

The Trauma and Mental Health Services Subcommittee of the Drexel University Anti-Racism Task Force through rigorous research and assessment of best practices has identified ways in which the Drexel University community could best be served to support and enhance trauma and mental health services for students, professional staff and faculty. We recognize the tide has to change if we are going to strive for eminence as an academic leader. For that our committee has identified the areas in which the institution would benefit in pivoting. The issues that need attention paid immediately are:

1. **The lack of Black and Brown faculty and professional staff representation in counseling positions**
2. **The missed opportunity to understand core supports needed for students of color**
3. **The limited access for support in every sphere (faculty, professional staff and students)**
4. **A need for ongoing training in racial trauma, discrimination and bias in every sphere**
5. **A common accessible place to know of and understand what resources are available**
6. **There are inequitable mental health services for Drexel University**

Recommendations to remedy the aforementioned issues are the following:

1. **Hire Black and Brown faculty and professional staff in counseling and therapeutic spaces**
2. **Support study of [Drexel THRIVE students](#).**
3. **Establish mental health focused DRAGONTALK-LINE along with facilitated sessions for faculty, professional staff and students to share**
4. **Mandate ongoing training in racial trauma**
5. **Propagate [social media campaign](#) that pays attention to [racial trauma and destigmatizes stress and adversity](#) across the University.**
6. **Deconstruct silos of counseling across Drexel to ensure services are equitable and consistent**

The ways in which we propose achieving the recommendations port forth are the following:

1. **Board members and executive leadership should participate in evidence-based training for foundational information**

Though this seems disconnected to the recommendation; it is imperative for executive leadership to have an authentic understanding to build an institutional culture of fairness, respect, and anti-racism by making diversity equity, and inclusion top priorities. This also requires diverse board composition. Executive leaders should create, publicly commit to and widely promote multi-year strategic plans. Leaders should co-develop in partnership with K-12 schools and undergraduate institutions. Leaders should assess diversity and representation across organization, including executives, administrator, faculty, staff and students. They should examine which practices, processes, policies support success and retention and which present barriers.

2. **Investment in study**

Leaders should support and fund evaluation of trainings and programs related to the advancement of diversity, equity and inclusion for faculty, students and professional staff that are already underway and in our institution.

3. **Hire and train professional staffing to supervise volunteer DRAGONTALK-LINE**
 - a. **Marketing/advertising**

A. Each department should assess its internal climate and facilitate anonymous feedback from staff and faculty within the department, as well as students who engage with the department, in order to better understand general climate and experiences of Black and Indigenous People of Color (BIPOC) employees and students. B. Department staff/faculty can engage (with facilitation and support if needed) in dialogue around how to create an equitable and safe workplace, as well as engage in planning around anti-racist efforts as it applies to their discipline/department. C. Faculty and staff should be encouraged to check-in with students they work with and invite disclosure around emotion and well-being to facilitate providing support and directing to appropriate resources D. Hold informal group meetings with students at the Center for Black Culture (CBC) as a safe space to discuss concerns, challenges, etc.

4. Empower/support DEI offices across schools/colleges to develop trainings (online/hybrid)

a. Showcase resources on website and in concert with social media presence

Deans should hold administrators, chairs and faculty accountable through mandatory diversity, equity and inclusion initiatives tied to performance evaluation.

5. Enlist Drexel Communications to sustain and maintain outreach/presence through website and social media

Create a series of one-minute video advertisements to post on Drexel's Face Book, Instagram, and YouTube pages – to encourage BIPOC to utilize Drexel's Counseling Center or Center for Black Culture (CBC) for talk-therapy, encouragement, and revitalization

6. Assess current availability of mental health resources for students, faculty and professional staff in every area of the university

Invest in a more comprehensive and accessible process for students, faculty and professional staff to access trauma and mental health service. It is important to be bold and nuanced with our services that are teaming with anti-racist efforts.

The Trauma and Mental Health Services Subcommittee of the Drexel University Anti-Racism Task Force built the recommendations on the fundamental belief that an institution is only as healthy as it's least healthy member and for that we need to keep as many of our students, faculty and professional staff healthy in mind, body and soul; and you can measure the health of an organization by its willingness to address (heal) the trauma that its members have experienced. Drexel University can absolutely achieve this for academic eminence.