



## **Racial Battle Fatigue in Higher Education: Exposing the Myth of Post-Racial America**

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## **Racial Battle Fatigue in Higher Education: Exposing the Myth of Post-Racial America**

Racial Battle Fatigue is described as the physical and psychological toll taken due to constant and unceasing discrimination, microaggressions, and stereotype threat. The literature notes that individuals who work in environments with chronic exposure to discrimination and microaggressions are more likely to suffer from forms of generalized anxiety manifested by both physical and emotional symptoms. This edited volume looks at RBF from the perspectives of graduate students, middle level academics, and chief diversity officers at major institutions of learning.

RBF takes up William A. Smith's idea and extends it as a means of understanding how the "academy" or higher education operates. Through microaggressions, stereotype threat, underfunding and defunding of initiatives/offices, expansive commitments to diversity related strategic plans with restrictive power and action, and departmental climates of exclusivity and inequity; diversity workers (faculty, staff, and administration of color along with white allies in like positions) find themselves in a badlands where identity difference is used to promote institutional values while at the same time creating unimaginable work spaces for these workers.

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