### Examples of Verbal and Non-Verbal Microaggressions

<table>
<thead>
<tr>
<th>Microaggression</th>
<th>Theme</th>
<th>Implicit Bias/Context</th>
<th>Impact/Message</th>
</tr>
</thead>
</table>
| "Where are you from?"  
"Where were you born?"  
"You speak good English." | Alien in own land | When individuals who are Indigenous, Black or Persons of Colour (IBPOC) are assumed to be foreign-born | You are not Canadian  
You are a foreigner. |
| “You are a credit to your race.”  
“You are so articulate.”  
Asking an Asian person to help with a Math or Science problem. | Ascription of Intelligence - assigning intelligence to a person of colour on the basis of their race. | People of colour are generally not as intelligent as Whites.  
All Asians are intelligent and good at Math / Science. | It is unusual for someone of your race to be intelligent. |
| “When I look at you, I don’t see colour.”  
“There is only one race, the human race.”  
“All lives matter” | Colour Blindness - statements that indicate that a White person does not want to acknowledge race. | Since race doesn’t have an affect on me, I can’t see why we can’t all get along. | Denying a person of colour’s racial / ethnic experiences.  
You must assimilate / acculturate to the dominant culture.  
Denying the individual as a racial / cultural being. |
| A White person clutching their purse or checking their wallet as a Black or Latinx person approaches or passes.  
A store owner following a customer of colour around the store.  
Crossing the street when a person of colour approaches. | Criminality –Assumption of criminal status on the basis of race. | A person of colour is presumed to be dangerous, criminal, or deviant on the basis of their race. | You are a criminal.  
You are going to steal.  
You are poor.  
You do not belong.  
You are dangerous. |
<table>
<thead>
<tr>
<th>Microaggression</th>
<th>Theme</th>
<th>Implicit Bias/Context</th>
<th>Impact/Message</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Don’t you want a family?”&lt;br&gt;“Have you ever had real sex?”</td>
<td>Heteronormativity</td>
<td>That people who aren’t in heterosexual relationships are unable to have a family.</td>
<td>Your relationship isn’t real.&lt;br&gt;You can’t be fulfilled.&lt;br&gt;You must pick a side.</td>
</tr>
<tr>
<td>“You’re going to stay home with the kids, right?”&lt;br&gt;“What she’s trying to say is…”&lt;br&gt;“You should smile more”</td>
<td>Sexism</td>
<td>That women must fall into gendered roles from the 1950’s.&lt;br&gt;That male affect, presence, behavior is the standard and everything else is contrary to.</td>
<td>You shouldn’t be working.&lt;br&gt;You’re a failure as a woman.&lt;br&gt;You’re not good enough.&lt;br&gt;You’re not being listened to and valued.</td>
</tr>
<tr>
<td>“You have a mental illness, but you seem so normal!”&lt;br&gt;“Why don’t you just get out of bed and get some fresh air?”</td>
<td>Invalidation of Severity of Mental Illness</td>
<td>That mental illness looks/behaves a certain way.&lt;br&gt;General misunderstanding of the effects that mental illness can have.</td>
<td>You must not be hurting that much.&lt;br&gt;It must not be that bad.&lt;br&gt;Why can’t you get over this?</td>
</tr>
<tr>
<td>“Oh! I wouldn’t think you live here”&lt;br&gt;“Oh you haven’t been to Europe, you really should go”</td>
<td>Classism</td>
<td>Assuming someone doesn’t live in a certain neighborhood because of how they look, talk, act.&lt;br&gt;Assuming that everyone has the means to travel.</td>
<td>You don’t belong.&lt;br&gt;You’re not going to lead a fulfilling life.</td>
</tr>
<tr>
<td>Edmonton Eskimos, SFU Clan&lt;br&gt;Sir John A. Macdonald High School&lt;br&gt;Colleges with pictures of predominantly White heterosexual upper class males</td>
<td>Environmental</td>
<td>Assumes that harm cannot take place by racist names or visuals that have negative connotations.</td>
<td>You don’t belong.&lt;br&gt;You’re not welcome here.&lt;br&gt;Causes shame and embarrassment and creates unsafe situations for persons of colour</td>
</tr>
</tbody>
</table>

**Dismissive reactions that occur when bringing up that a microaggression has taken place:**

- “You’re making too big of a deal of things”<br>Eye rolling<br>“You’re just being too sensitive”<br>“You’re always so difficult”

---

*We’d like to acknowledge the City of Cambridge, Massachusetts for these examples.*<br>*Originally adapted from Sue, Derald Wing. Microaggressions in Everyday Life: Race, Gender and Sexual Orientation. Wiley & Sons, 2010.*