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| **Microaggression** | **Theme** | **Impact** |
| 1. Airport staff refer to a patron as “Wheelchair” as they invite her to board. |  |  |
| 1. Julio tells Anna that he is having a hard time managing his depression during mid-terms. Anna responds by saying that this happens to everyone and that he should try exercise. |  |  |
| 1. Derek asks Mariah, a woman with visible scars on her body, “What happened to you?” |  |  |
| 1. George has delayed speech and his friend Margot often cuts him off to finish his sentences for him. |  |  |
| 1. Penelope is blind and the cashier speaks to her very loudly. |  |  |
| 1. Trisha is working registration at a professional conference and speaks to Elaina, a registrant using crutches, in a high-pitched, sweet voice, addressing her as “baby girl.” |  |  |
| 1. Faculty members dissuade disabled students from testing at DRC because students “must just be cheating over there.” |  |  |
| 1. Carrie, a wheelchair-user, is out with her girlfriend, who others mistake for Carrie’s personal attendant. |  |  |
| 1. Staff at the Rec Center praise a student with a mobility impairment for working out every day, calling him a “real inspiration.” |  |  |
| 1. A stranger calls out to a wheelchair-user passing by, “Your arms are so strong! I’ll race you!” |  |  |
| 1. Sharon uses crutches and is putting some items in her trunk. Someone runs up to her in the parking garage and offers to help. Sharon says no thank you. The stranger persists, “Are you sure? I haven’t done my good deed for the day, yet.” |  |  |
| 1. Robert has Autism and lives in the residence halls. By mid-October, he is on his third roommate. |  |  |
| 1. Dr. Morales is planning a field trip for her class. When she realizes that transportation is not accessible, and will need to make additional arrangements, she asks her wheelchair-using student to drive himself. |  |  |
| 1. A group of colleagues are deciding where to have dinner. The group chooses a spot that is not accessible, but is really trendy. Clint says that he really wanted to try this restaurant, but that because of Lora, a colleague with a mobility impairment, they can’t. |  |  |
| 1. A wheelchair-user is waiting to pay for her items in line at a campus eatery. The cashier begins to help the person behind her and then says, “Sorry, I didn’t see you there.” |  |  |
| 1. A parent of a student living in the residence halls, calls the Director and explains that his daughter’s roommate has a disability. Then asks for her to be reassigned a “normal” roommate. |  |  |

# Notes: