

Microaggressions Resource Guide

What Are Microaggressions?

Microaggressions are brief and commonplace verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative [slights and insults towards member(s) of an oppressed group] (Nadal, 2012). Microaggressions are sometimes referred to as “death by paper cuts” to emphasize the way in which these smaller instances of insult accumulate to have significant impacts on members of an oppressed group. (Some) examples of LGBTQ+ microaggressions are:

- Constantly misgendering trans people. It serves to devalue and disrespect their identities and pronouns.
- Saying “you are [some identity], you have a [boyfriend/girlfriend]!” This invalidates people’s right to self-identify regardless of their romantic/sexual behavior.
- Introducing people as “my gay best friend.” People are made up of more than just their sexual orientation, and many people feel that this reference reduces them to just their sexuality.
- Saying “no homo” and “that’s so gay.” These phrases devalue LGBTQ+ identities and serve as a way of “othering” those who are not heterosexual and cisgender.



Looking for more information or resources about microaggressions?

Articles

[“Microaggressions Matter”](#) – Simba Runyowa

[“Tool: Recognizing Microaggressions and the Messages They Send”](#) – UCSC

[“19 LGBT Microaggressions You Hear On A Daily Basis”](#) – Heben Nigatu

[“GLAAD launches trans microaggressions photo project #transwk”](#) – Dani Heffernan

Videos

[“How microaggressions are like mosquito bites”](#)

– Fusion Comedy

CW: reference to lethal violence against POC

[“Listen: How Do You Respond to Microaggressions?”](#) – Pacific Lutheran University

Books

Nadal, Kevin L. *That’s So Gay!: Microaggressions and the Lesbian, Gay, Bisexual, and Transgender Community*. American Psychological Association, 2017.

Sue, Derald Wing. *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation*. Wiley, 2010.

Other Resources

[Pamphlet on microaggressions](#) – UA Office for Diversity and Inclusive Excellence