**TRIGGER TERM**

Microaggression

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| **HARMFUL DETOUR**  | **HEALING REDIRECT**  |
| If I don’t mean any harm, I can’t commit a microaggression. | What defines microaggressions are their impact. They can be both intentional and unintentional, whether they are [verbal, behavioral or environmental](https://gim.uw.edu/sites/gim.uw.edu/files/fdp/Microagressions%20File.pdf) (e.g., a lack of representative diversity in library signage). While microaggressions occur between individuals, their origins and impact are more than personal. They are inseparable from the macro systems they reinforce. Because they are so deeply embedded in society, it can be difficult to recognize microaggressions without applying a systemic lens. |
| They are called “micro” aggressions because they are insignificant. Talking about them is a sign of “victim mentality.” | Microaggressions are often subtle, but [research shows](https://journals.sagepub.com/doi/full/10.1177/1745691619827499) that their impact can be profound and just as harmful as more overt discrimination. While a single microaggression may be a slight event, they occur multiple times each day for many members of marginalized groups, causing serious long-term harm to physical and mental health and well-being. |