Discrimination Stress & Mental Health

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My Why...
Discrimination

…it’s in the air we breathe
Marginalization

“...a process that prevents individuals and groups from full participation in social, economic, and political life enjoyed by the wider society.” Niyara Alakhunova, et al (2015)*

*Defining Marginalization: An Assessment Tool
Experience of Discrimination

3 in 5 U.S. adults (61%) report experiencing day-to-day discrimination, such as being treated with less courtesy or respect, receiving poorer service than others, and being threatened or harassed.

STRESS IN AMERICA™:
THE IMPACT OF DISCRIMINATION
Structural Racism & Discrimination

New Racism: The Binary

<table>
<thead>
<tr>
<th>Racist = Bad</th>
<th>Not Racist = Good</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ignorant</td>
<td>Educated</td>
</tr>
<tr>
<td>Bigoted</td>
<td>Progressive</td>
</tr>
<tr>
<td>Prejudiced</td>
<td>Open-minded</td>
</tr>
<tr>
<td>Mean-spirited</td>
<td>Well-intended</td>
</tr>
<tr>
<td>Old</td>
<td>Young</td>
</tr>
<tr>
<td>Southern</td>
<td>Northern</td>
</tr>
</tbody>
</table>
# African Americans’ Experiences of Discrimination

## Chart 1:
Percent of Black Americans Saying They Have Ever Been Personally Discriminated Against in Each Situation Because They Are Black

<table>
<thead>
<tr>
<th>Situation</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being paid or promoted equally</td>
<td>57</td>
</tr>
<tr>
<td>Applying for jobs</td>
<td>56</td>
</tr>
<tr>
<td>Interacting with police</td>
<td>50</td>
</tr>
<tr>
<td>Trying to rent or buy housing</td>
<td>45</td>
</tr>
<tr>
<td>Applying to or attending college</td>
<td>36</td>
</tr>
<tr>
<td>Going to doctor or health clinic</td>
<td>32</td>
</tr>
<tr>
<td>Trying to vote or participate in politics</td>
<td>19</td>
</tr>
</tbody>
</table>
Chart 2:
Percent of Native Americans saying they have ever been personally discriminated against in each situation because they are Native

- Being paid/promoted equally: 33%
- Applying for jobs: 31%
- Interacting with police: 29%
- Going to doctor or health clinic: 23%
- Trying to rent/buy housing: 17%
- Applying to or attending college: 13%
- Trying to vote or participate in politics: 10%
LGBTQ+ Experiences of Discrimination

Chart 1:
Percent of LGBTQ Americans Saying They or an LGBTQ Friend or Family Member Have Experienced Various Forms of Individual Discrimination Because They Are LGBTQ

- Threats or non-sexual harassment: 57%
- Sexual harassment: 51%
- Violence: 51%
- Verbal harassment or questioning in a bathroom: 34%
LGBTQ+ Experiences of Discrimination

Chart 3:
Percent of LGBTQ People, By Race, Saying They Have Ever Been Personally Discriminated Against In Each Situation Because They Are LGBTQ

- Applying for jobs:
  - All LGBTQ people: 20
  - LGBTQ people of color: 13
  - White LGBTQ people: 11

- Interacting with police:
  - All LGBTQ people: 16
  - LGBTQ people of color: 24
  - White LGBTQ people: 11
Discrimination Stress

Discrimination and stress go hand-in-hand

- Experienced discrimination
- Did not experience discrimination

BASE: White Experienced discrimination (n=685) Did not experience discrimination (n=386); Hispanic Experienced discrimination (n=653) Did not experience discrimination (n=160); Black Experienced discrimination (n=700) Did not experience discrimination (n=125)

Q605 On a scale of 1 to 10 where 1 means you have “little or no stress” and 10 means you have “a great deal of stress,” how would you rate your average level of stress during the past month?

- **White**: Experiencing 5.4 vs. Not experiencing 4.0
- **Hispanic**: Experiencing 6.1 vs. Not experiencing 5.1
- **Black**: Experiencing 5.5 vs. Not experiencing 3.8
Impact of Discrimination Stress
Impact of Discrimination Stress

Risk Factors for Black boys

- Exposure to violence
- Incarceration
- Access to guns
- Lack of access or utilization of mental/behavioral health services
- Mental health stigma
- Depression
- Anxiety
- Racism, prejudice, and discrimination
- Substance use

3rd

1.2x
Higher rates of attempted suicide by Black males than by White males.

2x
Higher rates of suicide in black youth, ages 5-12 than white youth, ages 5-12.

https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4556265/
https://jama-psychiatry.publications.chicagomediacity.com/content/71/6/479
https://www.jamanetwork.com/journals/jama-pediatrics/article-abstract/2577824
What is Allyship?

An ongoing and intentional process of reflecting on privilege and oppression, and taking deliberate steps to raise awareness about the impact on marginalized groups. It also involves giving up power and privilege in order to include marginalized voices.
Barriers to Allyship

FEAR OF...

- Appearing Racist ➔ SILENCE
- Realizing One’s Racism ➔ INACTION
- Confronting White Privilege ➔ REMAIN THE EXCEPTION
- Taking Responsibility to End Racism ➔ MAINTAIN S OPPRESSION

Adapted from Derald Wind Sue, 2011. The Challenge of White Dialectics: Making the “Invisible” Visible.
Allyship = UNREST

• **UN**cover (hidden) history
• **R**eflect on your social identity
• **E**ducate yourself about the issues of others
• **S**acrifice your privilege
• **T**ake Action - Speak up!
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