

# Correlations Between Workplace Racial/Ethnic Discrimination and Mental Health and Substance Use Among U.S. Healthcare Workers of Color.

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## BACKGROUND

- Healthcare workers (HCWs) experience high demands in a stressful environment.
- HCWs of color may also experience racial/ethnic discrimination, a form of discrimination that is based on an individual's race, identity, or ethnicity.
- This type of discrimination can add more stress to HCWs of color, causing them to be in a more vulnerable position when compared to their white peers in the same field.
- Stress is related to addictive behaviors and poor mental health, so this research focuses on how perceived racial discrimination correlates with the mental health and susceptibility to substance use of HCWs of color.

## METHODS

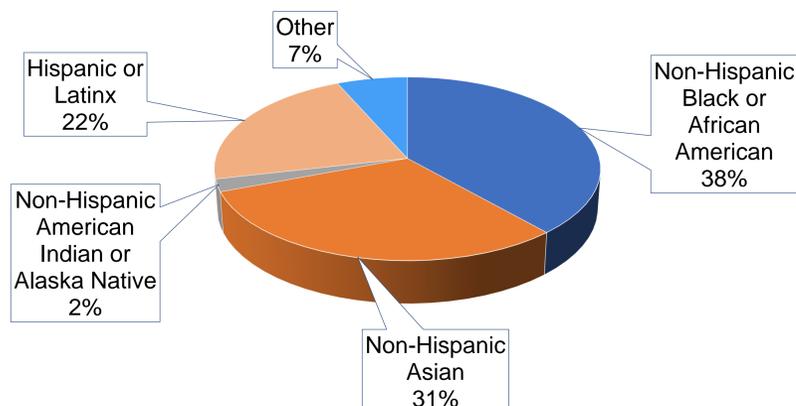
### Participants and Procedure

- A sample of HCWs were recruited in March 2022 (N = 200)
- The survey involved questions about workplace experiences, mental health (i.e., depression, anxiety), and substance use (i.e., hazardous drinking, non-medical use of prescription drugs, cannabis use, illicit drug use).
- We examined a subsample of HCWs of color (n = 91).

### Analytic Plan

- We examined the separate correlations between experiencing racial/ethnic discrimination in the workplace and mental health/substance use outcomes.

Figure 1. Sample Distribution of Race/ Ethnicity



## Experiencing workplace racial/ethnic discrimination may lead to substance use and mental health issues among healthcare workers of color.



## RESULTS

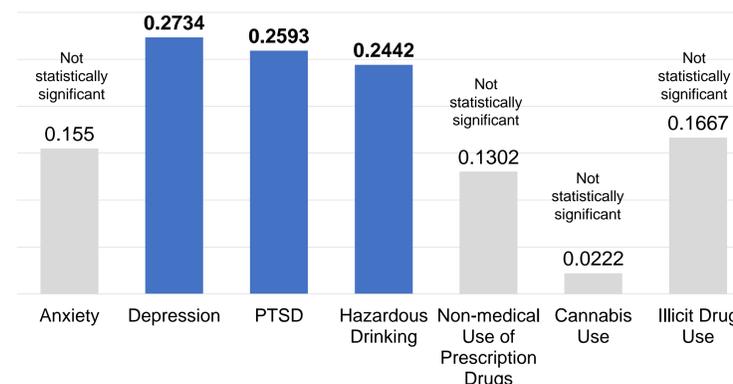
### Descriptive Results

- 57% (n=52) of the HCWs expressed that they experienced racial/ethnic discrimination in their workplace.

### Correlations

- Racial/ethnic discrimination was significantly positively correlated with symptoms of depression, symptoms of PTSD, and hazardous drinking.

Figure 2. Correlations Between Racial/Ethnic Discrimination and Mental Health/Substance Use Outcomes



## CONCLUSIONS

- Healthcare workers of color do experience workplace racial/ethnic discrimination which can be attributed to structural racism.
- The positive correlation between depression, symptoms of PTSD, and hazardous drinking and racial/ethnic discrimination further suggests the need to address structural racism in the healthcare system.



## ACKNOWLEDGEMENTS

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Hoopsick Research Team

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