



Latino College Access Network

RECOGNIZING & AVOIDING STEREOTYPES AND MICROAGGRESSIONS

COMMON MICROAGGRESSIONS

- Failing to learn to pronounce or continuing to mispronounce the names of students after they have corrected you.
- Setting low or no expectations
- Asking a student of color “where they are really from”
- Using the term “illegals” to reference undocumented students.
- Expecting students ‘represent’ the perspectives of other Latinos, etc. in class discussions or debates.
- Denying the experiences of students by questioning the credibility and validity of their stories
- Assuming that students of particular ethnicities must speak another language or must not speak English.
- Complimenting non-white students on their use of “good English.”
- Forcing students with non-obvious disabilities to “out” themselves or discuss them publicly.
- Ignoring student-to-student microaggressions
- Featuring pictures of students of only one ethnicity or gender on the school website.
- Having students engage in required reading where the protagonists are always white.

TIPS TO AVOID MICROAGGRESSIONS

- Pause before you speak
- If there’s a possibility that a joke will offend somebody, even if they are not present, it might be best not to tell the joke.
- Ask yourself what you mean before implying a stereotype or using a slur.
- Remember that having friends or relatives that belong to marginalized communities doesn’t excuse you when you use slurs and other microaggressions.
- Obtain ongoing cultural awareness education (even if you are a person of color)
- Develop resources in your region for low-income, students/families of color
 - Set up procedures to provide support for families, not just students - or student might drop out
- Have representation from BIPOC, LGBTQIA, Disabilities, etc. in your institution and in settings where decisions are being made
- Don't assume that all students want or should leave home to go to college
 - Present all housing options.
 - It can be more affordable to live at home
 - Talk about safety practices and the benefits of living on campus, for the family, not just the student.
- Let the student know what the institution does to support and retain Latino students
 - Address your institution’s resources for students if they feel they are being discriminated against, harassed, or feel like college is not for them.
 - Food is important, provide a list of restaurants and other businesses close to campus
- Provide the students and their families with the procedures for academic support
- Always include parents/caregivers/guardians in conversations

BE AWARE

- Of cultural differences, beliefs, and the effects of trauma
 - Some new immigrant students must live in survival mode, even if they have been in the U.S. for a long period of time.
 - Planning ahead is a luxury they might not have learned
- Many students are being raised by family members or guardians
- FAMILY ALWAYS COMES FIRST
 - Work with students who leave the country for long periods of time

