



1700 G Street NW, Washington, D.C. 20552

RE: FOIA Request #CFPB-2022-0124-F

February 18, 2022

Mr. William Marshall  
Judicial Watch  
425 Third St. SW Suite 800  
Washington, DC 20024

Via email: [bmarshall@judicialwatch.org](mailto:bmarshall@judicialwatch.org)

Dear Mr. Marshall:

This letter is in final response to your Freedom of Information Act (FOIA) request dated January 27, 2022. Your request sought:

1. All records of the Consumer Financial Protection Bureau (CFPB) containing any of the following key words:
  1. “whiteness”;
  2. “unconscious bias”;
  3. “intersectionality”;
  4. “white privilege”;
  5. “Kendi”;
  6. “Robin DiAngelo”;
  7. “systemic racism”;
  8. “structural racism”;
  9. “close hold”;
  10. “climate justice”; or
  11. “critical race theory”
2. All CFPB records instructing or suggesting that any individuals or groups of people are fundamentally privileged, oppressive, oppressed, racist, or evil on account of their race; and
3. All CFPB records instructing or suggesting that America is a fundamentally racist or evil country.

The time frame for the requested records is January 20, 2021 to the present.

On January 31, 2022, you limited the scope as follows:

**consumerfinance.gov**

1. All policy documents and training materials produced by, sent to, and/or used by the Office of the Director of the Consumer Financial Protection Bureau (CFPB) containing any of the following key words:

- a) “whiteness”;
- b) “unconscious bias”;
- c) “intersectionality”;
- d) “white privilege”;
- e) “Kendi”;
- f) “Robin DiAngelo”;
- g) “systemic racism”;
- h) “structural racism”;
- i) “close hold”;
- j) “climate justice”; or
- k) “critical race theory”

2. All emails and text messages sent to and from officials in the Office of the Director instructing or suggesting that any individuals or groups of people are fundamentally privileged, oppressive, oppressed, racist, or evil on account of their race; and

3. All emails and text messages sent to and from officials in the Office of the Director instructing or suggesting that America is a fundamentally racist or evil country.

Attached to this letter, please find our response to your request, which consists of 48 pages responsive to prong one of your request that are granted in full. No deletions or exemptions have been claimed on these records.

A search of our Office of the Director returned no results for prongs two and three of your request.

Provisions of the FOIA allow us to recover part of the cost of complying with your request. In this instance, we have waived all fees related to the processing of your request. Therefore, your fee waiver is moot.

You may appeal any of the responses or decisions set forth above. If you choose to file an appeal, you must do so within 90 calendar days from the date of this letter. Your appeal must be in writing, signed by you or your representative, and should contain the rationale for the appeal. You may send your appeal via the mail (address below) or email ([foia@consumerfinance.gov](mailto:foia@consumerfinance.gov)).

Your appeal should be addressed to:

Consumer Financial Protection Bureau

**[consumerfinance.gov](http://consumerfinance.gov)**

Chief FOIA Officer  
Freedom of Information Appeal  
1700 G Street, NW  
Washington, DC 20552

For inquiries concerning your request, please reference your FOIA request number above and contact our FOIA Public Liaison via email at [FOIA@consumerfinance.gov](mailto:FOIA@consumerfinance.gov) or by phone at 1-855-444-FOIA (3642).

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, 8601 Adelphi Road-OGIS, College Park, MD 20740; e-mail at [ogis@nara.gov](mailto:ogis@nara.gov); telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Levitan", with a stylized flourish at the end.

Paul Levitan  
Acting FOIA Manager  
Office of the Chief Data Officer

Obtained via FOIA by Judicial Watch, Inc.



# Race and gender based microaggressions

PRESENTED BY MELISSA BRAND

DIRECTOR OF THE OFFICE OF CIVIL RIGHTS

# My goals today



To help you identify race and gender based microaggressions



To help you understand how microaggressions can turn into discrimination and/or unlawful harassment



To help you understand YOUR role in preventing discrimination and harassment in the workplace



To help you know how to respond in these situations

# As a reminder

Discrimination is prohibited in federal employment based on:

Race	Color	Religion	National Origin	Sex (including sexual orientation and gender identity)
Age	Disability	Genetic Information	Marital Status	Parental Status
Union Activity	Political Affiliation	Uniformed Status	Whistleblower Activity	Retaliation for EEO activity



# What does racial or gender discrimination look like?

- ▶ It comes in all shapes and sizes, sometimes it is obvious, often it is not.
  - ▶ It can be hidden, subtle, and sometimes unconscious.
- ▶ In short, it involves treating someone less favorably because of that person's race or gender.
- ▶ It can happen at ANY point in an employee's work lifecycle.
- ▶ It can also include harassment.



Why is it important to  
talk about  
microaggressions?

IT'S ABOUT INCLUSION.

AND IT'S ABOUT HAVING A  
DISCRIMINATORY AND  
HARASSMENT FREE WORK  
ENVIRONMENT.



# Microaggressions

- ▶ Microaggressions are:
  - ▶ verbal and nonverbal behaviors
  - ▶ communicate negative, hostile, and derogatory messages to people rooted in their marginalized group membership (based on gender, race, ethnicity, religion, sexuality, etc.)
  - ▶ occur in everyday interactions
  - ▶ can be intentional or unintentional
  - ▶ are often unacknowledged
  - ▶ are often less obvious in nature and more subtle than outright discriminatory assaults such as using racial epithets or displaying swastikas

**These can be or easily turn into unlawful discrimination or harassment.**

# Stereotypes lead to microaggressions

- ▶ Stereotypes are overly simplified/incorrect ideas about a particular type of person or group of people.
- ▶ It is not always easy to recognize stereotypes, especially when it is so ingrained in our culture and every day lives.
- ▶ Stereotypes are what FUEL microaggressions. If we cut off the fuel, we can stop the microaggressions.

Trigger warning: the next slide contains images of offensive stereotypes



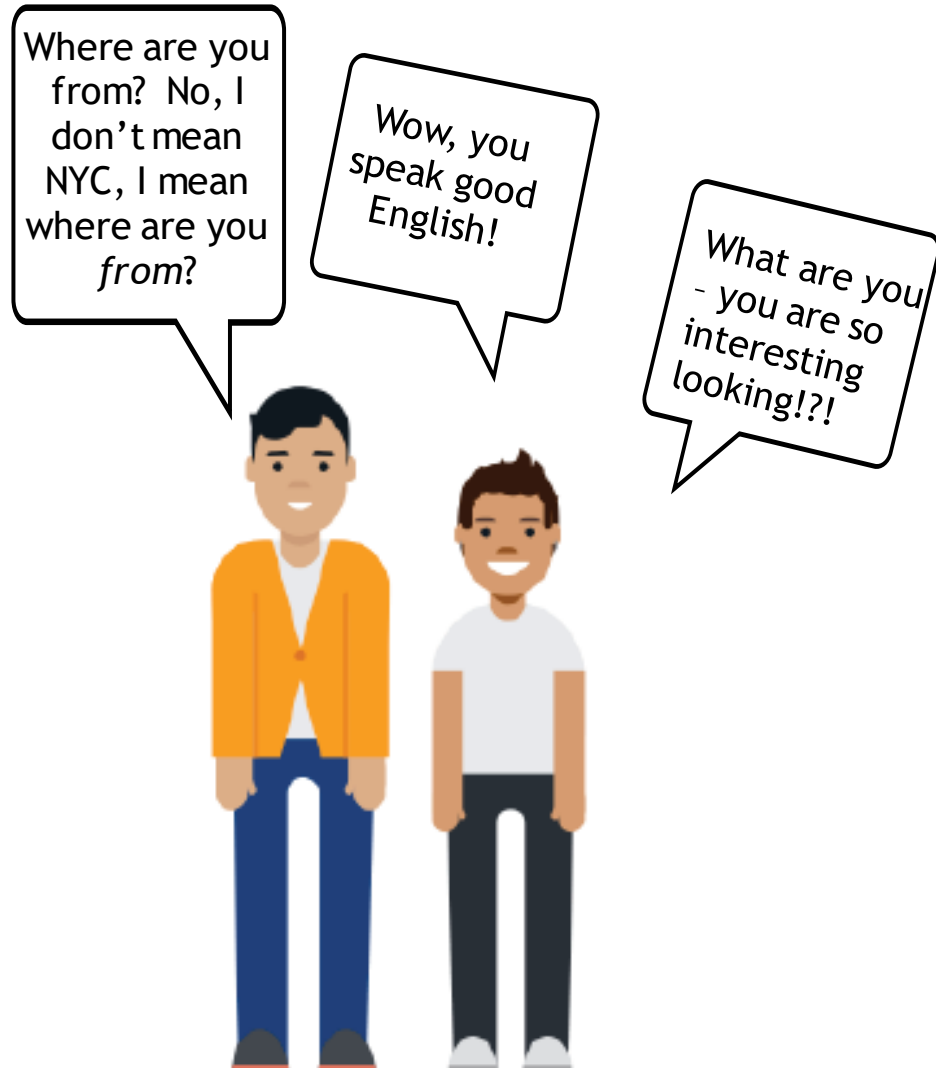
# Many microaggressions are rooted in **offensive** stereotypes



Art by Anne Castro @annecastro.art on Instagram

# Common race-based microaggressions in the workplace

## What they say.



## The message that is received.

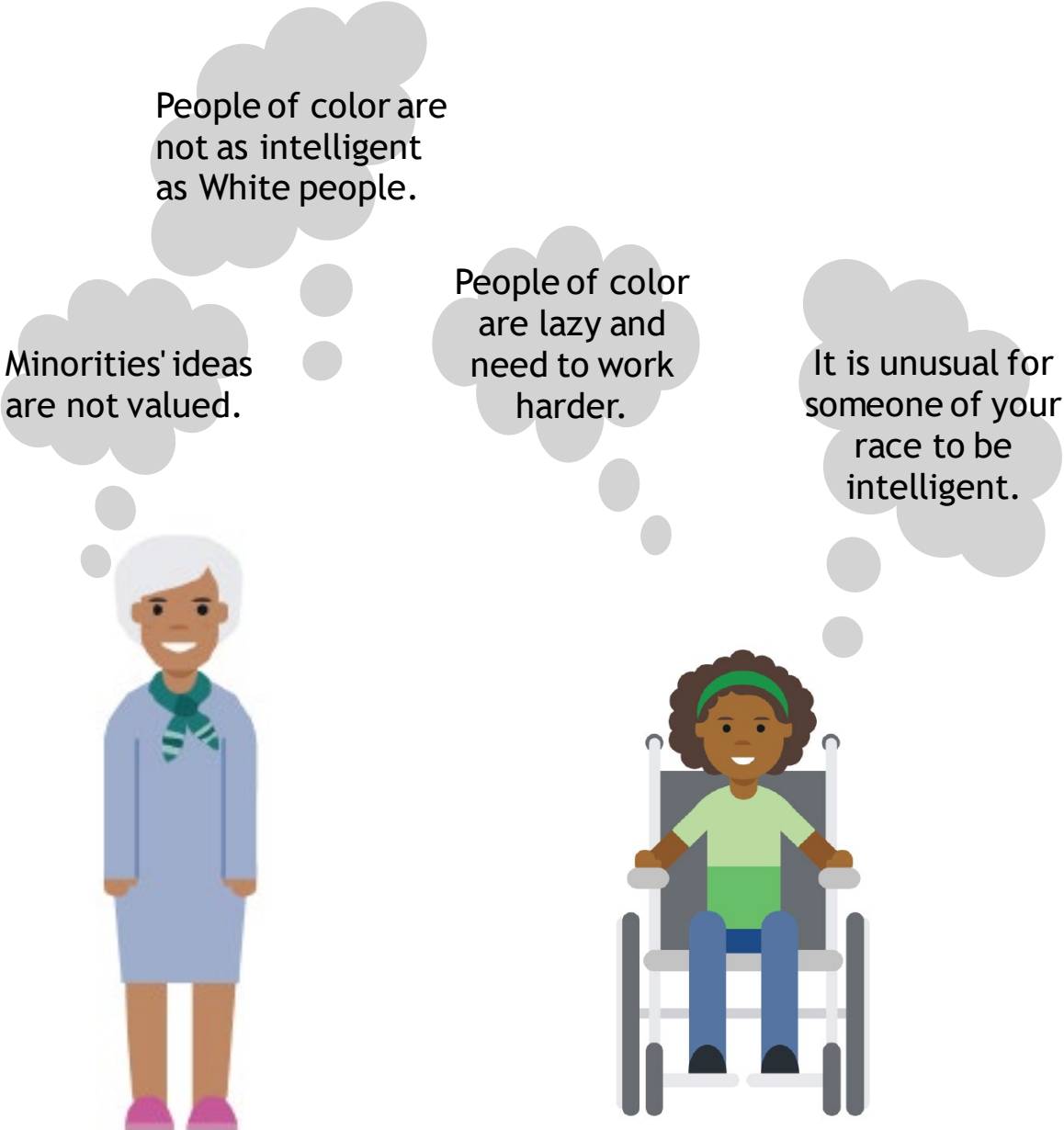
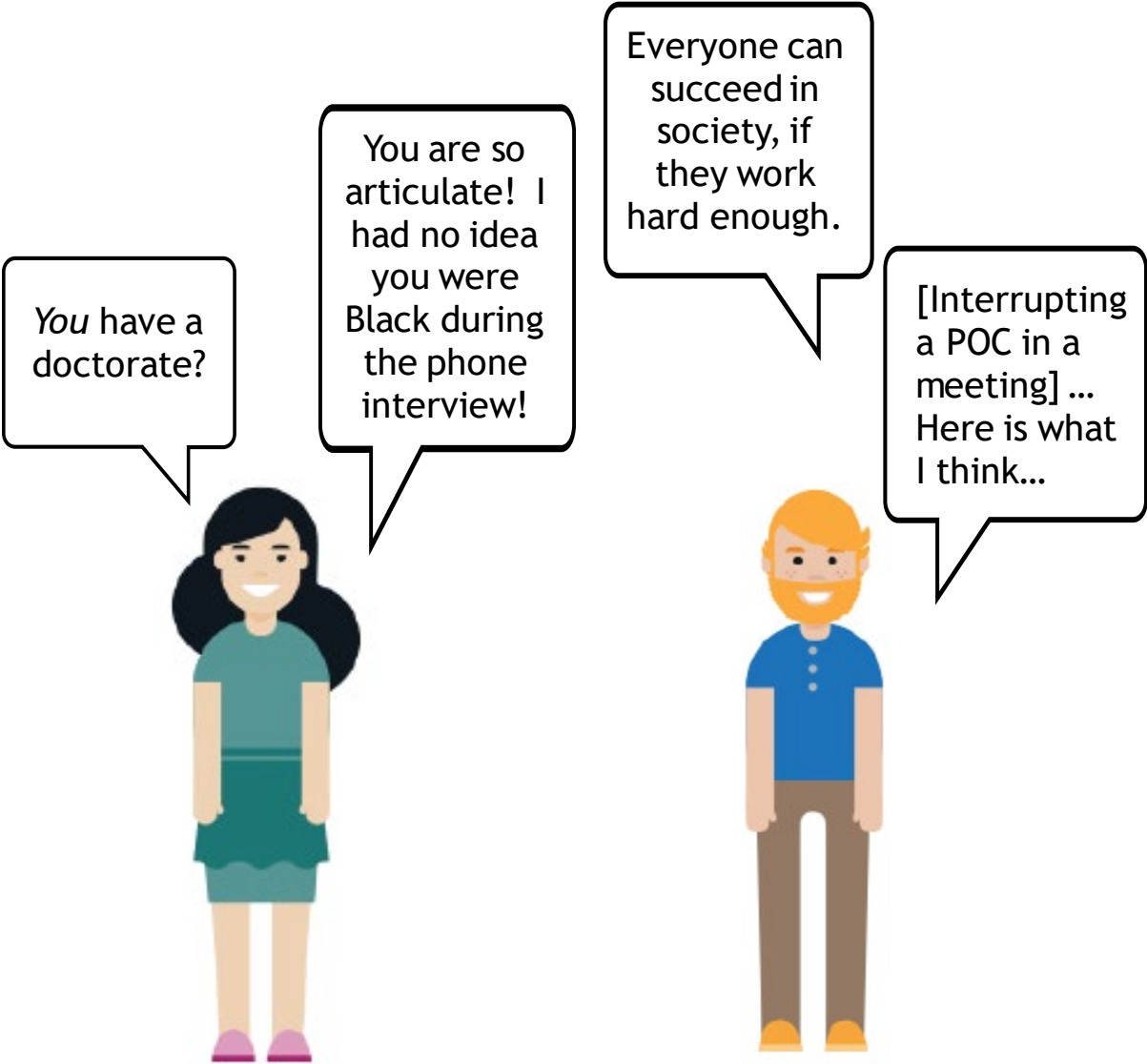




What they say.

Obtained via FOIA by Judicial Watch, Inc.

The message that is received.



## What they say.

Obtained via FOIA by Judicial Watch, Inc.

When I look  
at you, I  
don't see  
color.

There is only  
one race, the  
human race.

When it  
comes to  
race, I am  
colorblind.



## The message that is received.

Denying a person's  
racial/ethnic  
experience.

Assimilate to the  
dominant  
culture.

Denying the  
individual as a  
racial/cultural  
being.

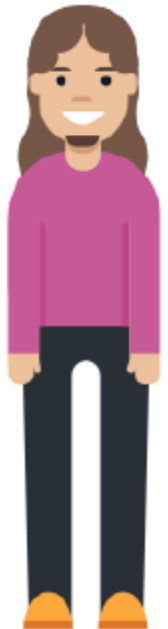


## What they say.

Obtained via FOIA by Judicial Watch, Inc.

## The message that is received.

I am not racist. I have several Black friends.

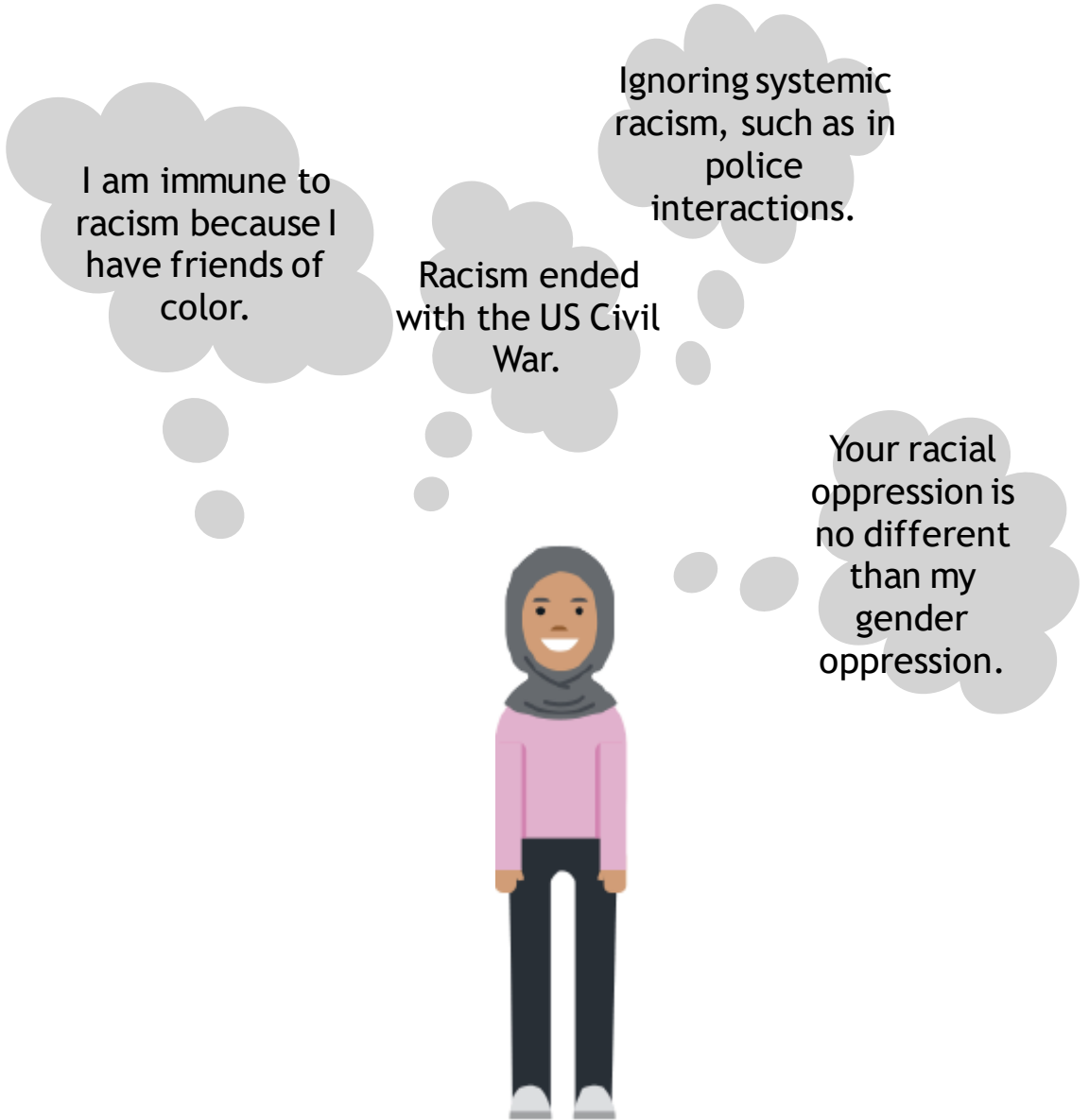


Don't blame me. I never owned slaves.



All lives matter.

As a woman, I know what you go through as a racial minority.



## What they say.

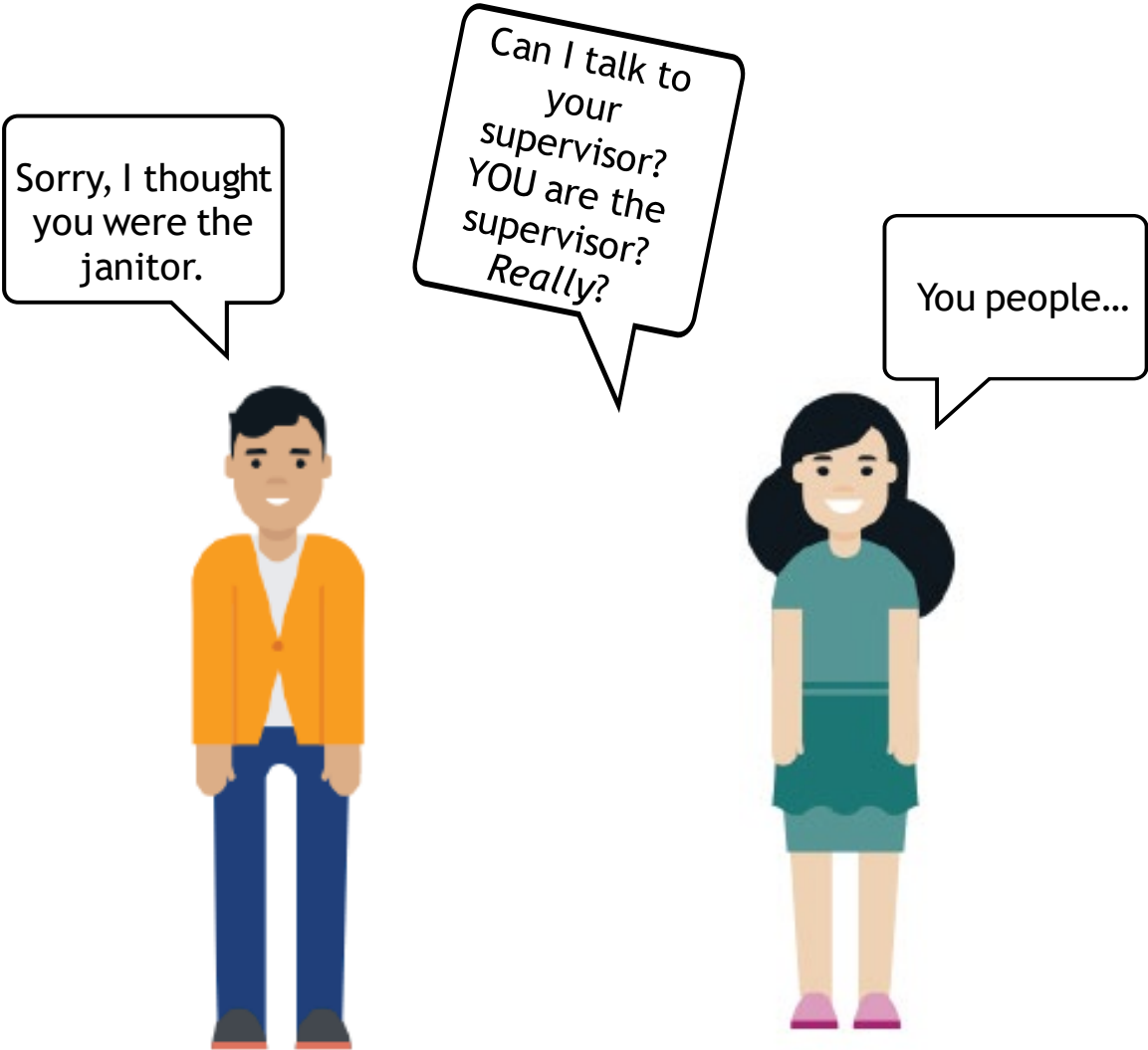


## The message that is received.

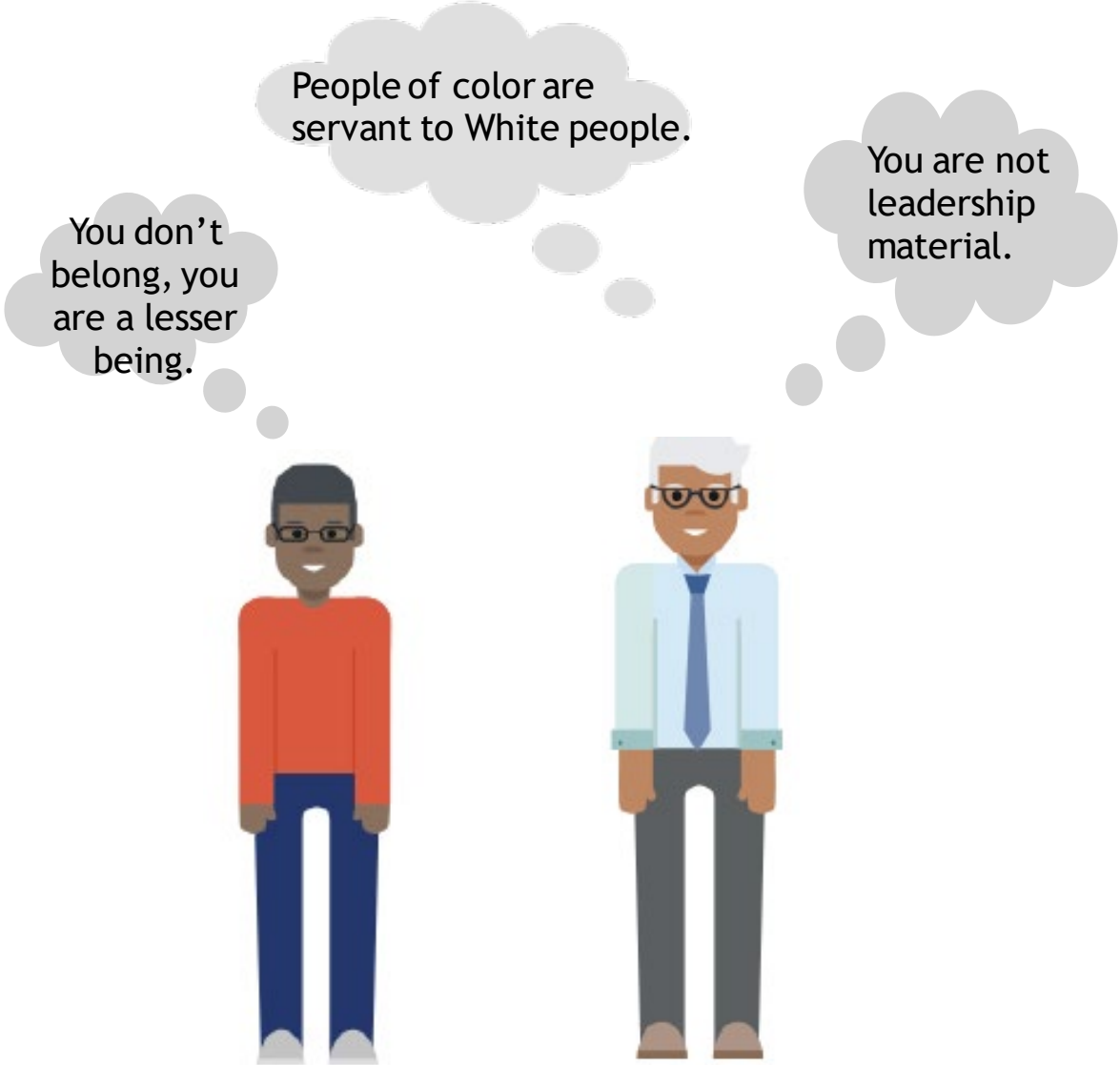


What they say.

Obtained via FOIA by Judicial Watch, Inc.



The message that is received.

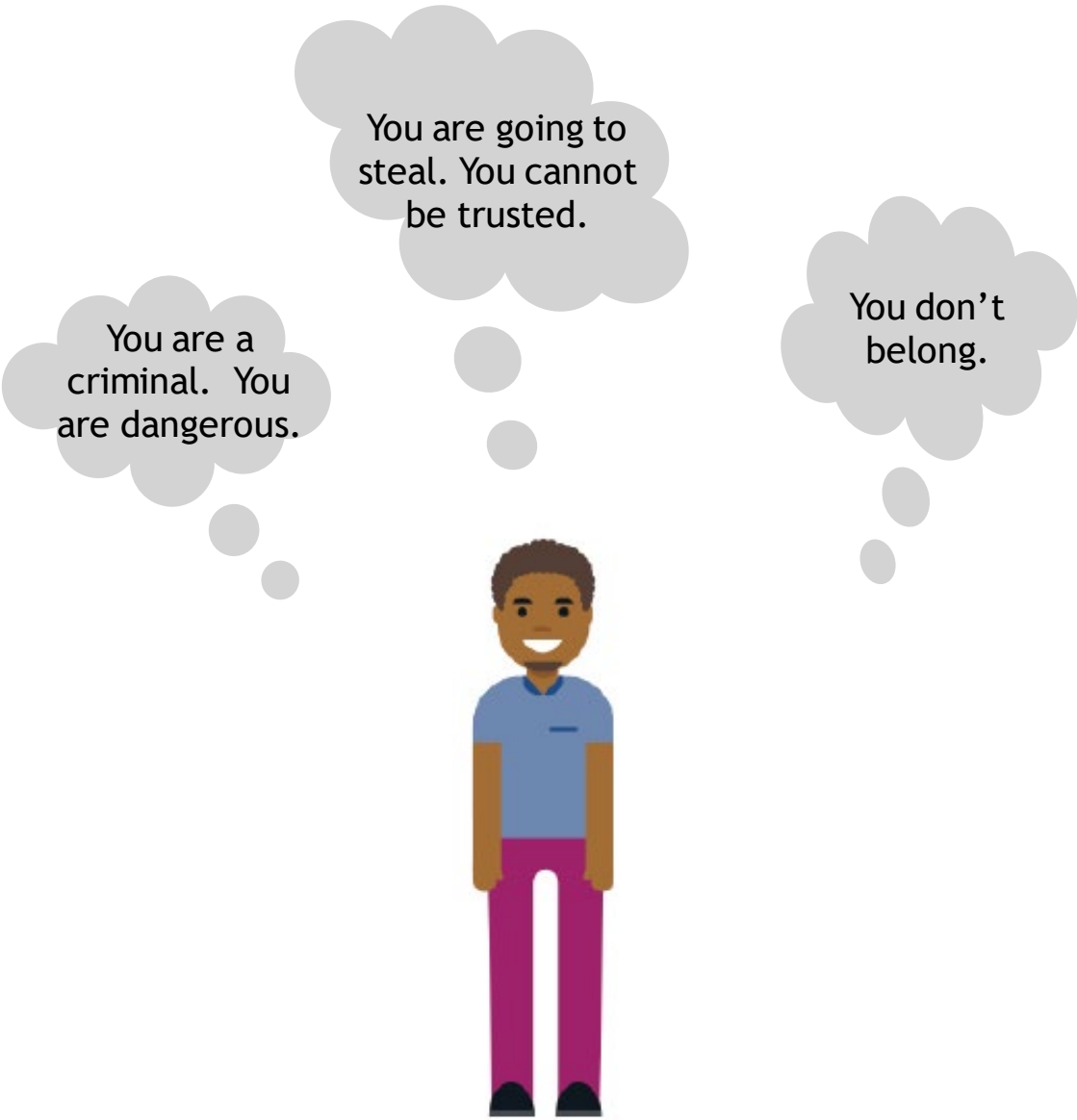
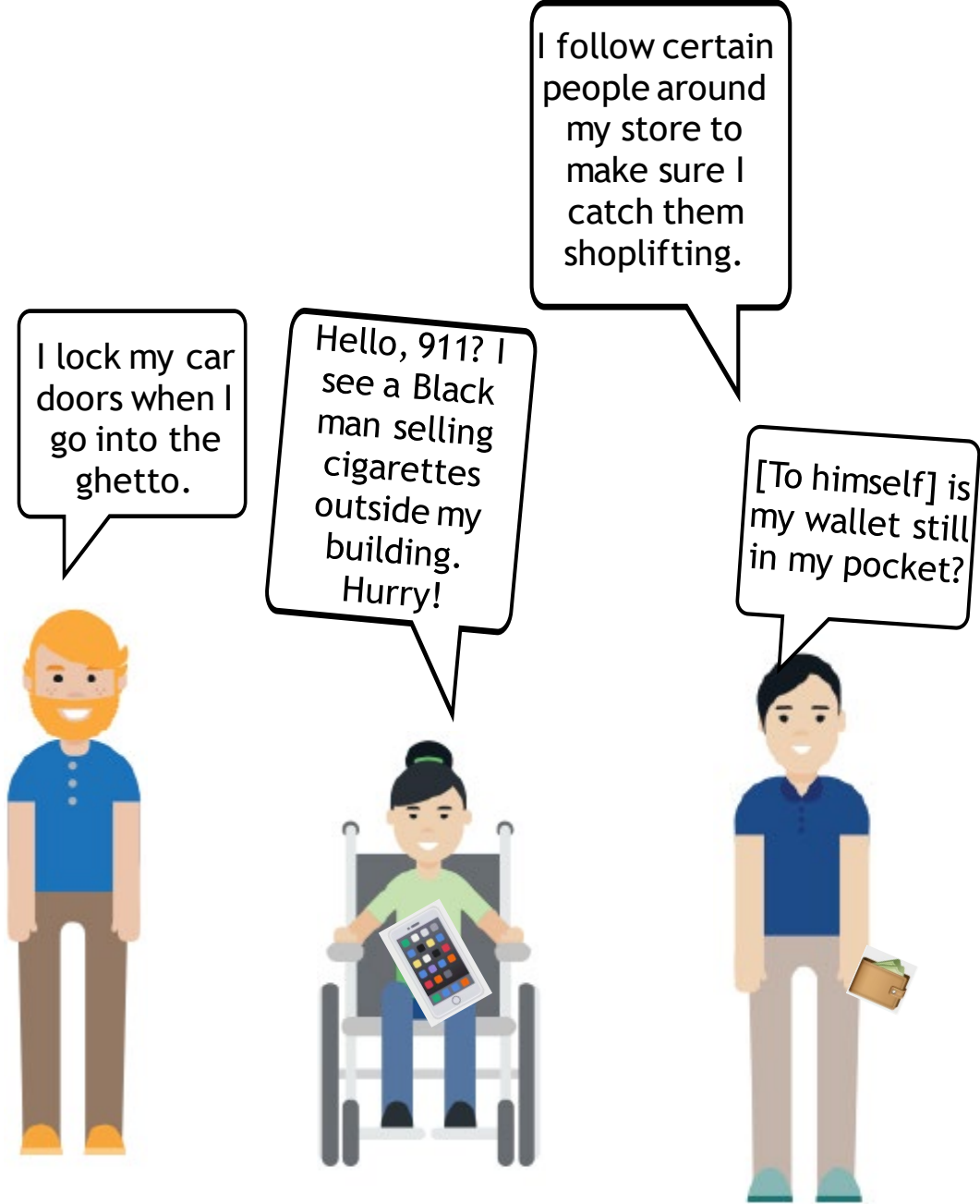




What they say.

Obtained via FOIA by Judicial Watch, Inc.

The message that is received.



# Common **sex-based** microaggressions in the workplace

## What they say.



## The message that is received.

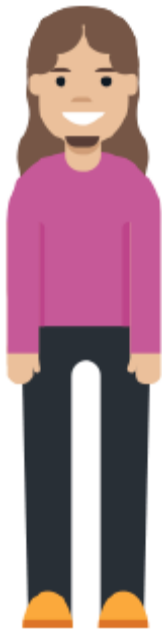


What they say.

Obtained via FOIA by Judicial Watch, Inc.

The message that is received.

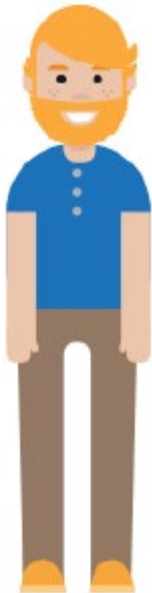
You are the subject matter expert?



That's a great idea, Steve! [even though Jane said it earlier]



[Interrupting a woman in a meeting] ... Here is what I think...





Women are not as smart as men.

Women's ideas are not valued.

A woman's input is not taken seriously.

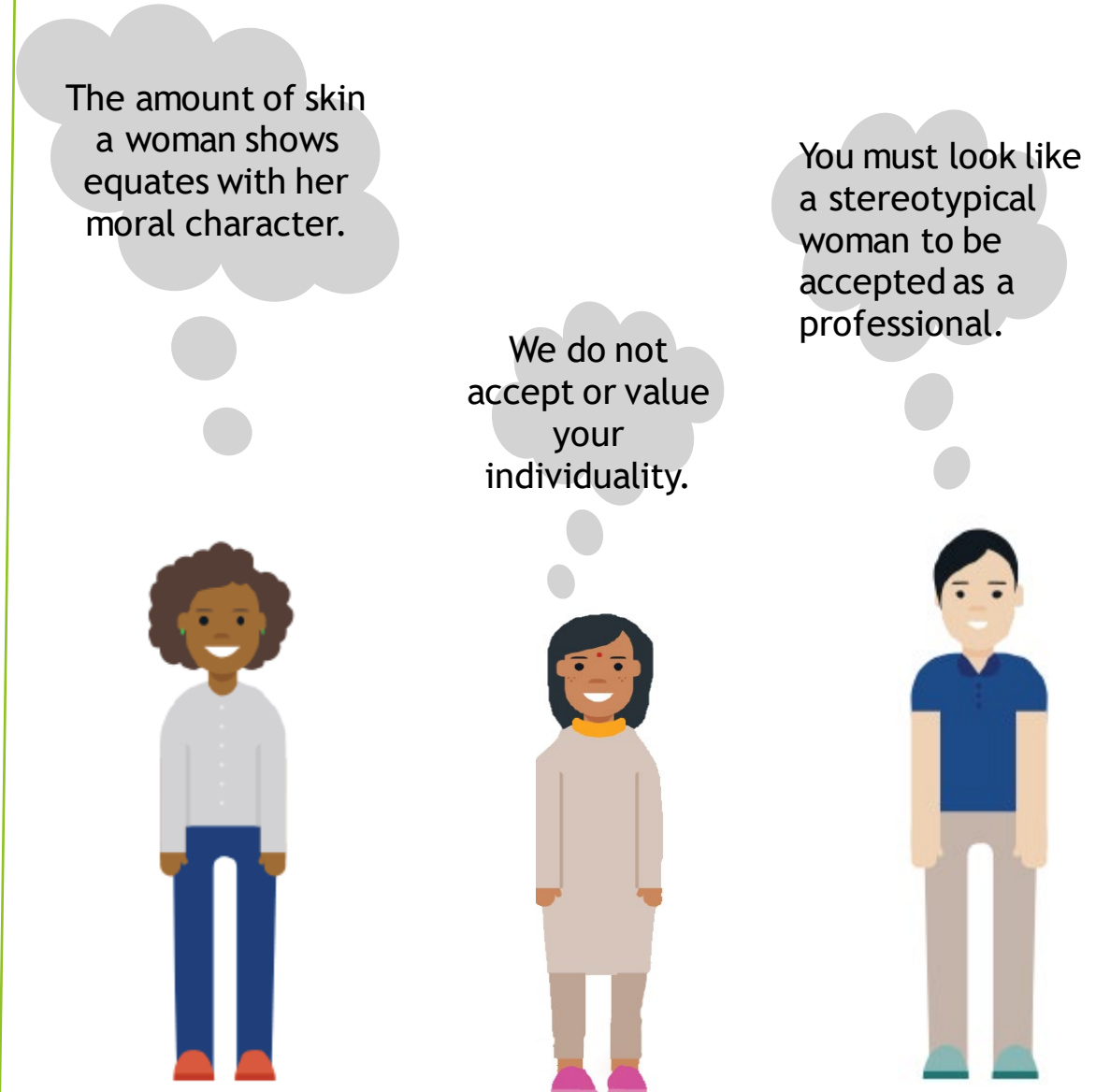
Men must explain concepts to women.

A complex block containing four thought bubbles and two illustrations. The thought bubbles contain the following text: "Women are not as smart as men.", "Women's ideas are not valued.", "A woman's input is not taken seriously.", and "Men must explain concepts to women." Below the first three bubbles is an illustration of a woman wearing a grey hijab, a pink long-sleeved shirt, and dark pants. Below the fourth bubble is an illustration of a woman with dark skin, wearing a dark blue short-sleeved shirt and a red skirt with a yellow diagonal stripe.

## What they say.



## The message that is received.





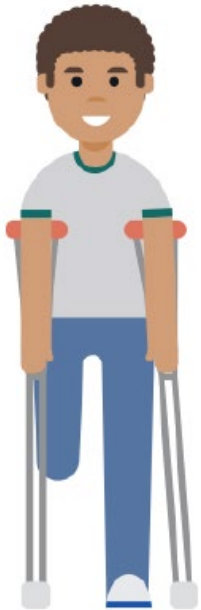
What they say.

Obtained via FOIA by Judicial Watch, Inc.

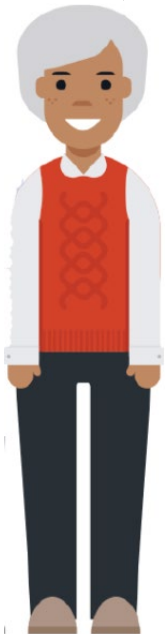
Since you are pregnant, you probably won't have time to work on this project.



It is getting late. You should stop working and leave so you can go feed your kids.



Breastfeeding at work is not appropriate. It makes the men uncomfortable.



The message that is received.

Women cannot balance family and work.

Women should focus on family instead of work.

Women cannot be committed to work.

Women who work are not good moms.

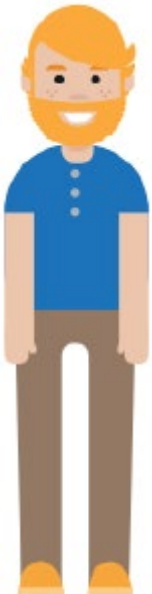


## What they say.

Obtained via FOIA by Judicial Watch, Inc.

## The message that is received.

Does it feel weird that your wife is the breadwinner?



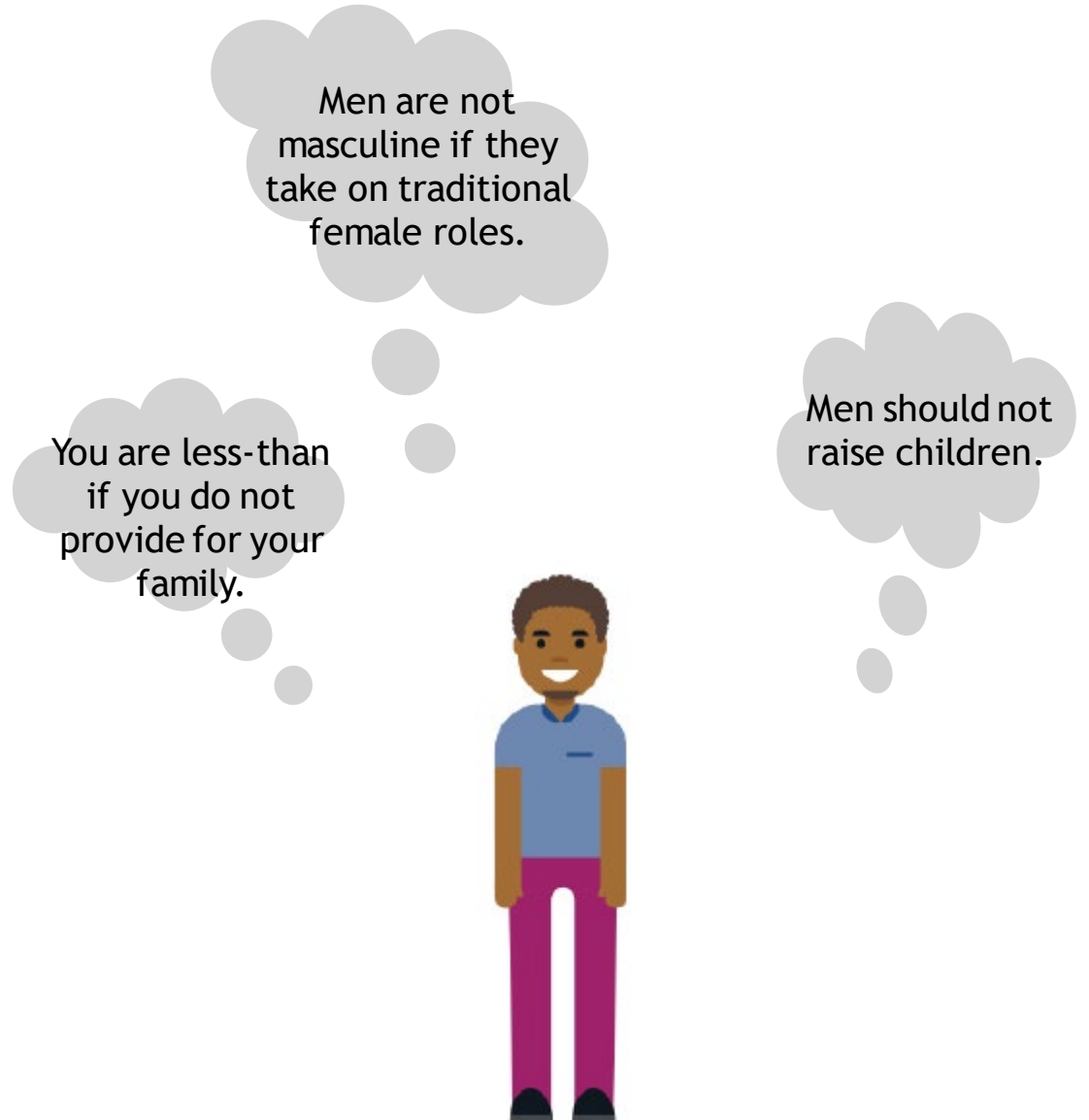
You are a stay-at-home dad?! How did your wife convince you to do that?



Men shouldn't be nurses, secretaries, or teachers. Women are better at those jobs.

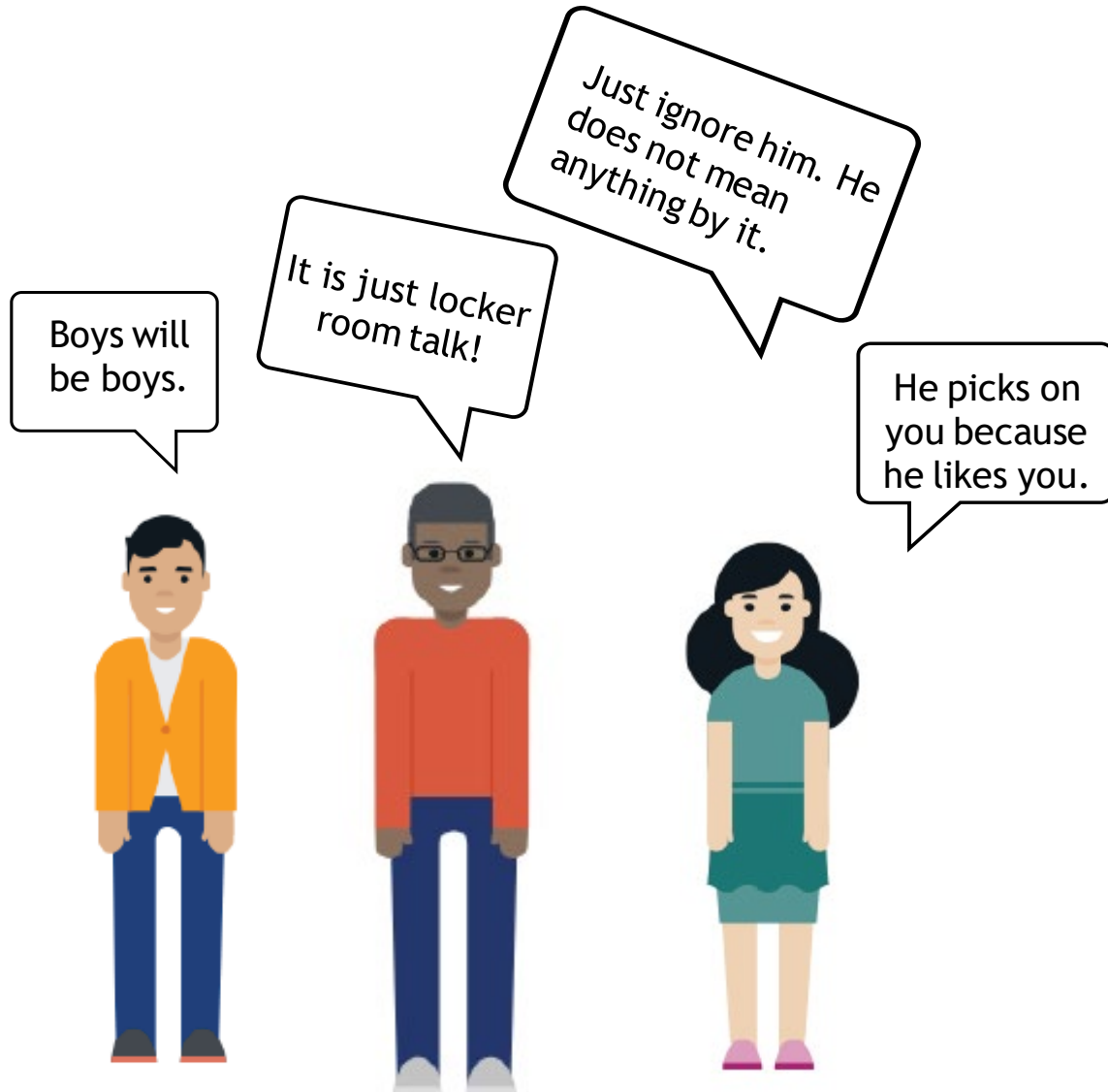


Paternity leave??



## What they say.

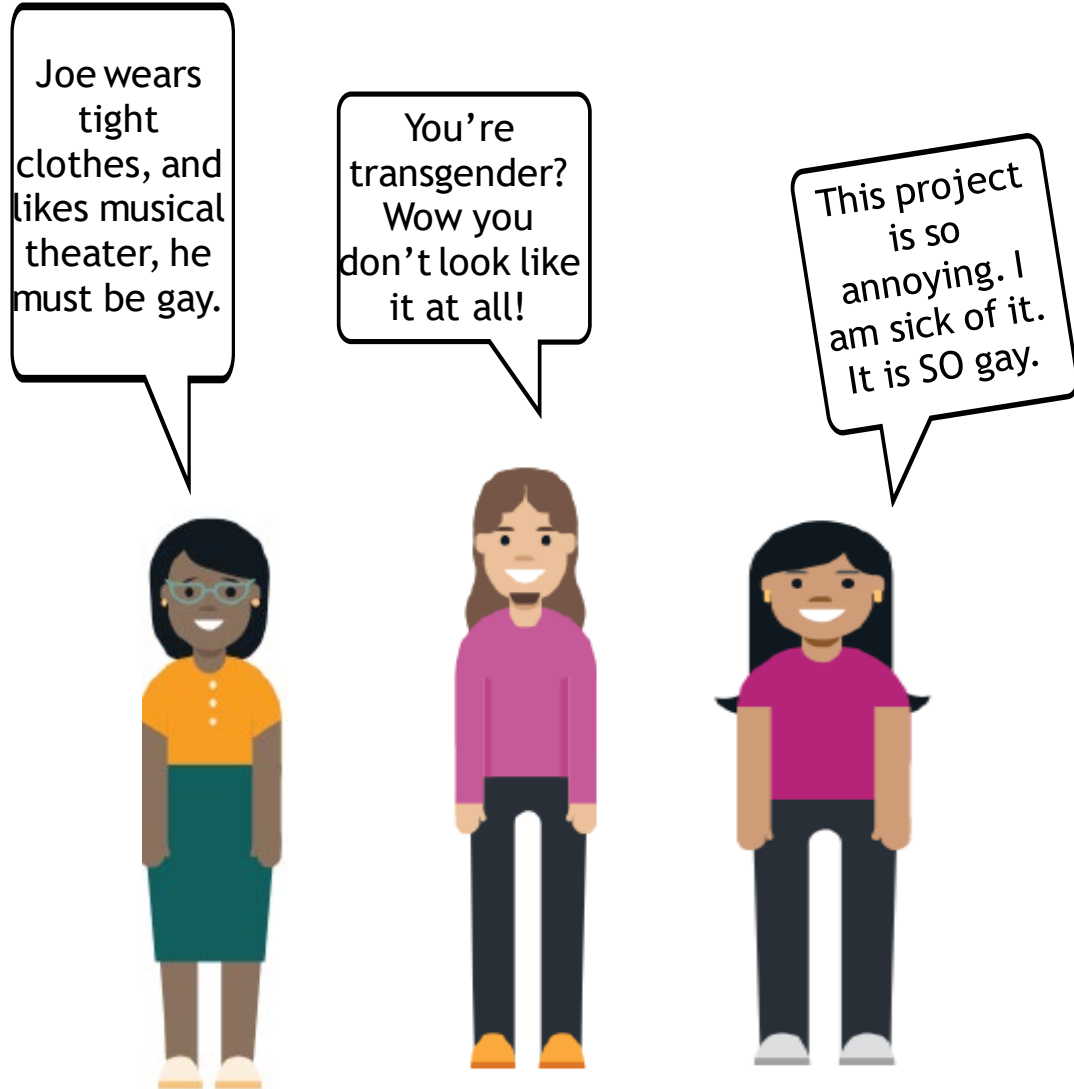
Obtained via FOIA by Judicial Watch, Inc.



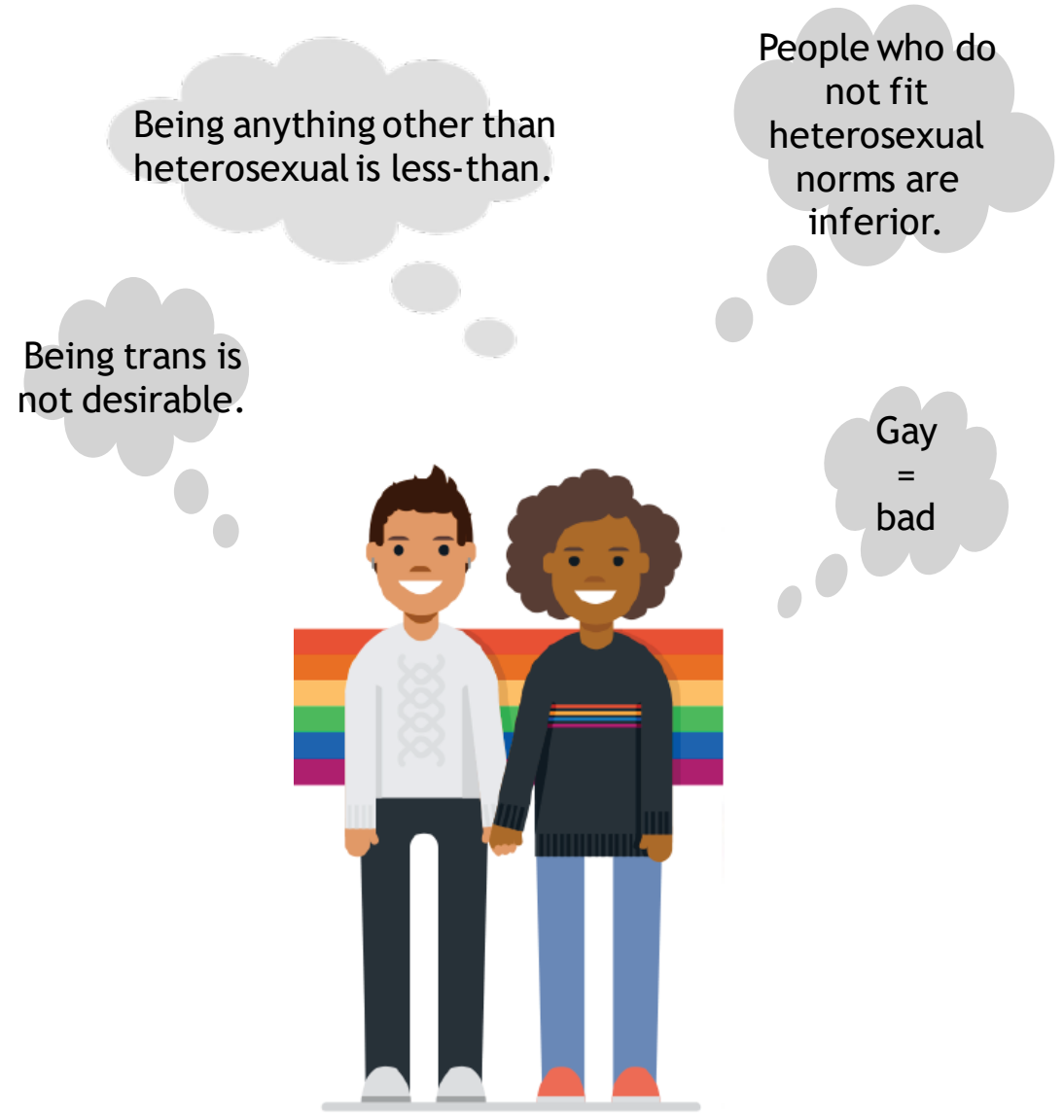
## The message that is received.



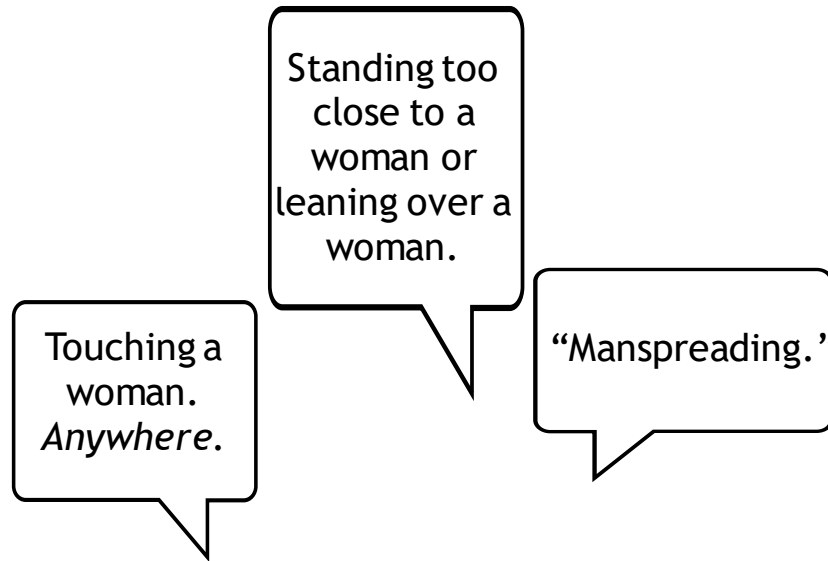
## What they say.



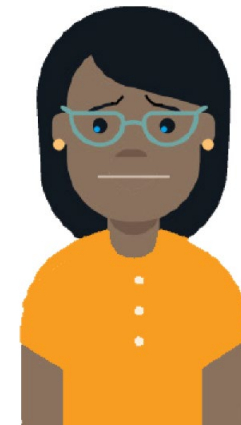
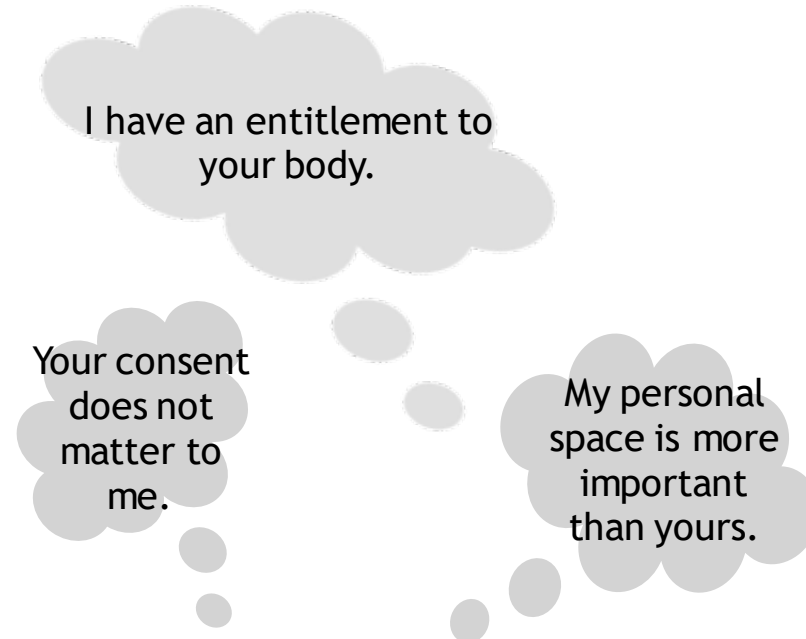
## The message that is received.



## What they do.



## The message that is received.





# The consequences of microaggressions

- ▶ Anxiety
- ▶ Depression
- ▶ Sleep difficulties
- ▶ Diminished confidence
- ▶ Helplessness
- ▶ Loss of Drive
- ▶ Weight Loss
- ▶ Damage to professional relationships
- ▶ Lack of concentration at work
- ▶ Looking for other jobs
- ▶ Calling out sick more often
- ▶ Lack of productivity
- ▶ Impact to quality of work
- ▶ Lack of engagement in meetings and with coworkers



# The Challenges of a **Victim** Responding to Microaggressions

Speaking up is  
going to hurt  
more than it  
helps.

What did he  
mean by that?

Should I say  
something?

Did I interpret  
that correctly?

Did I interpret  
that correctly?

Saying something  
may make it worse.

Did she say what  
I think she said?

They will probably  
think I am  
overreacting.



# The response of a witness / bystander

- ▶ Not respond at all – worst option
  - ▶ For a long time, the most common default response was choosing not to address offensive comments in the workplace.
  - ▶ Silence places an emotional tax on the victims, who are left wondering what happened and why, questioning their right to feel offended, and reinforcing beliefs that they are not safe at work.
- ▶ Respond later - better option than doing nothing
  - ▶ Address the perpetrator privately at a later point to explain why the microaggression was offensive.
  - ▶ Here, the risk lies in the time lag. What signal is your silence sending to others?
  - ▶ A follow-up conversation requires helping the person who committed the microaggression to first recall it and then to appreciate its impact.
- ▶ Respond immediately – best option, depending on the circumstances
  - ▶ This approach allows the transgression to be called out and its impact explained while the details of the incident are fresh in the minds of everyone involved.
  - ▶ It sets the tone for what is and is not acceptable, especially for the victim, the perpetrator, and witnesses

# Two approaches to take when taking action

29

## ► Disarm

- If you choose to confront a microaggression, be prepared to disarm the person who committed it.
- One reason we avoid conversations about race and gender discrimination is that they make people defensive. Perpetrators of microaggressions typically fear being perceived — or worse, revealed — as racist or sexist.
- Explain that the conversation might get uncomfortable for them but that what they just said or did was uncomfortable for you. Invite them to sit alongside you in the awkwardness of their words or deeds while you get to the root of their behavior together.

## ► Defy

- Challenge the perpetrator to clarify their statement or action.
- Use a probing question, such as “*How do you mean that?*” This gives people a chance to check themselves as they unpack what happened. And it gives you an opportunity to better gauge the perpetrator’s intent.
- Use “I” statements to convey what the statement made you feel, such as, “That statement made me feel like I’m not being seen as a human being.”
- Acknowledge that you accept their intentions to be as they stated but reframe the conversation around the impact of the microaggression.



## What to say when tackling a microaggression?

- ▶ **Ask for more clarification:** “Could you say more about what you mean by that?” “How have you come to think that?”
- ▶ **Separate intent from impact:** “I know you didn’t realize this, but when you \_\_\_\_\_ (comment/behavior), it was hurtful/offensive because \_\_\_\_\_. Instead, you could \_\_\_\_\_ (different language or behavior.)”
- ▶ **Share your own process:** “I noticed that you \_\_\_\_\_ (comment/behavior). I used to do/say that too, but then I learned \_\_\_\_\_.”

# When You are Confronted About a Microaggression

Obtained via FOIA by Judicial Watch, Inc.

## DO NOT RETALIATE!

- RETALIATION is treating someone differently from before they objected to or opposed discrimination.
- Examples can range from snubbing, ignoring, excluding, being rude or short, leaving the person off of emails to more aggressive behavior such as not assigning work or demoting.

## Educate Yourself

- Take the time to educate yourself about American history, systemic racism, implicit and explicit bias, and microaggressions.

## Seek Help


- Contact OCR or OMWI if you need help or don't know what to do or say.
- Embrace this as a learning and growth opportunity.

## Reject Any "I Just Won't Speak" Impulse

- When confronted, some people say "I give up. I can't get it right, what's the point?"
- Take a step back and recognize that you are continuing to perpetuate offensive behavior with this approach. No one is expecting you to get it perfect, people are expecting you to be thoughtful, introspective, and follow the law.

How do you  
respond when  
someone says you  
made a  
microaggression?

- Workplace harassment can be perpetrated on *any* protected basis; it's not just sex or race based and it is not just sexual in nature.
- Harassment can be perpetrated by Executives, managers, supervisors, co-workers, contractors, and/or other third parties.
- Harassment includes creating a hostile work environment.
  - Here, the harassment must be severe OR pervasive enough to alter the work conditions.
- Both CFPB policy *and* federal law prohibit workplace harassment.
  - CFPB's policy aims to prevent and correct harassment *before it becomes unlawful*.
  - EEO laws establish civil rights and provide remedies for unlawful conduct only.



If microaggressions are not addressed in the workplace, they could turn into harassment.

So what *is* harassment?



So, who do you  
call if you believe  
there is  
harassment or  
discrimination?

- ▶ Under CFPB's Anti-Harassment Policy, all employees are *required* to report potential harassment that they witness or is brought to their attention.
- ▶ Where do you report it?

Ari Taragin

Employee and Labor Relations

Office of Human Capital

[Ari.Taragin@cfpb.gov](mailto:Ari.Taragin@cfpb.gov)

Or

The Office of Civil Rights

[CFPB\\_EEO@cfpb.gov](mailto:CFPB_EEO@cfpb.gov)

(we will report it to ER/LR)



# What can YOU do?

- ▶ Know your EEO rights, and feel comfortable telling others their EEO rights as well
  - ▶ Don't forget you must contact the OCR **within 45 days** of a discriminatory act to timely start the EEO process!!
- ▶ When something doesn't *feel* right, make sure you know where to go for information on your options.



## What can you do?

Be empowered to speak up when you see something, and help make CFPB the workplace you want it to be.



**Be A King**   
@BerniceKing

“I don’t see color.” Please stop saying this. Let’s SEE each other and embrace each other with love, dignity and immeasurable worth.

What can you do?

Understand that your good intentions may not be as important as the impact of your words.



# What can you do?

Model the behavior you would like to have directed towards you.

- ▶ “The golden rule.”
- ▶ No offensive jokes – even if everyone around you is laughing.
- ▶ Learn about stereotypes and unconscious bias – including finding out your own biases!
- ▶ Be open to yourself growing, learning, and always striving to BE BETTER.
- ▶ Read the EEO policy and annual statement – there really is great information in there!

# Best Practices for supervisors: Set the tone starting from the top

- ▶ An organization's leadership creates the tone for the rest of the workplace.
- ▶ Management's actions have a trickle-down effect on all other employees.
- ▶ If Management's actions include microaggressions, employees will be more inclined to mirror that behavior.
- ▶ Recognize some of your employees may be experiencing microaggressions, and commit to stopping them.
- ▶ Don't be silent – address microaggressions when you see them.

# Microaggression Self Reflections

- ▶ Ask yourself, what am I feeling and thinking at this moment?
- ▶ Ask yourself, if I now realize I have committed microaggressions in the past, should I do something about it now?
- ▶ Ask yourself, how can I deliver my messages differently?
- ▶ Ask yourself, how can I continue to grow, learn, and be better?
- ▶ Ask yourself, how can I as a bystander make a positive impact?
- ▶ Ask yourself, if I have been a victim of microaggressions, what are my next steps or what will I do if it happens again?



# Contact information

Melissa Brand\*

Director

Office of Civil Rights

[Melissa.Brand@cfpb.gov](mailto:Melissa.Brand@cfpb.gov)

202-435-7096

# Appendix

# Examples of racial microaggressions

Obtained via FOIA by Judicial Watch, Inc.

Theme	Microaggression	Message
Assumed to be foreign born or attempting to determine one's race	<p>"Where are you from?"</p> <p>"Where are you born?"</p> <p>"You speak good English."</p> <p>"What are you? You're so interesting looking!"</p> <p>Asking an Asian American or Latino American to teach them words in their native language.</p>	<p>You are not American.</p> <p>You do not belong here.</p> <p>You are a perpetual foreigner in your own country.</p> <p>You fit into a specific racial category and that may be a good or bad thing depending on the category.</p> <p>Your ethnic/racial identity makes you exotic.</p>
Ascription of intelligence	<p>"You are so articulate."</p> <p>"I had no idea you were Black during your phone interview!"</p> <p>"You are a credit to your race"</p> <p>"You must be good in math"</p>	<p>People of color are not as intelligent as White people.</p> <p>It is unusual for someone of your race to be intelligent.</p> <p>All Asians are good in math/science and are "model minorities"</p>
Color blindness	<p>"When I look at you, I don't see color."</p> <p>"There is only one race, the human race."</p>	<p>Denying a person's racial/ethnic experience.</p> <p>Assimilate to the dominant culture.</p> <p>Denying the individual as a racial/cultural being.</p>
Invalidation of interethnic differences	<p>"All Asians look alike."</p> <p>A Filipino American woman is always asked</p> <p>"Are you Chinese?"</p> <p>Telling an Asian American "My ex-girlfriend was Chinese."</p>	<p>Minimize or denies the difference that may exist between interethnic groups.</p> <p>All Asians are alike.</p> <p>Assumption that all Asians are Chinese, regardless of their Asian ethnic background.</p>

# Examples of racial microaggressions

Obtained via FOIA by Judicial Watch, Inc.

Theme	Microaggression	Message
Criminality	<p>A white person locking their car doors when they see a person of color.</p> <p>A white person clutching their purse or checking their wallet when a person of color approaches.</p> <p>Unnecessarily calling the police.</p> <p>A store owner following a customer of color around the store.</p> <p>A white person waits to ride the next elevator when a person of color is on it.</p>	<p>You are a criminal.</p> <p>You are going to steal.</p> <p>You are dangerous.</p> <p>You don't belong.</p>
Denial of individual racism	<p>"I'm not a racist. I have several Black friends."</p> <p>"As a woman, I know what you go through as a racial minority."</p> <p>"Don't blame me. I never owned slaves"</p> <p>"All Lives Matter."</p>	<p>I am immune to races because I have friends of color.</p> <p>Your racial oppression is no different than my gender oppression.</p> <p>Racism ended with the US Civil War.</p> <p>Ignoring systemic racism, such as in police interactions.</p>
Myth of meritocracy	<p>"Everyone can succeed in this society, if they work hard enough."</p>	<p>People of color are lazy and/or incompetent and need to work harder.</p>
Crossing personal boundaries	<p>"Can I touch your hair?"</p> <p>"You are so light, is one of your parents White?"</p> <p>"Are those your real eyes?"</p>	<p>You are an animal on display.</p> <p>You are exotic or other.</p> <p>You are not White enough/ Black enough.</p>



# Examples of racial microaggressions

Obtained via FOIA by Judicial Watch, Inc.

Theme	Microaggression	Message
Pathologizing cultural values/ communication styles	To an Asian, Latino or Native American: "Why are you so quiet? We want to know what you think. Be more verbal." "Speak up more." Asking a Black person, "Why do you have to be so loud/ animated? Just calm down?" Dismissing an individual who brings up race or culture at work.	Assimilate to your dominant culture. Leave your cultural baggage outside.
Second class citizen	Person of color is mistaken for a service worker. A taxicab passes a person of color and picks up a White passenger. "You people..." Asking a person of color "can I speak to your supervisor" when they are the supervisor. Interrupting a person of color during work meetings.	People of color are servant to White people. You are likely to cause trouble and/or travel to dangerous neighborhoods. You don't belong, you are a lesser being. You are not leadership material. Your input is not valued.
Environmental microaggressions	A college or university with buildings that are all named after White heterosexual upper class males. Television shows and movies that feature predominantly White people, without representation of people of color. Overabundance of liquor stores in communities of color.	You don't belong / You won't succeed here. There is only so far you can go. You are an outsider / You don't exist. People of color don't / shouldn't value education. People of color are deviant.



# Examples of sex based microaggressions – aimed at females

Obtained via FOIA by Judicial Watch, Inc.

Theme	Microaggression	Message
Acceptable behavior	<ul style="list-style-type: none"><li>• “Act like a lady”</li><li>• “Girls should be seen and not heard.”</li><li>• “You should smile more.”</li><li>• Men who are strong are assertive, while strong women are labeled aggressive.</li><li>• “You are a bitch.”</li><li>• “It is not ladylike to curse.”</li><li>• “You are too sensitive.”</li><li>• “My female boss is crazy and hysterical.”</li></ul>	<ul style="list-style-type: none"><li>• Women must behave diminutively</li><li>• Women who are aggressive or pushy are not competent leaders, while men who behave the same are valued.</li><li>• A woman’s concerns are illogical</li></ul>
Sexual objectification	<ul style="list-style-type: none"><li>• “You’re gonna have to fight boys off with a stick”</li><li>• Catcalling.</li><li>• “Have you been working out? You look good!!”</li></ul>	<ul style="list-style-type: none"><li>• Boys will be attracted to you and not respect you.</li><li>• Men are entitled to telling a woman they are attracted to her.</li><li>• Women’s bodies are not really their own</li><li>• Your worth is in your appearance</li></ul>
Ascription of intelligence	<ul style="list-style-type: none"><li>• “You have a doctorate?”</li><li>• Making women prove their qualifications and not asking the same of men.</li><li>• Men get credit for an idea a female colleague previously raised.</li><li>• Male colleagues interrupt women in meetings.</li><li>• “Mansplaining.”</li></ul>	<ul style="list-style-type: none"><li>• Women are not as smart as men.</li><li>• Women must validate their intelligence, its not assumed.</li><li>• A woman’s input is not taken seriously.</li><li>• Women’s ideas are not valued.</li><li>• Men must explain concepts to women.</li></ul>

## Examples of sex based microaggressions – aimed at females

Theme	Microaggression	Message
Crossing personal boundaries	<ul style="list-style-type: none"><li>• Touching a woman – anywhere</li><li>• Standing too close to a woman, leaning over a woman</li><li>• “Manspreading”</li></ul>	<ul style="list-style-type: none"><li>• I have an entitlement to your body.</li><li>• Your consent does not matter to me.</li><li>• My personal space is more important than yours</li></ul>
Traditional gender roles	<ul style="list-style-type: none"><li>• “How does your husband feel about you being the breadwinner?”</li><li>• “You’d be better as an administrative assistant or secretary”</li><li>• Asking a female supervisor “May I speak with the supervisor?”</li><li>• Assigning women the task of decorating for a party, taking notes, or getting coffee.</li><li>• A person asks a woman her age and, upon hearing she is 31, looks quickly at her ring finger.</li></ul>	<ul style="list-style-type: none"><li>• Women are best suited for certain jobs or tasks.</li><li>• Women cannot be leaders.</li><li>• Women’s competence is questioned.</li><li>• Women should be married during child-bearing ages because that is their primary purpose.</li></ul>
Appearance	<ul style="list-style-type: none"><li>• “Women should wear makeup.”</li><li>• “Grow your hair longer.”</li><li>• “You should wear jewelry.”</li><li>• “You should wear a skirt and high heels.”</li><li>• “Women should not wear revealing clothing.”</li><li>• Shows surprise when a feminine woman turns out to be a lesbian.</li></ul>	<ul style="list-style-type: none"><li>• You must look like a stereotypical woman to be accepted as a professional.</li><li>• The amount of skin a woman shows equates with her moral character</li><li>• Clothing choices mean women are asking for unwanted attention</li><li>• Lesbians are masculine.</li></ul>

# Examples of sex based microaggressions – aimed at females

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Theme	Microaggression	Message
Second class citizenship	<ul style="list-style-type: none"><li>• Not calling a woman Doctor or Esquire, or other title she earned</li><li>• “Sweetheart” or “girl” (for a woman)</li><li>• A woman is mistaken for a service worker or secretary.</li><li>• Men are asked to lead projects more than women.</li></ul>	<ul style="list-style-type: none"><li>• You do not deserve to be addressed professionally</li><li>• Women are seen as sensitive, sweet, and non-threatening.</li><li>• The contributions of females are less worthy than the contributions of men.</li></ul>
Environmental microaggressions	<ul style="list-style-type: none"><li>• A college or university with buildings that are all named after White heterosexual upper class males.</li><li>• No representation of females in leadership roles.</li><li>• Unequal pay / glass ceilings</li></ul>	<ul style="list-style-type: none"><li>• You don't belong / You won't succeed here.</li><li>• There is only so far you can go.</li></ul>
Mom Shaming	<ul style="list-style-type: none"><li>• Assuming a women will want to have children and will need to take time off.</li><li>• Women will be too busy with childcare, cooking dinner, and cleaning to do this job.</li><li>• Not accommodating breast feeding</li><li>• Telling a mom who works late that she should go home</li></ul>	<ul style="list-style-type: none"><li>• Women cannot balance family and work.</li><li>• Women should focus on family instead of work.</li><li>• Women cannot be committed to work.</li><li>• Women who work are not good moms</li></ul>

# Examples of sex based microaggressions – aimed at males

Obtained via FOIA by Judicial Watch, Inc.

Theme	Microaggression	Message
Machismo	<ul style="list-style-type: none"> <li>• “Man up”</li> <li>• “Don’t be a wimp”</li> <li>• “Men should not have hobbies such as knitting, baking, gardening...”</li> </ul>	<ul style="list-style-type: none"> <li>• Men must be tough, macho, brave.</li> <li>• Men should not show emotion.</li> <li>• Men are less-than if they engage in traditional “female” activities</li> </ul>
Heterosexist Norms	<ul style="list-style-type: none"> <li>• A heterosexual man who hangs out with his female friends more than his male friends is labeled as gay.</li> <li>• A man who wears tight clothes, wears makeup, or acts a certain way is labeled as gay.</li> <li>• “You’re transgender? Wow you don’t look like it at all.”</li> </ul>	<ul style="list-style-type: none"> <li>• Men who did not fit male stereotypes are inferior.</li> <li>• Being anything other than heterosexual is less-than.</li> <li>• Being trans is not desirable (can be directed at men or women)</li> </ul>
Gender based roles	<ul style="list-style-type: none"> <li>• “Does it feel weird that your wife is the breadwinner?”</li> <li>• “You are a stay-at-home dad?!?”</li> <li>• “Men shouldn’t be nurses/ secretaries / teachers.”</li> <li>• A supervisor is shocked when a male asks to take paternity leave.</li> </ul>	<ul style="list-style-type: none"> <li>• Men are not masculine if they take on traditional female roles.</li> </ul>
Dismiss negative behavior of males	<ul style="list-style-type: none"> <li>• “Boys will be boys”</li> <li>• “It is just locker room talk”</li> </ul>	<ul style="list-style-type: none"> <li>• It is OK when men are aggressive.</li> <li>• Certain things are OK for men but not for women.</li> <li>• It is OK for men to be sexist and degrading.</li> <li>• Men are not to be held accountable.</li> </ul>