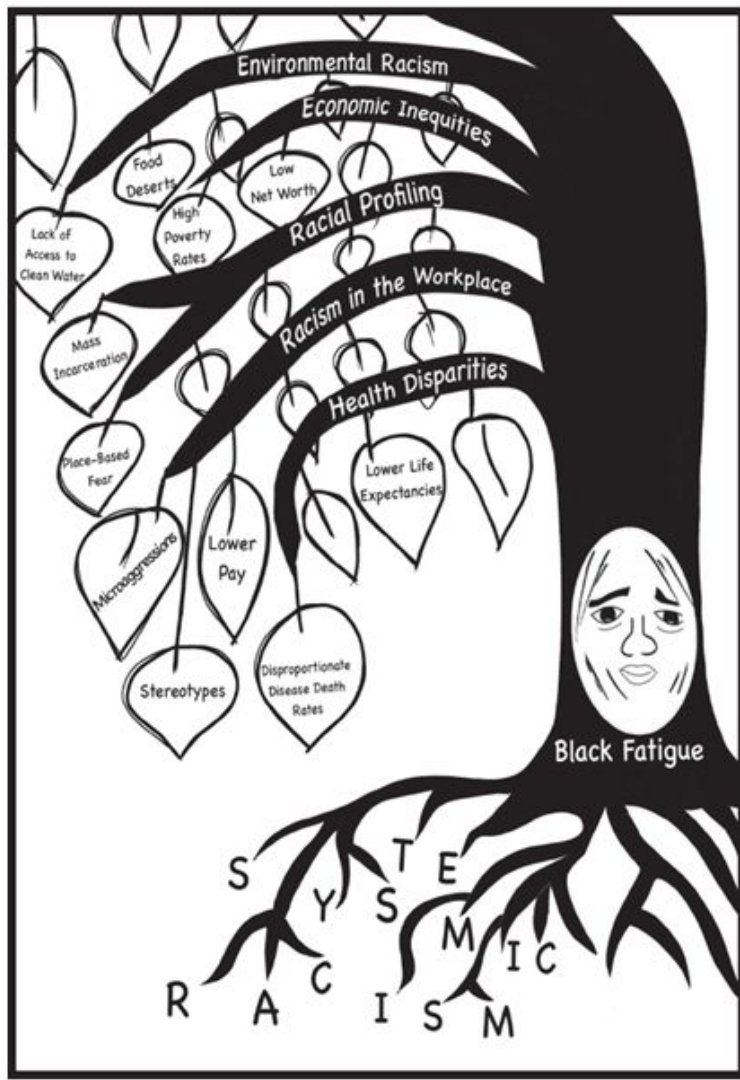


Racial Battle Fatigue

- Commit to the full experience
 - Once we begin, please commit to the full experience.
- Confidentiality
 - Please respect the privacy of other participants who may share their personal experiences.
- It's OK to Make Mistakes
 - No one is expected to say the right thing 100% of the time. We all make mistakes.
- Curiosity
 - Approach with an attitude of curiosity (about yourself, about others' perspectives, etc.)
- Compassionate Correction
 - Approach differences and missteps with **"compassionate correction"**
 - If someone offers critical feedback about something you've shared (e.g., "I think you used an out of date/offensive term") or you feel compelled to offer this kind of feedback, please remember that this should come from a place of building connection/bridging misunderstanding (vs. shaming/blaming)
- Feeling "Triggered" vs. Feeling "Uncomfortable"
 - If you are triggered by content discussed, please take care of yourself. It is OK to step out if needed.
 - If you are experiencing discomfort, please know that this is normal, and necessary for growth! We ask that you please sit with the discomfort and stay in this space as long as it feels bearable.



Racial Battle Fatigue

Abraham Dones
(A-Bruh-Ham Dough-Nez)

&

Jairo McMican
(Hi-rrow Mac-Mee-Kan)

Pronouns: He, Him, His, We, El, Nosotros

SNJ Today/Mike Frankel

abc NEWS

Agenda

What is Racial Battle(Black) Fatigue and its effect?

How do you help yourself?

How do you support your colleagues?

How do we support our students?

Questions



Black Fatigue is (General).....

- ❑ Repeated variations of stress that result in extreme exhaustion and cause mental, physical, and spiritual maladies that are passed down from generation to generation.
- ❑ Always with you. You have to constantly think about how your identity impacts your experiences.
- ❑ The constant fatigue of not knowing whether you or a loved will come home alive. It is about enduring the ravages of intergenerational racism. Having “The Talk”.
- ❑ “Place-Based” fear—when you find yourself in a place where you might not be welcome. There is fear of being in a place where you will experience racial profiling and the dire consequences that might result.
 - It is common for Black people to ask,
Is it OK to go to that part of town?
Is it OK to visit that country?
How do they treat Black people there?

Black Fatigue is (Health Related).....

- ❑ White people claiming to not have much understanding of why Black people are fatigued.
- ❑ Medical experts reporting that being socially rejected, experiencing stereotypes, and suffering discrimination trigger the same neural circuits that process physical injury and translate it into the experience we call pain.
- ❑ When Black women are 243% more likely than white women to die from pregnancy- or childbirth-related causes. College-educated Black women have worse birth outcomes (e.g., infant mortality, low birth weights, dying in childbirth) than white women who have not finished high school.
- ❑ Epigenetics

Black Fatigue is (Work Environment).....

When applicants with white names are 50 percent more likely to get a callback than those with Black names, regardless of the industry or occupation.

When Blacks who serve on DEI committees do it in addition to their functional responsibilities and attempts to balance work and life. It is most often uncompensated. Leaders should consider the additional labor (emotional and physical) needed to serve in these capacities and fairly compensate. It is fatiguing to be overworked, and it is even more fatiguing not to be compensated for it.

Expressing anger that may lead to tone policing: “If only you had said it with less anger, maybe you would have been heard.” We have been socialized not to show too much emotion in the workplace, fearing that we will be negatively labeled. Managing the most fatiguing stereotype The “angry Black woman” or “threatening Black Male”.

When microaggressions in the workplace are fatiguing to manage on a daily basis. When do you let them go? When do you speak up? What is the interpretation on the part of the aggressor—that you are being too sensitive? Will it affect your career chances if you say something?

Microassaults

“Why are you so angry?”

“Why do you people always play the race card?”

“You have so much passion. Maybe you need to tone it down for the meeting.”

“I don’t think that hair style is appropriate for work.”

“You are pretty for a dark-skinned girl.”

“You are different [meaning from another Black woman].”

“We had a Black woman a few years ago in our department. She was really nice, but it did not work out.”

Microinsults

“You are so articulate.”

Encountering mispronunciation of one’s name over and over again.

“Can I touch your hair?”

“What is the Black woman’s perspective on this?”

Encountering an expression of surprise that you are in your role (“Oh, you’re the manager”—either a look of surprise or verbalization of it).

“I have a good friend who is Black.”

Microinvalidations

Mansplaining/whitesplaining: when a man or white woman explains to a Black woman her own experience.

Having one's input ignored and the same idea accepted from a white person.

Being mistaken for the other Black woman (we all look alike syndrome).

“You should be proud of how far your people have come.”

Being constantly excluded from meeting invites where you should be included.

Being ignored in meetings (invisibility).

Defensiveness (“I had that happen to me too”).

How to combat it?

- P.O.P
 - **P**ile on **P**inciple
- RAB vs BAR
 - **R**eact, **A**ttack, **B**reathe
 - **B**reathe, **A**cknowledge, **R**espond
- R.A.V.E.N.
 - **R**edirect
 - **A**sk probing questions
 - **V**alues clarification
 - **E**mphasize your own thoughts and feelings
 - **N**ext steps



How to help yourself

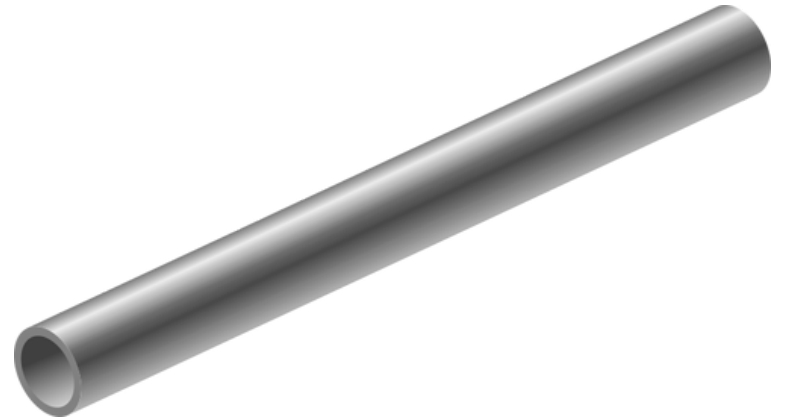
Meditation and Healing Circles

“Nap Ministry”

“Barbershop (Salon) Therapy”

Seek professional support(Counseling)

Determine where your safety network is
and rely on it



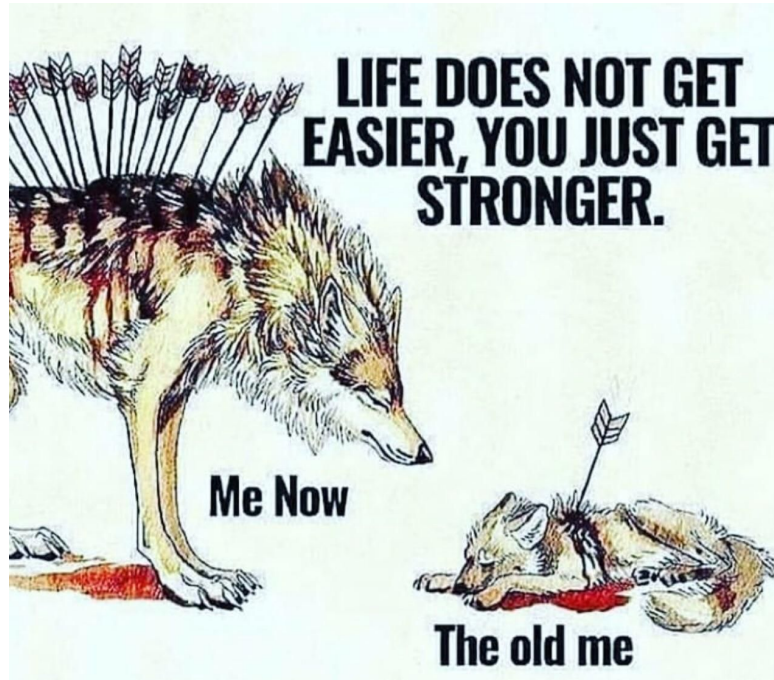
How to be supportive

- Black, Indigenous, People of Color (BIPOC) are not monolithic
- Address Sublime Ignorance
 - Every white person in this country—I do not care what he says or what she says—knows one thing. . . . They know that they would not like to be Black here. If they know that, they know everything they need to know. And whatever else they may say is a lie.
- Don't be a “Karen”
- Become an anti-racist - Ibram Kendi

How to be supportive (continued)

- Trauma-Informed Care Approach
 - Such care reframes the thinking of the caregiver from “What is wrong with this person?” to “What has happened to this person?”
 - Not easy to navigate with heightened emotions
 - Requires self-discipline and removing personal biases and experiences
- Assess our attitudes and aptitudes
 - Approach is critical to establishing safety
 - Commit to learning and research
 - Assess where you are and be cognizant of areas of growth.

Summary



Acknowledge and honor your feelings and emotions

Take care of yourself

Find your community and supportive outlets

Thank you for participating

Contact us at

CJEDILLC@gmail.com

Jairo McMican (Hi-rrow Mac-Mee-Kan)

or

Abraham Dones (A-Bruh-Ham Dough-Nez)

Resources

Cullen - 35 dumb things well intentioned people say that widen the diversity gap

DeGruy - Post Traumatic Slave Syndrome

Winters - [Webinar on Black Fatigue](#)

Winters - Black Fatigue