

AUCCCO 2020

DIVERSITY,
EQUITY &
INCLUSION
ROUNDTABLE

Presented by the AUCCCO
Diversity, Equity & Inclusion (DEI)
SUBCOMMITTEE

Shawn Blue

Soumya Madabhushi

Batsirai Bvunzawabaya

Reena Sheth

Kourtney Bennett

Emily Barnum

Megan Marks

Julien Almonte

Vanessa Dabel

Matt Poon

Shraddha Niphadkar

Christy Hutton

GOALS

1

Exchange information about outreach programming currently being provided to marginalized student communities specifically designed in the context of COVID-19 and anti-black racial violence.

2

Identify challenges in providing outreach, within the context of COVID-19 and anti-black racism, to marginalized student communities, now and in the future.

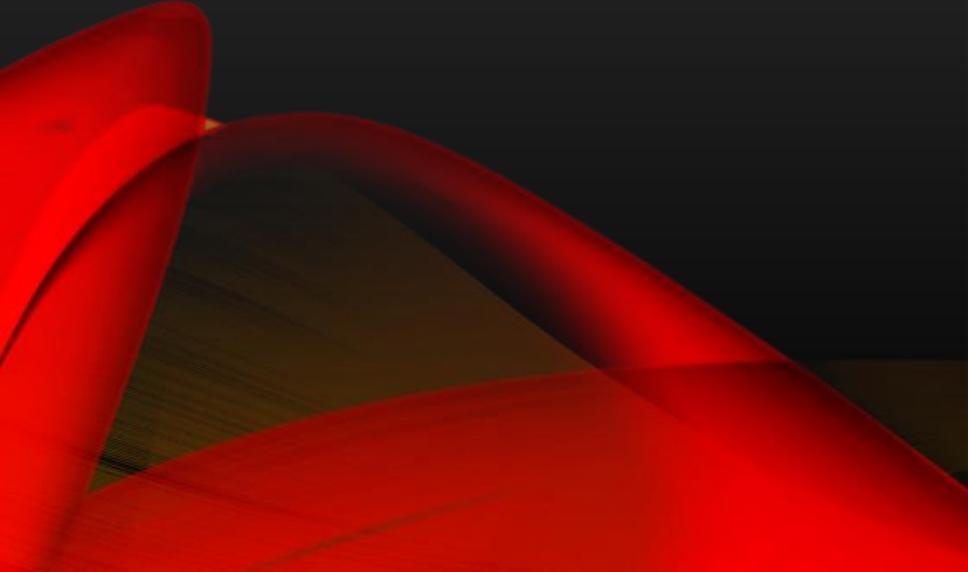
3

Share and identify some likely solutions to challenges identified.

4

Identify, share, and learn ways that we can take care of ourselves while doing this work in the light of our own multiple social identities.

COMMUNITY GUIDELINES

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- Be mindful of diverse backgrounds and worldviews, along with multiple dimensions of identities and experiences that may be present
- Recognize the biases and assumptions that may be present in our conversations
- Be mindful of pronouns and heteronormative assumptions that may be conveyed
- Remember to allow each person to participate in whatever way they feel comfortable (e.g., having their camera off, engaging via the chat, silence)
- Recognize your own areas of privilege and model awareness of how they might be shaping your views and experiences
- Be mindful of the space you may or may not be occupying

Empathy:
“Let me
hold the door for you.
I may have
never walked
in your shoes,
but I can see
your soles are worn,
your strength is torn
under the weight of a story
I have never lived before.
Let me hold the door for you.
After all you’ve walked through,
It’s the least I can do.”
— MHN

***TAKE A MINUTE TO
REFLECT***

OUR CURRENT CLIMATE

We are currently in the midst of two pandemics: COVID-19 and anti-Black violence and injustice.

Both have had significant impact on our students, us as mental health providers, and our campus communities.



THE IMPACT ON OUR STUDENTS

- ✓ Many of our marginalized students were displaced from their campus homes, have been engaged in protests and experienced increased stressors during this time.
- ✓ Our Black students live in constant fear of anti-Black violence and watched as their families were disproportionately affected by COVID-19
- ✓ Our international students had to decide whether to return home with the risk of not returning when they were ready to do so
- ✓ Our students with health concerns and disabilities may have felt intense fear about their physical well-being

THE IMPACT ON OUR STUDENTS (CONT.)

- ✓ Our students of Asian descent were targeted with xenophobic and racist attacks
- ✓ Our LGBT students were fearful to return home where they may not have felt safe and may not have been out to their families
- ✓ Our low-income students and their families experienced increased financial pressures

THE IMPACT ON US

You moved your clinical and outreach services to virtual services over night and continued to support your campus communities

You experienced health concerns; and you had to balance caring for loved ones and your families while continuing to your work and worrying about your financial security

You have experienced furloughs and budget cuts while sitting with the uncertainty of what the fall might hold

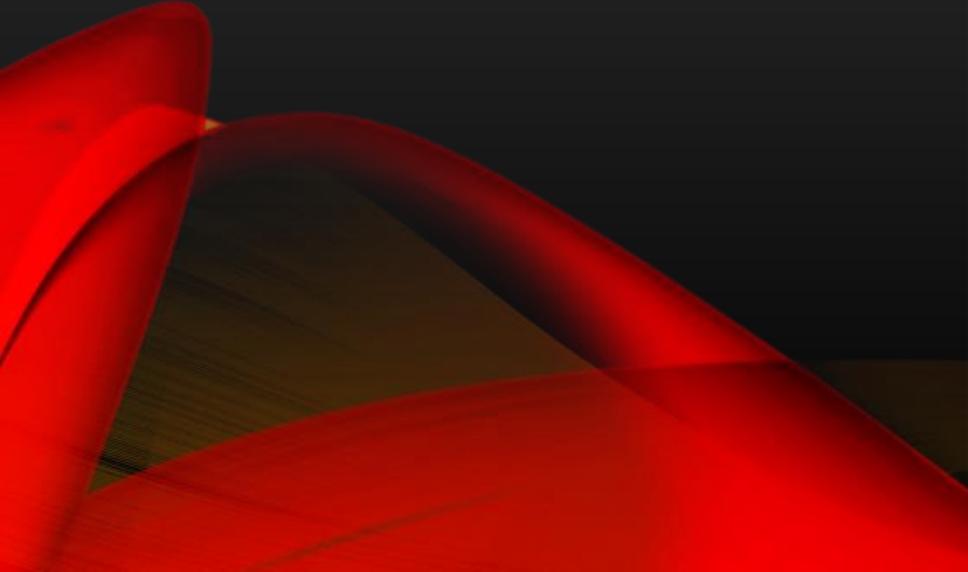
You may have experienced anti-Black violence, xenophobia, discrimination, and trauma while providing healing to your students and communities

SMALL GROUP QUESTIONS

- ✓What outreaches have you conducted to support marginalized students during this time? Which outreaches had great impact on you and the students?
- ✓What are some of the challenges you have encountered (and anticipate) while planning and facilitating this outreach programming?
- ✓What are some ways in which these challenges can be addressed?
- ✓How have you cared for yourself during this time?

***TAKEAWAYS/FINAL
REFLECTIONS***



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WANT TO CONTINUE THIS CONVERSATION?

The DEI Subcommittee would like to invite all of you to continue this conversation through keeping your small groups going digitally moving forward.

If you would like to participate in a small group, a DEI sub-committee member can assist in setting it up by connecting all of you through email.

Once set up, we encourage you to use your group for ongoing sharing of ideas and as a support community.

Please email Emily, Batsi, or Reena if you are interested:

[Emily: elbarnum@illinois.edu](mailto:elbarnum@illinois.edu)

[Batsi: batsirai@upenn.edu](mailto:batsirai@upenn.edu)

[Reena: rpsstheth@umich.edu](mailto:rpsstheth@umich.edu)



***HEALING
ACTIVITY / MEDITATION***