WHAT’S IN YOUR FIRST AID KIT?
Resources and Tools to Help You Survive and Thrive
Disclaimer

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What’s in Your First Aid Toolkit?

Our Mission

To ensure that all people impacted by cancer are empowered by knowledge, strengthened by action, and sustained by community.
There’s Nothing Wrong with Your Kit

It’s a System, Not a Self-Care Problem
Presenter Disclosure
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I, Eucharia Borden, have no financial relationships or affiliations to disclose
Racism

An overview
Racism

- Institutionalized
- Personally Mediated
- Internalized
- Public Health Threat

CDC, 2021; Jones, 2000
Number of days women have to work into the next year to earn as much as white men

JAN.
- White men
- Asian women +42 days

FEB.
- White women +100 days

MAR.

APR.

MAY

JUN.

JUL.

AUG.
- Black women +226 days

SEP.

OCT.

NOV.

DEC.
- Hispanic women +307 days

Source: Census CPS via American Association of University Women

BUSINESS INSIDER
Sentenced prisoners, by race

Share of prisoners  Share of overall population

<table>
<thead>
<tr>
<th>Race</th>
<th>Share of Prisoners</th>
<th>Share of Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>30.4%</td>
<td>60.3%</td>
</tr>
<tr>
<td>Black</td>
<td>32.9%</td>
<td>12.3%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>23.3%</td>
<td>18.3%</td>
</tr>
</tbody>
</table>

Note: Sentenced prisoners include prisoners under jurisdiction of state or federal correctional authorities.

Sources: Bureau of Justice Statistics, 2018; American Community Survey, 2018
College attainment of Black and white Americans

Percent of people age 25 or older who have completed college

Denial rates for home loan applications, by race

Denial rates for conventional and non-conventional loans*

*Non-conventional loans are those insured by the FHA, or backed by guarantors from the VA, FSA and RHS.

Source: Consumer Financial Protection Bureau
Fatal police shootings per million, by race

Deaths per million from January 1, 2015 – May 28, 2020

- **Black**: 30
- **Hispanic**: 22
- **White**: 12
- **Other**: 4

Source: The Washington Post

BUSINESS INSIDER
Racism has cost the U.S. $16 trillion over the past two decades.
Organizational Culture

Get with the program!
“Professionalism” Bias

- Dominant, Western standards
- Subtle Barriers
- Normalized

Gray, 2019
“Professionalism” Standards

- timeliness
- clothing
- work style
- haristyle
- perfectionism
- speech
- binary thinking
- scrutiny

Gray, 2019
Microaggressions
What are they – really?
WE MEAN MICROAGGRESSIONS.
Racial Battle Fatigue
Cumulative Effects
Psychophysiological symptoms people of color experience living in and navigating historically white spaces.
Racial Battle Fatigue

• The cumulative psychosocial–physiological impact of racial micro and macroaggressions on racially marginalized targets.

• The result of toxic and persistent racialized microaggressions and the subsequent negative health sequelae on marginalized and oppressed people.

• Experienced at both individual and group levels simply by being a part of a racially oppressed group.

Smith et al., 2016
Psychological Stress Responses

*Examples*
Frustration, defensiveness, apathy, irritability, sudden changes in mood, shock, anger, disappointment, resentment, anxiety, worry, disbelief, disappointment, helplessness, hopelessness, and fear.

Physiological Stress Responses

*Examples*
Headaches, grinding teeth, clenched jaws, chest pain, shortness of breath, pounding heart, high blood pressure, muscle aches, indigestion, gastric distress, constipation or diarrhea, increased perspiration, intestinal problems, hives, rashes, sleep disturbance, fatigue, insomnia, and frequent illness.

Behavioral Stress Responses

*Examples*
Stereotype threat, “John Henryism” or prolonged, high-effort coping with difficult psychological stressors, increased commitment to spirituality, overeating or loss of appetite, impatience, quickness to argue, procrastination, increased use of alcohol or drugs, increased smoking, withdrawal or isolation from others, neglect of responsibility, poor school or job performance, and changes in close family relationships.

Figure 1  Causes and Stress Reactions to Racial Battle Fatigue

Smith, 2008
Real Experiences

“Going to work was so hard. Every day it was something; I was sick and tired of it! I didn’t feel like myself at all. Many days ended in tears. Then, the next day, I’d have to do it all over again.”

Anonymous
Real Experiences

“I was always on edge with my family. I’d be up all night. I couldn’t settle my mind enough to sleep. I kept thinking about what was going on at work. I’d never had that many glasses of wine. I just wanted to quit but that wasn’t an option financially. It took a while for me to find another job but eventually I did.”

Anonymous
I felt like everything around me was out of control. No matter how hard I tried, my work was never good enough…there was clearly a different standard for my white colleagues.

Anonymous
Burnout
Self-Care

Individual and Community
First and foremost,

“Remind yourself that the problem we are facing today is not your fault. It is the fault of oppressors who have built systems to maintain the status quo. In this, remind yourself that your anger, fear, sadness, etc. are justified emotions.”

Coping with Racial Battle Fatigue, n.d.
“It is important to recognize the signs that you have started to experience so that you can cope effectively.”
Individual & Community Self-Care

- Unplug or disconnect from people and places that make you feel fatigued
- Build and connect with community
- Care for your body
- Participate in Relaxing Activities
- Find Safe Spaces
- Ask for Help / Seek Support
- Engage in Social Justice Causes
- Build Resourcefulness

Quaye et al., 2019, Georgia Southern University Counseling Center, 2021
The Role of White Allies

What Can I Do?
You can…

- **Speak up**: Break the silence
- **Take Responsibility**: Make privilege visible. Interrupt racism and microaggressions.
- **Speak truth to power**: Stand up for what’s right
- **Speak your power for truth**: Use your power to debunk the lies and hold others accountable
- **Work collaboratively with People of Color**
- **Do the work!** Work through shame and guilt from a place of self-love

Winters, 2021; Morrisson, 2013
References

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