



Listening for Bias: Responding to Racial Microaggressions



Practice with a Partner: Using the Racial Microaggressions handout, can you identify the themes in each of the statements, below? Can you identify the message and the impact of these statements? *For three of these microaggressions, think about how you would use the focusing frames to structure the opening lines of a comment to someone who made these statements or to someone who is responsible for the environment.*

Theme	Microaggression: What you hear or see	Impact/Message	Focusing Frame: What would you say?
	To a light-skinned person of color: "What are you?"		
	To an African American keynote speaker: "You're so articulate and your writing is so clear—I appreciate you being a role model for these unmotivated Black students."		
	"I have a disability, so I totally understand what it's like to be discriminated against as a person of color."		
	A successful hair salon and spa in a mall (with a large "Welcome" sign at the desk) displays only white models in the large pictures on the walls.		
	A white person is served first by the office staff when a person of color has arrived earlier and is waiting.		
	An aide on your student's bus says, "I wish these new kids would learn to speak English. Don't they want to be real Americans?"		
	A friend tells you a story of asking her Latina friend to record the message on her phone so that "people will think we have a maid."		
	A white colleague says, "I don't think that still happens; we're beyond that" when two women of color express their fears about how their sons might be "profiled" by law enforcement.		