

New Podcast Episode

**with Dr. Charmaine Brown and Professor Denise Miller**

### [Whiteness at Work](#)

10 May

1 hr 9 min

### **Episode Description**

#### Description

In this episode of the [Whiteness at Work](#) podcast, [Dr. Claire Stewart-Hall](#) engages with [Professor Denise Miller](#) and [Dr. Charmaine Brown](#) to explore the concept of whiteness, its implications in educational settings, and experiences with racism. They discuss the mechanisms to dismantle whiteness, the role of research in advocating for change, and the psychosocial costs of racism faced by staff in educational institutions. The conversation emphasises the importance of awareness, community empowerment, and the need for meaningful research that impacts society beyond academia.

Dr. Claire Stewart-Hall and guests delve into the complexities of studying racism, allyship, and the psychosocial costs associated with these experiences. They discuss the importance of understanding the perspectives of both Black individuals and white allies in academia, the challenges of institutional racism, and the need for a shift in power dynamics to foster genuine change. The conversation highlights the ongoing struggle against institutional racism and the necessity of addressing whiteness in discussions about equity and inclusion.

#### Keywords

whiteness, racism, privilege, education, institutional racism, equity, diversity, research, community empowerment, activism, racism, allyship, psychosocial costs, institutional racism, whiteness, academia, diversity, equity, inclusion, research

#### Chapters

00:00 Understanding Whiteness and Its Impact

06:58 Personal Journeys with Whiteness

16:04 Mechanisms to Dismantle Whiteness

21:11 Research as a Tool for Change

32:55 Exploring the Psychosocial Costs of Racism

36:41 The Costs of Allyship and Racism

39:32 Exploring Psychosocial Costs of Racism  
43:52 The Role of White Perspectives in Racism  
48:59 Shifting the Narrative on Institutional Racism  
51:51 Reflections on Change and Progress  
01:00:34 Methodological Insights on Whiteness  
01:08:08 Understanding Whiteness and Power Dynamics

We discuss the journal papers:

[Miller, D., Brown, C. and Essex, R. \(2023\) 'The psychosocial costs of racism to White staff members of an ethnically diverse, post-92 university'. London Review of Education, 21 \(1\), 39. DOI: https://doi.org/10.14324/LRE.21.1.39.](https://doi.org/10.14324/LRE.21.1.39)

[Miller, D., Essex, R. and Brown, C. \(2025\) "'I'm managed by a White man who's managed by a White man who's managed by a White woman who's managed by a White man": the problem of institutional racism in a UK-based university'. London Review of Education, 23 \(1\), 8. DOI: https://doi.org/10.14324/LRE.23.1.08.](https://doi.org/10.14324/LRE.23.1.08)

We also reference the journal papers:

Exum, M.L. (2022). 'White students' perceptions of the costs and consequences of being black'. *Race and Social Problems*, : 1–17, Advance online publication.  
DOI: <http://dx.doi.org/10.1007/s12552-022-09364-5>

Miller, P. (2016). 'White sanction', institutional, group and individual interaction in the promotion and progression of black and minority ethnic academics and teachers in England. *Power and Education* 8 (3) : 205–21,  
DOI: <http://dx.doi.org/10.1177/1757743816672880>

Spanierman, L.B; Todd, N.R; Anderson, C.J. (2009). 'Psychosocial costs of racism to Whites: Understanding patterns among university students'. *Journal of Counseling Psychology* 56 (2) : 239–52, DOI: <http://dx.doi.org/10.1037/a0015432> [PubMed]