

BLACK & BROWN BURNOUT:

THE REALITIES OF RACIAL

BATTLE FATIGUE

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YOUR PRESENTERS

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GROUP NORMS

Use this as a space of learning

1

Call In, Not Out:
invite folks into a new
framework of inclusion

3

Actively listen and share
the air.

5

2

Be open to challenges and
new ideas

4

Assume good intention, but
acknowledge all impacts

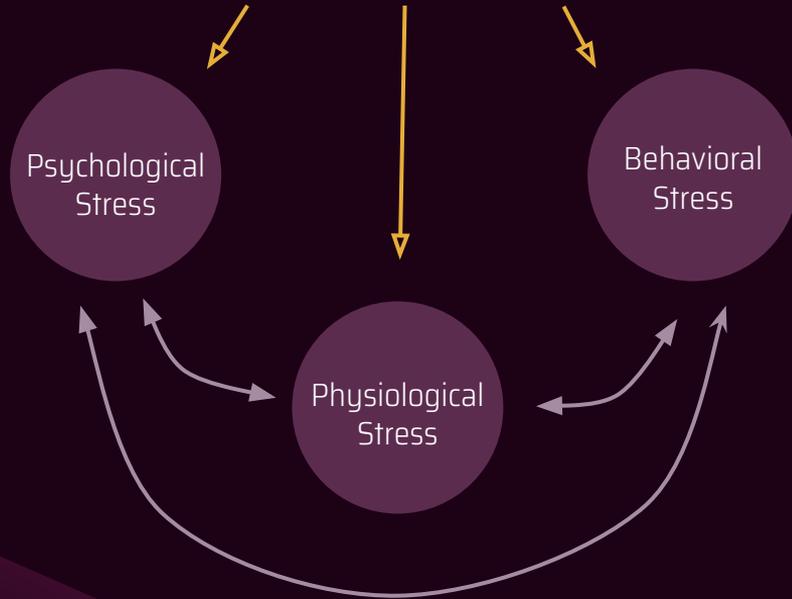
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Engage

WHAT IS RACIAL BATTLE FATIGUE?

A response to the emotional distress that arises from daily encounters with racism

Racial Microaggressions





How often have you felt the
impacts of Racial Battle Fatigue?



WHAT IS A MICROAGGRESSION?

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Commonplace verbal or behavioral indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative racial slights and insults

TYPES OF MICROAGGRESSIONS

Microinsults

Often Unconscious

Behavioral/verbal remarks or comments that convey rudeness or insensitivity and demean a person's racial identity

Microassaults

Often Conscious

Explicitly racial denigrations characterized primarily as violent verbal or nonverbal attacks meant to hurt the intended victim

Microinvalidations

Often Unconscious

Verbal comments or behaviors that exclude, negate, or nullify the thoughts, feelings, or experiences of BIPOCs

BREAK INTO **SMALL** GROUPS

- What questions do you ask yourself after experiencing a microaggression?
- What considerations do you make when determining if/how to respond?

GROUP SHARING



Chat, Share Outs, Validations

WAYS TO COPE WITH RBF

Responding

Practice responding in a way that's right for YOU. That can be in the moment or later.

Counterspaces

Build relationships across campus and develop spaces where you can be your authentic self.

Set Boundaries

Talk to a supervisor about setting up boundaries that help you be more productive.

Rest

Use your sick leave, fitness leave, wellness leave, and vacation time. Seek professional help if you feel you need to.

Forgive Yourself

Do not hold onto the weight of other's expectations. Address any guilt you feel about your emotions.

You're Not Alone

Remember you do not have to fight every fight or battle it alone. Step back when you need to, take care of your own wellbeing, and enlist the help of others.

TRAUMA INFORMED RESPONSE

#1 Validate

Address feelings first

- “I’m sorry that happened. You deserve better.”
- “Ooph that hurts.”
- “I would’ve felt triggered too.”
- “I can’t believe they said that. Are you okay?”
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#2 Reframe

When appropriate, help them process

- “It sounds like they had no idea how problematic that was”
- “Did you feel like their intention was harmful?”
- “Were you surprised to hear them say that?”
- “Was this the first time they’ve pulled something like that?”

#3 Address It

If they feel comfortable, help plan next steps

- “Do you want to address it with them? Need help figuring out what to say?”
- “Do you want to report it? Can I help?”
- Recommend FBI (feelings - behavior - impact)

QUESTIONS?

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