

Mental Health Outcomes Among Low-Wage Black Healthcare Workers

Kaliyah House, Dr. Rachel Hoopsick

Department of Health and Kinesiology, College of Applied Health Sciences, University of Illinois Urbana-Champaign

INTRODUCTION

- **Black low-wage healthcare workers** experience **many mental health challenges**, including **anxiety, PTSD**, and **depression**.
- Many factors may contribute to this, such as:
 - workplace stress
 - workplace inequities
 - limited access to mental health resources
- Few studies have examined anxiety and depression in this population.
- **The purpose of this study** was to examine **anxiety** and **depression severity** among **Black low-wage healthcare workers** in the **United States**.

METHODS

This study is part of an **ongoing longitudinal study** examining **mental health outcomes among Black low-wage healthcare workers in the United States**.

Baseline survey data are presented, where participants will eventually be followed over time to examine these outcomes further.

- Participants were recruited using targeted social media advertisements between Fall 2025 and Spring 2026.
- Participants were asked to complete an online survey that was approximately 60-90 minutes long.
- For compensation, participants were provided with a \$50 gift card.

METHODS CONTINUED

Participants

Participants included **55 Black low-wage health care workers** recruited across the **United States**.

- Mean age= 36.47 ± 10.62 years
- 83.64% women

Participants represented **multiple health care occupations**, including:

- registered nurses
- patient care assistants
- licensed practical nurses
- social workers
- and more.

MEASURES

The survey included validated mental health and workplace measures:

Mental Health Outcomes

- Anxiety severity (none, mild, moderate, severe)
- Depression severity (PHQ-9 categories)
- PTSD

Workplace Experiences

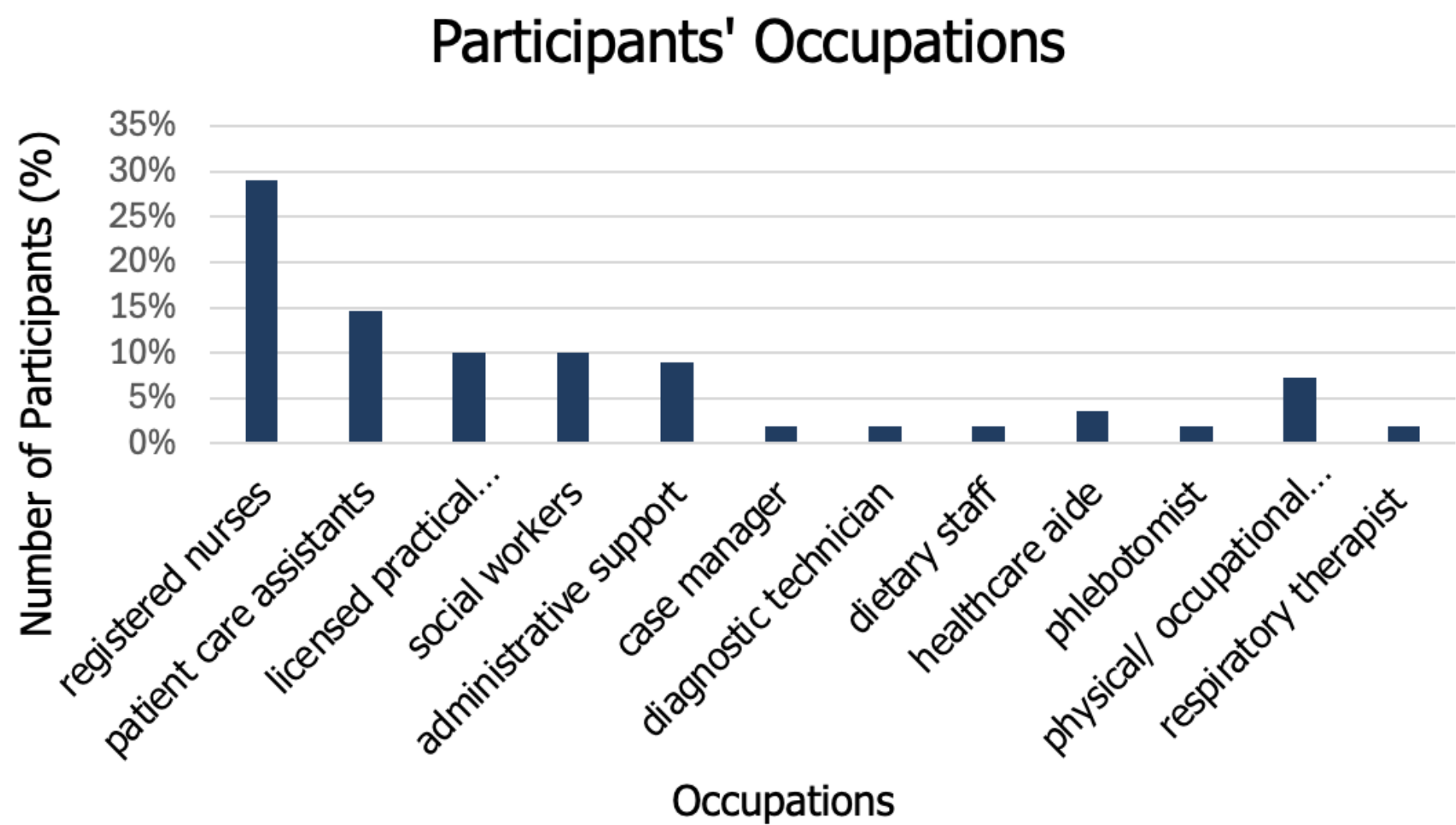
- Job satisfaction
- Wage satisfaction
- Advancement opportunities
- Workplace discrimination
- Job security

Analytic Plan

- Baseline descriptive statistics were calculated to summarize participant characteristics and mental health outcomes.
- Percentages were used to describe anxiety and depression severity, and PTSD.

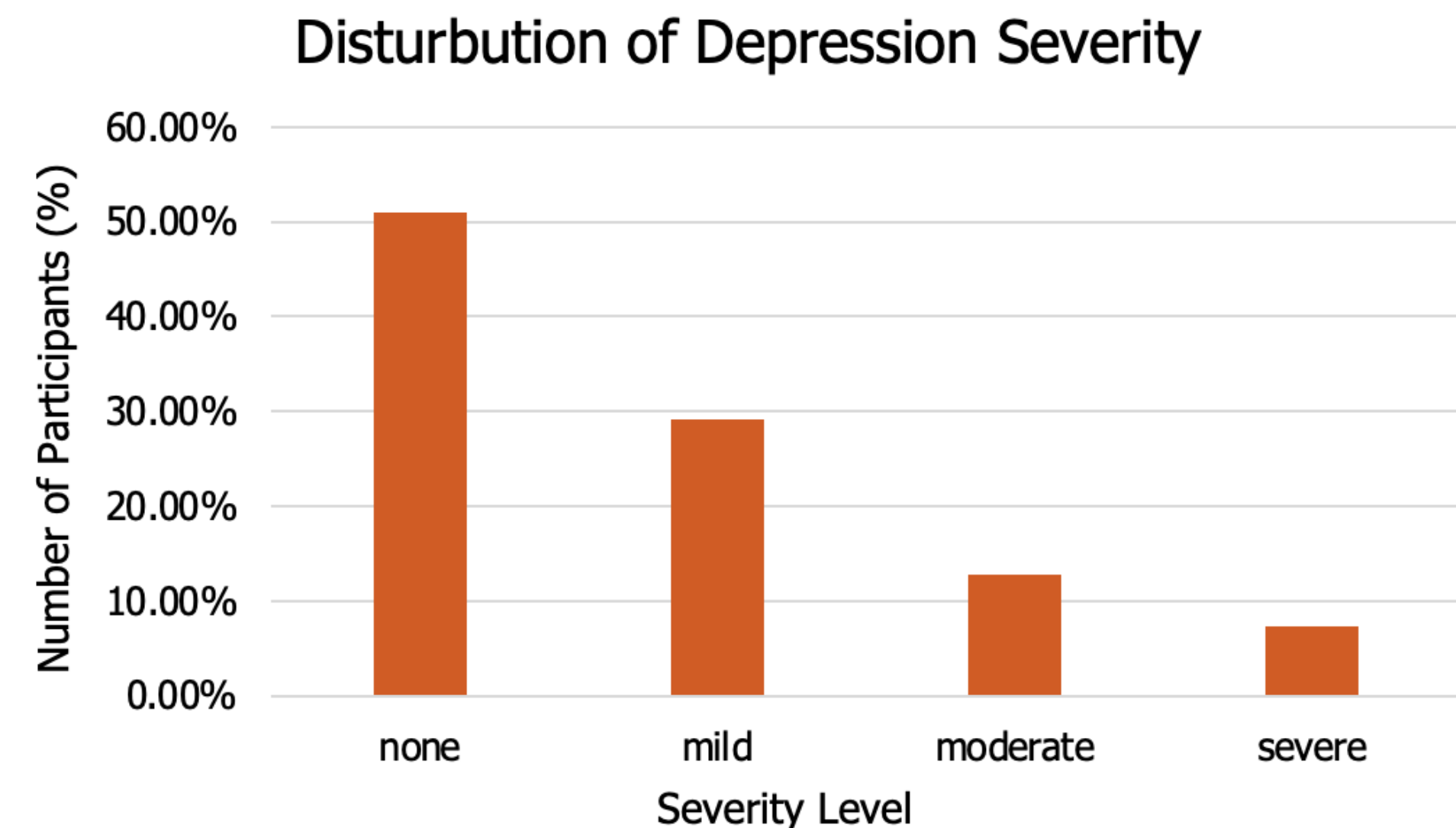
RESULTS

Figure 1:



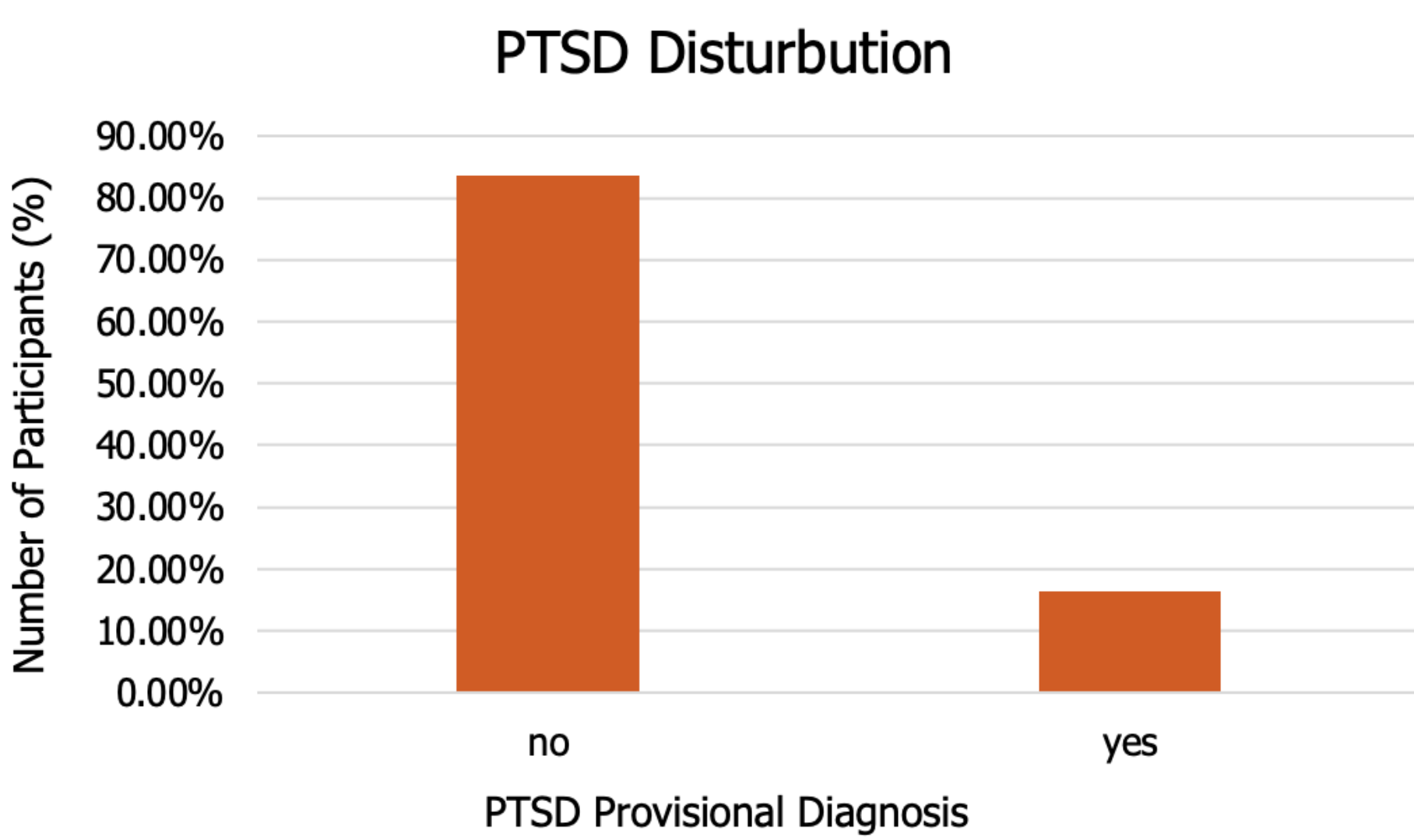
- About **29%** of the participants are registered nurses and **15%** are patient care assistants.

Figure 3:



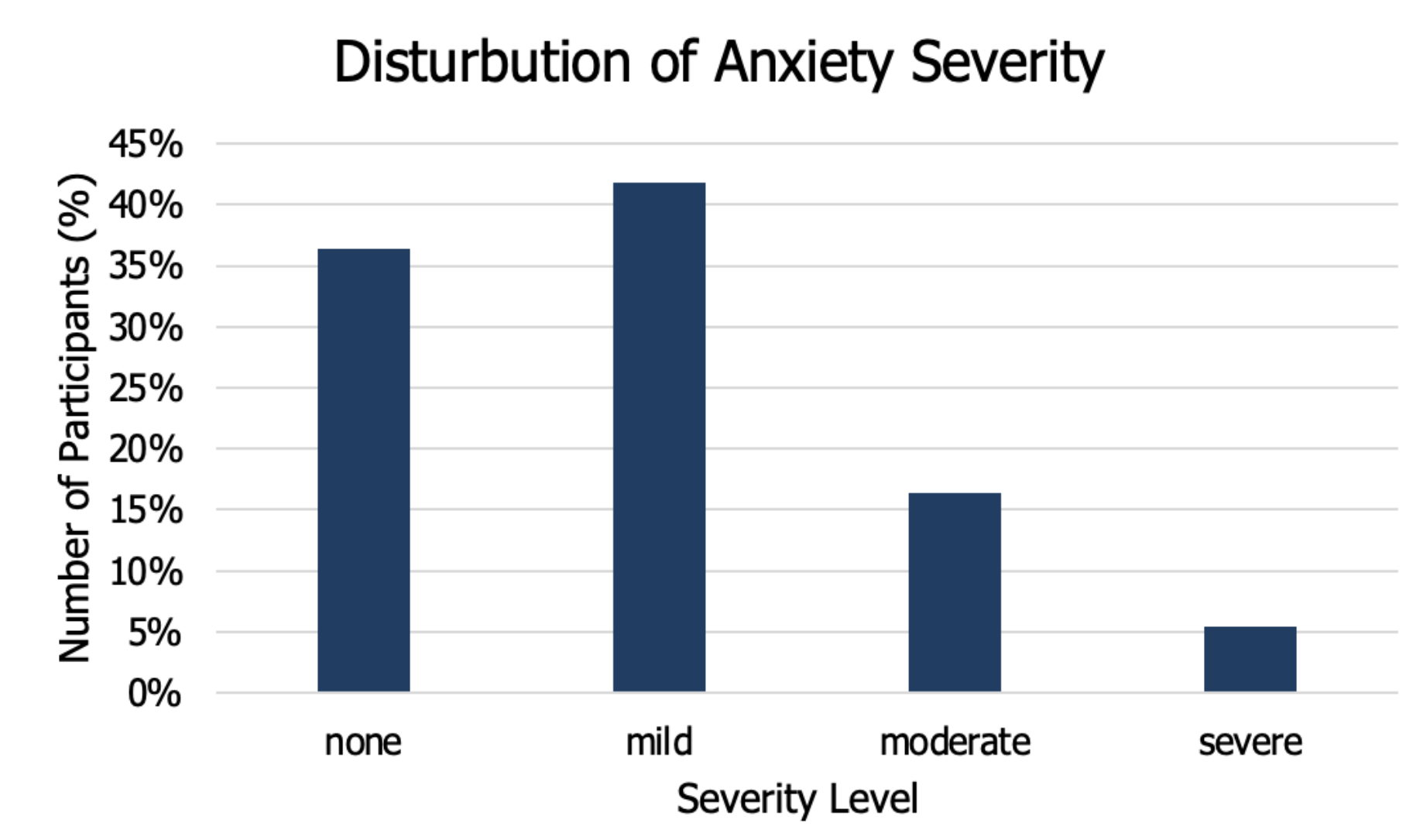
- **29%** of participants reported mild depression, **12%** reported moderate depression, and **7%** reported severe depression showing that most participants experience some severity of depression.

Figure 2:



- **83%** reported no experience with PTSD while **16%** reported experience with PTSD.

Figure 4:



- **36%** of the participants reported no signs of anxiety and **41%** reported mild anxiety while the rest of the participants reported moderate to severe anxiety.

CONCLUSIONS

- Black low-wage healthcare workers experience a **substantial mental health burden**.
- **Most participants** in the study reported **mild to severe anxiety**, while **nearly half reported severe depression**. **A fifth** of the participants **reported experiencing PTSD**.
- **Future research** should examine **workplace interventions** and **expand access to relevant mental health services** for this population.

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