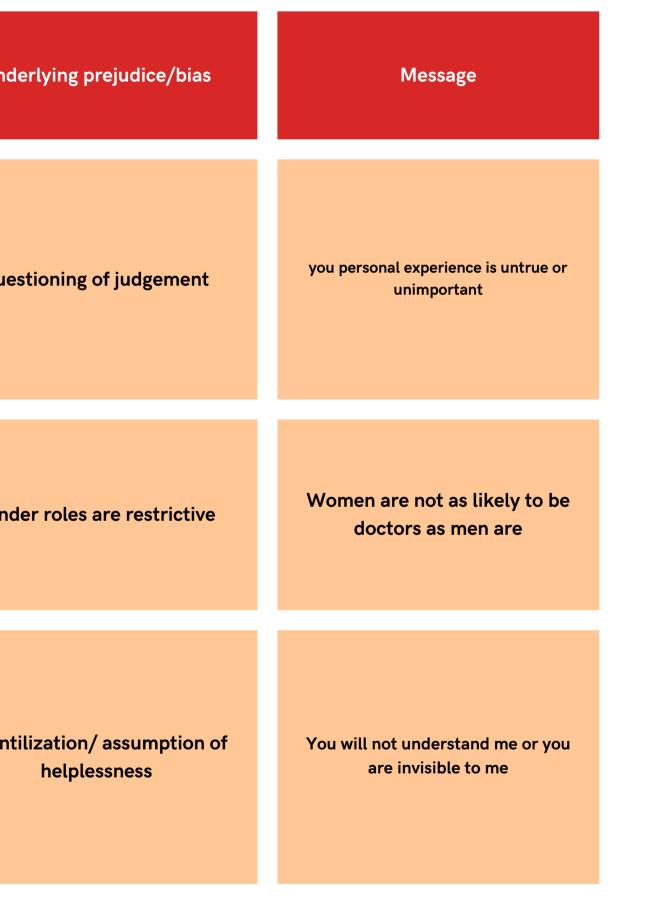




Micro-aggression example	Туре	Group affected	Undei
A faculty member at university gets mistaken for a service worker because of their clothes	micro-insult	anyone	assumpt
Mistaking a person of color at work for a cleaning staff member	micro-invalidation	people of color	assur
Repeatedly interrupting a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



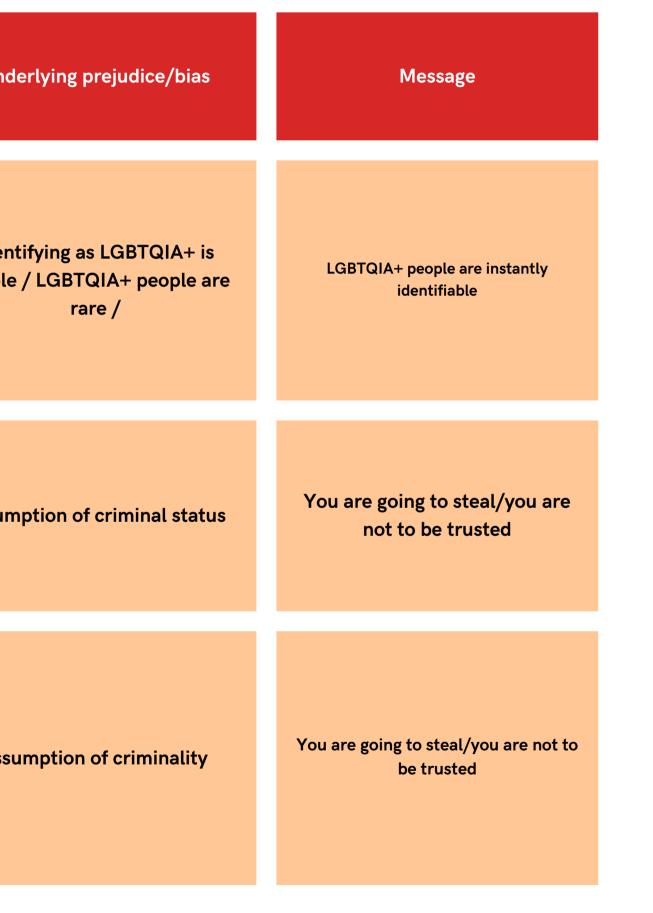
Micro-aggression example	Туре	Group affected	Unde
Refusing to believe that a female colleague has been offended by another male colleague	micro-invalidation	women	ques
Mistaking a female doctor for a nurse	micro-insult	women	gend
When a doctor talks to the (adult) child in stead of the elderly patient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