



OUR HOUR

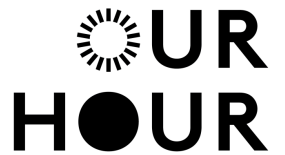
**A Gathering for BIPOC
in Public Media**

This space is for **us.**

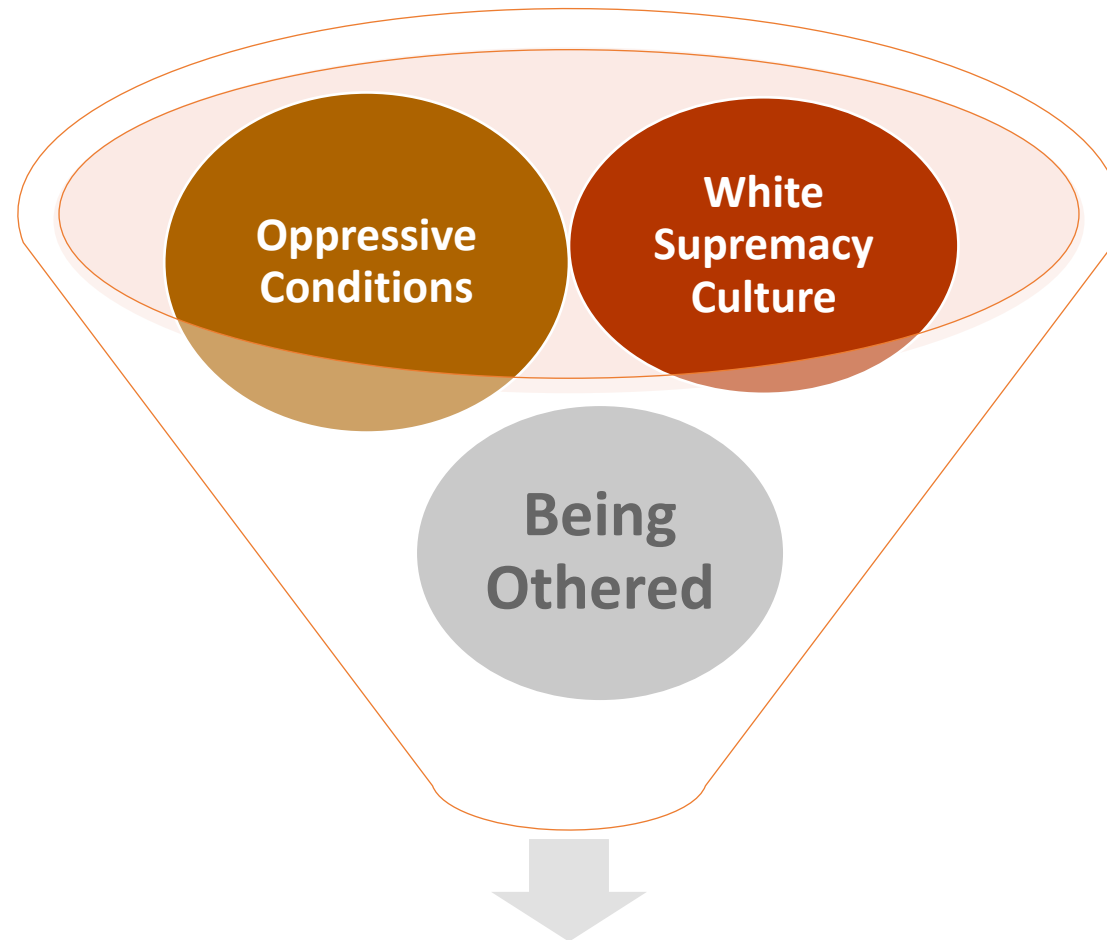
What is Racial Battle Fatigue?

“The cumulative emotional, psychological, physiological and behavioral effects that racial microaggressions and macroaggressions have on people of color.”

Coined by Dr. William A. Smith, professor & department chair of Education, Culture & Society at the University of Utah



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Hostile Social Environment

(Institutions, Policies, Practices, Traditions, Groups, Individuals)

Psychological

- Sudden changes in mood
- Frustration or anger
- Apathy
- Resentment
- Hopelessness
- Helplessness
- Irritability
- Disbelief
- Fear and anxiety

Physiological

- Lethargy
- Headaches
- Hives or rashes
- Increased perspiration
- Clenched jaw
- Sleep issues
- Chest pains/HBP
- Stomach/digestive issues
- Frequent illness

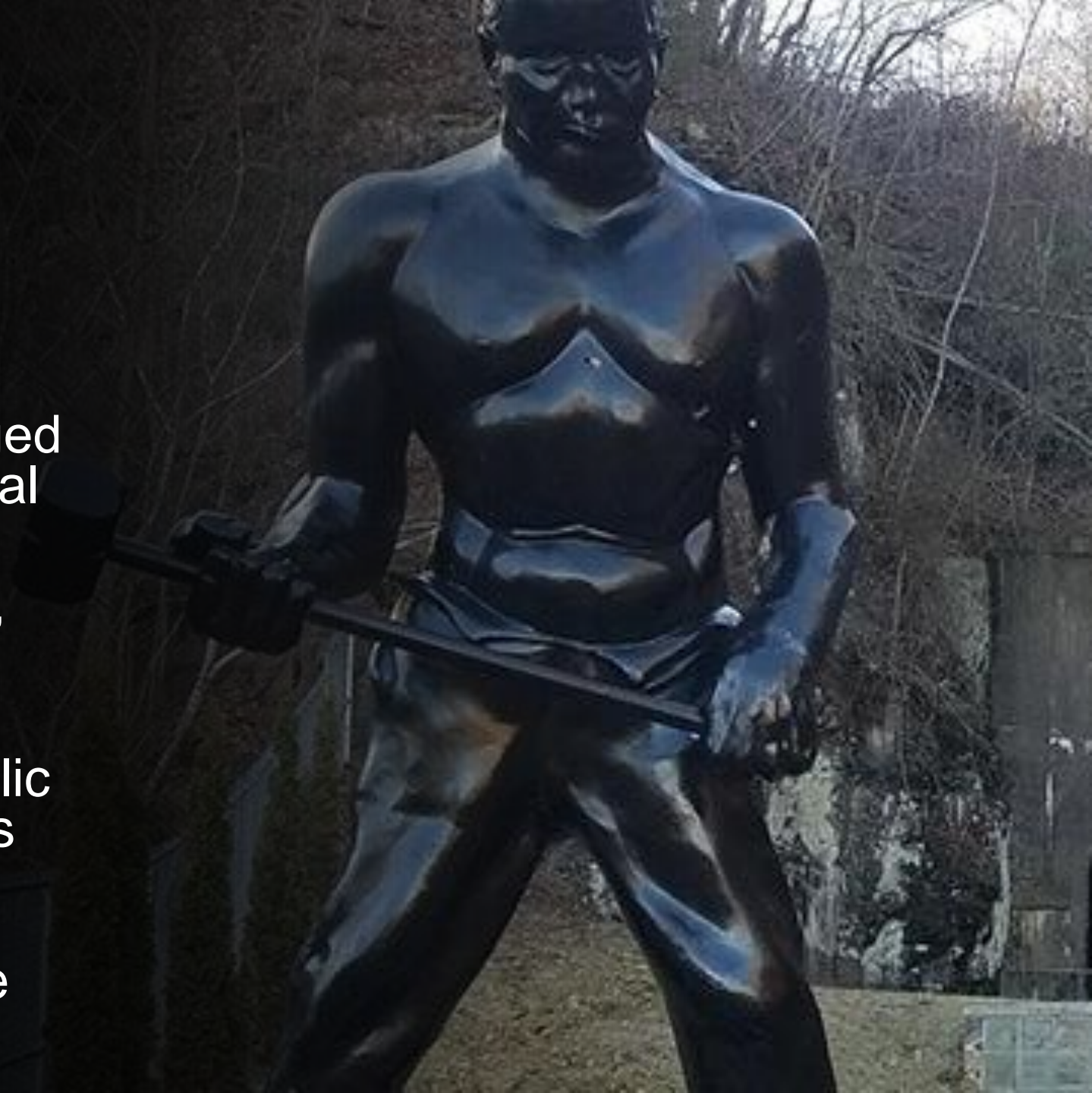
Behavioral / Emotional

- Changes in relationships
- Impatience or quick to argue
- Becoming withdrawn
- Poor eating and drinking habits
- Procrastination or poor performance
- Drug/alcohol abuse

John/Jane Henryism

“A strategy for coping with prolonged exposure to stresses such as social discrimination by expending high levels of effort which results in accumulating physiological costs.”

Coined by epidemiologist and public health researcher Sherman James while he was investigating racial health disparities between blacks and others in North Carolina in the 1970s.



**This is TRAUMA that has severe
HEALTH-RELATED CONSEQUENCES.**

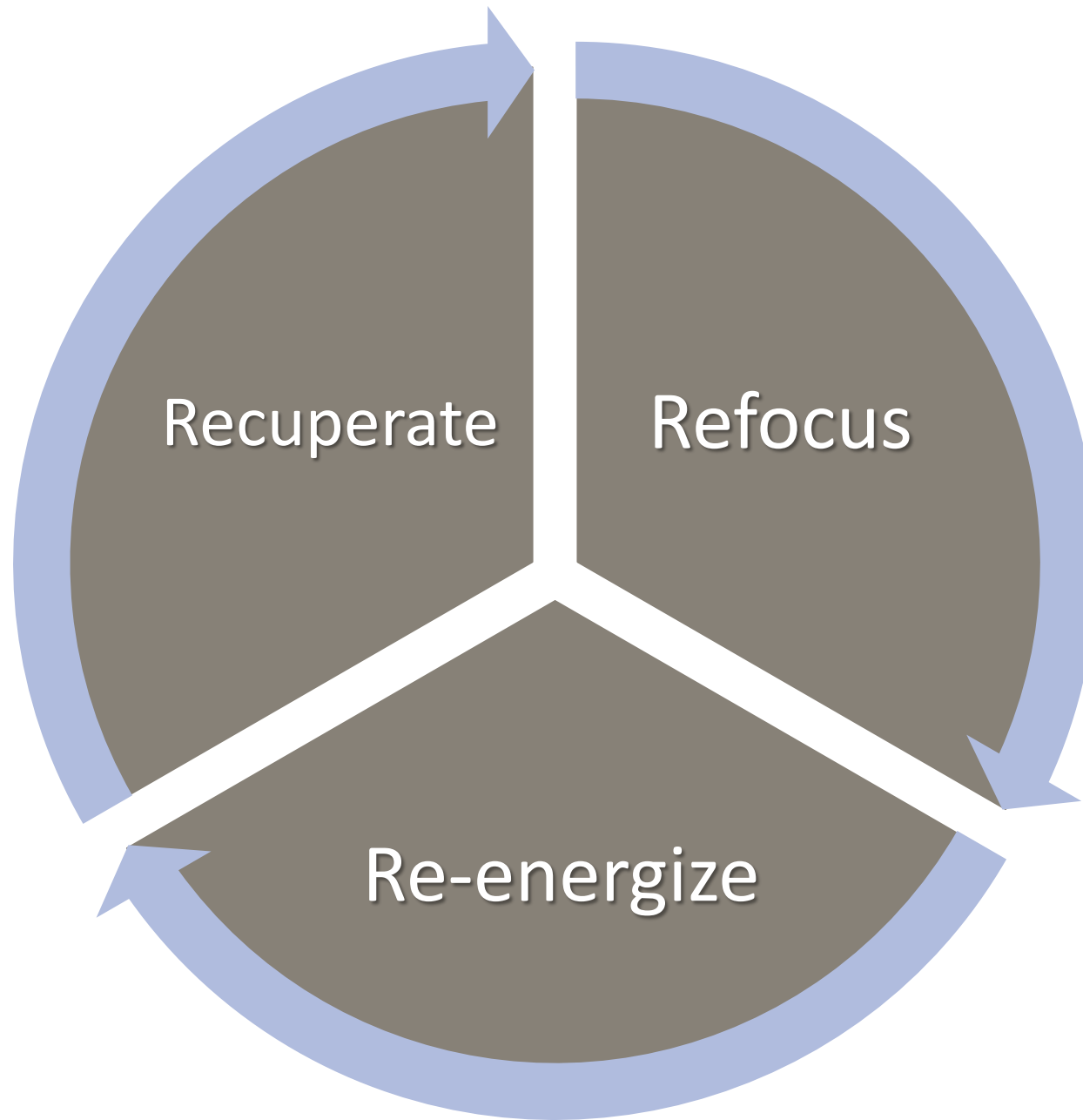
Let's talk about it.

In your group please share:

- Your name and role in public media
- What information so far is resonating with you

Now that we've named it...

...how do we combat it?

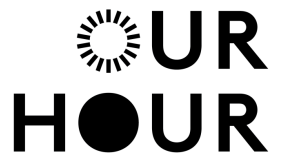


Recuperate

You have permission to **step away**.

Make self-preservation **your priority**.

**“You are not required to set yourself
on fire to keep other people warm.”**



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Refocus

Take time to dig deeper

- Examine the past
- What can YOU control? Put energy into THAT.

Reassess your priorities



Ibram X. Kendi with his daughter.

“When you look at the founding of this country, you’re really talking about the power, American power, at its founding, largely being held in the hands of slaveholders. You’re talking about slaveholders who largely shaped economic policy, economic policy that they ensured did not eliminate or harm racial policy, which was key to, of course, their slaveholding. You’re also talking about a group of people, in slaveholders, who, by 1860, became the richest group of people in the world. And slaves and the crops that they were producing and the land that they were producing those crops on were essentially the wealth of America. These were — when you talk about how America became rich, you can’t separate America’s riches from slavery. And the reason why America was able to become rich through slavery, which was an economic system, was because of racism. So that’s why you can’t really separate the two. **And I know many people want to, but we have to stare truth in the face.**”

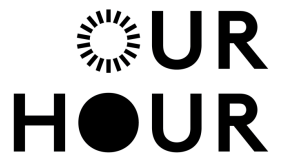
Re-energize

- Build a safety net of friends and family
- Be YOURSELF – don't try to fit into someone else's box
- Know your triggers and assess your responses

Let's talk about it.

In your group please share:

- Do you have anything else to add?
- Do you have advice or resources that help you when you're fatigued?



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This is **our** time.

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- [Public Media Women in Leadership](#)

Share your story anonymously

- [@blackatpublicmedia on Instagram](#)
- Public Media for All (Coming Soon!) contact@publicmediaforall.com

Please feel free to share links to safe spaces for people of color in public media in the chat box.

