

## Handout to Activity 20: Micro-aggression & Language Interpretation Version A

Columns A Statements	Column B Possible interpretations
That's so gay.	You are not American
The only race is the human race.	Being gay is unacceptable
"[To an Asian student] "Can you help me with my math homework?"	Your appearance dictates your skills or knowledge.
"[A White woman to a Black woman] "As a woman, I understand what you experience as a minority."	I'm not racist, because I'm oppressed like you.
No, where are you really from?	Your experiences as a minority are not different from anyone else's.

## Version B

<b>Columns A Statements</b>	<b>Column B Possible interpretations</b>
[To a girl] "Math is hard, isn't it?"	People with disabilities are less important, likeable, or competent.
"You don't even seem Black."	Everyone from your group acts the same.
How did your mom react when she found out you were a lesbian?	Women have inferior abilities.
I don't see color.	Being a lesbian is not normal.
That's retarded.	Your experiences are a minority are invalid.

## Version C

<b>Columns A</b> <b>Statements</b>	<b>Column B</b> <b>Possible interpretations</b>
Why are all Black women so loud?	You are lazy.
You throw like a girl.	You should assimilate to the dominant culture.
You can succeed if you try hard enough.	Your identity is invalid.
Being gay is just a phase.	Feminine traits are undesirable.
You are a credit to your race.	People of your background are unintelligent.

## Version D

<b>Columns A</b> <b>Statements</b>	<b>Column B</b> <b>Possible interpretations</b>
[Professor to Slovenian student during class] "What do Slovenians think about this situation?"	Feminine traits are undesirable.
»You speak English (German, Dutch,..) very well."	Blacks are all criminals.
Don't be a sissy.	I am not racist.
[A Slovakian person to others] "I have lots of Roma friends."	Your experiences are interchangeable with anyone else in your racial group.
[Store manager to employees] "Keep an eye on the Black shoppers."	You are not native.

## Version E

<b>Columns A Statements</b>	<b>Column B Possible interpretations</b>
[To a woman with a headscarf] “What are you hiding in there?”	Everyone has enough money for common items.
It's almost like you're not Black.	You should conform to your expected role.
[To a female graduate student] “You sure are opinionated.”	You have no self-control.
Everyone take out your smartphones. Let's take a poll.	All Muslims are terrorists.
[To a larger woman] “Should you be eating that?”	You don't fit the stereotypes of your group.