"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.”


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

"That's So Gay!" Microaggressions and the Lesbian, Gay, Bisexual and Transgender Community
Nadal, K.L., 2013