

1. ****Microassaults****: Subtle, often verbal, snubs or dismissive looks, gestures, and tones. These are covert and indirect, but the victim usually grasps the negative intent.
2. ****Microinsults****: Comments or actions that subtly convey rudeness or insensitivity, demean a person's racial heritage or identity, for example, telling someone they speak English well when they are a native speaker.
3. ****Microinvalidations****: Comments or actions that subtly exclude, negate, or nullify the thoughts, feelings, or experiential reality of a stigmatized person. For instance, telling someone, "I don't see color," which negates their racial experiences.
4. ****Assuming Inferiority****: Subtly treating someone as less intelligent, capable, or talented based on their stigmatized identity.
5. ****Exoticization****: Subtle behaviors that treat a person as an exotic or unusual object, often based on race or ethnicity.
6. ****Pathologizing Cultural Values/Communication Styles****: Imposing one's cultural standards on others, subtly suggesting their way of speaking, behaving, or interacting is "abnormal" or "wrong."
7. ****Second-Guessing****: Consistently questioning or second-guessing the decisions or capabilities of a stigmatized individual, subtly implying they are less competent.
8. ****Overlooking or Downplaying Success****: Subtly ignoring or minimizing the successes and achievements of a stigmatized individual, attributing them to luck or affirmative action rather than talent and hard work.
9. ****Veiled Language****: Using ambiguous or coded language to express discriminatory views or to avoid openly acknowledging one's biases.
10. ****Dismissive Body Language****: Subtle cues like avoiding eye contact, turning away, or failing to acknowledge someone's presence or contributions.

11. ****Infantilization****: Treating or speaking to an adult as if they are a child, subtly undermining their competence and maturity.
12. ****Skeptical Scrutiny****: Subjecting someone to increased scrutiny or skepticism based on their stigmatized identity, such as customers in a store or employees in the workplace.
13. ****Withheld Courtesies****: Failing to extend the common courtesies or friendliness one would usually offer others, like not holding a door, not greeting someone, or not saying "please" or "thank you."
14. ****Backhanded Compliments****: Compliments that contain a hidden insult or bring up a stereotype, such as "You're not like the others" or "You're pretty for a [stigmatized identity]."
15. ****Invisible Hypervisibility****: The paradox of feeling invisible in terms of personal identity and needs while simultaneously feeling hyper-visible and scrutinized due to a stigmatized identity.
16. ****Presumptive Attribution****: Making assumptions about someone's behavior, attitude, or background based on their stigmatized identity rather than individual characteristics.
17. ****Unwanted Sympathy****: Offering sympathy or pity in a way that assumes the stigmatized individual is inherently unfortunate or pitiable due to their identity.
18. ****Dismissive Reassurances****: Responding to concerns or experiences of discrimination with dismissive statements like "It's not that bad" or "You're overthinking it," which invalidate the person's experience.
19. ****Selective Silence****: Consistently failing to speak up or acknowledge the individual when they are part of a group or conversation, subtly excluding them from the social or professional circle.
20. ****Overemphasis on Politeness****: Being excessively polite or formal in a way that feels cold, distant, or patronizing, rather than genuinely warm and welcoming.

21. ****Qualified Compliments****: Compliments that are qualified with comparisons to their group, such as "You're smart for someone from [group]."
22. ****Assumption of Scarcity****: Subtly acting as if opportunities, respect, or resources are scarce and the stigmatized person is less deserving of them.
23. ****Cultural Insensitivity****: Making offhand remarks or jokes that are insensitive to someone's culture, background, or experiences, even when not intended to be harmful.
24. ****Reluctance to Acknowledge Privilege****: Subtly avoiding discussions about privilege or dismissing the idea that one's own success might be partly due to systemic advantages.
25. ****Ambiguous Compliments****: Compliments that can also be interpreted as insults or backhanded comments, leaving the stigmatized individual unsure of the intent.
26. ****Erroneous Assumptions of Universality****: Assuming one's own experiences or values are universal and failing to recognize or acknowledge different cultural or individual perspectives.
27. ****Minimization of Heritage****: Subtly downplaying or urging someone to downplay their cultural, racial, or ethnic heritage, suggesting it's something to overcome rather than embrace.
28. ****Forced Assimilation****: Encouraging or expecting someone to abandon their cultural norms, behaviors, or appearances to fit into the dominant culture.
29. ****Intrusive Questioning****: Asking inappropriate or overly personal questions based on someone's perceived stigmatized identity, indicating a lack of respect for their privacy.
30. ****Surprise at Competence****: Expressing undue surprise or disbelief at a stigmatized individual's skills or success, implying that their competence is unexpected.
31. ****Hesitation to Give Constructive Feedback****: Withholding constructive criticism out of fear of seeming prejudiced, which can hinder the stigmatized individual's growth and opportunities.

32. ****Conditional Interactions****: Engaging with stigmatized individuals only under certain conditions or in specific contexts where their stigmatized identity is useful or necessary, rather than out of genuine interest or friendship.
33. ****Selective Acknowledgment****: Acknowledging or interacting with the stigmatized individual only when others are watching or when it's socially or professionally advantageous.
34. ****Indirect Discouragement****: Subtly discouraging stigmatized individuals from participating in certain activities or assuming roles, not through outright denial but through subtle cues, suggestions, or expressions of doubt about their suitability.
35. ****Asymmetric Patronization****: Offering help or assistance in a way that implies the stigmatized individual is inherently less capable, rather than offering support as an equal.
36. ****Euphemistic Language****: Using euphemisms or overly polite language that, while seemingly respectful, actually serves to other or marginalize stigmatized individuals by avoiding direct acknowledgment of their identity or experiences.
37. ****Overlooked Contributions****: Consistently failing to recognize or acknowledge the contributions, ideas, or work of stigmatized individuals, especially in group settings.
38. ****Ambivalent Complacency****: Expressing support for stigmatized individuals in theory, but showing complacency or indifference when actual issues affecting them are discussed or when action is required.
39. ****Hesitant Endorsement****: Offering lukewarm or hesitant support for the stigmatized individual's ideas or contributions, often in a way that undercuts their confidence or authority.
40. ****Backchannel Dismissal****: Expressing dismissive or derogatory comments about a stigmatized individual or their group in private or after they've left the conversation, contributing to a culture of disrespect.
41. ****Subtle Exclusion from Networking****: Failing to include stigmatized individuals in informal networks or conversations where important social and professional connections are made.

42. ****Disproportionate Praise for Conformity****: Offering excessive praise for stigmatized individuals when they conform to mainstream norms or hide aspects of their identity, while giving minimal acknowledgment for achievements related to their actual skills or contributions.
43. ****Presumptive Overstepping****: Making decisions on behalf of stigmatized individuals without their consent, based on the assumption that one knows what's best for them.
44. ****Polite Indifference****: Demonstrating a polite but distant manner that lacks genuine warmth or interest, often reserved for those considered 'different' or 'other.'
45. ****Fragmented Recognition****: Recognizing only certain, non-threatening aspects of the stigmatized individual's identity while ignoring or dismissing parts that are more challenging to one's worldview.
46. ****Veiled Language in Feedback****: Providing feedback or criticism in a veiled or coded language that hints at the stigmatized identity as a factor, making it difficult for the individual to address or refute.
47. ****Qualifying Language****: Using language that qualifies or diminishes the experiences or achievements of stigmatized individuals, such as "just" or "only," implying that their efforts or experiences aren't fully valid or serious.
48. ****Withholding Informal Mentorship****: Not providing the same informal guidance, advice, or mentorship to stigmatized individuals as is offered to others, subtly hindering their professional or personal development.
49. ****Subtle Interruptions****: Frequently interrupting or talking over stigmatized individuals in conversations, a sign of disrespect and an attempt to diminish their voice.
50. ****Faint Praise****: Offering faint or non-committal praise that faintly damns — it acknowledges achievement in a way that's so understated it becomes a form of dismissal.

51. ****Micro-Exclusions****: Small, almost imperceptible actions that exclude stigmatized individuals from social or professional opportunities, like not making eye contact or turning away slightly during group interactions.
52. ****Assuming Incompetence****: Subtly assuming incompetence by unnecessarily simplifying explanations or instructions when communicating with stigmatized individuals.
53. ****Passive Deterrence****: Creating an unwelcoming environment through body language, choice of topics, or insider language that passively deters stigmatized individuals from participating.
54. ****Veiled Compliments****: Compliments that are phrased in a way that subtly reinforces a stereotype or implies surprise at the individual's capability.
55. ****Overemphasis on 'Fit'****: Emphasizing the importance of 'fit' in group or team settings in ways that subtly exclude those who are stigmatized or different.
56. ****Selective Memory****: Demonstrating a selective memory, conveniently forgetting the contributions, requests, or presence of stigmatized individuals.
57. ****Ambiguous Invitations****: Extending invitations in an ambiguous manner that leaves it unclear whether the stigmatized individual's presence is genuinely desired.
58. ****Dismissive Body Language****: Exhibiting body language that shows disinterest or dismissal when stigmatized individuals speak, such as not nodding in agreement or failing to make affirming gestures.
59. ****Downplaying Discrimination****: Subtly downplaying or questioning the validity of the stigmatized individual's experiences with discrimination or bias.
60. ****Token Acknowledgment****: Making a minimal or token acknowledgment of important dates, events, or issues relevant to the stigmatized group, without engaging in meaningful support or dialogue.

61. ****Reluctant Compliance****: Displaying reluctance or minimal effort in complying with policies or measures designed to support or include stigmatized individuals, often accompanied by subtle signs of resentment.