

## Activity 3: Themes and Messages with Microinsults

Match the theme with the associated message. An answer key is available in the resource list.

**A. Ascription of Intelligence**

**B. Pathologizing cultural values /communication styles**

**C. Assumption of Abnormality**

**D. Sexual Objectification**

**E. Criminality/Assumption of Criminal Status**

**F. Second-Class Citizen**

  **A**   "He is so articulate"

  **F**   "You people..."

  **C**   "Transgendered people are mentally ill"

  **A**   "You are a credit to your race!"

  **A**   "You Chinese people are really good at science!"

  **F**   Lecturer calls on male students more frequently than female students

  **C**   "LGBTQIA+ people are promiscuous"

  **F**   Black professional mistaken for a service worker

  **F**   "She is a good female scientist..."

  **C**   "The way you have overcome your disability is so inspiring!"

  **E**   Following a person of color in a store

  **E**   Security questioning the credential so of faculty of color

  **D**   Commenting on the appearance or attractiveness of a female colleague

  **D**   "Yellow fever" - exoticizing Asian and Asian-American women

# Activity 4: Themes and Messages with Microinvalidations

Match the theme with the associated message. Answer key is available in the resource list.

**A. Alien in one's own land**

**B. Denial of Individual Racism/  
Sexism/Heterosexism**

**A** "If you don't like it here, go back to where you came from!"

**D** "Everyone can succeed if they work hard enough!"

**A** "No, where are you REALLY from..."

**B** "I'm not homophobic, I have a gay friend!"

**C** Downplaying differences in treatment to women, trans individuals or non-binary people

**B** "I have nothing against interracial marriage, but I worry about the children."

**C. Minimization of color, gender, and sexual orientation**

**D. Myth of meritocracy**

**D** Affirmative action is reverse racism

**C** "I don't see you as Black..."

**C** "There's only one race, the human race..."

**A** "You speak great English."

**B** "I hire men and women and treat them both the same..."

