

Not pronouncing or spelling an individual's name correctly

People moving away from you or holding their breath when around you

Not giving eye contact when the individual is speaking

Making assumptions about skills/abilities/temperament of the individual based on stereotypes

Interrupting an individual when they are speaking

Ignoring what you have said/instructed and asking other people for clarity or confirmation

Ignoring individuals in meetings and in the workplace

Dismissing an individual's opinion or perspective

Subjecting an individual to more criticism and harder judgement compared to their white counterparts

Continually arranging team social events based around alcohol, thereby making an individual feel unwelcome

A lack of awareness of personal space and personal boundaries which can lead to uncomfortableness

Making assumptions about seniority. The micro-aggressive assumption being that the most senior person in the room is white



What does a microaggression look like?