

Microaggression*	Examples
Denial of personal identity and disability experience	<ul style="list-style-type: none"> <li>● Lumping people with a range of disabilities into the “disability community” and making sweeping statements about meeting their needs.</li> <li>● Labeling people with disabilities as ungrateful or troublemakers for complaints about known needs that aren’t met, e.g. e-mailed agendas</li> <li>● Making statements like “I know how you feel” or assumptions based on another person with a similar impairment.</li> <li>● Dismissing concerns and emotional reactions that are shared.</li> </ul>
Denial of privacy of body, space, or information	<ul style="list-style-type: none"> <li>● Requesting a child’s diagnostic and IEP school documents before allowing participation in Sunday School, and sharing diagnoses with other children and parents without the child’s permission.</li> <li>● Asking conference registrants about their disabilities, rather than about the accommodations needed so they can participate.</li> <li>● Applying Safe Sanctuary children’s rules to adults with disabilities.</li> </ul>
Assumed or forced helplessness	<ul style="list-style-type: none"> <li>● Insisting on lifting a person in their wheelchair up some steps.</li> <li>● Bringing the potluck/ fellowship food to one who cannot access the space rather than moving the potluck/ fellowship so everyone can participate.</li> <li>● Not asking people with disabilities to serve on committees or as teachers.</li> <li>● Removing wheelchairs, walkers, and crutches and making the person needing them ask and wait to get them back.</li> </ul>
Secondary gain – person with a disability inspires, benefits others	<ul style="list-style-type: none"> <li>● Wanting major recognition for making a minor accessibility modification that has been needed for many years.</li> <li>● Commenting about “how much worse someone with a disability has it” helping that person without a disability put their problems into perspective, and attributing this difference to the grace of God.</li> </ul>
Spread effect - assuming multiple impairments or supernatural gifts	<ul style="list-style-type: none"> <li>● Talking loudly to someone who is blind.</li> <li>● Assuming someone with a speech difference has an intellectual disability, or that someone with an intellectual disability can’t understand speech.</li> <li>● Assuming that a Deaf person can lipread 100% of what is said or that a person who is blind can perceive what is meant by a gesture.</li> </ul>
Infantilization/ Patronization/ Desexualization	<ul style="list-style-type: none"> <li>● Patting a youth or adult on the head.</li> <li>● Placing an older child with a significant disability in the nursery because they “won’t get anything out of Sunday School” with their age-level peers.</li> <li>● Writing a newsletter article about how inspiring it is that kids without disabilities help persons with disabilities at a “special needs” prom.</li> </ul>
Second class citizenship	<ul style="list-style-type: none"> <li>● Avoiding eye contact or direct conversation with a person with a disability.</li> <li>● Deciding against building a ramp to the chancel, justifying that someone who can’t manage stairs won’t need to access the chancel.</li> <li>● Projecting graphics but not explaining them because “they aren’t important” so everyone doesn’t need to know what they are.</li> <li>● Requesting that wheelchair users sit in the back or up front so as not to upset sanctuary aesthetics by removing the ends of several pews.</li> <li>● Using “us” to refer to members without disabilities, “them” for anyone else.</li> </ul>

\*Keller & Galway, 2010