Fears and Stressors for People of Color in Higher Education:

- **Fear** of rejection from their colleagues or classmates if they have different world views, customs or practices
- **Fear** of being held to a higher standard during the tenure review process
- **Fear** colleagues will consider their race or culture as a reason for not being promoted
- **Fear** of having an absence of role models, sponsors or mentors
- **Fear** of not being familiar with the language of educational instruction and business transaction, including acronyms and colloquialisms, in both the student and staff environments
- **Fear** that they will not engage with texts and examples within the curriculum that largely reflect and affirm their own cultural background and experience and, as an extension, will accrue the benefits of a culturally biased curriculum
- **Fear** that they will be expected to advocate for their race or have their behavior judged as representative of all of their race
- **Fear** that they will be excluded from social activities of their department or administrators
- **Fear** that they will often experience feelings of loneliness and isolation in majority identity spaces
- **Fear** that they may face climates that are disrespectful, noncollegial, even intolerant of diversity
- **Fear** that they will often burden themselves with the responsibility of disproving negative stereotypes by being positive representatives for their race, and feeling obligated to “prove” to their peers that they are deserving of their appointments and promotions
- **Fear** that they often experience a pattern of being perceived based upon their race, gender, ability, or other identity characteristic first and academics or peers second
- **Fear** that they will have to contend with others perceptions of their hair and physical features, as well as being subjected to expectations about what their racial identity means in terms of their role at the institution.
- **Fear** that colleagues will connect on social media platforms and judge their shared views on current events or posts sharing their perspective on controversial issues
- **Fear** of congregating with other faculty of color may appear that they are ‘off-task’ or not focused
- **Fear** of not being present in the office will lead people to assume they are not working or teaching effectively
- **Fear** of dressing casual and being viewed as unprofessional in the office
• **Fear** of being unaware of coded language and habits that faculty of color don’t know about because those unwritten practices are so subtle and non-inclusive. Due to this lack of institutional knowledge, they fear that they will be viewed as incompetent, lazy or dishonest.

• **Fear** that scholarly work that is personal can subject minority faculty to undue criticism in the tenure process

• **Fear** of being judged on social media sites based on their articles they are sharing, discussions, etc.

• **Fear** of voting in faculty or staff meetings against the interest of those in power to influence their success at the institution

• **Fear** of ‘coffee meetings’ off the record are taking place to discuss unfair and private opportunities only accessible to those of majority identity

• **Fear** of being tardy or absent from one meeting will set the stereotype of all faculty of color are not punctual or professional

References
