

## ABSTRACT

Microaggressions, Imposter Phenomenon, and People of Color: A Quantitative Analysis

by

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Research has demonstrated the impact of racial and ethnic microaggressions on marginalized groups. However, research has not established the presence of imposter phenomenon as a consequence of microaggressions. Imposter phenomenon has been described as intense and pervasive self-doubt experienced by individuals of marginalized identities. Although imposter phenomenon was first conceptualized as an experience among high achieving women, researchers have demonstrated its presence in other marginalized groups, particularly people of color. However, research on imposter phenomenon has mostly focused on perceived racism and racial identity within people of color. The current study examined the relationship between microaggressions, imposter phenomenon, and mental health. It also examined presence of imposter phenomenon in individuals with multiple marginalized identities. Results revealed a positive correlational relationship between perceived microaggressions and imposter phenomenon, with mental health symptoms mediating that relationship. Although there were no differences on scores of impostership across gender, results revealed those who identified as LGBTQ were more likely to endorse feelings of imposter phenomenon than heterosexual individuals. Finally, there were relationships between certain indicators of imposter phenomenon

subscales and specific types of microaggressions. Suggestions for future research, possible training opportunities, and clinical implications were discussed.