

Appendix

Student Microaggression Inventory (SMI)

DIRECTIONS: Read each of the following student→student and instructor/advisor/staff→student microaggressions experienced by students in higher education. For those that you have **EXPERIENCED** similar to the examples, place an **X** in the **EXP** column; for those that you have **OBSERVED**, mark an **X** in the **OBS** column. You may mark one or both columns for any item. Add the number of **Xs** in each column to determine your score.

<u>MICROAGGRESSION:</u>		<u>EXP</u>	<u>OBS</u>
Student→Student			
1.	"I get stares when I walk into class, as if to say, 'What are you doing here?'"	___	___
2.	"Classmates don't talk to me, and when it is time to gather in groups, they seem not to want me in the groups."	___	___
3.	"I've been in classes where people avoided sitting around me. Students would fill the other seats in the classroom, while the ones next to me or around me would remain empty. It happened to me so many times."	___	___
4.	"In the classroom setting, someone behind me was discussing how [he or she] did not feel that Afro-Americans deserve to be here, and that we only got in because the school has to let 'them' in."	___	___
5.	"In a large lecture hall, I was going for a seat and overheard a group of students commenting that I should be cleaning the classroom after, not during, referring to the stereotype that Hispanics are janitors."	___	___
6.	"I was in class, and a Black person was speaking. I overheard someone else's conversation in which a comment was made that 'you know they don't know how to talk.'"	___	___
7.	"I've been approached and asked in a very condescending tone 'Do you speak English?' I've been told to go back to running a Laundromat (Asian stereotype). This happens all the time."	___	___
8.	"I was sitting in the library, and I overheard other White students discussing admissions and laughing about how the only reason stupid Mexicans could get into this school was due to Affirmative Action."	___	___
9.	"Students of color talked about inappropriate, offensive remarks made in informal student conversations, as well as racist and sexist jokes."	___	___
10.	"Anytime I would speak or contribute to the discussion, this White guy would glare at me and roll his eyes, as though I didn't have the right to add my comment."	___	___
11.	"The looks and comments made by White students suggest that they do not expect Afro-Americans to be able to contribute anything of value in the classroom."	___	___
12.	"Since I do not have dark skin, people often assume that I am not a real Native American and that I am not a 'real minority.' It is hurtful and makes me feel disenfranchised."	___	___
13.	"The discussion was about terrorism, and I was insulted because many people associate all people of my race as terrorists."	___	___
14.	"Classmates responded by telling Black students that they are 'overreacting,' 'defensive,' or 'angry,' which invalidated them in front of the entire class."	___	___
15.	"In a class discussion about race, White students explicitly expressed their beliefs that minorities are somehow innately unwilling to work to become successful."	___	___
16.	"In several online classes, negative comments were made in regards to my race or culture by the White students."	___	___

CONTINUED

		<u>EXP</u>	<u>OBS</u>
17.	"In an online class, classmates spent a lot of time trying to convince me that 'the N-word' was once an OK word to use and not an insult."	_____	_____
18.	"I felt really uncomfortable even to speak, as I was the only Asian kid in that group. I was 'invisible' to them when they were talking to each other."	_____	_____
19.	"It was me and three White males in a group. Then one of the students expressed that he could not get any scholarship money because he was a White male and that all the money was going the Black and Latino students. He said this was ridiculous because he was smarter and that scholarships should be based on merit, not skin color and a majority of these students would end up flunking out of school."	_____	_____
20.	"When it's time to separate into groups, it seems the Black student is always the last person to find a group. It makes me feel invisible as if I don't, or shouldn't, exist."	_____	_____
21.	"Whenever we had to pick lab partners, I would always ask them, but they would look at me and say no or that they already have one and told me to go look for someone else."	_____	_____
22.	"My two lab partners, one White and one Middle Eastern, kept telling terrible jokes about Chinese people, thinking that I was Chinese. When they finally asked, I told them I was half Japanese, so the jokes changed to ones about Japanese culture. They NEVER quit."	_____	_____
23.	"When working in groups with my classmates, I was always given the easy portion of the project because they assumed that I was not capable of doing the harder parts."	_____	_____
24.	"Sometimes in class when a teacher asks us to work in groups, I feel as though what I have to say often doesn't matter to the rest of the group and that I am ignored overall."	_____	_____
25.	"An in-class group-mate accidentally sent me an email about not trusting the assignment 'the Black girl' in the group had completed."	_____	_____
26.	"I feel like students do not want to work with me because they assume I am not as smart as they are because I am a Black girl."	_____	_____
27.	"One of the girls at the table with me said the only thing she knew about Native Americans is that they live on reservations and drink."	_____	_____

Instructor/Advisor/Staff → Student

28.	"Imagine a Latino boy who wants to work at Burger King to contribute to his family." But before this example, my Caucasian instructor mentioned encouraging a White kid [to go to] college...	_____	_____
29.	"Native Americans practiced cannibalism." My White professor learned this from a documentary the night before, but wasn't able to name the tribe.	_____	_____
30.	"I didn't understand one of the concepts [the instructor] was talking about and asked him to slow down. He made fun of me and said, 'Hey everyone, I guess I have to slow down for the Chinese girl.' No one thought it was funny."	_____	_____
31.	"Anyone want to hear a good joke? Well there was a Jew, a Mexican, and a Black. The Mexican says to ..." These jokes were inappropriate and insensitive, which created a hostile learning environment.	_____	_____
32.	"I experienced a professor using the N-word to help elaborate a point... Throughout this class, he made and allowed others in the class to make several racist and sexist remarks based entirely on stereotypes."	_____	_____
33.	"My instructor never called on me to speak, even when I raised my hand."	_____	_____

CONTINUED

		<u>EXP</u>	<u>OBS</u>
34.	"My Native American perspectives are often not granted validity or even a chance for discussion because the professor assumes my ideas stem from my heritage and not scientific insights..."	___	___
35.	"I am inviting you all over to my house for dinner next week to discuss your projects. Ali, I know it's Ramadan, but I hope you will join us anyway."	___	___
36.	"As an Afro-American student, give me the Black perspective."	___	___
37.	"What stood out about these class comments was the instructor's passivity. Worse, many students of color were surprised to see faculty complacent or even laughing about hurtful stereotypes."	___	___
38.	"In class, the professor demonstrated ignorance of the Muslim religion. One of his slides literally said: 'Summary: Muslim women = oppressed = no democracy.' This was outrageous."	___	___
39.	"Atoms sometimes attract each other like this male and female here. At the same time, atoms sometimes repel each other like these two males here."	___	___
40.	"If anyone has a disability, raise your hand right now so we can make special accommodations for you."	___	___
41.	"Mr. _____! We just read about poverty among Blacks in America. Does this fit your experience?"	___	___
42.	"I would like for Mike to share her stories related to her life as a young woman growing up in New York City."	___	___
43.	"You're a Latino and you don't speak Spanish? You should be ashamed of yourself."	___	___
44.	"What do you mean you never heard of <i>The Cosby Show</i> ? Where have you been hiding?"	___	___
45.	"If you're Native American, don't write your paper on Native Americans. You already know everything about that group and you will be biased in your writing."	___	___
46.	"Don't be retarded! That party this weekend was so gay."	___	___
47.	"It's been pointed out to me that I scheduled the mid-term during Rosh Hashanah, but we are okay because I don't see any Jewish students in class."	___	___
48.	"Is (mispronounced Latino student's name) here? I am here, but my name is (correctly pronounced name)."	___	___
49.	"An advisor suggested I change my major and made me feel as if I shouldn't have chosen the major because she said 'It's just not for some people.'"	___	___
50.	"My Afro-American friends were more often steered (racial steering) away from challenging courses/majors rather than counseling how to handle the work better."	___	___

TOTAL ___ + ___

MICROAGGRESSION EXPOSURE INDEX (MEI) = ___ /100

COPYRIGHT © 2017 Ronald A. Berk, LLC