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.

Systemic racism has devastating social, cultural, economic, and health consequences and inequities for racialized people.

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.

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

HOW?

SYSTEMIC RACISM

LONGSTANDING INEQUITIES

RESULTS IN

HIGHER COVID-19 RELATED RISKS

EXPOSURE

INFECTION

SEVERE OUTCOMES

MORTALITY

RACIAL HARASSMENT

POOR MENTAL HEALTH

MORAL INJURY

For more information, please visit: MoralInjuryGuide.ca
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:
     - Experience income inequality and poverty
     - Live in high-density neighbourhoods
     - Live in congregate housing settings
     - Experience housing inequality
     - Use public transportation
     - Work in essential service jobs with greater workplace exposure

2. **COVID-19 INFECTION**
   - Racialized people are at a HIGHER RISK OF COVID-19 INFECTION.
   - In Ontario, Canada, COVID-19 INFECTION RATES are 3 TIMES HIGHER in the most diverse neighbourhoods compared to the least diverse neighbourhoods.

3. **COVID-19 MORTALITY**
   - Racialized people are at a HIGHER RISK OF COVID-19 MORTALITY.
   - In Ontario, Canada, COVID-19 MORTALITY RATES are 2 TIMES HIGHER in the most diverse neighbourhoods compared to the least diverse neighbourhoods.

4. **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.

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.

6. **POORER MENTAL HEALTH**
   - In Canada,...
   - Recent immigrants are MORE LIKELY to report FAIR/POOR MENTAL HEALTH than Non-Indigenous people than other Canadians

7. **MORAL INJURY**
   - The continuation of acts of police brutality against Black people during the pandemic has prompted reeling 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.

For more information, please visit MoralInjuryGuide.ca

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

### Systemic Racism in Healthcare

Systemic racism in healthcare is a longstanding reality and stressor for racialized healthcare workers. [Source: 29]

- Questions about their ethnic/racial background [Source: 35]
- Belittlement of their speech, appearance, religion, and cultural practices [Source: 35]
- Facing skepticism about their training/competence [Source: 35]
- Feeling compelled to protect racialized patients from racism [Source: 35]
- Witnessing colleagues make racist comments about racialized patients [Source: 35]
- Racism from colleagues [Source: 35]
- Racism from patients [Source: 35]
- Role conflict between preserving their humanity and providing care [Source: 35]
- Challenges speaking out against racism in fear of retaliation [Source: 35]
- Getting called upon to educate others about systemic racism [Source: 35]

### Care Provision During COVID-19

During COVID-19, racialized healthcare workers are grappling with the stressors of care provision.

- Distress stemming from a sense of identification with racialized patients who are disproportionately affected by COVID-19 [Source: 35]
- Making difficult moral decisions related to patient care [Source: 35]
- Facing resource and capacity shortages [Source: 35]
- Reduced morale [Source: 35]
- Distress [Source: 35]
- Self-doubt [Source: 35]
- Burnout [Source: 35]

### 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.