



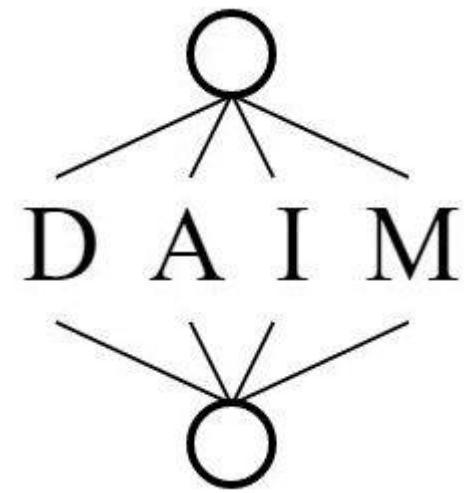
UNIVERSITY
OF HULL

Gegenpressing against Microaggressions in Higher Education

Dr Kenneth Y. Wertheim (they/them)

Also known as 11250205

23/02/2024



Trigger warning

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- If you do leave, feel free to come back anytime.

Apology

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- Microaggressions can be based on gender, sexual orientation, disability, and for that matter, membership in any other marginalised group too.

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A poster for the Human Library project. It features a dark blue background with white and yellow text. At the top, the title 'Human Library' is flanked by two heart icons. Below the title is a paragraph explaining the project's purpose. A central box titled 'Are you:' contains a list of criteria for volunteers. At the bottom, there are two call-to-action buttons: 'Get involved in a video interview!' and 'Look at our website!'. The email address 'humanlibrary@hull.ac.uk' is displayed, with an arrow pointing from the 'Look at our website!' button to it. A QR code is located to the right of the email address.

Human Library

Our Human Library Project is a virtual library where people shed light on their experiences to help us understand one another, overcome stereotypes and be more inclusive. Every 'book' is a volunteer who has faced stigma in their life. Here, they are given the space to explain their experiences to help challenge prejudice and contribute to greater cohesion across social, religious and ethnic divisions.

Are you:

- A person of colour
- An international student
- Homeless/Houseless
- A mature student
- A victim of abuse
- LGBTQIA+
- A young parent
- Disabled
- In a polyamorous relationship
- Neurodiverse
- Battling addiction
- Multiple of these, or others

Get involved in a video interview!

Look at our website!

Email:
humanlibrary@hull.ac.uk



Hayley Pickard-Dumas (EDI lead) conceived, set up, and is in charge of this project.

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When Hayley and Erika Butane visited DAIM in August last year, I talked about how I wanted to encourage DAIM members to get involved.

I might have inadvertently made it sound like the project was my idea.

Historical context



I am not a historian. Here, I am relying on a secondary source (Adolphe & Shah, 2019) and Wikipedia.



History of racism in the USA:

- 1619: First enslaved Africans landed in Virginia.
- 1661: First anti-miscegenation statute.
- 1776: Declaration of Independence.

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"We hold these truths to be self-evident, that **all men are created equal**, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness."

Declaration of Independence (US 1776).

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Women? People of colour? Slaves?

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43 % of South Carolina were slaves. Tobacco, cotton, etc.

US citizenship by naturalisation was only granted to free white people of good character.

History of racism in the USA:

- 1619: First enslaved Africans landed in Virginia.
- 1661: First anti-miscegenation statute.
- 1776: Declaration of Independence.
- 1790: First US census.
- 1790: Naturalization Act.

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History of racism in the USA:

- 1808: International slave trade was abolished.
- 1865: End of Civil War and slavery (13th Amendment).
- 1868: 14th Amendment.
- 1870: 15th Amendment.

Reconstruction era (1861 to 1877).

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‘All persons born or naturalized in the United States, and subject to the jurisdiction thereof, are **citizens** of the United States and of the State wherein they reside.’

14th Amendment.

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‘The right of citizens of the United States to **vote** shall not be denied or abridged by the United States or by any state on account of race, color, or previous condition of servitude.’

15th Amendment.

History of racism in the USA:

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History of racism in the USA:

- 1882: Chinese Exclusion Act.
- 1896: Separate but equal.
- 1924: National Origins Act.

Jim Crow era (1877 to 1960s).

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Racism is like cancer. Effectively infinite number of resistance mechanisms.

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Grandfather clause. Literacy test applied by a white civil servant.

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Racism is like cancer. It cannot be cured, but it can be put in remission.

History of racism in the USA:

- 1954: End of racially segregated schools.
- 1964: Civil Rights Act.
- 1965: Voting Rights Act.
- 1968: Fair Housing Act.

Civil rights movement (1954 to 1968).

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Grassroots movements. Boycotts, mass protests, marches, sit-ins, and freedom rides.

Civil rights leaders led anti-segregation marches across the country in the 1960s.

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History of racism in the UK:

- 1500s to 1700s: Mostly the New World.
- 1757: British rule in India effectively began.

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Ralph Fretwell (1559–1638) was baptised in Sheffield. He started a sugar plantation in Barbados and made a fortune by exploiting enslaved Africans.

History of racism in the UK:

- 1500s to 1700s: Mostly the New World.
- 1757: British rule in India effectively began.



(The University of Sheffield, 2022).

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History of racism in the UK:

- 1500s to 1700s: Mostly the New World.
- 1757: British rule in India effectively began.
- 1776: Loss of North American colonies.



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In the early 19th century, European countries sustained large trade deficits with China due to the demand for Chinese luxury goods.

The British Empire forced the Qing dynasty to allow the East India Company to import and sell opium.

(Wood, 2020).

History of racism in the UK:

- 1842: Treaty of Nanking.

I am not a historian. Here, I am relying on secondary sources and Wikipedia.



History of racism in the UK:

- 1842: Treaty of Nanking.
- 1858: British Raj.

As the historian William Dalrymple has observed: “The economic figures speak for themselves. **In 1600**, when the East India Company was founded, **Britain** was generating **1.8% of the world’s GDP**, while **India** was producing **22.5%**. By the **peak of the Raj**, those figures had more or less been **reversed**: India was reduced from the world’s leading manufacturing nation to a symbol of famine and deprivation.”

(Sen, 2021).

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History of racism in the UK:

- 1842: Treaty of Nanking.
- 1858: British Raj.
- 1884 to 1914: Scramble for Africa.



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History of racism in the UK:

- After 1914: Decolonisation.

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“Facing the prospect of decolonisation, the **Attlee Government** tried to preserve British identity and influence through legislation aimed at **securing Britain’s position at the head of a renewed Commonwealth sphere of influence** (Ashcroft & Bevir, [Citation in press](#); Hansen, [Citation 2000](#)). The **British Nationality Act 1948 (‘BNA 1948’)** granted a majority of individuals in the Empire and Commonwealth the right to immigrate to the UK.”

(Ashcroft & Bevir, 2018).



British Nationality Act 1948

1948 CHAPTER 56

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History of racism in the UK:

- After 1914: Decolonisation.



History of racism in the UK:

- After 1914: Decolonisation.
- 1948 to 1962: Mass immigration.

I am not a historian. Here, I am relying on secondary sources and Wikipedia.



“These reforms were intended to be a primarily symbolic way of reasserting Britain’s status as the **‘mother-country’**. Instead they led to an **unexpected amount of non-white immigration**, triggering public and political resistance to its scale and nature, including race riots in 1958.”

(Ashcroft & Bevir, 2018).

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Commonwealth Immigrants Act, 1962

10 & 11 ELIZ. 2. CH. 21



Commonwealth Immigrants
Act 1968



Immigration Act 1971

History of racism in the UK:

- After 1914: Decolonisation.
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- 1962 to 1971: Opposition to non-white immigration.

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“The expansive definition of citizenship created by the BNA 1948 could not, however, be used as the sole criterion for limiting immigration. Therefore the **new immigration restrictions** grafted onto the existing regime had to be recast to operate **on proxies of birth and ancestry** rather than citizenship, **which in effect meant race** (Joppke, [Citation1999](#), Ch. 4). The cumulative effect of legislation in 1962, 1968 and 1971 was thus to **limit non-white immigration** from the New Commonwealth whilst simultaneously leaving the door ajar for white ‘British’ immigrants from the Old Commonwealth (Hansen, [Citation2000](#); Karatani, [Citation2003](#), Ch. 5).”

(Ashcroft & Bevir, 2018).

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- From mid-1960s: Race Relations Act and multiculturalism.

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“The price extracted by the Labour Party and the more liberal wing of the Conservatives for this racialised tightening of *external* immigration controls was the imposition of an increasingly potent *internal* race relations regime over the same period, with **Acts passed by Labour in 1965, 1968 and 1976**. These reforms were accompanied by a discursive shift in the mid-1960s away from cultural ‘assimilation’ to ‘integration’. Integration was understood ‘not as a flattening process of assimilation but as **equal opportunity, accompanied by cultural diversity, in an atmosphere of mutual tolerance**’ (Jenkins, [Citation1967](#), p. 267).”

(Ashcroft & Bevir, 2018).

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“British multiculturalism is consequently often described as ‘Janus-faced’, with tough **restrictions on outsiders cast primarily in racial terms**, but **substantial protections for internal cultural pluralism** (Meer & Modood, [Citation in press](#)).”

(Ashcroft & Bevir, 2018).

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Does it mean a UK-born Indian is worth more than a first-generation immigrant from India?

History of racism in the UK:

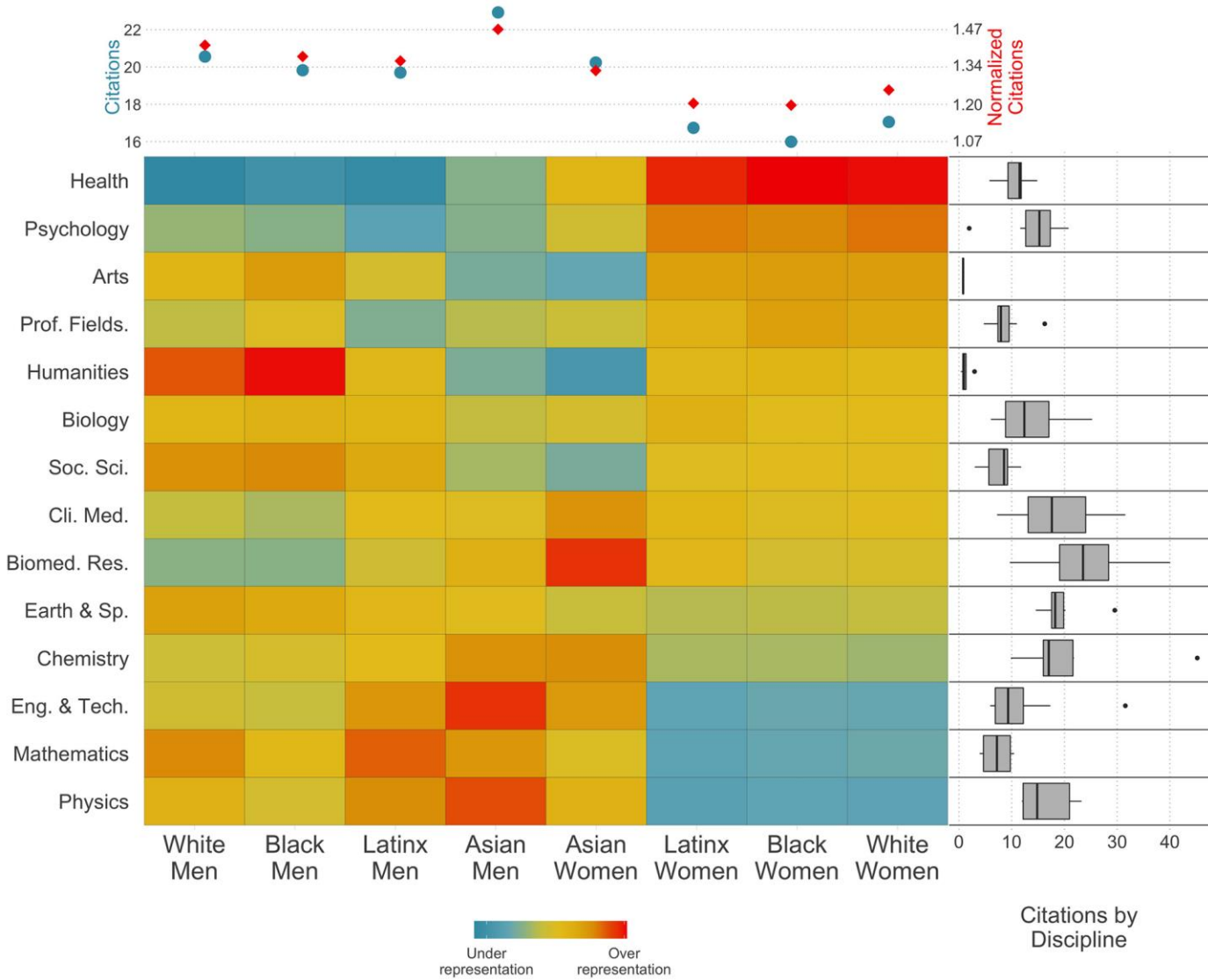
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But it happened a long
time ago.

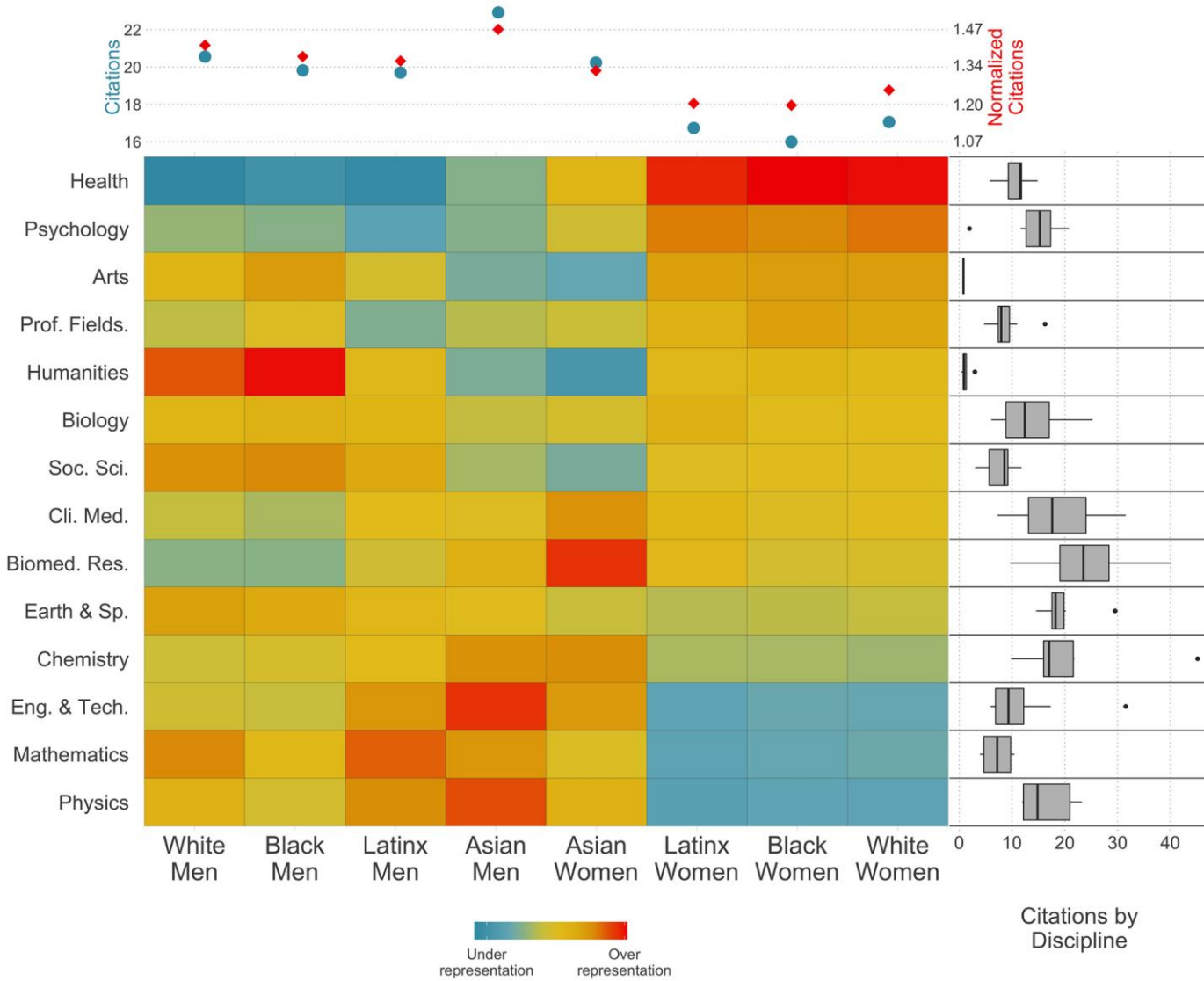
`A Pew study in 2017 showed that the **median wealth of white** households was \$171,000 – **10 times** that of **black households** (\$17,100). The Democratic presidential hopeful Cory Booker has introduced a Senate bill on reparations and has been supported by Elizabeth Warren and Bernie Sanders.'

(Adolphe & Shah, 2019).



(Kozlowski *et al.*, 2022).

US-affiliated first authors between 2008 and 2019. Over 5 million articles indexed in the Web of Science (WOS) database and over 1.5 million distinct US first authors.

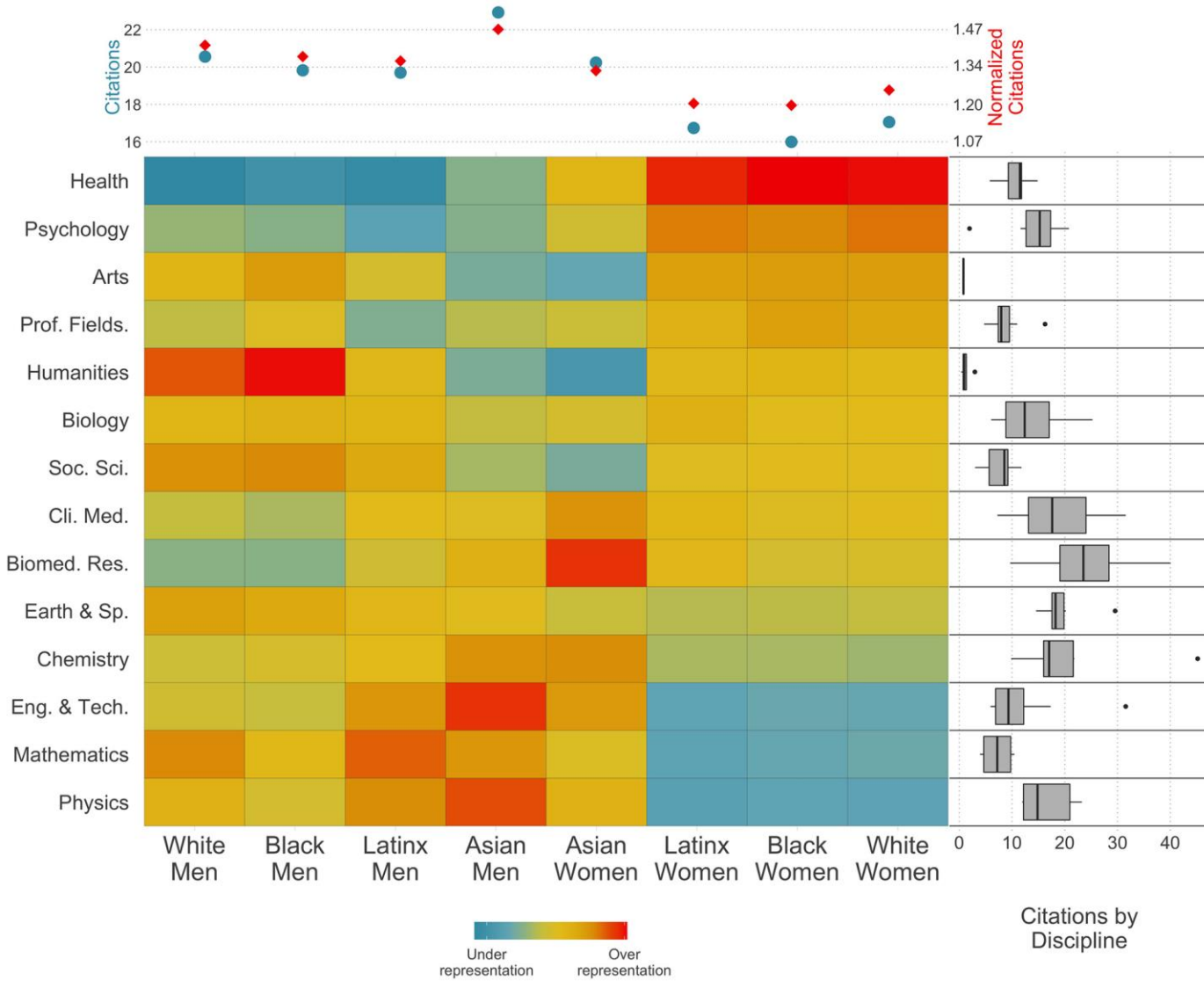


Comparison of race and gender demographics of US first authors with that of the US population shows that **White and Asian populations are overrepresented** among US authors, while **Black and Latinx populations are underrepresented** ([SI Appendix, Fig. S1](#)). Relative representation varies by field ([Fig. 1](#)).

(Kozlowski *et al.*, 2022).

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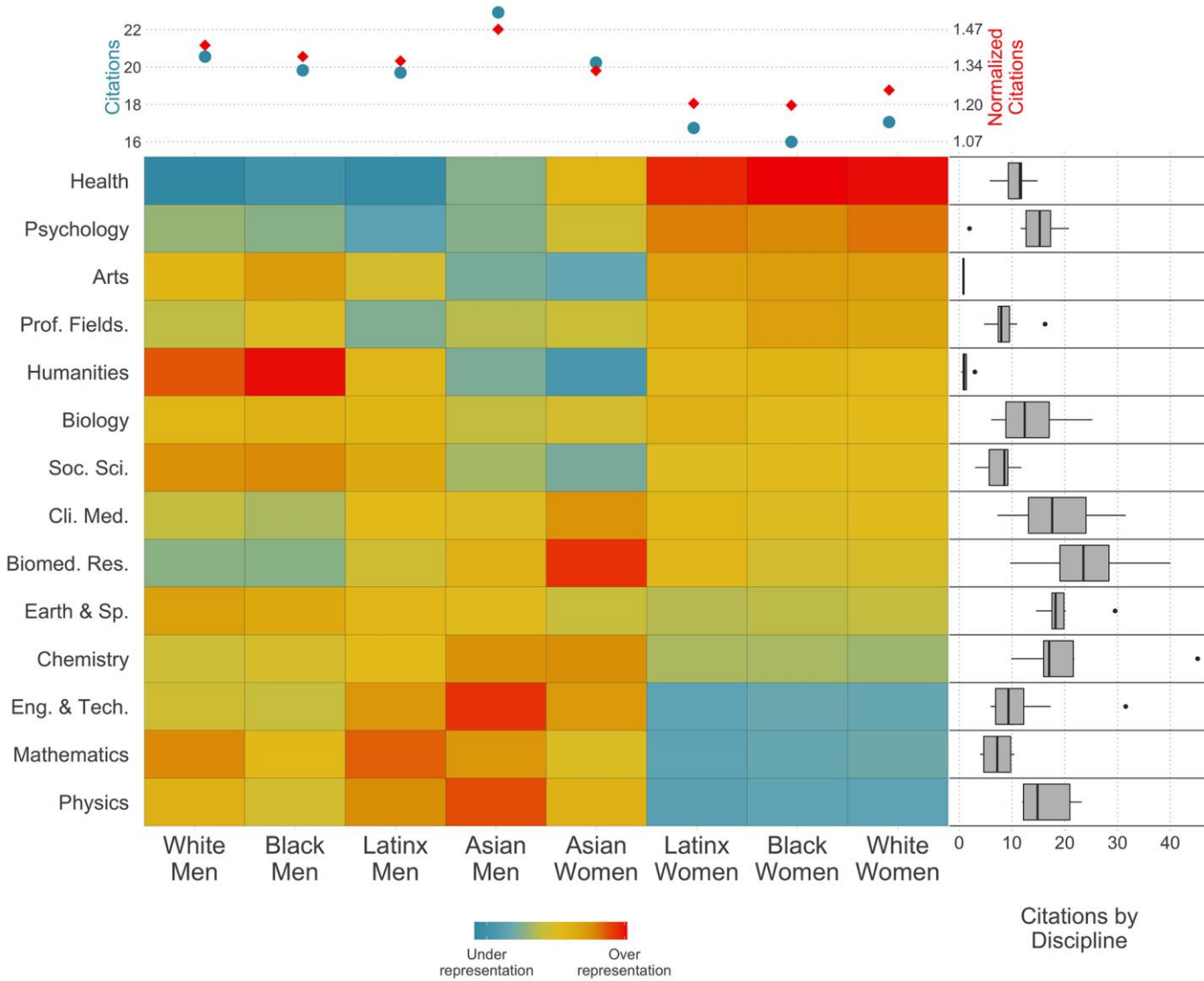
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Asian scholars are overrepresented in STEM disciplines and underrepresented in the rest.

(Kozlowski *et al.*, 2022).

US-affiliated first authors between 2008 and 2019. Over 5 million articles indexed in the Web of Science (WOS) database and over 1.5 million distinct US first authors.



Women are overrepresented in healthcare and underrepresented (non-Asian) in quantitative fields.

(Kozlowski *et al.*, 2022).

US-affiliated first authors between 2008 and 2019. Over 5 million articles indexed in the Web of Science (WOS) database and over 1.5 million distinct US first authors.

How does modern racism
work?

Professor Chester M. Pierce coined the term `microaggression' in 1970.

Professor Derald Sue brought it back to academia in 2007.

Racial microaggressions are indignities:

- Brief, commonplace, and daily.

(Sue *et al.*, 2007a).

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Additional properties:

- Cumulative. Death by a thousand cuts.

(Pérez Huber *et al.*, 2007).

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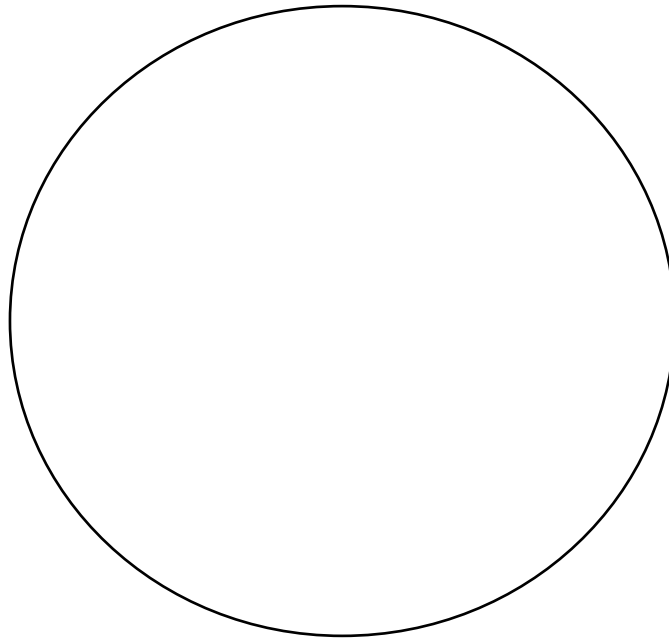
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Additional properties:

- Cumulative. Death by a thousand cuts.
- Ambiguous. Subtle and hidden messages.
- Layered and based on intersections between race and other characteristics such as gender and accent.

(Pérez Huber *et al.*, 2007).



‘Those tangible ways racism emerges in everyday interactions.’

(Pérez Huber *et al.*, 2007).

Microaggression:

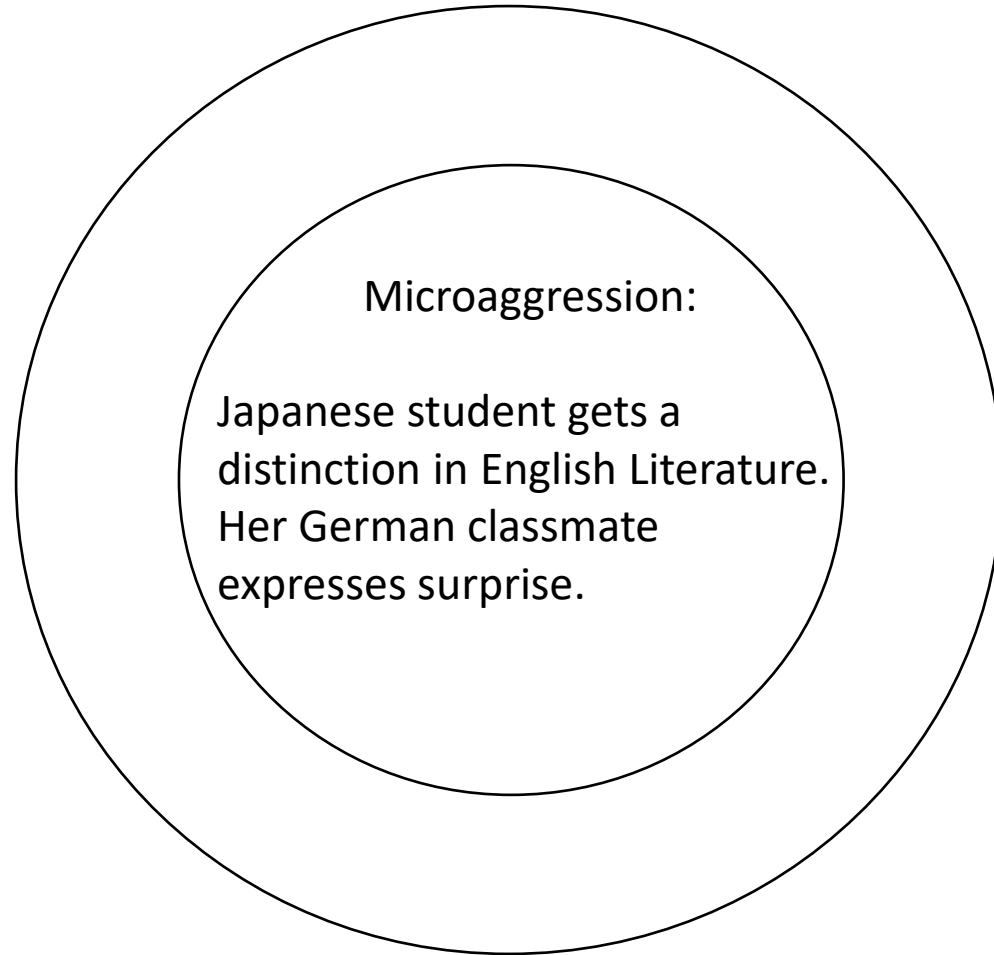
Japanese student gets a
distinction in English Literature.
Her German classmate
expresses surprise.

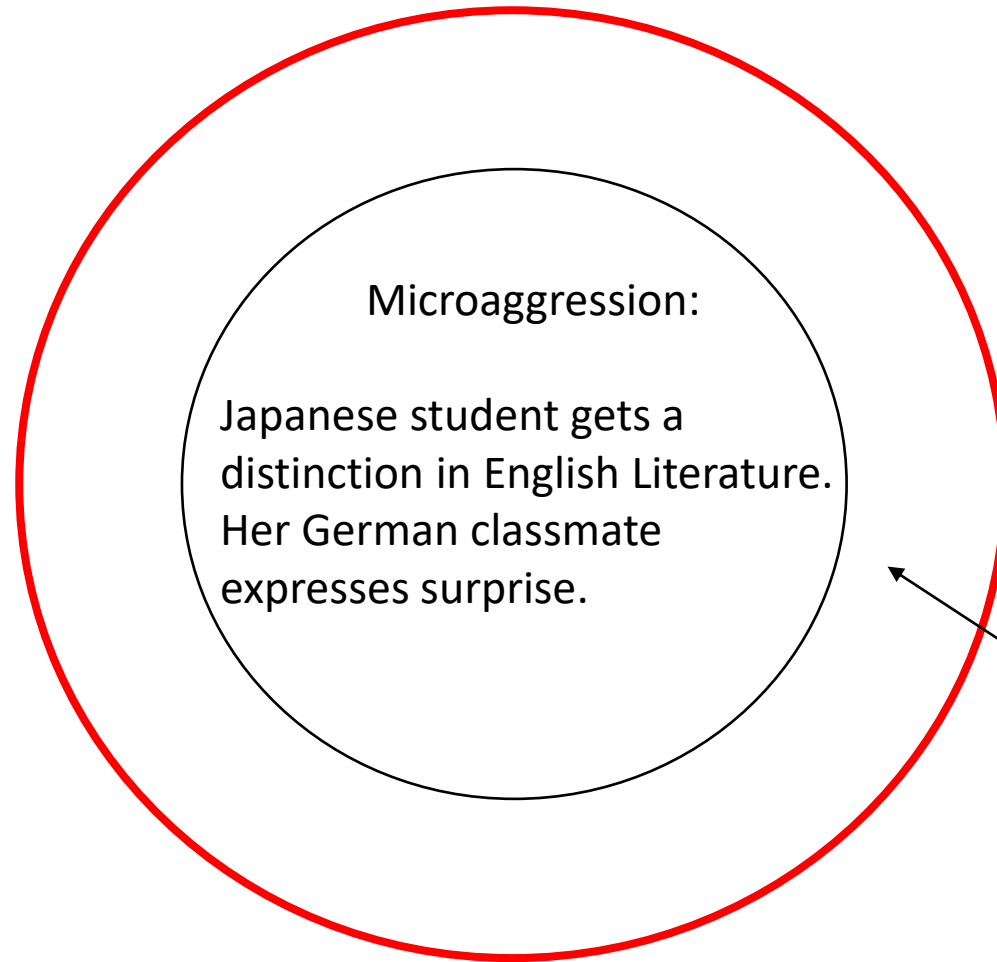
‘Those tangible ways racism
emerges in everyday interactions.’

(Pérez Huber *et al.*, 2007).

‘Institutional racism can be understood as formal or informal structural mechanisms, such as **policies and processes** that **systematically subordinate, marginalize, and exclude non-dominant groups** and mediates their experiences with racial microaggressions.’

(Pérez Huber *et al.*, 2007).





Microaggression:

Japanese student gets a distinction in English Literature. Her German classmate expresses surprise.

Institutional racism:

In Japan, she learnt English from a linguistic point of view. After coming to the UK, she was asked to sit an exam about Jane Austen.

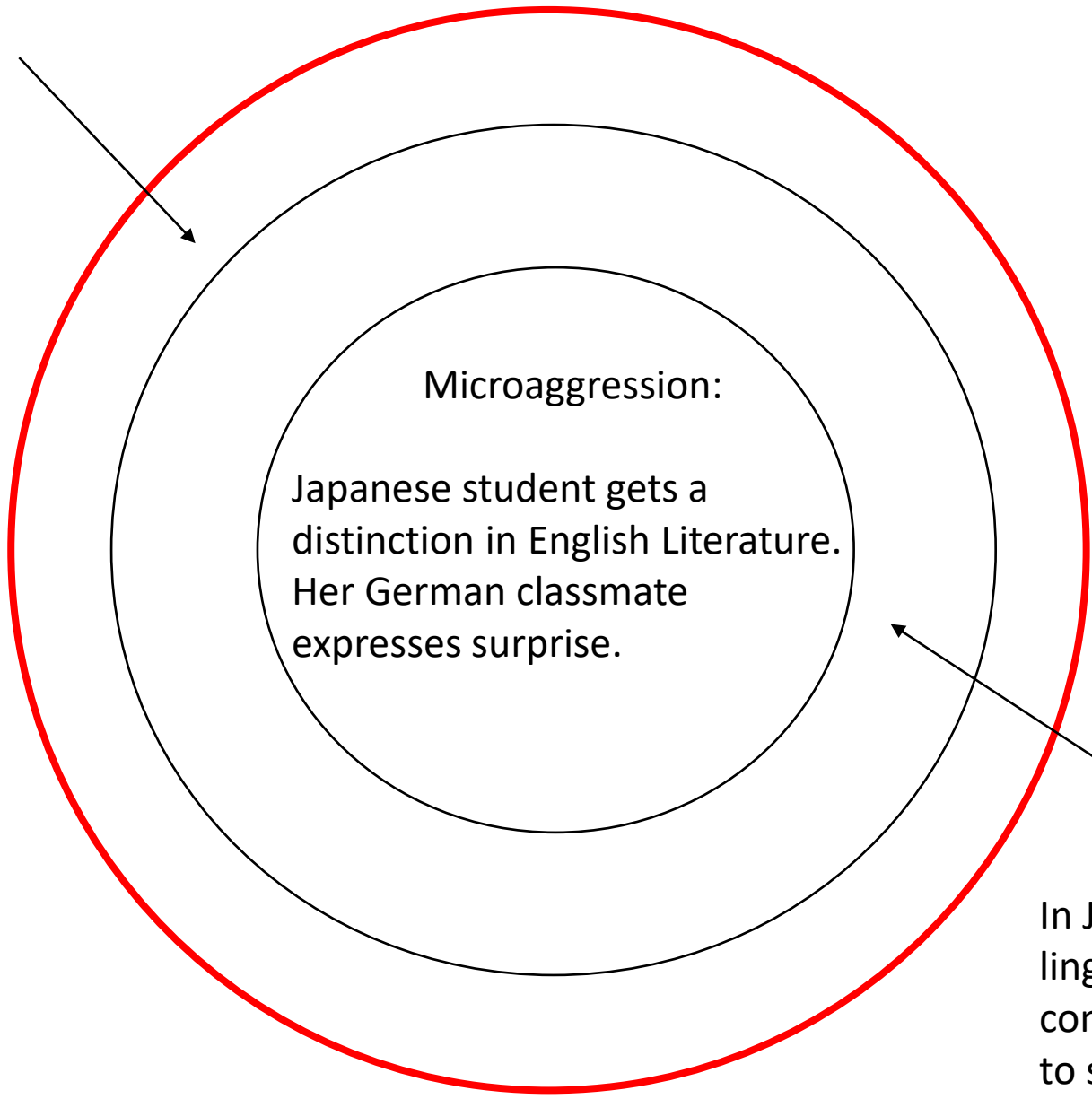
“The ‘objective’ perceptions—the dominant set of ideologies or beliefs—about racial groups cannot alone produce actual inequalities in the lives of People of Color. **It is the structural forms of racism that (re)produce** the actual or perceived social arrangements that legitimate (*sic*) the **inequitable positions** of whites and non-whites in US society.”

(Pérez Huber *et al.*, 2007).

Macroaggression or ideology:

Society or at least the society she is in associates 'good' English with a set:

{Western canon, European accents, colloquialisms}.



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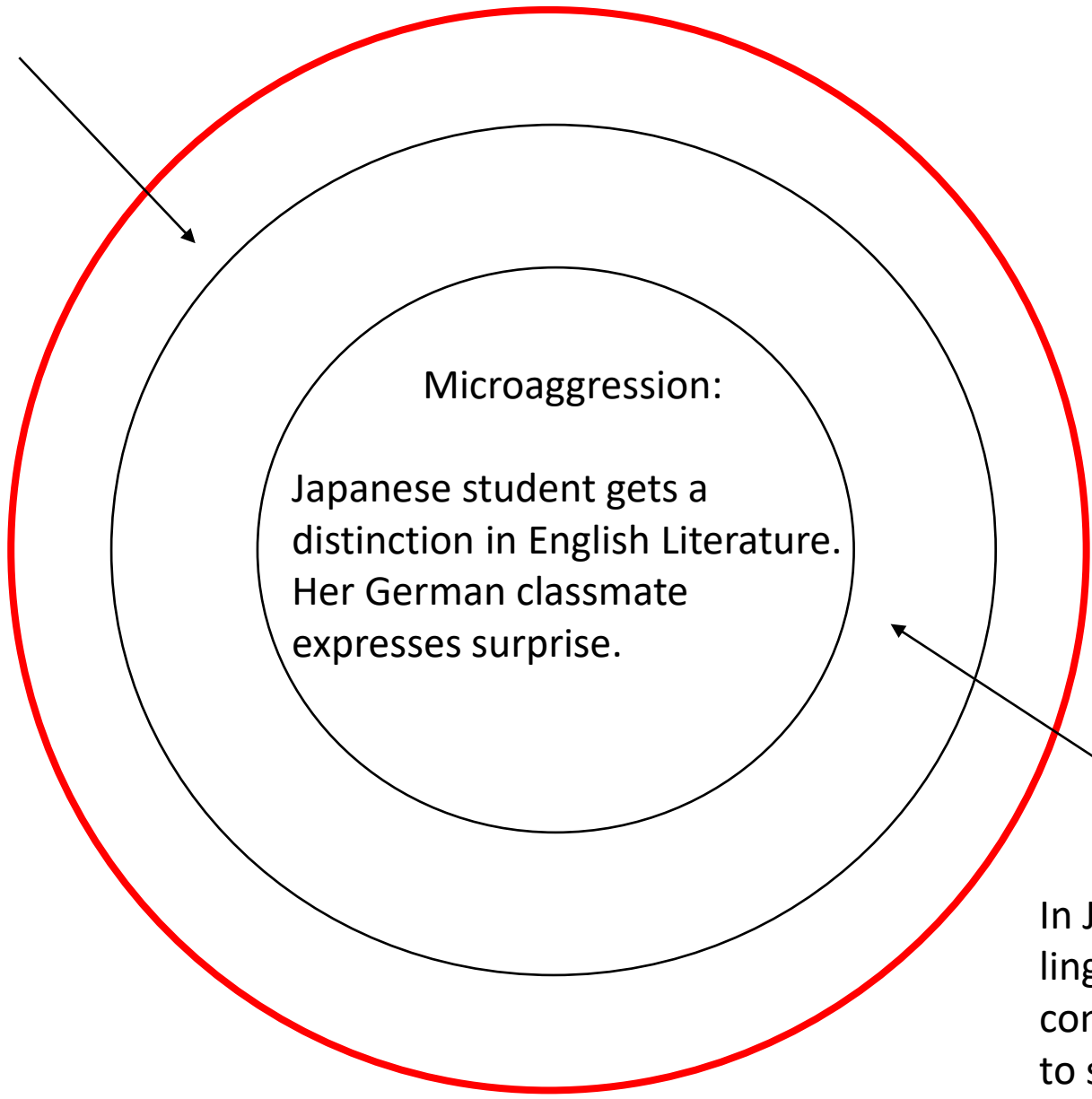
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Received pronunciation > German accent > **Minimum threshold** > Japanese accent.



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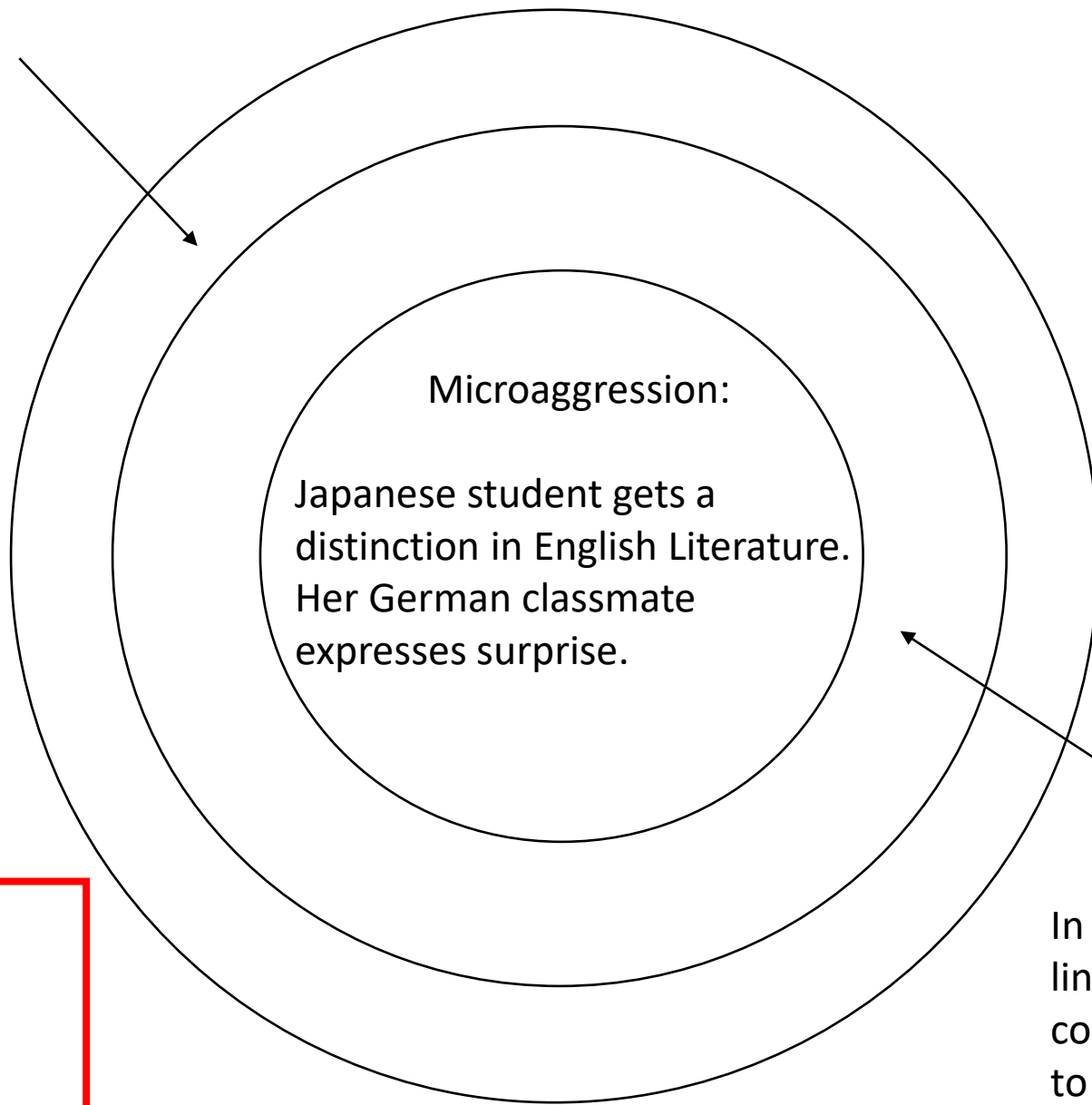
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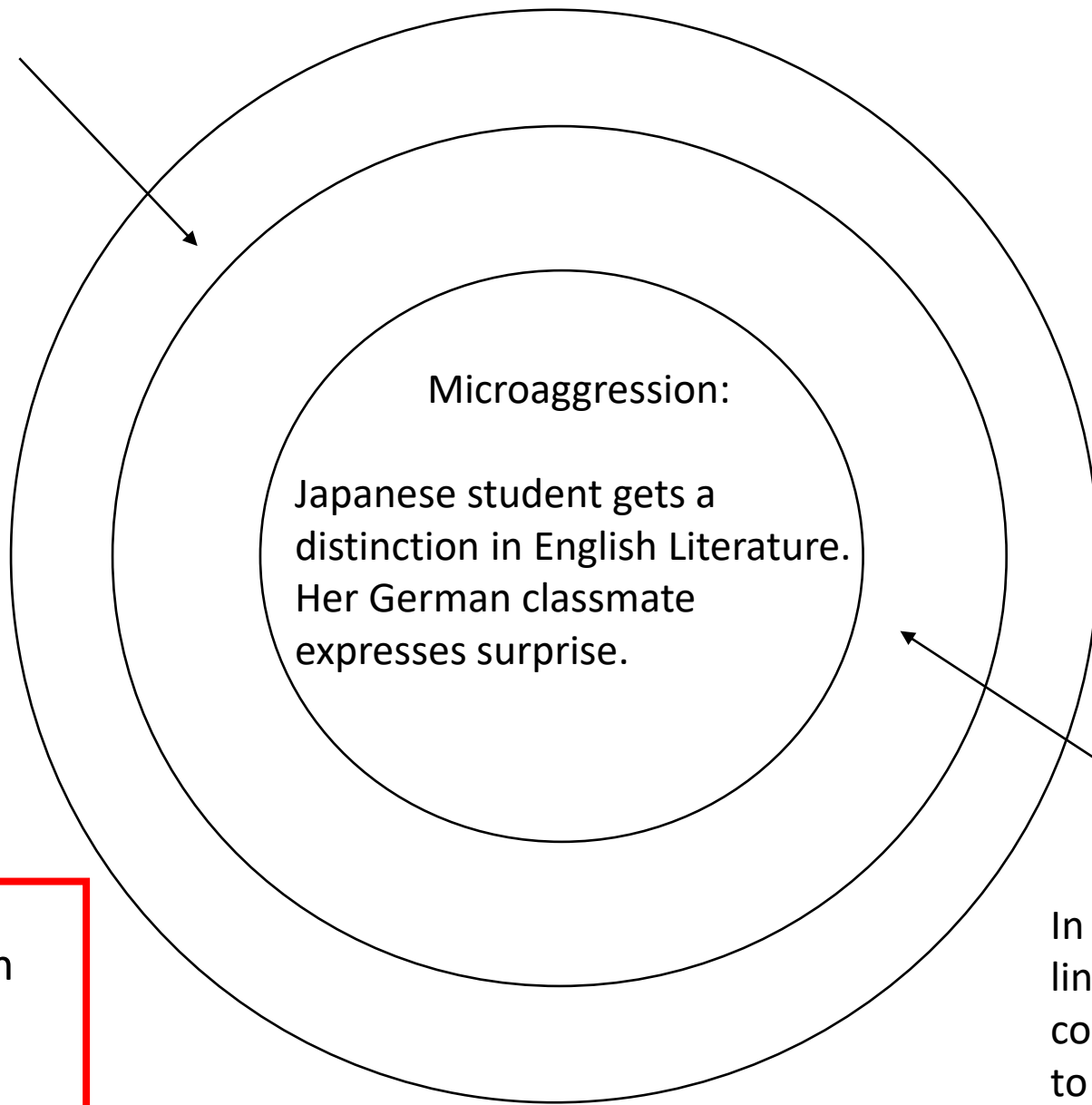
Note that neither physical appearance nor colour is in the set.

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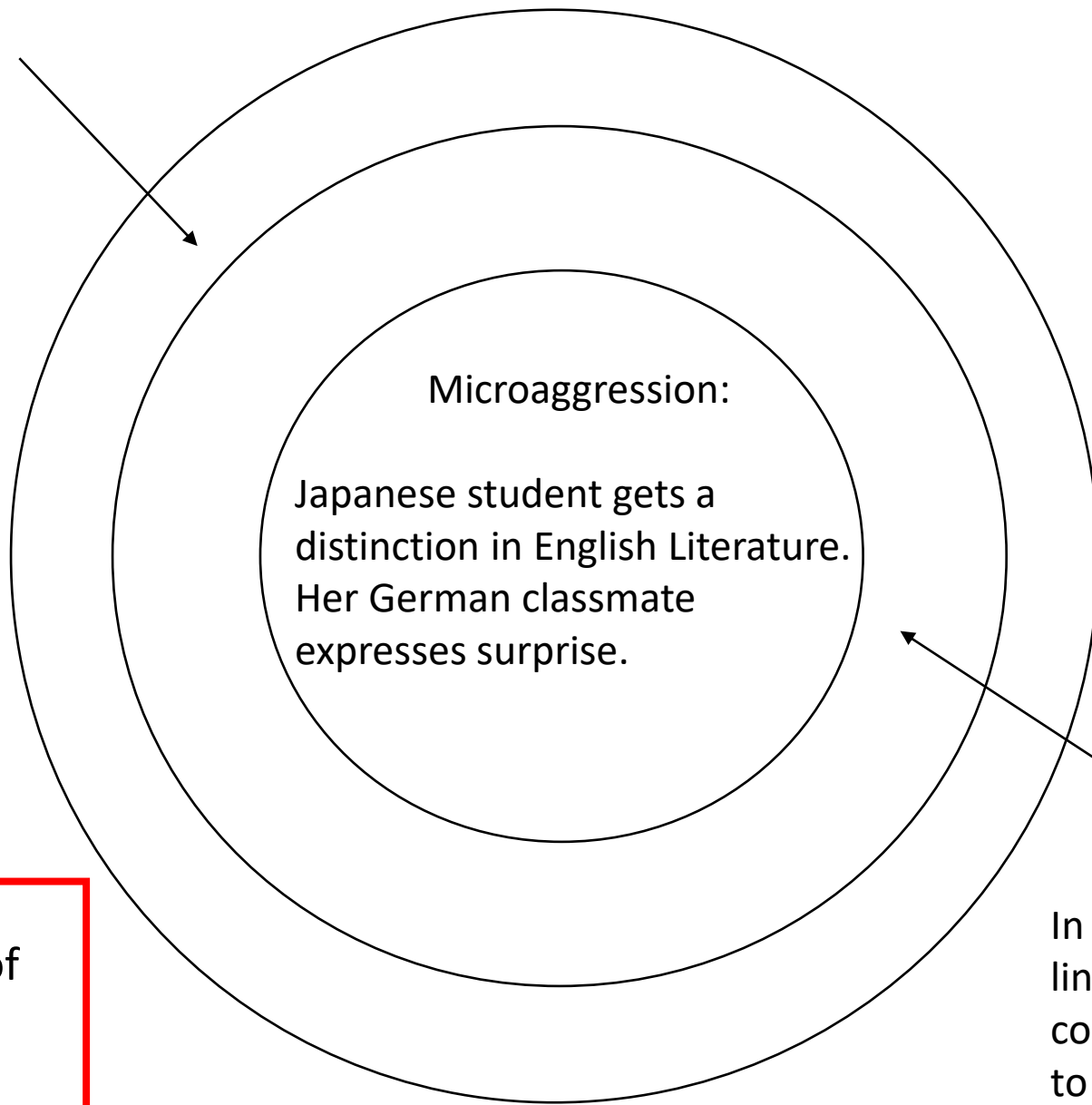
However, a white person is more likely to have a European accent.

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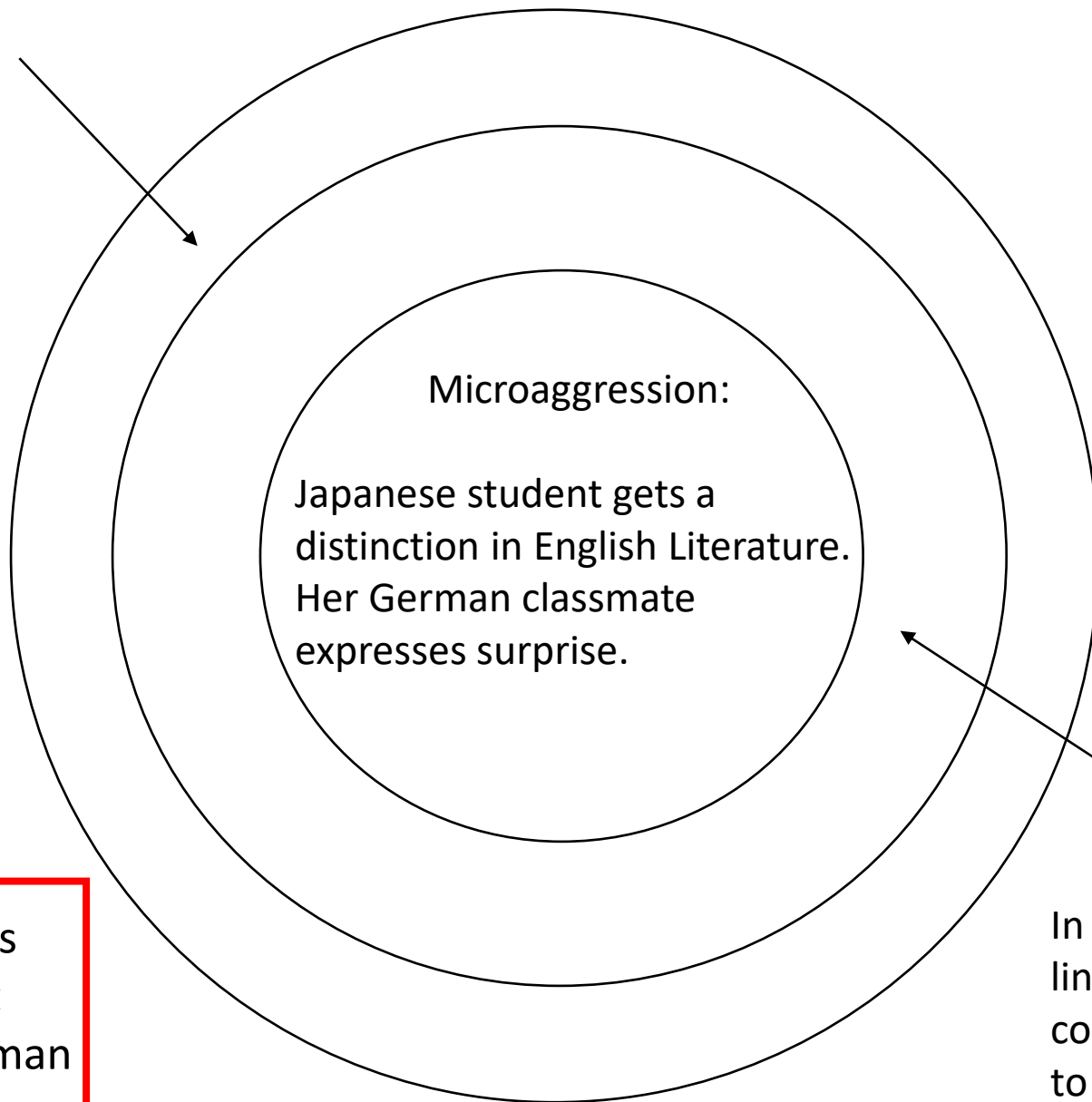
POC will feel conscious of their race regardless of the attacker's intention.

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Received pronunciation > German accent > Minimum threshold > Japanese accent.



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In Japan, she learnt English from a linguistic point of view. After coming to the UK, she was asked to sit an exam about Jane Austen.

Japanese student who has acquired the RP accent at Eton can replace the German student in our scenario.

Taxonomy

Three types of microaggressions

- Microassault: An explicit derogation characterised by an attack meant to hurt the intended victim, such as name-calling.

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'It's just a joke' or feigned
misunderstanding.

Asian woman:

'I am in Aisher Hall.'

White man with an exaggerated
facial expression:

'What? You're an Asian wh!re?'

Three types of microaggressions

- Microassault: An explicit derogation characterised by an attack meant to hurt the intended victim, such as name-calling.
- Microinsult: Subtle snubs, frequently unknown to the perpetrator, but clearly convey hidden insulting messages to people of colour.

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Context-dependent.

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Context-dependent.

Repetition.

White employee asks a black coworker, 'How did you get the job?'

This question is frequently heard in conversations about affirmative action.

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- **Microassault:** An explicit derogation characterised by an attack meant to hurt the intended victim, such as name-calling.
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- **Microinvalidation:** Communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of people of colour.

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16 examples of microaggressions

- Focus groups.
- Observations.
- Interviews.
- Systematic literature review.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

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- Focus groups.
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1. Assumption of criminality

A black man and a white man enter a lift.



(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

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(Williams *et al.*, 2021).

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A black man and a white man enter a lift.

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Both positive and negative.

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Both positive and negative.

Onyeama became the first black person to complete his studies at the prestigious school, and a 1972 book, which Eton tried to quash, detailed the daily racist abuse he suffered

As soon as Dillibe Onyeama was born, in January 1951, his father put his name down for Eton, the UK's most prestigious and expensive private school. No black child had gone there, but his father, a senior judge in [Nigeria](#) who had studied at Oxford, wanted him to have the best education he could possibly afford.

(Mohdin, 2022).

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

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A black man and a white man enter a lift.

2. Assumption of competence

Both positive and negative.

'**Shortcomings** in his school work were **attributed to him being black**. Even when he did well, **in sports**, for example, he was told it was down to the so-called **unnatural advantage his race afforded him.**'

(Mohdin, 2022).

(Sue *et al.*, 2007a).

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Racial identity is minimised by excluding depictions that represent it.

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Japanese student from our example learnt English from a linguistic point of view at home.

In our example, her curriculum contains literary works produced by dead white people only. She is judged by normative criteria set by living white people.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

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Both positive and negative.

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Racial identity is minimised by excluding depictions that represent it.

4. Environmental attacks

Depictions that insult a person's cultural group, history, or heritage.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

5. Myth of meritocracy

Notion that the determinants of success are unequivocally rooted in personal efforts.

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The Linguistics of
Color Blind Racism:
How to Talk Nasty about Blacks
without Sounding “Racist”

EDUARDO BONILLA-SILVA*
(Department of Sociology, Texas A&M University)

... Yes ... and no. I feel [**clears throat**]... someone should be able to ... have *something*, education, job, whatever ... ah ... because they've earned it, they deserve it, they have the ability to do it. You don't want to put a six year old as a *rocket scientist*. They don't have the ability. It doesn't matter if the kid's black or white. Ah ... as far as letting one have the job over another one just because of their race or their gender, I don't believe in that.

(Sue et al., 2007a).

(Sue et al., 2007b).

(Sue et al., 2008).

(Williams et al., 2021).

(Bonilla-Silva, 2002).

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7. Pathologising minority groups (othering)

People of colour are measured against 'whiteness'

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(Sue *et al.*, 2007b).

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(Williams *et al.*, 2021).

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People of colour are measured against 'whiteness'

Asking a black person, 'Why are you so animated?'

Asking an Asian person, 'Why are you so quiet?'

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

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People of colour are measured against 'whiteness'

German student says to Japanese student, 'You still have an accent.'

Macroaggression or ideology:

Received pronunciation > German accent
> **Minimum threshold** > Japanese accent.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

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People of colour are measured against 'whiteness'

8. Second-class status and invisibility

Female doctor mistaken for a nurse.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

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Female doctor mistaken for a nurse.

9. Tokenism

Diverse but not inclusive.
Automatic homogenisation.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

Bowyer insists: 'I am no racist'

"If people were inferring that I was a racist, well that's their opinion, but it was ludicrous really. I was brought up in a mixed community in London and all my friends and schoolboy pals were from different nationalities.

(Tynan, 2003).

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16 examples of microaggressions

How Barack Obama defied history

By Nick Bryant
BBC News, Washington

To measure fully the historical achievement of Barack Obama's victory it is worth recalling what America looked like in 1961, the year of his birth.

Back then, much of the American South remained segregated, the races separated from the cradle to the grave. Black people - or Negroes as they were known then - were born in segregated hospitals, educated in segregated school systems and buried in segregated graveyards.

Handed down in 1954, the Supreme Court's Brown decision, which called for the integration of southern schools, had been met in many southern communities with a campaign of "massive resistance".

For segregationist die-hards it became the twisted metaphor of the age, as they fought to uphold a system of racial apartheid that was known by the deceptively friendly aphorism, Jim Crow.



Barack Obama's long road to the White House

[Open](#) [In pictures](#)

US08 FULL ELECTION COVERAGE

Electoral College votes Winning post 270

Obama - Democrat **365**

McCain - Republican **173**

Select from the list below to view state level results.

Select a state

▸ Full election results

KEY STORIES

- World leaders hail Obama triumph
- Full text: Obama's victory speech
- Missouri loses bellwether status
- Six-term senator loses in Alaska
- Democrats score huge Congress win
- California bans same-sex marriage

ANALYSIS



Dream come true
How Obama defied the past to shape the future

Bowyer insists: 'I am no racist'

"If people were inferring that I was a racist, well that's their opinion, but it was ludicrous really. I was brought up in a mixed community in London and all my friends and schoolboy pals were from different nationalities.

(Tynan, 2003).

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Automatic homogenisation.

(Bryant, 2008).

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

10. Not a true citizen

People of colour are often assumed to be foreign-born.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

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16 examples of microaggressions

10. Not a true citizen

People of colour are often assumed to be foreign-born.

Some first-generation immigrants are more readily accepted as American or British.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

11. Forced categorisation

Mere possibility of exposure to stereotypes disconnects a person of colour from their lived experience

(Sue *et al.*, 2007a).

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**Dr Kenneth Wertheim,
Lecturer, Centre of
Excellence for Data Science
& Artificial Intelligence
Modelling**

Kenneth completed their undergraduate MEng in chemical engineering at Imperial College London, postgraduate MS in chemical engineering at Columbia University, and PhD in bioengineering at the University of Southampton. They have studied or worked in Hong Kong, Australia, and Argentina too. Although the systems theorist is a lecturer at the Centre of Excellence for Data Science, Artificial Intelligence, and Modelling, they work in the fields of systems biology and computational medicine. Their current focus is on neuroblastoma.

Kenneth, who also goes by the name 11250205, identifies as aracial, acultural, and agender: a global citizen without a home country. Motivated by their lived experiences as an outsider on five continents—a feeling accentuated by their being autistic—they advocate social justice in education, especially linguistic justice.

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‘Being squeezed into a one-size-fits-all box that overlooks the complexity of a person’s identity.’

(Williams *et al.*, 2021).

(Sue *et al.*, 2007a).

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‘Individuals who identify as biracial or multiracial may struggle to feel accepted and experience identity confusion; they may also experience social pressure to identify with a single, foreclosed identity.’

(Williams *et al.*, 2021).

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

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‘Intersectional experiences of people of color (*sic*) who also possess a marginalized (*sic*) gender identity, sexual orientation, or religion may also be ignored or minimized (*sic*).’

(Williams *et al.*, 2021).

(Sue *et al.*, 2007a).

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(Williams *et al.*, 2021).

12. Connect via stereotypes

Use of stereotyped speech or behaviour to connect and communicate.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

11. Forced categorisation

Mere possibility of exposure to stereotypes disconnects a person of colour from their lived experience

Blackface is a historical practice that dates back around 200 years. It's seen as racist and many people find it deeply offensive.

It commonly refers to when someone (typically with white skin) paints their face darker to resemble a black person.

But it isn't just about painting skin a different colour.

Blackface was a practice in which black people were mocked for the entertainment of white people, and negative stereotypes were promoted across the US and Europe.

In the early 19th Century, white actors called minstrel performers used to paint their faces black and do comedy routines about black people, which were racist.

("What is blackface?", 2020).

12. Connect via stereotypes

Use of stereotyped speech or behaviour to connect and communicate.

(Sue et al., 2007a).

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In the early 19th Century, white actors called minstrel performers used to paint their faces black and do comedy routines about black people, which were racist.

("What is blackface?", 2020).

It is also an example of cultural appropriation.

(Sue et al., 2007a).

(Sue et al., 2007b).

(Sue et al., 2008).

(Williams et al., 2021).

16 examples of microaggressions

13. False color blindness

Reluctance to acknowledge race as a factor and focus on shared humanity.

Tension with forced racialization (11) and stereotypes (12)?

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

13. False color blindness

Reluctance to acknowledge race as a factor and focus on shared humanity.

Tension with forced racialization (11) and stereotypes (12)?

‘People of color (*sic*) **may welcome the idea** that they could be treated equally by others rather than being racialized (*sic*). However, they **do not actually believe** that their race is unseen or unnoticed by those individuals professing color (*sic*) blindness.’

(Williams *et al.*, 2021).

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

13. False color blindness

Reluctance to acknowledge race as a factor and focus on shared humanity.

14. Avoidance

People of colour and/or difficult discussions about race are avoided.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

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15. Denial

Performative allyship, rationalization, victim blaming, and projection.

Bowyer insists: 'I am no racist'

"If people were inferring that I was a racist, well that's their opinion, but it was ludicrous really. I was brought up in a mixed community in London and all my friends and schoolboy pals were from different nationalities.

(Tynan, 2003).

(Sue *et al.*, 2007a).

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I think they segregate themselves. Or, I mean, I don't know how everybody else is, but I would have no problem with talking with or being friends with a black person or any other type of minority. I think they've just got into their heads that they are different and, as a result, they're pulling themselves away.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

(Bonilla-Silva, 2002).

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Performative allyship, rationalization, victim blaming, and projection.

Asian woman uses a European husband's name and is called a white worshipper.

European woman uses an Asian husband's name and is called humble and respectful.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

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Performative allyship, rationalization, victim blaming, and projection.

习近平: This is a Chinese name.

Xi Jinping: This is **NOT** a Chinese name.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

16. Exoticisation

Sexualised stereotypes.

2.4 million heterosexual interactions on an Facebook dating app, Are You Interested (AYI).

(King, 2013).

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

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Asian, Latina, and White women all preferred white men over men from the other racial groups.

Black, Latino, and White men all preferred Asian women.

(Sue *et al.*, 2007a).

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(King, 2013).

Asian, Latina, and White women all preferred white men over men from the other racial groups.

Black, Latino, and White men all preferred Asian women.

Asian men got fewer responses than the other racial groups.

Black women got fewer responses than the other racial groups.

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

16. Exoticisation

Sexualised stereotypes.

‘One Korean American woman indicated that she is frequently approached by White (*sic*) men who are very forthcoming with their **“Asian fetishes” of subservience and pleasing them sexually.**’

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16 examples of microaggressions

16. Exoticisation

Sexualised stereotypes.

‘One Korean American woman indicated that she is frequently approached by White (*sic*) men who are very forthcoming with their **“Asian fetishes” of subservience and pleasing them sexually.**’

(Sue *et al.*, 2007b).

‘One participant was quite vocal in stating that the continual subjugation of Asian American women to roles of sexual objects, domestic servants, and exotic images of Geishas, ultimately **“equates our identities to that of passive companions to White (*sic*) men.”**’

(Sue *et al.*, 2007b).

(Sue *et al.*, 2007a).

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(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

16. Exoticisation

Sexualised stereotypes.

Racial stereotypes are gendered such that within the United States (US), Asians are stereotypically considered as more feminine than Black and White people (Galinsky et al., 2013; Johnson et al., 2012; Wilkins et al., 2011). Asian women are seen as exotic and objects of sexual desires (Hwang & Parreñas, 2021) and Asian men are seen as effeminate and asexual (Espiritu, 1997; Iwamoto & Kaya, 2016). As such, the broader Asian category is typically seen as more feminine than other racial groups in the US. Yet the emasculation of Asian men seems to be limited to *East* Asian men because this feminized image does not coincide with the stereotype of *South* Asian men as dangerous, religious terrorists (Thangaraj, 2015).

(Goh et al., 2023).

(Sue et al., 2007a).

(Sue et al., 2007b).

(Sue et al., 2008).

(Williams et al., 2021).

16 examples of microaggressions

16. Exoticisation

Sexualised stereotypes.

“Just the term `black women’ conjures up thoughts of **an overweight, dark-skinned, loud, poorly educated person with gold teeth yelling at somebody in public.** I hope that doesn’t make me racist but honestly that’s the 1st thing I think of.”

Lee, middle class white male in his 30’s, from Florida

(Slatton, 2012).

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

16 examples of microaggressions

16. Exoticisation

Sexualised stereotypes.

My next EDI seminar?

- ~~Linguistic justice.~~
- Colonial education.
- Critical race theory.
- ~~Cultural appropriation.~~
- **Patriarchy.**
- Neurodiversity.
- **Intersectionality.**
- ~~Microaggressions.~~
- **LGBTQ+.**

(Sue *et al.*, 2007a).

(Sue *et al.*, 2007b).

(Sue *et al.*, 2008).

(Williams *et al.*, 2021).

Only gegenpressing can
beat tiki-taka

Did it occur?

Microaggression:

Japanese student gets a
distinction in English Literature.
Her German classmate
expresses surprise.

Did it occur?

Reliance on experiential reality.
Comparison with other life
experiences to 'connect the dots'.

Microaggression:

Japanese student gets a
distinction in English Literature.
Her German classmate
expresses surprise.

Did it occur?

She got **yelled at** by **other students** for speaking Japanese in her private conversations with friends. **Multiple times.**

Her Italian classmates were **politely asked** to speak English by a **teacher** on **one occasion.**

Microaggression:

Japanese student gets a distinction in English Literature.
Her German classmate expresses surprise.

Did it occur?

She got **yelled at** by **other students** for speaking Japanese in her private conversations with friends. **Multiple times.**

Her Italian classmates were **politely asked** to speak English by a **teacher** on **one occasion.**

Teacher > Italian student > Japanese student.

Microaggression:

Japanese student gets a distinction in English Literature.
Her German classmate expresses surprise.

Did it occur?

All the Asian people that live in all the apartments around me...and everybody that they know that they brought along from Asia with them comes here on the weekends to do their laundry, buy their groceries, and cook their food for the week.

It's seriously without fail, you will always see old Asian people running around this apartment complex every weekend. That's what they do. They don't teach their kids to fend for themselves...

Hi. In America we do not talk on our cell phones in the library...I'll be typing away furiously, blah blah blah, and then all of the sudden, when I'm about to, like, reach an epiphany, over here from somewhere, 'OHH Ching chong ling long ting tong? OHH'

(Alexandra Wallace, 2011).

Did it occur?

She got yelled at by other students for speaking Japanese in her private conversations with friends. Multiple times.

Her Italian classmates were politely asked to speak English by a teacher on one occasion.

Microaggression:

Japanese student gets a distinction in English Literature.
Her German classmate expresses surprise.

While her **Japanese accent** was described as **difficult to understand**, a classmate's **French accent** was described as **sexy**.

Did it occur?

She got yelled at by other students for speaking Japanese in her private conversations with friends. Multiple times.

Her Italian classmates were politely asked to speak English by a teacher on one occasion.



Microaggression:

Japanese student gets a distinction in English Literature.
Her German classmate expresses surprise.

While her Japanese accent was described as difficult to understand, a classmate's French accent was described as sexy.

When the **same people needed her** help with physics problems, they **could understand her** perfectly.

Did it occur?

She got yelled at by other students for speaking Japanese in her private conversations with friends. Multiple times.

Her Italian classmates were politely asked to speak English by a teacher on one occasion.

Microaggression:

Japanese student gets a distinction in English Literature.
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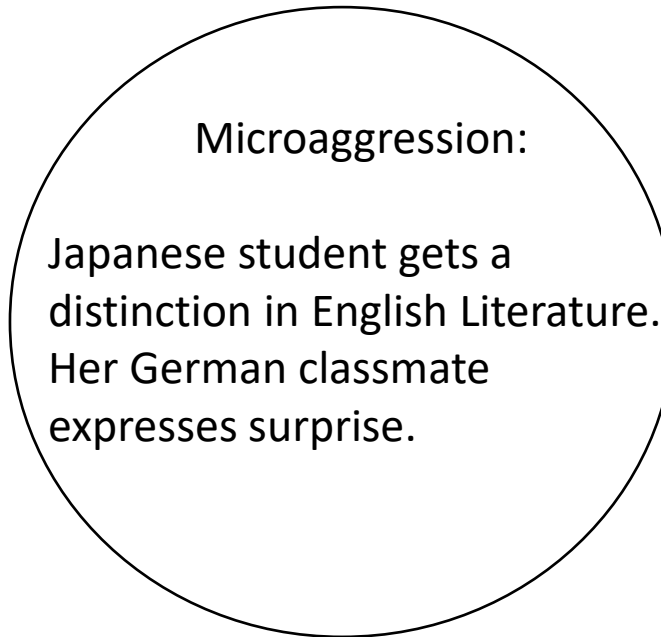
When the same people needed her help with physics problems, they could understand her perfectly.

Her German classmate gets a distinction too, but no one is questioning him despite his strong German accent.

Did it occur?

She got yelled at by other students for speaking Japanese in her private conversations with friends. Multiple times.

Her Italian classmates were politely asked to speak English by a teacher on one occasion.



While her Japanese accent was described as difficult to understand, a classmate's French accent was described as sexy.

When the same people needed her help with physics problems, they could understand her perfectly.

Her German classmate gets a distinction too, but no one is questioning him despite his strong German accent.

Revisiting traumatic experiences!

How should I respond?

Microaggression:

Japanese student gets a
distinction in English Literature.
Her German classmate
expresses surprise.

How should I respond?

Microaggressions are the following:

- **Ambiguous.**

If I confront the bigot,
how can I prove it?

Microaggression:

Japanese student gets a
distinction in English Literature.
Her German classmate
expresses surprise.

How should I respond?

Microaggressions are the following:

- Ambiguous.
- **Cumulative.**

If I confront the bigot,
how can I prove it?

Is it worth the effort?

Microaggression:

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If I confront the bigot,
how can I prove it?

Is it worth the effort?

Microaggression:

Japanese student gets a
distinction in English Literature.
Her German classmate
expresses surprise.

Most common response is to do nothing.

- Denial of one's experiential reality.
- Loss of confidence and integrity.
- Pent-up anger and frustration.

How will the attacker respond?

Responding is likely to engender negative consequences:

- Another microaggression.

Microaggression:

Japanese student gets a distinction in English Literature.
Her German classmate expresses surprise.

How will the attacker respond?

Responding is likely to engender negative consequences:

- **Another microaggression.**

1. Rationalisation:

‘Your spoken English is not up to standard.’

Microaggression:

Japanese student gets a distinction in English Literature. Her German classmate expresses surprise.

How will the attacker respond?

Responding is likely to engender negative consequences:

- **Another microaggression.**

1. Rationalisation:

‘Your spoken English is not up to standard.’

2. Moving the goalposts:

‘Physics must be so easy for you.’

Microaggression:

Japanese student gets a distinction in English Literature. Her German classmate expresses surprise.

How will the attacker respond?

Responding is likely to engender negative consequences:

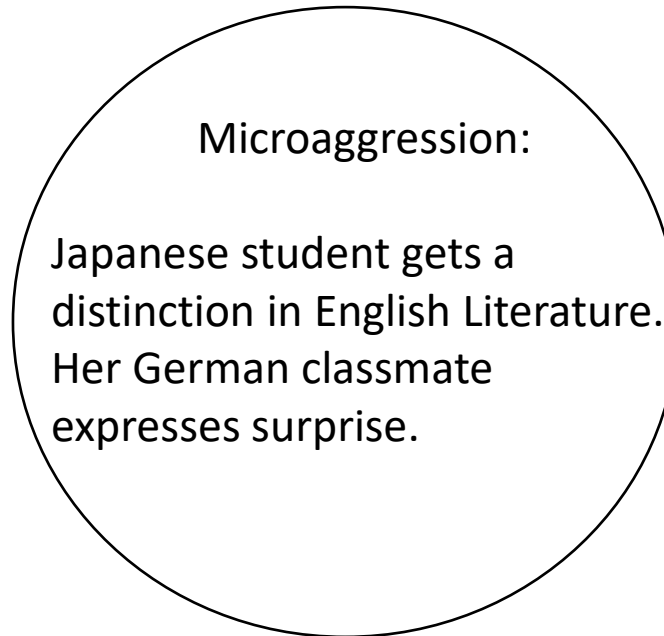
- **Another microaggression.**

1. Rationalisation:

‘Your spoken English is not up to standard.’

2. Moving the goalposts:

‘Physics must be so easy for you.’



3. Invalidation:

‘Just chill.’

How will the attacker respond?

Responding is likely to engender negative consequences:

- **Another microaggression.**

1. Rationalisation:

‘Your spoken English is not up to standard.’

2. Moving the goalposts:

‘Physics must be so easy for you.’

Microaggression:

Japanese student gets a distinction in English Literature. Her German classmate expresses surprise.

3. Invalidation:

‘Just chill.’

4. Accusation of hypocrisy:

‘You questioned me when I spoke Japanese too.’

How will the attacker respond?

Responding is likely to engender negative consequences:

- **Another microaggression.**

1. Rationalisation:

‘Your spoken English is not up to standard.’

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Microaggression:

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3. Invalidation:

‘Just chill.’

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‘You questioned me when I spoke Japanese too.’

5. Confirmation of stereotypes:

‘You Asians can’t take a joke.’

How will the attacker respond?

Responding is likely to engender negative consequences:

- Another microaggression.
- **Greater hostility in the long run.**

1. Rationalisation:

‘Your spoken English is not up to standard.’

2. Moving the goalposts:

‘Physics must be so easy for you.’

Microaggression:

Japanese student gets a distinction in English Literature. Her German classmate expresses surprise.

3. Invalidation:

‘Just chill.’

4. Accusation of hypocrisy:

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‘You Asians can’t take a joke.’

Catch-22

Damned if you do, and damned if you don't.

racial attitudes and express discriminatory behaviors. The cumulative nature of these innocuous expressions is detrimental to racial minorities because they sap the energy of recipients which impairs performance in multitude of settings (Omi and Winant 1994; Sue et al. 2007a, b).

(Wong *et al.*, 2014).

(Sue *et al.*, 2007a).

well-being. Our review found that perceived psychological distress in ethnic and racial minority groups (e.g., anxiety, diminished self-esteem, diminished self-efficacy, etc.) as the result of experiencing racial microaggressions has been documented in several settings, namely therapy (Constantine 2007; Crawford 2011; Morton 2011; Owen et al. 2011; Schoulte et al. 2011; Sue et al. 2008a, b, c), clinical supervision (Barnes 2011; Beaumont 2010; Constantine and Sue 2007), academia (Cartwright et al. 2009; Constantine et al. 2008; Sue et al. 2008, 2009, 2011), university classrooms and environment (Blume et al. 2012; Gomez

(Wong *et al.*, 2014).

Catch-22



Microaggressions hurt because they are the following:

- Ambiguous.
- Cumulative.

Tiki-taka emphasises quick and precise passing, and constant player movement.

- Difficult to anticipate next move.
- Under constant pressure.
- Physically tiring.
- Mentally, lapses in concentration.

Catch-22



Microaggressions hurt because they are the following:

- Ambiguous.
- Cumulative.

Gegenpressing relies on immediately pressuring the opposing ball carrier after losing possession.

- Pressing limits options for passing to clarify the next move.
- Winning the ball in advanced areas to disrupt build-up.

Microinterventions

We define microinterventions as the everyday words or deeds, whether intentional or unintentional, that communicates to targets of microaggressions (a) validation of their experiential reality, (b) value as a person, (c) affirmation of their racial or group identity, (d) support and encouragement, and (e) reassurance that they are not alone. The term (Sue *et al.*, 2019).

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Make the `invisible' visible.

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Make the 'invisible' visible.

White man says to her, 'This side is crowded. There's more space next to that gentleman.'

Let the offender save face by redoing it after revealing the 'invisible'.



Microinterventions

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Make the 'invisible' visible. **Disarm the microaggression.**

Direct confrontation, stopping rather than redefining the 'invisible'.

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Make the `invisible' visible.

Disarm the microaggression.

Onyeama became the first black person to complete his studies at the prestigious school, and a 1972 book, which Eton tried to quash, detailed the daily racist abuse he suffered

As soon as Dillibe Onyeama was born, in January 1951, his father put his name down for Eton, the UK's most prestigious and expensive private school. No black child had gone there, but his father, a senior judge in **Nigeria** who had studied at Oxford, wanted him to have the best education he could possibly afford.

(Mohdin, 2022). `I do not agree with you!'

Microinterventions

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Make the 'invisible' visible.

Disarm the microaggression.

Educate the offender.

- Appeal to their values.
- Point out commonalities with the target.
- Explain benefits.
- Promote empathy.

Best in private. Let the target educate the offender.

Microinterventions

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Make the `invisible' visible.

Disarm the microaggression.

Educate the offender.

While her Japanese accent was described as difficult to understand, a classmate's French accent was described as sexy.

`You would struggle at a multinational corporation if you couldn't understand foreign accents.'

Microinterventions

We define microinterventions as the everyday words or deeds, whether intentional or unintentional, that communicates to targets of microaggressions (a) validation of their experiential reality, (b) value as a person, (c) affirmation of their racial or group identity, (d) support and encouragement, and (e) reassurance that they are not alone. The term (Sue *et al.*, 2019).

Make the 'invisible' visible.

Disarm the microaggression.

Educate the offender.

Seek external and institutional support.

- Self-care: counselling and support groups.
- Institutions: systematic changes, strong power differentials.

Microinterventions

We define microinterventions as the everyday words or deeds, whether intentional or unintentional, that communicates to targets of microaggressions (a) validation of their experiential reality, (b) value as a person, (c) affirmation of their racial or group identity, (d) support and encouragement, and (e) reassurance that they are not alone. The term (Sue *et al.*, 2019).

Make the 'invisible' visible.

Disarm the microaggression.

Educate the offender.

Seek external and institutional support.

Curriculum contains literary works produced by dead white people only. She is judged by normative criteria set by living white people.

Use positive rather than normative criteria.

Conclusion

- Racism is like drug-resistant cancer. Cannot be conquered but can be kept at bay.
- Modern racism is experienced as microaggressions.
- Racial microaggressions are embedded in institutional racism and ideology, which are legacies of colonialism, slavery, and traditional racism.
- Three types (microassault, microinsult, microinvalidation) and 16 examples.
- Microaggressions hurt by being ambiguous and cumulative like tiki-taka.
- Microinterventions reveal and disrupt them like gegenpressing.

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