Exploring Racial Battle Fatigue in the Careers of Canadian-Born, South Asian Canadian Women

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The Research Problem

Canadian-born, South Asian Canadian women have experienced racism since childhood, and adopted many strategies to cope with these experiences in adolescence and young adulthood.

(Aujla, 2000; Das Gupta, 1997; Handa, 1997, 2003; Naidoo, 2003; Nayar, 2004; Rajiva, 2005, 2006, 2009, 2013; Sagar, 2023; Sundar, 2006).

However, there is limited academic literature that specifically studies the experiences of how racism impacts the careers of this population, and no literature that explores the phenomenon of racism battle fatigue for this population.

The Research Questions

What are the experiences of racial battle fatigue faced by Canadian-born, South Asian Canadian women in the workplace?

What strategies have Canadian-born, South Asian Canadian women used to cope with racial battle fatigue?

The Contribution

To hold space for Canadian-born, South Asian Canadian women to begin exploring their stories of racial battle fatigue, and to contribute to the literature on anti-racism in organizational studies.

WHAT IS RACIAL BATTLE FATIGUE?

Coined by Dr. William A. Smith in 2003, racial battle fatigue refers to “the psychological, emotional, and physiological toll of confronting racism“ (Pizarro, Kohli, 2020)

WHO IS SOUTH ASIAN?

This definition encompasses people from a great diversity of ethnic backgrounds, including Bangladeshi, Bengali, East Indian, Hindu, Ismaili, Kashmiri, Nepali, Pakistani and Punjabi ancestry and more. (Tran et al., 2005)

CONTRIBUTING THEORIES

Intersectional Feminism
Anti-Racist Feminst Canadian Thought

"South Asian Canadian women are in a predicament of perpetual foreigness--constantly being asked where they are from and having stereotypical characteristics assigned to them despite their "Canadianness". Though they are in their country of origin, they are not of it."

Angela Aujla, 2000

The Methodology

Narrative Inquiry

PARTICIPANT RECRUITMENT

Snowball method using social media platforms.

Participants will self-identify.

DATA COLLECTION

Participants will be given a series of open-ended prompts to write about their experiences of racial battle fatigue in the workplace.

Anonymity is key when discussing workplace racism.

MEMBER CHECKING

Analysis and findings will be shared on a website hosted for this study.

Participants will be invited to comment, vote and interact with the data.

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