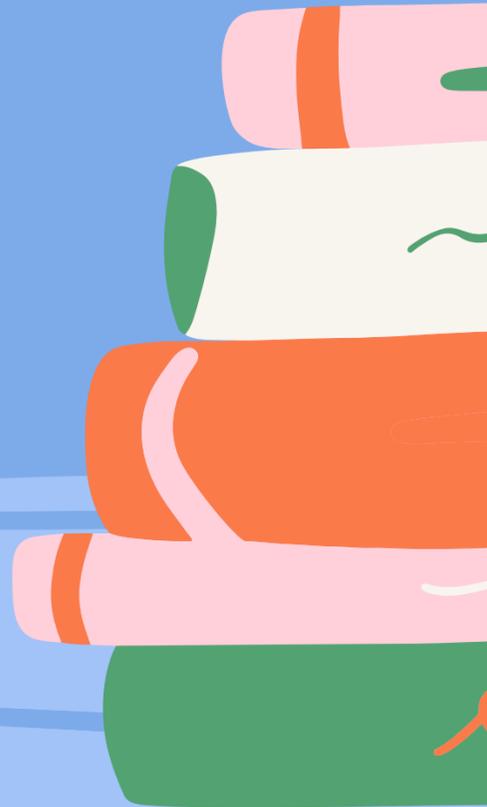


# WELLNESS STRATEGIES FOR BIPOC EDUCATORS

Tracie Addy, Lafayette College



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# Wellness Strategies for BIPOC Educators

January 25, 2021

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WELLNESS SYMPOSIUM

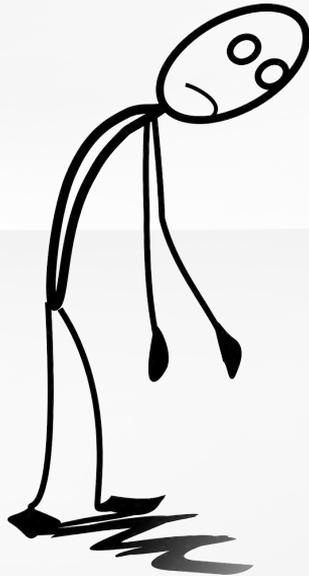


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## Session Goal

- ▣ To share wellness strategies that we have found useful as BIPOC educators

# Racial Battle Fatigue



*The cumulative  
psychosocial-physiological  
impact of micro and  
macroaggressions on racially  
marginalized targets*

Smith et al. 2016

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## Discussion Prompt

What self-care strategies have you used to manage racial battle fatigue?



# More Strategies

From Quaye et al. 2019, *Strategies for Practicing Self-Care from Racial Battle Fatigue*

- ▣ Unplugging or disconnecting from people and places that made them feel fatigued
- ▣ Building and connecting with community
- ▣ Caring for their bodies
- ▣ Finding safe spaces
- ▣ Using counseling

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RAFFLE

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# Impostor Syndrome



*The situation in which highly accomplished, successful individuals paradoxically believe they are frauds who ultimately will fail and be unmasked as incompetent*

APA Dictionary of Psychology

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# More Strategies

From Sherman 2013, Imposter syndrome: When you feel like you're faking it

- ▣ Discuss your feeling with a trusted mentor
- ▣ Pay attention to your own self-talk and consider whether your thoughts are empowering or disabling
- ▣ Make a list of your strengths
- ▣ Accept that perfection is unrealistic and costly
- ▣ Know you'll need to develop your competencies at certain times in your career
- ▣ Be willing to be uncomfortable and move through your fear

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## Discussion Prompt

What strategies have helped you manage impostor syndrome?

# Next Steps

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# References

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Stephen John Quaye, Shamika N. Karikari, Courtney Rashad Allen, Wilson Kwamogi Okello, Kiaya Demere Carter. (2019). Strategies for Practicing Self-Care From Racial Battle Fatigue. *Journal Committed to Social Change on Race and Ethnicity*, 5(2): 95,131.

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Thanks!

Any questions?



## **Wellness Event for Academics: Kicking off the Spring 2021 Semester**

**1B. Wellness Strategies for BIPOC Educators.** Moderator: Tracie Addy, Associate Dean of Teaching and Learning; Director of CITLS.

### **Session Notes**

Strategies shared:

- For racial battle fatigue:
  - Focusing on what we can control rather than what we cannot (e.g. helping students who experience racial battle fatigue)
  - Prioritizing self-care by setting up firm boundaries (e.g. delaying email replies, engaging in yoga/meditation or other wellness activities)
  - Challenging microaggressions in spaces where we feel more comfortable (e.g. smaller communities and 1:1 interactions, not large faculty meetings, etc.)
  
- For impostor syndrome:
  - Exercising
  - Reframing our thoughts
  - Hearing from others who can help put things in perspective
  - Identifying why we are feeling imposter syndrome (the sources) and what we can do about it reframe our thoughts

Observations:

- Noticing differences between experiences with racial battle fatigue in academia than in the corporate world
- It can be surprising to find out where we feel safe and where we do not
- Many colleagues do not quite understand how we experience the world as BIPOC educators and it can be hard to convince others that it is a concern
- Sometimes we experience microaggressions when teaching and these can be difficult to address
- We need to also acknowledge intersectionality (e.g. the role of gender and race)