

"The Civil Rights Act of 1964 prohibited discrimination based on race, color, religion, sex and national origin. Title VII of this law created workplace opportunities for those previously excluded. Bias still manifests itself in ways, often unconscious, that continue to have a negative impact. Microaggressions are described as brief and commonplace verbal, behavioral or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative slights and insults."

(Sue, Derald Wing. "Racial Microaggressions in Everyday Life: Implications for Clinical Practice." *American Psychologist*. 2007. 271- 286.)

Additional reading

Race Talk and the Conspiracy of Silence: Understanding and Facilitating Difficult Dialogues About Race

Sue, D.W., 2016

Microaggressions Toward Lesbian, Gay, Bisexual, Transgender, Queer and Genderqueer People: A Review of the Literature

Nadal, K.L., et al. *Journal of Sex Research*, 2016

"That's So Gay!" Microaggressions and the Lesbian, Gay, Bisexual and Transgender Community

Nadal, K.L., 2013