

Impact of Racism

Work:

- Isolation
- Difficulty in concentrating
- Outbursts or impatience with co-workers or the public
- Increased errors
- May quit or be fired

Physical Health:

- Physical pain
- Cardiovascular disease
- Hypertension (e.g. high blood pressure)
- Digestive issues
- Sleep disturbance

Psychological Health:

- Anxiety, chronic stress, anger, shame, hopelessness,
- Increased irritability
- Low self-esteem
- Hypervigilance to threat
- Mood changes
- Feeling numb, detached or overwhelmed
- Burn out, fatigue
- Diminished concentration
- Internalization
- Depression
- Post-traumatic stress disorder

Financial Health:

- Loss of income if fired or quit



- May have to use accumulated sick leave to take time off from work (or unpaid leave)
- Increased financial insecurity
- May incur additional costs (meetings, lawyer, psychologist, psychiatrist, expenses to alleviate stress...)
- Unpaid leave period or demotion or termination which may affect pensionable income

Family:

- May divulge racism to family or not (might not want to expose family members to another situation of racism)
- May become impatient or more distant with family members
- May feel too guilty to share with family
- If family knows, contributes to overall family stress and insecurity
- Additional stress might strain relationships
- May be unable to partake in family activities
- May “tune out” of family life

