

WHAT ARE

MICROAGGRESSIONS?

Everyday verbal and nonverbal slights, snubs or insults, whether intentional or unintentional. They communicate hostile, derogatory or negative messages to target persons based solely upon their marginalized group membership.

MACRO IMPACTS LANGUAGE MATTERS

The cumulative effect of microaggressive behavior towards an individual can have devastating effects for that individual's wellbeing

Impostor Syndrome

referring to high-achieving individuals marked by an inability to internalize their accomplishments and a persistent fear of being exposed as a "fraud"

Stereotype Threat

refers to being at risk of confirming, as a self-characteristic, a negative stereotype about one's social group

Bad Feelings such as...

- poor self-confidence
- depression
- poor self-image
- internal frustration
- anxiety
- trauma
- not belonging

"Wow, you're really articulate."

"Where are you really from?"