

CAPS: DIVERSITY & SOCIAL JUSTICE TEAM

The Official Newsletter



EXPLORE WHAT'S INSIDE THIS ISSUE:

Meet our new team members - 3

YEAR IN REVIEW

FIRST YEAR ACCOMPLISHMENTS

During a year of countless challenges, lost lives, and struggles for our community, as a department we recognized the need to do more for ourselves and our clients. With that in mind, our new Diversity and Social Justice Team was created.

During our first year, we have met the following goals:

- Created a mission and objectives
- Created a CAPS Staff & Faculty Climate Survey
- Created a Student Climate Survey
- Held monthly spaces for discussion on Diversity and Social Justice issues
- Distributed a bi-semester newsletter with committee updates
- Showed CAPS support for communities affected by crisis in a timely manner

We are excited about the progress we have made and understand that there is still much work to be done. In this newsletter, we will be reviewing the past year and looking ahead to the future.

LOOKING AHEAD 2021-2022

LONG TERM GOALS

As we conclude our first year of the Diversity, Justice, and Equity CAPS Team, we will be shifting our focus to the following goals:

- Review departmental policies & procedure for employees to determine the best practices that promote equity in recruitment and retention. This can include, but is not limited to:
 - Investing in an Equity Advocate
 - We hope to secure funding to train 1-2 Equity Advocates for our department that will review our recruitment and hiring practices.
 - Tenure Faculty and Staff Positions
 - Advocating for an increase in Tenure Faculty Positions within CAPS and purposefully recruiting from under-represented populations.
- Review departmental policies and procedure for student employees by:
 - Utilizing consistent application and interview rubrics during the recruiting and hiring of peer educators and mentors.
 - Having similar interview structures for both Project OCEAN and Beach Buddies to ensure that all student employees are being held to the same standards .
- Create and maintain resource list available on CAPS Teams
 - This year, the DSJ Team has begun by having available Crisis Kits for a variety of marginalized groups located in our "Diversity Crisis Toolkit" Teams Channel.
 - We also are hoping to gather other resources relevant to the CSULB community, both on-campus and off-campus resources available to students.

NEW DSJ TEAM MEMBERS:

WELCOME TO THE DSJ TEAM!

Adrienne Hillard- Pre-doctoral Intern

Adrienne will be joining our team for the summer session. At her university she was the student-led Diversity Committee's president. Her areas of interest include BIPOC Students and suicidality. She has visited 22 countries and has skydived before.



Lesley Graves- Licensed Psychologist

Lesley has joined the team and will be a member for the next academic year. Her interests include: culturally responsive and affirmative counseling; identity development; first-generation and non-traditional college students; multiracial/mixed heritage narratives; and intergenerational trauma. She's also a passionate Gemini, currently obsessed with gardening.



As part of our commitment to inclusivity, access, and equity, the Diversity & Social Justice Team recognizes the importance of having diverse voices at the table. We are currently looking for CAPS staff and faculty who are interested in being part of the team. If you are interested or have any questions, please email the DSJ Team to learn more about our goals, initiatives, and team structure.

ADDITIONAL RESOURCES



RECOMMENDED TRAININGS

American Public Health Association: Racism and Health

<https://www.apha.org/Topics-and-Issues/Health-Equity/Racism-and-health>

Racism is a driving force of the social determinants of health (like housing, education and employment) and is a barrier to health equity. View these resources focusing on health equity and combatting racism.

CORA Learning

<https://www.youtube.com/c/CORALearning/about>

The mission of the Center for Organizational Responsibility and Advancement (CORA) is to support the development of educators in advancing their capacity to serve historically underrepresented and underserved students.

RECOMMENDED PODCASTS

Code Switch- NPR

<https://www.npr.org/podcasts/510312/codeswitch>

Code Switch is a race and culture outlet and a weekly podcast from American public radio network NPR. It began in 2013 with a blog as well as contributing stories to NPR radio programs. The Code Switch podcast launched in 2016. In the wake of the George Floyd protests, it became one of NPR's top ranked podcasts

Pod- Save the People

<https://crooked.com/podcast-series/pod-save-the-people/>

DeRay Mckesson explores news, culture, social justice, and politics with Sam Sinyangwe, Kaya Henderson and De'Ara Balenger. They offer a unique take on the news, with a special focus on overlooked stories and topics that often impact people of color.



ADDITIONAL RESOURCES



PODCASTS CONTINUED

Living Corporate

<https://www.living-corporate.com/breakroom/>

The Break Room provides dynamic insight, education, and consultation on mental health for Black professionals. The Break Room hosts offer bespoke Employee Assistance Options and safe spaces to serve as a resource for organizations.

Latinx Therapy

<https://shor.by/LatinxTherapy>

A bilingual podcast, a national directory to find a Latinx Therapist, and a collective where Latinx mental health professionals can receive consultation, support & create community.



RECOMMENDED SERIES

Immigration Nation

Netflix

With unprecedented access to ICE operations, as well as moving portraits of immigrants, this docuseries takes a deep look at US immigration today.

PBS: Asian Americans

<https://www.pbs.org/show/asian-americans/Asian-Americans> is a five-hour film series that delivers a bold, fresh perspective on a history that matters today, more than ever. As America becomes more diverse, and more divided while facing unimaginable challenges, how do we move forward together? Told through intimate personal stories, the series will cast a new lens on U.S. history and the ongoing role that Asian Americans have played.

