

# Respect. It begins with you.

**Mental health and wellness —  
and lives — depend on it.**



People who say they have faced discrimination rate their stress levels higher, on average, than those who say they have not experienced discrimination. That's true across racial and ethnic groups.

Perceived discrimination has been linked to physical and mental health problems including anxiety, depression, obesity, high blood pressure and substance abuse. Many of these problems are believed to stem from the chronic stress associated with being a potential target of discrimination.

Suicide rates vary by race/ethnicity, age, and other population characteristics, with the highest rates across the life span occurring among non-Hispanic, American Indian/Alaska Native and non-Hispanic White populations. Sexual minority youth bear a large burden as well, and experience increased suicidal ideation and behavior compared to their non-sexual minority peers.

The effects of the novel coronavirus (COVID-19) on the health of racial and ethnic minority groups is still emerging; however, current data suggest a disproportionate burden of illness and death among racial and ethnic minority groups.

- A recent report found **45%** of individuals hospitalized for whom race or ethnicity data was available were white, compared to **59%** of individuals in the surrounding community.
- However, **33%** of hospitalized patients were black, even though black people only comprised **18%** of the population in the community.
- These data suggest an overrepresentation of blacks among hospitalized patients.

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**8,496** In 2018, 8,496 **hate crime offenses** were reported in the United States:

- Nearly **66%** were crimes against **persons** and **31%** were crimes against **property**.
- **Juveniles** committed **15.3% of hate crimes** reported in 2018.
- Most hate crime incidents, **25.7%, occurred in or near residences/homes**.
- **9.2%** of hate incidents **occurred at schools or colleges**.

**Of the bias motivations:**

**60%**

**Race, Ethnicity  
or Ancestry**

**19%**

**Religion**

**17%**

**Sexual  
Orientation**

**2%**

**Gender  
Identity**

**2%**

**Disability**

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**Inspire a kinder, safer world.**

We can each do our part, so more people do not suffer because of bias, discrimination and prejudice. Take a stance to honor and celebrate diversity and inclusion. Choose to foster discussion, promote acceptance, and encourage mutual respect.

For more information and resources on diversity and inclusion, call your Employee Assistance Program at 800-354-3950.

Sources:

<https://www.apa.org/topics/discrimination>

<https://www.apa.org/topics/kids-discrimination>

<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/racial-ethnic-minorities.html>

<https://www.cdc.gov/violenceprevention/suicide/fastfact.html>

<https://www.justice.gov/hatecrimes/hate-crime-statistics>

<https://www.justice.gov/hatecrimes/preventing-hate-crimes-your-community>

<https://www.justice.gov/hatecrimes/hate-crime-statistics#piechart-description>

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