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?