

Think before you speak
Even pebbles can make mountains.

Microaggressions are small insensitive comments, actions or slights that occur most often against marginalized groups based on preconceived stereotypes. These small but hurtful things can happen constantly to people who are part of communities such as the LGBT or people of color. While they may seem small they can still cause lots of physiological and emotional damage to people who experience them.

Microaggressions:

- "We are all just one race, the human race."
- "You are in America speak English!"
- "So can he still use the bathroom on his own"
- "Ugh I hate it when things are messy, I'm so OCD."
- "Can I touch your hair?"
- "Wow you don't even act like a black person."
- "So who wears the pants in the relationship?"
- "When are you having kids?"
- "Oh say something in your native language"
- "Oh so what country are you from? No I mean like you ancestors."
- "That must be so horrible I feel so bad for you."
- "I don't see color."
- "Oh yeah my cousins son's friend is also in a wheelchair so I know exactly what it's like"
- "Oh so you got a scholarship, what sport do you play."
- "No you are like actually really pretty for a black person."
- "I'm not racist I have an Asian friend"
- "What she's trying to say is..."
- "No I don't think you need any help with the assignment."
- "Wow I'm surprised you speak English so well."

Statistics:

- In a study in 2017 conducted by NPR it was found that 92% of African Americans believe that they are discriminated against and half said that they felt that individual prejudice and bias is worse than discrimination and prejudice in the government
- The 'Journal of Multicultural Counseling and Development' conducted a study in 2018 that found that clients with race-based trauma 89% said that "covert acts of racism" were a big factor.

Definition:

"People of Color experience acute or chronic stress from discriminatory treatment and racial microaggressions, decreasing their biopsychosocial health. Racial microaggressions include but are not limited to merciless and mundane exclusionary messages, being treated as less than fully human, and civil and human rights violations."

Racial microaggressions are key to understanding increases in Racial Battle Fatigue (Smith, 2004) resulting from the psychological and physiological stress that racially marginalized individuals/groups experience in response to specific race-related interactions between them and the surrounding dominant environment.
 - William Smith in 'American Astronomical Society, DPS meeting #49, id.309.01