

Diversity Resources Tab

Microaggression: A subtle but offensive comment or action directed at a minority or other nondominant group that is often unintentional or unconsciously reinforces a stereotype.

Microassaults: Conscious and intentional actions or slurs, such as using racial epithets, displaying swastikas or deliberately serving a white person before a person of color in a restaurant.

Microinsults: Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system.

Microinvalidations: Communications that subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color. For instance, white people often ask Asian-Americans where they were born, conveying the message that they are perpetual foreigners in their own land.

(Retrieved from: <http://www.dictionary.com/browse/microaggression>;
<http://www.apa.org/monitor/2009/02/microaggression.aspx>;
http://www.nytimes.com/2014/03/22/us/as-diversity-increases-slights-get-subtler-but-still-sting.html?_r=0)

Hate speech: Speech that attacks, threatens, or insults a person or group on the basis of national origin, ethnicity, color, religion, gender, gender identity, sexual orientation, or disability.

(Retrieved from: <http://www.dictionary.com/browse/hate-speech>;
http://www.americanbar.org/groups/public_education/initiatives_awards/students_in_action/debate_hate.html)

Privilege: A right, immunity, or benefit that is unearned and enjoyed only by a person or group beyond the advantages of most and is supported by laws, rules, customs and conventions.

(Retrieved from: <http://www.dictionary.com/browse/privilege?o=1>;
<http://www.agjohnson.us/glad/what-is-a-system-of-privilege/>;
[http://www.mssresearch.org/?q=Structural Definition of Social Privilege](http://www.mssresearch.org/?q=Structural+Definition+of+Social+Privilege);
<https://asusequity.wordpress.com/equity-101/a-brief-discussion-of-privilege/>)

White privilege: A set of advantages and/or immunities that white people benefit from on a daily basis beyond those common to all others.

(Retrieved from: <https://www.mtholyoke.edu/org/wsar/intro.htm>;
<https://asusequity.wordpress.com/equity-101/a-brief-discussion-of-privilege/>)