



The Psychosocial Cost of **Racism** to White University Staff

Theoretical Framework

The Psychosocial Cost of Racism = "Negative psychosocial consequences that Whites experience as dominant group members in a system of societal racial oppression" (Spanierman et al., 2009: 2; Kivel, 2009)



1 University
12 Interviews
Reflexive thematic analysis



Denial

"I just realised how I usually just push it outside my awareness because it's too difficult to think about".

Hope

"I have to maintain some degree of optimism; otherwise, how can you carry on".

Embarrassment

"I just felt this way, like a wave of embarrassment and kind of shame and awkwardness horrible knots in my stomach"

Overwhelm

"When you kind of push people to a limit then you know people explode and that's no good".

Trauma

"Extremely traumatising ... the context is just not healthy ... it's a very distressing topic".

Conclusions

Addressing systemic discrimination requires a sustained and collective effort, and, given the results of our study, it is imperative that all university staff actively engage in this work.

