A landmark volume exploring covert bias, prejudice, and discrimination with hopeful solutions for their eventual dissolution

Exploring the psychological dynamics of unconscious and unintentional expressions of bias and prejudice toward socially devalued groups, *Microaggressions and Marginality: Manifestation, Dynamics, and Impact* takes an unflinching look at the numerous manifestations of these subtle biases. It thoroughly deals with the harm engendered by everyday prejudice and discrimination, as well as the concept of microaggressions beyond that of race and expressions of racism.

Edited by a nationally renowned expert in the field of multicultural counseling and ethnic and minority issues, this book features contributions by notable experts presenting original research and scholarly works on a broad spectrum of groups in our society who have traditionally been marginalized and disempowered.

The definitive source on this topic, *Microaggressions and Marginality* features:

- In-depth chapters on microaggressions towards racial/ethnic, international/cultural, gender, LGBT, religious, social, and disabled groups
- Chapters on racial/ethnic microaggressions devoted to specific populations including African Americans, Latino/Hispanic Americans, Asian Americans, indigenous populations, and biracial/multiracial people
- A look at what society must do if it is to reduce prejudice and discrimination directed at these groups
- Discussion of the common dynamics of covert and unintentional biases
- Coping strategies enabling targets to survive such onslaughts

Timely and thought-provoking, *Microaggressions and Marginality* is essential reading for any professional dealing with diversity at any level, offering guidance for facing and opposing microaggressions in today’s society.

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Preface

*Microaggressions and Marginality: Manifestation, Dynamics, and Impact* is the second major text that follows the previous publication of *Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation* (Sue, 2010). Like its predecessor, it represents a major step forward in (1) exploring the psychological dynamics of unconscious and unintentional expressions of bias and prejudice toward socially devalued groups; (2) exploring the numerous manifestations of microaggressions, the harm they engender, and how marginalized groups and individuals cope with them; and (3) expanding the concept of microaggressions beyond simply that of race and the expressions of racism.

It differs, however, in that this recent work invites various experts in their respective fields to present their original research and scholarly works across a broad spectrum of groups in our society who have traditionally been treated as second-class citizens and lesser beings, thereby being marginalized and disempowered. There are separate chapters on racial/ethnic, international/cultural, gender, lesbian/gay/bisexual/transgender (LGBT), disability, class, and religious microaggressions. In the case of racial/ethnic microaggressions, multiple chapters are devoted to specific populations such as African Americans, Latino/a/Hispanic Americans, Asian Americans, Indigenous populations, and biracial/multiracial people.

In less than a decade, research and scholarly theorizing on racial microaggressions have exploded on the scene, especially in the social science literature devoted to topics of implicit bias and subtle racism. With the realization that racial microaggressions reflect the worldviews of perpetrators, such as their ethnocentric assumptions about human behavior, values, biases, and prejudices, it did not take long for other marginalized groups in our society to realize that the manifestation and dynamics of microaggressions could be equally applied to nearly all socially devalued groups. Microaggressions reflect attitudes and beliefs about inclusion/exclusion, superiority/inferiority, healthiness/unhealthiness, and normality/abnormality between groups. While microaggressions include both conscious and unconscious biased beliefs and attitudes, current research reveals that it is the unconscious,
subtle, and unintentional expressions that are most damaging and harmful to oppressed groups. Thus, microaggressive research now makes clear that overt expressions of racism, sexism, ageism, and ableism are less problematic than the covert and unconscious manifestations delivered by well-intentioned individuals.

Microaggressions and Marginality: Manifestation, Dynamics, and Impact (1) conceptually organizes the marginalizing experiences of socially devalued groups in our society under an oppression framework, (2) explores and discusses the common dynamics of covert and unintentional biases directed toward them, (3) investigates the detrimental harm perpetrated against these groups, (4) explores possible coping strategies that best allow targets to survive such onslaughts, and (5) recommends what society must do if it is to reduce prejudice and discrimination directed at these groups. What is unique about this text is the devotion of separate in-depth chapters addressing group-specific microaggressions by scholars who are members of these groups or who are working with these populations. This allows readers to compare and contrast the various group-universal and group-specific microaggressions encountered by people of color, women, the poor, religious minorities, gays/lesbians, and so forth. In a number of chapters, groundbreaking research is reported for the first time on group-specific microaggressions.

Part One, “Microaggressions and Marginality,” opens with an introductory chapter.

- Chapter 1: “Microaggressions, Marginality, and Oppression: An Introduction” presents the original taxonomy of racial microaggressions that has generated so much interest in understanding the psychological dynamics, manifestation, and impact of unintentional, subtle, and covert forms of racism. In this chapter, the relationship of microaggression, marginality, and oppression applied to all socially devalued groups is proposed as an introduction to the many group-specific chapters to follow.

Part Two, “Racial/Ethnic Manifestation of Microaggressions,” is composed of five separate chapters, each dealing with a specific racial/ethnic minority group and/or how microaggressions impact their mental/physical well-being, education, employment, and other endeavors in life.

- Chapter 2: “Black Undergraduates’ Experiences with Perceived Racial Microaggressions in Predominately White Colleges and Universities” by Watkins, LaBarrie, and Appio reports an important research study on how Black students experience the numerous racial snubs and invalidations in their day-to-day lives at primarily White institutions. They
provide numerous helpful suggestions about what institutions of higher education must do to ameliorate these constant invalidations.

- Chapter 3: “Microaggressions and the Life Experience of Latina/o Americans” by Rivera, Forquer, and Rangel also presents important research on racial microaggressions experienced by Latinos/as in their daily lives. Using a similar qualitative approach as that employed in Chapter 2, these authors go on to describe the types of racial microaggressions this population is most likely to experience and offers possible solutions.

- Chapter 4: “Racial Microaggressions Directed at Asian Americans: Modern Forms of Prejudice and Discrimination” by Lin applies the racial microaggression taxonomy to Asian Americans. The author discusses unique issues that confront this population and compares and contrasts the microaggressions experienced by Asian Americans to those of African Americans and Latinos/as.

- Chapter 5: “The Context of Racial Microaggressions Against Indigenous Peoples: Same Old Racism or Something New?” by Hill, Kim, and Williams indicates how colonialism is a basic part of historic genocide directed toward Indigenous populations throughout the world. They cover various forms of microaggressions directed toward these groups and the harmful effects of them.

- Chapter 6: “Multiracial Microaggressions: Exposing Monoracism in Everyday Life and Clinical Practice” by Johnston and Nadal is among the first scholarly attempts to critically examine the unique and common forms of subtle racism perpetrated against this population. They make helpful suggestions for mental health practitioners who hope to truly understand the life experiences of multiracial clients.

- Chapter 7: “Microaggressions and the Pipeline for Scholars of Color” by Guzman, Trevino, Lubuguin, and Aryan looks at how microaggressions are partially responsible for the lack of faculty of color in institutions of higher education. Throughout the recruitment, retention, and promotion phases, faculty of color encounter significant obstacles in academia. These authors provide possible solutions to this dilemma.

Part Three, “Other Socially Devalued Group Microaggressions: International/Cultural, Sexual Orientation and Transgender, Disability, Class, and Religious,” is composed of six chapters that discuss several other socially devalued or marginalized groups in our society. Little doubt exists that international/cultural, gender, sexual orientation, disability, class, and religious microaggressions have historically and continue to be directed toward these specific groups. As a result, the inclusion of these groups will give readers greater understanding of how
unintentional biases, prejudices, and discrimination are the result of society’s marginalization of those who are socially devalued.

- Chapter 8: “Microaggressions Experienced by International Students Attending U.S. Institutions of Higher Education” by S. Kim and R. H. Kim provides valuable information to colleges and universities about the plight affecting international students and what must be done to make the campus climate truly multicultural.

- Chapter 9: “The Manifestation of Gender Microaggressions” by Capodilupo, Nadal, Corman, Hamit, Lyons, and Weinberg represents another original study aimed at identifying gender microaggressions and their manifestation and impact.

- Chapter 10: “Sexual Orientation and Transgender Microaggressions: Implications for Mental Health and Counseling” by Nadal, Rivera, and Corpus applies the microaggression taxonomy to the LGBT population. They discuss important implications for culturally competent mental health counseling.

- Chapter 11: “Microaggressive Experiences of People with Disabilities” by Keller and Galgay conducts a study of people with disabilities and finds unique insults and invalidations that they experience. They conclude with helpful suggestions about what able-bodied people must do to stop the constant onslaught of disability microaggressions.

- Chapter 12: “Class Dismissed: Making the Case for the Study of Classist Microaggressions” by Smith and Redington is one of the first conceptual pieces to look at how our society treats our less affluent citizens from a microaggressive perspective. While race, gender, and sexual orientation are often discussed in the literature, the power of class discrimination is often overlooked.

- Chapter 13: “Religious Microaggressions in the United States: Mental Health Implications for Religious Minority Groups” by Nadal, Issa, Griffin, Hamit, and Lyons helps readers understand how religious orientation can form the basis of prejudice and discrimination. Not only do they outline a taxonomy of religious microaggressions, but they discuss mental health implications as well.

Part Four, “Microaggression Research,” is composed of a final chapter on research.

- Chapter 14: “Microaggression Research: Methodological Review and Recommendations” by Lau and Williams does a superb job in analyzing methodological approaches to microaggression research and issues related to qualitative and quantitative studies and suggests future directions that will prove helpful in strengthening our understanding of this phenomenon. It will arm future researchers with the tools to ask and answer questions about the human condition.
In closing, I wish to acknowledge the help and work of many faculty and graduate students at Teachers College, Columbia University, who have worked with me in producing this volume and the many forthcoming studies on microaggressions. Nearly all contributors are faculty, former doctoral students, current students, or those who have become influenced by them. They represent some of the finest minds in the field, and I am positive they will continue to contribute to the profession.

The important work on racial, gender, sexual orientation, disability, class, religious, and other forms of microaggressions would not have been possible without their energies and efforts. Already, the impact of our work has begun to generate much interest and other scholarly research on this topic. Our work at Teachers College has made us affectionately known as the “microaggression capital of the world.” I take pride in this designation but am uncertain how our administration would feel about its possible misinterpretation.

Derald Wing Sue
Editor
About the Editor

Derald Wing Sue is a professor of psychology and education in the Department of Counseling and Clinical Psychology at Teachers College, Columbia University. He has served as president of the Society for the Psychological Study of Ethnic Minority Issues, the Society of Counseling Psychology, and the Asian American Psychological Association. Dr. Sue is an associate editor of *American Psychologist* and continues to be a consulting editor for numerous publications. He is the author of over 150 publications, including 15 books, and is well known for his work on racism/antiracism, cultural competence, multicultural counseling and therapy, and social justice advocacy. Two of his books, *Counseling the Culturally Diverse: Theory and Practice* (Jossey-Bass) and *Overcoming Our Racism: The Journey to Liberation* (John Wiley & Sons), are considered classics in the field. Dr. Sue’s most recent research on racial, gender, and sexual orientation microaggressions has been a major breakthrough in understanding how everyday slights, insults, and invalidations toward marginalized groups create psychological harm to their mental and physical health and create disparities for them in education, employment, and health care. A national survey has identified Derald Wing Sue as “the most influential multicultural scholar in the United States,” and his works are among the most frequently cited.