

# Pursuing a Socially Just Counseling Center

## Goals/Aspirations

- We aspire for all students, inclusive of all identities, to feel welcome visiting and accessing our services. When they do, they will be successfully connected to resources and services that support their wellbeing. They also will have confidence in recommending our services to others.
- We aspire for students who have the greatest need for the Center's resources to be given priority within the scope of our services. We will take into consideration students' experiences and social identities, in particular marginalized and minoritized student populations.
- We will demonstrate our commitment to these goals and aspirations and strive to respect and uplift students and one another. When we fall short of this, we will courageously hold one another accountable. We see this as a responsibility within our center as well as to the Division of Student Life and the broader UD community.

## Process

- We encourage all students and staff members to bring their intersectional identities to all aspects of their work and express concerns or issues.
- We are committed to addressing issues of white supremacist\* environments. We will design staff development and systems to embrace:
  - Normalizing authentic feedback, embracing healthy conflict as it represents potential for improvement/honesty, and honoring the humanity of each staff member and student that interacts with CCSD; and
  - Accountability through continued training and anti-racism work, understanding that this work includes addressing biases towards gender, ability, sexuality, religion among other identities.
  - Encouragement for all levels of staff to use their power (organizational, privileged identities) and recognize their power to work toward the dismantling of white supremacy, racism, sexism, and other forms of power-based oppression.

\*White supremacist culture includes the social, economic and political systems that collectively enable white people to maintain power over people of other races via institutional racism and larger system structures. It is based on the belief that the white race is inherently superior to other races and that white people should have control over people of other races. It can show up through an emphasis on productivity and efficiency over other values. It also might include a culture of niceness and avoidance of conflict which discourages difficult conversations. It often includes resistance to change and over-valuing of "traditions". Through these processes, we understand that white supremacist culture hurts all people.

## Actions

- Use client evaluations to measure student sense of feeling welcome using CCSD services and accessing counseling spaces.
- Use campuswide assessments such as the annual Healthy Minds Survey to monitor the sense of feeling welcome to access CCSD services and spaces among students who do not currently utilize CCSD.
- Provide our full staff with information about promotion opportunities and additional roles within the center as they become available.
- Rely on and encourage the work of Student Life and the UD Anti-Racism Initiative to support and inform changes in services and hold us accountable for progress.
- The center Director, leadership team, and coordinators of CCSD programs will annually review all services, policies, procedures and the progress of this document; and scrutinize for alignment with these values for social justice, ensuring relevant and accessible mental health care for all students.