

RACE-RELATED STRESS IS REAL

Being the “diversity hire” to fill a company or organization’s yearly quota can be a huge burden. You may feel added pressure to perform on behalf of your community, defy stereotypes, and “prove yourself.”

There are many consequences when these issues are not addressed. Suppressing your feelings or experiences of racism or discrimination can have many negative outcomes, especially for your mental health.

RECOGNIZE THE SIGNS

- A sense of being isolated and an outsider
- Feeling fearful, anxious, frustrated, helpless, depressed, or angry
- Consistent thoughts of quitting
- Difficulties with concentration and motivation
- Being unsure or confused about whether one is being treated differently because of race or ethnicity
- Decreased self-esteem
- Fear of repeat discrimination
- Substance misuse or overuse
- Reluctance to be a “team player”

FIND SUPPORT

Finding people to speak to who are sympathetic or going through similar experiences may not resolve the issue, but it can help you release stress and reduce feelings of isolation.

GET EMPOWERED

It can feel defeating to experience racism or discrimination at work. That’s why it’s so important to push back, in the best way YOU know how. Here are just some of the ways you can do it:

- Use humour to challenge offensive statements
- Start an anti-racism group to educate people
- Write about it (either publicly or privately) - this can help you keep track of different instances
- Reflect on what you admire about your race and/or culture

PRACTICE SELF-CARE

Filing a report to your manager or union representative may not result in a positive outcome, and going through the Human Rights Commission can be lengthy and exhausting. It’s normal to have feelings of hopelessness.

Practicing self-care can help you cope in a positive way. This is key to improving your mood and reducing stress. It may include:

- Spending time outdoors
- Sleep
- Practicing a healthy lifestyle (exercise, eating healthy)
- Cook or bake
- Meditation
- Exercise
- Volunteer
- Trying a new hobby (i.e. music, painting)



INTRODUCTION

Racism and discrimination continue to negatively affect the lives of people of colour. One of the many places it shows its ugly face is in the workplace. At times, racism is obvious, such as the use of racial slurs, graffiti, or even violence. However, many times it is subtle, such as assumptions, or exclusion.

Regardless of how people of colour experience racism and discrimination, it causes added stress and challenges to their lives. This toolkit is designed to help people of colour find ways to cope with and address racism and discrimination in the workplace.

REPORT RACISM

It's your right to report racism or discrimination in the workplace to your union representative. You can go to your Human Resources department, tell your manager, or speak to your union representative. If your internal complaint results in zero action, you may consider turning to the Human Rights Commission.

*Always
remember,
you are not
alone.*

YES, IT MATTERS!

SELF-CARE TOOLKIT

AGAINST RACISM

