

## **Common micro- aggressions that we need to know, and to avoid**

- What are you; are you mixed; you look mixed.
- You don't look Mexican.
- You don't sound Mexican.
- Do you speak Mexican?
- Not being addressed or introduced when in a meeting or in the presence of more senior faculty or staff.
- Referring to suggestions as bossy or bitchy.
- That was cute.
- You looked adorable.
- How did you get your job or that opportunity?
- Repeatedly mispronouncing someone name, or substituting their name for a name that is "easier to pronounce".
- Your people like/do this, right?
- White women telling other minoritized individuals "You don't have to explain what it is like to be a minority".
- Asking people with disabilities that are not visible or obvious to out themselves to their colleagues.
- Making assumptions about someone's identity and their background. For example, telling someone from California "why don't you talk like a surfer or a valley girl?".
- Assuming that all students have access to technology or high-speed internet.
- Assigning students or lab members tasks that enforce gender roles. For example, having a female student make solutions and change cages while having a male student run experiments and analyze data.
- Asking a minoritized student attending a scientific conference: "Do you know this is the XYZ conference? Are you lost?"
- You speak English very well
- What are you, or, you look very exotic!
- When I look at you I don't see color
- Asians are so good at math and science!
- I'm not racist, I have many Black or Latinx friends
- Can I touch your hair?