

# THE COMBINED EFFECTS OF SYSTEMIC RACISM & COVID-19 ON RACIALIZED HEALTHCARE WORKERS

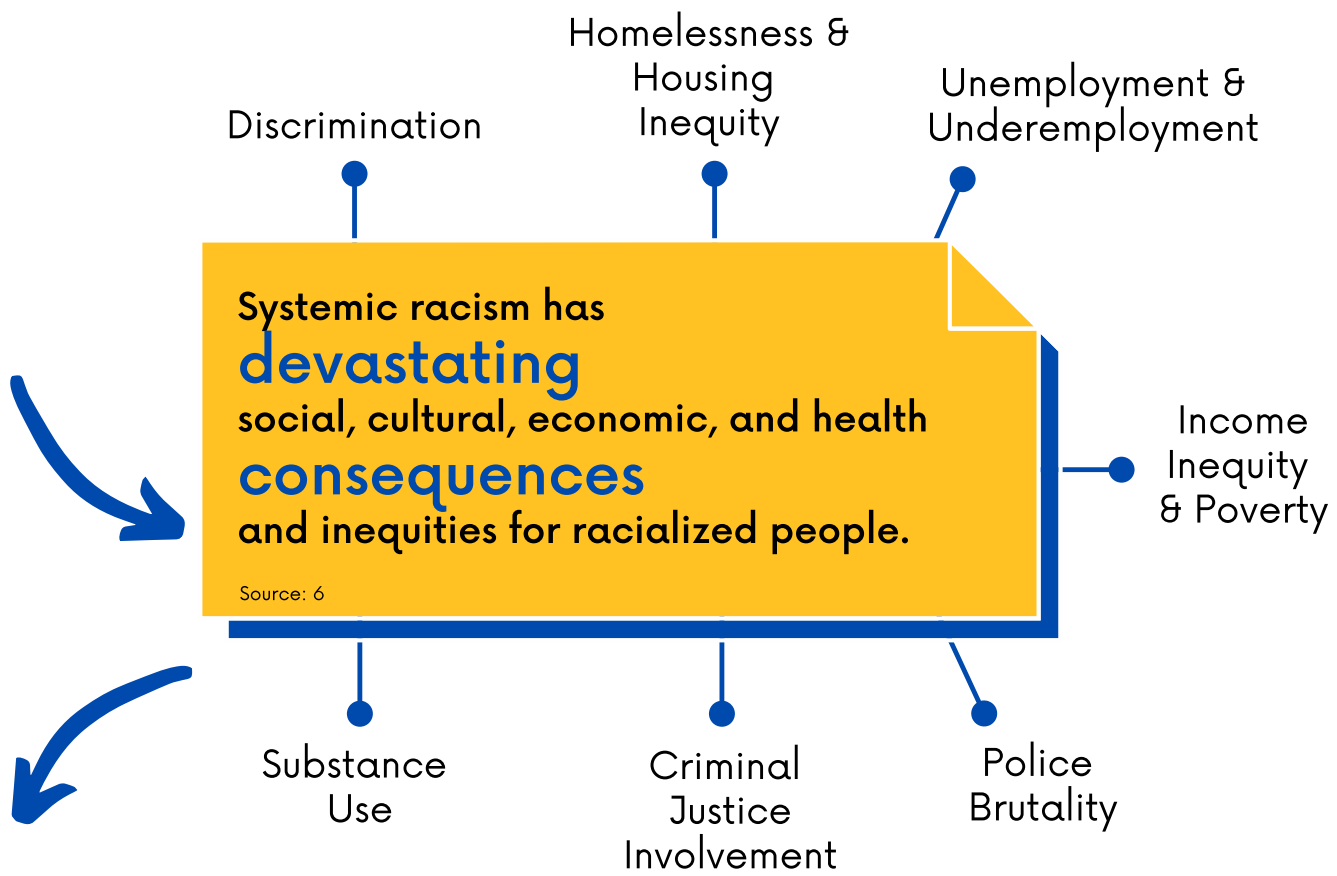
The dehumanizing effects of systemic racism can lead Racialized people to experience psychological distress, which might include Moral Injury.

The norms and practices of the dominant white culture define what is deemed 'moral'. These norms are also the frame through which systems are established, managed, and preserved.

As a result, racialized people are often unfairly represented as immoral. They are continually monitored, managed, and held "in check" by policies, institutions, and structures.

This form of racial discrimination in every major societal institution is called **Systemic Racism**.

Sources: 1-5



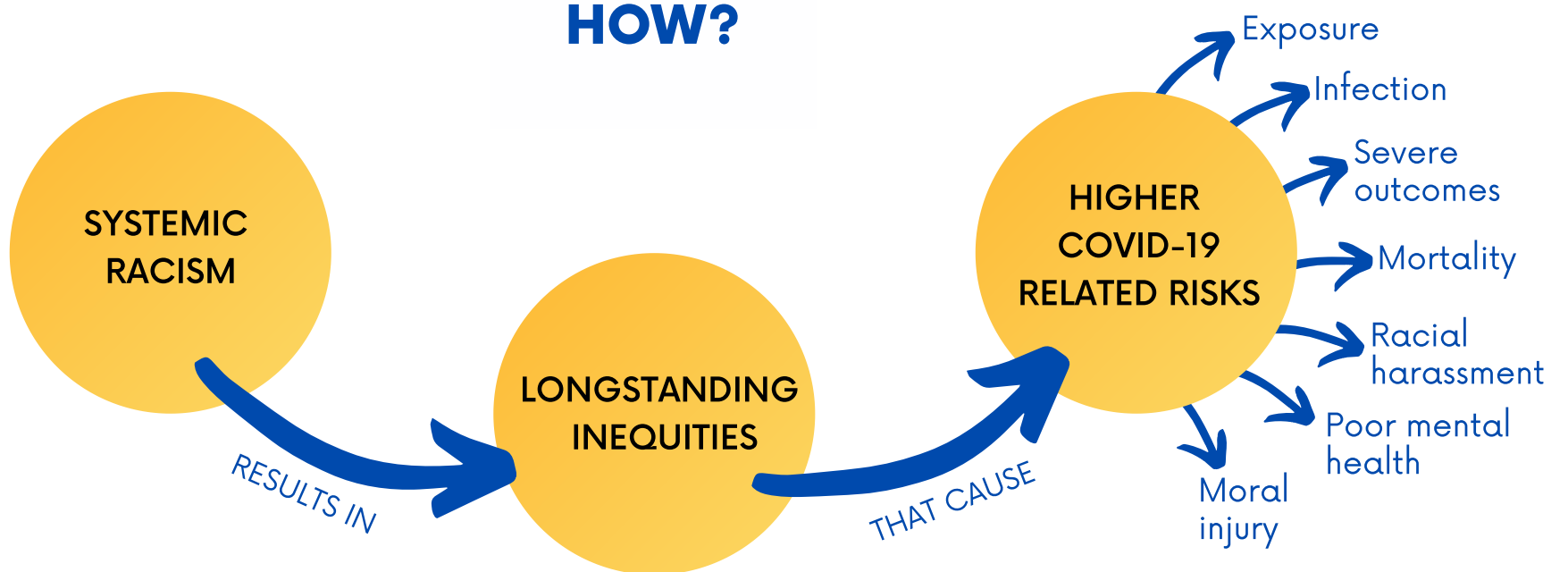
The dehumanizing effects of systemic racism can influence racialized people's view of their own personal morality, and the morality of their communities. This can contribute to psychological distress, which might include **Moral Injury**.

**Moral Injury** is the psychological, social, and spiritual impact of extremely challenging experiences that infringe on one's value system. If not addressed, it may lead to long-lasting psychological damage.

Sources: 7-8

The COVID-19 pandemic has amplified the impacts of systemic racism on racialized people.

HOW?



Centre of Excellence - PTSD  
Funded by Veterans Affairs Canada  
Centre d'excellence - TSPT  
Financé par Anciens Combattants Canada

For more information, please visit [MoralInjuryGuide.ca](http://MoralInjuryGuide.ca)

Sources:  
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# THE COMBINED EFFECTS OF SYSTEMIC RACISM & COVID-19 ON RACIALIZED HEALTHCARE WORKERS

COVID-19 has amplified the impacts of systemic racism on the physical and mental health of racialized people.

Racialized people are at a **HIGHER RISK** across these 7 domains:

## 1 COVID-19 EXPOSURE

Racialized people are at a **HIGHER RISK OF EXPOSURE** to COVID-19 because they are **MORE LIKELY** to:

Sources: 9-14



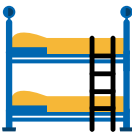
Experience income inequity & poverty



Live in high-density neighbourhoods



Live in congregate housing settings



Experience housing inequity



Use public transportation



Work 'essential service' jobs with greater workplace exposure

## 3 SEVERE OUTCOMES

Racialized people experience inequities that increase their risk of developing chronic health conditions. As a result, they are at **HIGHER RISK OF DEVELOPING SEVERE OUTCOMES** when infected with COVID-19.

Sources: 10, 11, 13

In Ontario, Canada, the most diverse neighbourhoods have:

# 4x

**COVID-19 HOSPITALIZATION RATES THAT ARE 4 TIMES HIGHER** than the least diverse neighbourhoods.

**COVID-19 INTENSIVE CARE UNIT (ICU) ADMISSION RATES THAT ARE 4 TIMES HIGHER** than the least diverse neighbourhoods.

Source: 13

## 2 COVID-19 INFECTION

Racialized people are at a **HIGHER RISK OF COVID-19 INFECTION**.

Sources: 9-14

# 3x

In Ontario, Canada, **COVID-19 INFECTION RATES ARE 3 TIMES HIGHER** in the most diverse neighbourhoods compared to the least diverse neighbourhoods.

Source: 13

## 4 COVID-19 MORTALITY

Racialized people are at a **HIGHER RISK OF COVID-19 MORTALITY**.

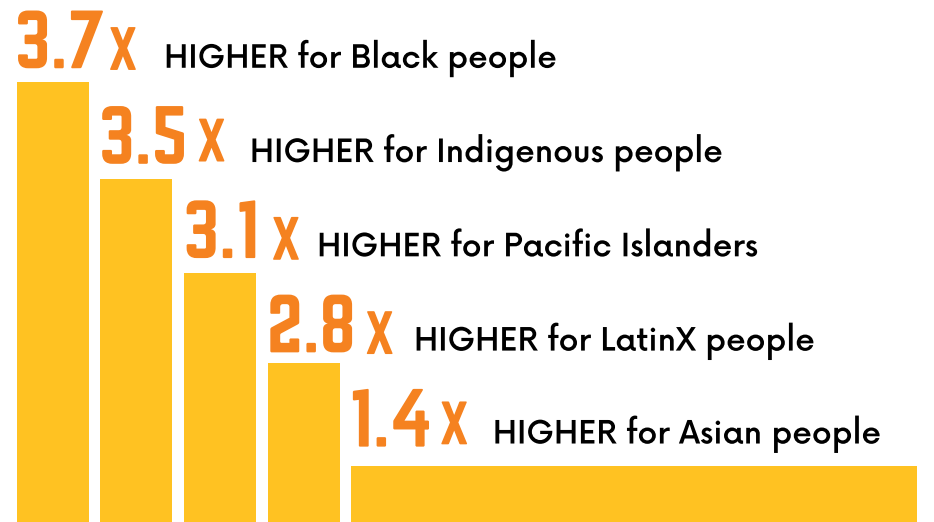
Sources: 9-14

# 2x

In Ontario, Canada, **COVID-19 MORTALITY RATES ARE 2 TIMES HIGHER** in the most diverse neighbourhoods compared to the least diverse neighbourhoods.

Source: 13

In the US, compared to white people, **COVID-19 MORTALITY RATES** are:



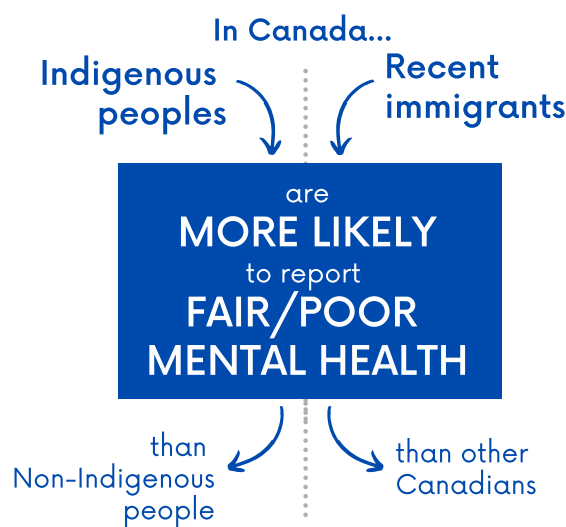
Source: 9

## 5 RACIAL HARASSMENT

In Canada, during the COVID-19 pandemic, the proportion of visible minorities who identified an increase in the frequency of harassment or attacks based on race, ethnicity or skin colour was **THREE TIMES HIGHER** than the rest of the population.

Source: 15

## 6 POORER MENTAL HEALTH



Sources: 16-17

## 7 MORAL INJURY

The continuation of acts of police brutality against Black people during the pandemic has prompted reckoning with the "complex struggle over the pandemic, racial injustice, and police brutality".

As a result, **Black people are experiencing individual and collective exhaustion and moral injury.**

Sources: 14, 16, 18, 19

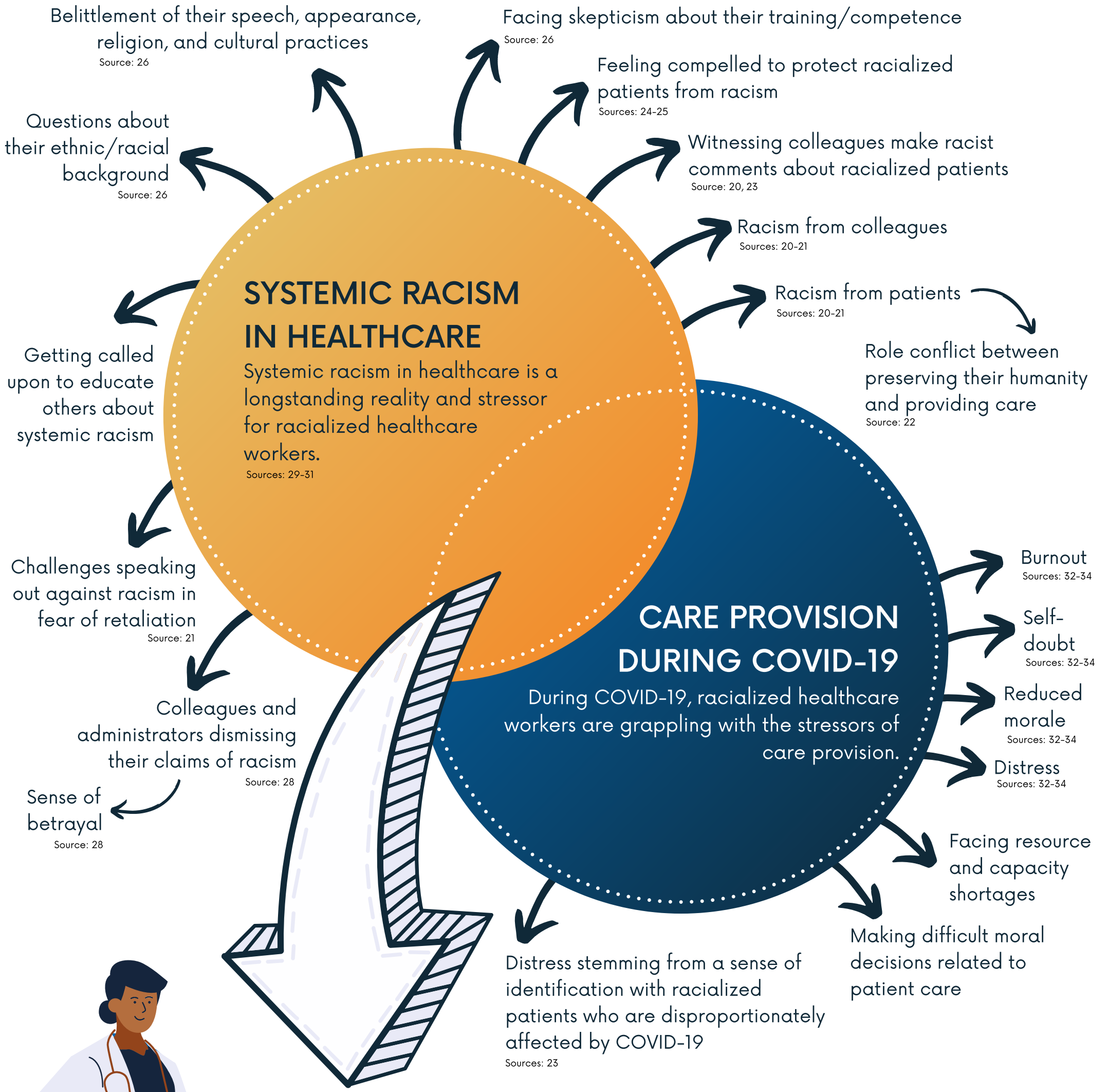


For more information, please visit [MoralInjuryGuide.ca](http://MoralInjuryGuide.ca)

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# THE COMBINED EFFECTS OF SYSTEMIC RACISM & COVID-19 ON RACIALIZED HEALTHCARE WORKERS

## Racialized healthcare workers are grappling with the stressors of systemic racism in healthcare, and the stressors of care provision during COVID-19.



### MORAL INJURY

As a result of dealing with the stressors of systemic racism and care provision during COVID-19, racialized healthcare workers may be at **INCREASED RISK OF EXPERIENCING PSYCHOLOGICAL AND MORAL DISTRESS AND INJURY.**

Centre of Excellence - PTSD  
Funded by Veterans Affairs Canada  
Centre d'excellence - TSPT  
Financé par Anciens Combattants Canada

For more information, please visit [MorallnjuryGuide.ca](http://MorallnjuryGuide.ca)

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