

**Not pronouncing or spelling an individual's name correctly**

**People moving away from you or holding their breath when around you**

**Not giving eye contact when the individual is speaking**

**Making assumptions about skills/abilities/temperament of the individual based on stereotypes**

**Interrupting an individual when they are speaking**

**Ignoring what you have said/instructed and asking other people for clarity or confirmation**

**Ignoring individuals in meetings and in the workplace**

**Subjecting an individual to more criticism and harder judgement compared to their white counterparts**

**Dismissing an individual's opinion or perspective**

**Continually arranging team social events based around alcohol, thereby making an individual feel unwelcome**

**A lack of awareness of personal space and personal boundaries which can lead to uncomfortableness**

**ROYAL  
PHARMACEUTICAL  
SOCIETY**

**What does a  
microaggression  
look like?**

**Making assumptions about seniority. The micro-aggressive assumption being that the most senior person in the room is white**