

Background

Our research investigates the prevalence of experienced workplace interpersonal mistreatment against Black women in Canada, how and why they choose to voice in response to these experiences, and the mental well-being outcomes associated with doing so.

We focus on three main questions:

1. How much do black women in Canada experience workplace interpersonal mistreatment? (Ashley, 2014).
2. How do Black women in Canada voice in response to workplace interpersonal mistreatment?
3. What are the mental well-being outcomes for Black women in Canada who voice in response to experienced workplace interpersonal mistreatment?

While much research that examines the rate at which Black women experience interpersonal mistreatment in the workplace has been conducted, not much is known about how and why Black women respond to these experiences using remedial voice and the implications of using the chosen form of remedial voice pose for their mental well-being. (Bartlett & Bartlett, 2011).

OUR WEBSITE

- Scan QR code to learn more about this research



Methods

QUANTITATIVE STUDY

- We sent out surveys to participants using Qualtrics. We conducted two surveys for Black Women that work in Canada from the ages 19 and above after comparing results from the literature review. The sample size for this aspect of our research was 300 participants.

QUALITATIVE STUDY

- We reached out to the people who took surveys and spread the word through social media about sitting for an online semi-structured interview. Our sample size for the qualitative study is 50 participants. At the moment, we have conducted over 20 interviews

My Experience as a Research Student

LEARNING ABOUT INTERPERSONAL MISTREATMENT

- Throughout this project, I have learned about interpersonal mistreatment, especially towards Black women in Canada. Interpersonal mistreatment is a specific, antisocial variety of organizational deviance involving a situation in which at least one organizational member takes counter-normative negative actions against another member (Cortina & Magley, 2003). There are many forms of interpersonal mistreatment, and some forms, such as ignoring targets of mistreatment or addressing them in unprofessional terms, are often disregarded.



VOICING

- People deal with situations of mistreatment differently, especially stressful ones. Some people will talk about the occurrence of mistreatment, known as voicing. Some people prefer to talk to co-workers and colleagues about their experiences, some prefer to talk to supervisors to seek change, while some prefer to confront the perpetrator who mistreated them.

EXPLORING MENTAL HEALTH

- Preliminary findings from the study indicates that interpersonal mistreatment has an effect on mental health. Mental health is very important, and from transcribing the interviews of participants of the study (black women in Canada), I gathered that most of them would endure/tolerate mistreatment to survive or continue in the workplace for a good cause. This has some effect on their mental well-being. However, this is not conclusive, as we are still collecting and analyzing data from the study.



SOME BENEFITS AND CHALLENGES I FACED...

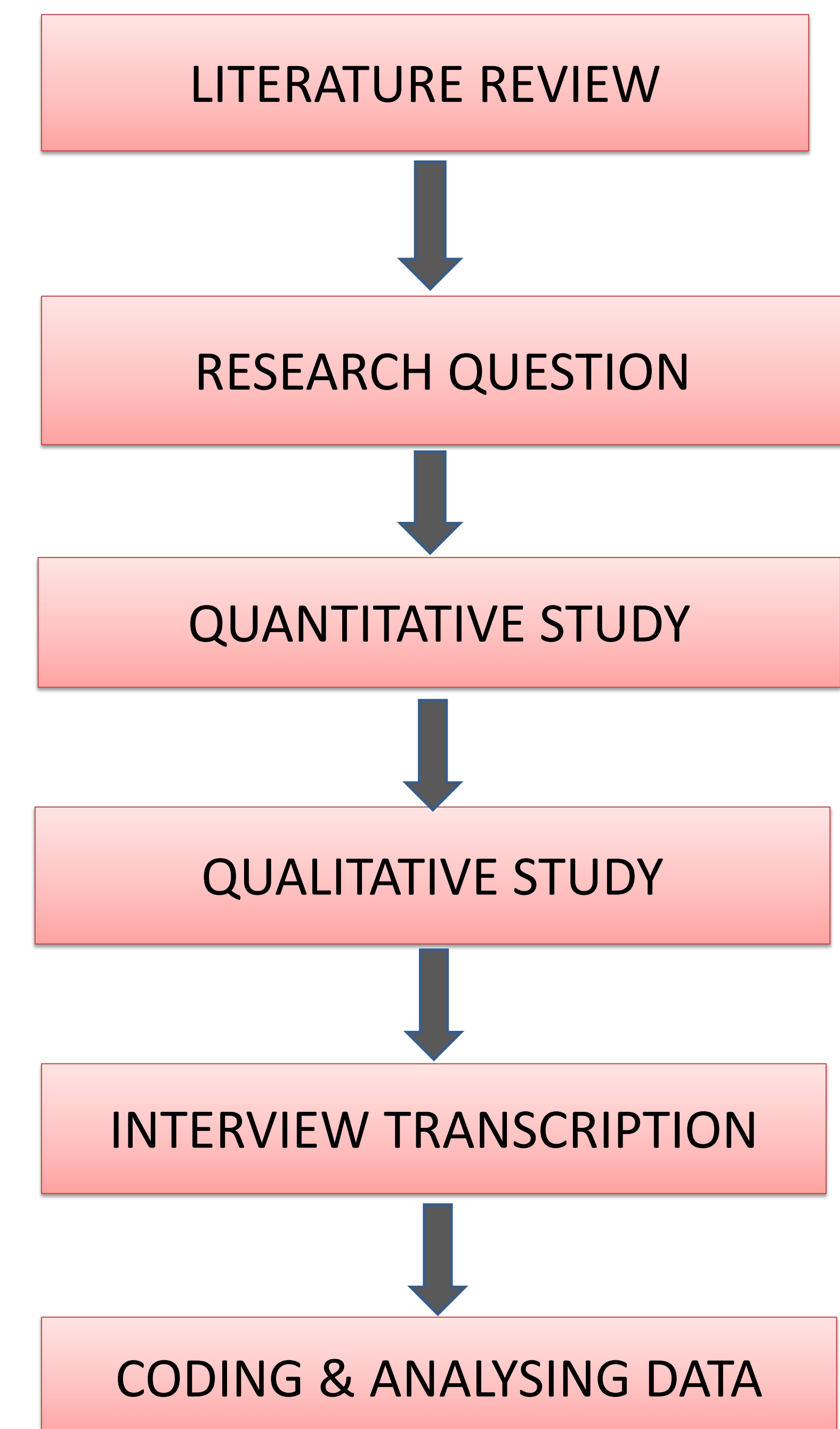
Benefits

- Confidence. Developed confidence to conduct meaningful research studies.
- Networking. Collaborating with scholars at MacEwan University and the University of New Brunswick.
- Learning. Learning how to use research tools and improving my ability to communicate and analyze information.

Challenges

- Difficulty in finding participants to share their experiences. Using emails, Facebook ads, and contacting Black Women in Canada via Linked-In.
- Emotional distress. As a Black woman, listening to the stories of mistreatment was difficult, painful, and draining. I had to remind myself of the reason I was doing this to improve my research skills and contribute to knowledge about Black women. This motivated me to move forward.

Research Process



References

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