

Microaggressions

Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults towards individuals with marginalized or oppressed identities.

INTENT	EXAMPLE	IMPACT
You want to recognize the ways in which my gender presentation matches my gender identity.	"I never would have guessed you were transgender, you look normal!"	In order for you to see me and respect me, I have to present in a way you deem 'normal.'
You believe we can find happiness with another person.	"You just haven't met the right guy yet."	My attraction to other genders is a challenge to overcome.
You want to help us continue to explore and grow in our experiences.	"How do you know you don't like sex if you've never tried it."	My experiences as they stand are not valid; I need to use your experiences as a model and try to act more like you than myself.
You want us to understand that you are on our side and recognize our identity.	"I understand what you mean, my cousin identifies as gay."	All queer identified people are the same and our experiences are interchangeable; you don't need to hear our stories because you have already heard someone else's.

OUCH

OOPS

Using ouch and oops

- You can use this as a groundrule in spaces you have authority within.
- Say ouch if someone says something that hurts — provide the space to own your feelings.
- Say oops and genuinely apologize for the ways your intention did not match your impact.
- Follow up your apology with some research! The person you hurt might not feel like explaining why in that moment, but that doesn't mean you shouldn't find a better way to phrase things.

