Everyday Workplace Discrimination: Differential Perceptions and Psychological Well-being Among Child Welfare Caseworkers
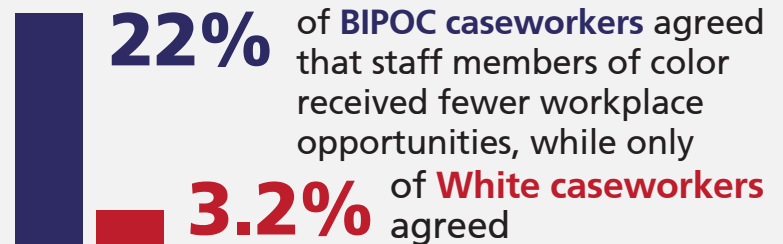
WHAT IS THIS RESOURCE?

Utilizing the Psychological Stressor-Strain theory, this study assessed the associations between everyday workplace discrimination, racial/ethnic identities, and psychological well-being among public child welfare case workers (*N*=1,622).

WHAT ARE THE CRITICAL FINDINGS?

The study found that Black, Indigenous, and persons of color (BIPOC) child welfare caseworkers perceived significantly more workplace discrimination than do their White colleagues.

22% of **BIPOC caseworkers** agreed that staff members of color received fewer workplace opportunities, while only **3.2%** of **White caseworkers** agreed

Other key findings included:

• Workers were more likely to report workplace discrimination in organizational structure and climate (e.g., receiving fewer opportunities because of racial/ethnic group, people getting better treatment because of racial ethnic group) than from direct personal experience (e.g., I feel socially isolated because of my racial/ethnic group).

• Greater perceptions of workplace discrimination were significantly associated with lower job satisfaction and psychological safety and higher burnout independent of caseworkers' own racial and ethnic identities.

WHAT ARE THE IMPLICATIONS FOR OUR WORK?

Differences in perceptions of workplace discrimination by race and ethnicity can contribute to intergroup conflict (e.g., one group discounting another group's experiences of discrimination) or perpetuate discrimination through the phenomenon of colorblindness (e.g., not noticing and therefore not doing anything about it). Child welfare organizations can address workplace discrimination by:

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Holistically assessing hiring and promotional practices and policies to detect potential biases and inequities	Providing training and assessing equitable and inclusive workplace practices among community and university partners	Providing mentoring and professional development resources for BIPOC staff	Offering opportunities for social support and resources to mitigate the impact of workplace discrimination and increase worker well-being	Making concrete changes to build a more inclusive and equitable organizational culture and climate