

# The Psychological Effects of Racism and Discrimination

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# Racism as a psychological phenomenon 1/2

Racism is an internalised ideology

- It is linked to whiteness as a norm
- "Superiority" or a minority identity are adopted from the environment
- One might also internalise something that targets oneself; in that case, one might have a racist attitude toward oneself and one's reference group and act according to it.

# Racism as a psychological phenomenon 2/2

Racism is sustained by

- Discriminatory structures in society
- Racism in interaction
- It is easy for groups favored by the ideology not to question the ideas and values of the ideology
- Members of the group might also benefit from defending their positions of power

# Minority stress 1/3

## Social status

- People in disadvantaged positions experience more stress and face more threats in social interaction

# Minority stress 2/3

## Minorities

- Belonging to a minority and having a minority identity predisposes to stress
- Belonging to a minority can be more or less apparent
- There are ideas associated with different minorities, and they make minorities susceptible to stereotype threat whose nature depends on the ideas

# Minority stress 3/3

## Identity

- Identity is formed throughout life and can be context dependent
- The significance of belonging to a minority may vary in different situations and phases of life
- When you observe your identity, you might recognise internalized racism, but it's good to know you're not alone responsible

# Microaggressions 1/2

Attitudes and values associated with internalised racism impact our behavior and encounters with others. Examples:

- Assuming the other person is a criminal
- Assuming the other person is different and emphasizing it
- Assuming the other person is untalented and unknowledgeable

## Microaggressions 2/2

- Belittling the other person's values or culture
- Discriminating terminology and use of language
- Expressing stereotypical views
- Belittling the other person's experiences
- Viewing the other person as having lower status



# Encountering racism and processing it 1/2

## Recognising the effects of racism

- How interaction feels
- How you see the other person / how the other person sees you in interaction
- How racism leads people to take on different roles in a community
- How (shared) psychological safety is created in a community

# Encountering racism and processing it 2/2

## Reflecting and intervening

- Taking into consider psychological safety and strengthening it in the community
- Active intervention in racist behavior
- Bringing up and starting a conversation on internalised racism
- Creating safe spaces in communities and peer groups

THANK YOU

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