

# Bouncing back: Racial microaggressions predicting higher resilience in Latinx individuals

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## Definitions

### Relevant Terms

- Racial microaggressions are daily verbal, behavioral, or environmental slights, intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color (Sue et al., 2007).
- Resilience can be defined as the capacity to recover from stress or "to bounce or spring back" (from re- "back" + salire- "to jump, leap"; (Agnes, 2005). The nature of this variable involves strength in the ability to overcome difficulty or distress, which many researchers have attempted to measure, only to fail to measure its core purpose (Smith, 2008).



Image 1. Examples of Microaggressions

- Example 1: You speak really good English.
- Example 2: You don't look Hispanic, you're too white.

## Latinx Experiences

### Latinx Experiences with Racial Microaggressions

- Recent studies suggest that Latinx individuals experience racial microaggressions very often, more specifically in the context of inequalities in higher education, language, racial profiling, among others. This particular affection displayed by Latinx individuals has been associated with poorer physical health, and poorer mental health.

### Latinx Experiences with Resilience

- After an analysis of the literature common finding among some studies is that cultural resilience recompens for the detrimental effect of racial discrimination on stress in an acceptable way, which is prevalent in POC. Such findings corroborate the idea of resilience defined as a protective source against microaggressions.
- Studies looking at the display of resilience, particularly in the Latinx community, have found significant results for all regression coefficients of resilience scales.

## Results

### Preliminary Analysis and H1

#### Associated with Microaggressions (Table 1)

- Age and gender ( $r=.172, p<.018$ )
- Generational status ( $r=-.224, p<.002$ )

#### Associated with resilience

- Age ( $r=.226, p<.002$ )
- Education ( $r=.237, p<.001$ )
- SES ( $r=.216, p<.003$ )

#### Microaggressions and Resilience

( $r=.027, p<.712$ )

Table 1  
Pearson's Correlation matrix

Study Variables	1	2	3	4	5	6	7	8
1. Age	1							
2. Education	.592**	1						
3. Sex	-.068	.024	1					
4. Gender	.053	.052	-.394**	1				
5. SES	.413**	.375**	-.098	.066	1			
6. Generation Status	-.076	.024	.087	.108	.000	1		
7. REMS Total	.172*	.086	-.199**	.172*	.006	-.224**	1	
8. NewRes	.226**	.237**	-.122	.097	.216**	.128	.027	1

\* $p<.05$ . \*\* $p<.01$ . REMS Total: All Racial-Ethnic Microaggression Subscales. NewRes: Resilience.

### Hypothesis 2

Individual correlation analysis did not find any significant association between various types of racial microaggressions and resilience (Table 2)

### Exploratory Analysis

#### Microaggressions and Resilience (predictor)

- ( $F(7,182) = 3.286, p < .003$ ) ( $T = .051, p < .96$ ).
- REMS (6 subscales) and while controlling for age, education, sex, gender, SES, and generation status (see Figure 1)

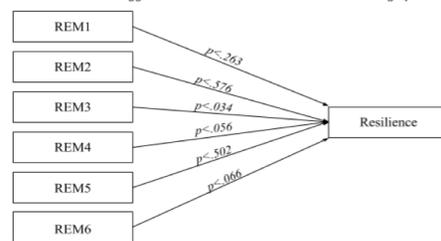
1. **Significant regression:** ( $F(12,177) = 3.119, p < .000$ ), with an  $R^2$  of .175. Specifically, resilience decreased .276 for every one unit increase on microinvalidations ( $t = -2.143, p < .034$ ). (see Figure 2)
2. **Trend 1:** Resilience increases .314 for every one unit increase in Exoticization/Assumption of Similarity experiences ( $t = 1.927, p < .056$ )
3. **Trend 2:** Resilience decreased .514 for every one unit increase in Workplace / School Microaggressions. ( $t = -1.851, p < .066$ ) (Figure 2)

Table 2  
Multicollinearity Analysis for all REMs Subscales

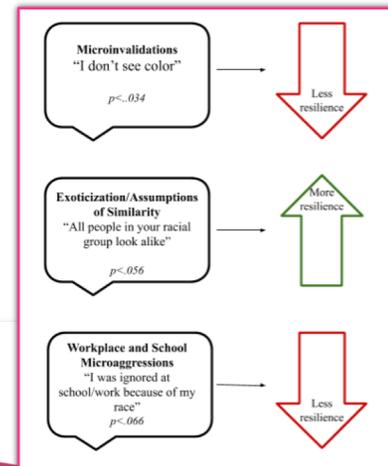
Study variables	1	2	3	4	5	6	7
1. Resilience	1						
2. REM1	.057	1					
3. REM2	.015	.603**	1				
4. REM3	-.064	.587**	.444**	1			
5. REM4	.014	.621**	.441**	.518**	1		
6. REM5	-.044	.089	.196**	.126	.152*	1	
7. REM6	-.051	.704**	.620**	.586**	.447**	.225**	1

\* $p < .05$ . \*\* $p < .01$ . REM1: Assumptions of Inferiority; REM2: Second-Class Citizen and Assumption of Criminality; REM3: Microinvalidations; REM4: Exoticization/Assumptions of Similarity; REM5: Environmental Microaggressions; REM6: Workplace and School Microaggressions; REMS: Racial and Ethnic Microaggression Scale.

Figure 1  
Racial-Ethnic Microaggression Subscales and Resilience statistical significance



REM1: Assumptions of Inferiority; REM2: Second-Class Citizen and Assumption of Criminality; REM3: Microinvalidations; REM4: Exoticization/Assumptions of Similarity; REM5: Environmental Microaggressions; REM6: Workplace and School Microaggressions; REMS: Racial and Ethnic Microaggression Scale. Covariates controlled for age, education, sex, gender, SES and generation status.



## Purpose of the Study

### Research Questions

- Is there a relationship between racial microaggressions and resilience for Latinxs?
- Which types of racial microaggressions best predict higher resilience for Latinx individuals?

### Hypothesis

- 1) Racial microaggressions will be associated with resilience.
- 2) Some types of racial microaggressions will show a stronger relationship with reported resilience for Latinxs.

**Exploratory:** Explore which types of racial microaggressions best predict resilience.

## Methodology

### Measures

**Racial-ethnic Microaggressions.** The Racial and Ethnic Microaggressions Scale (REMS; Nadal, 2011) is a 45-item self-report scale that measures the frequency of racial microaggressions experienced in the last six months. REMS items are divided into six subscales (See Figure 1).

**The Brief Resilience Scale.** The Brief Resilience Scale (BRS; Smith, 2008) is a 6-item scale that measures a person's ability to bounce or spring back.

### Procedure

Participants that accepted the invitation to the study had to access it using a link already provided with the study. The participants first were presented with a consent that briefly discusses the study's purpose to explore social factors that might contribute to stress. Upon the agreement to continue, the participants were asked to enter demographic information. Next, participants responded to REMS, and Resilience scale. Finally, once all instruments had been presented, the participants were debriefed in more detail about the study's main purposes with researchers' contact information for additional questions.

## Conclusion

- Post-hoc analysis shown sample size was underpowered. But our findings still provide novel knowledge to further understand how experiencing racial microaggressions influence resilience.
- Discrepancies in the way racial microaggression might predict resilience suggest more complex processes.
- Future research on racial microaggressions and resilience should explore their impact and influence coping mechanisms.

## Acknowledgments and References

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