

# **EQUITY** IN MENTAL HEALTH

**Summer Kickoff Session  
Qualcomm Institute**

**August 22, 2023  
11:00 a.m. to 1:45 p.m.**

***A collaboration with the  
Faculty and Staff Assistance  
Program  
(FSAP)***



**UC San Diego**

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# Land Acknowledgement

**The UC San Diego community holds great respect for the land and original people of the area where our campus is located.**

**Today, The Kumeyaay people continue to maintain their political and cultural traditions as vital members of our San Diego community.**

**We acknowledge their tremendous contributions to our region and thank them for their stewardship.**



**EQUITY IN MENTAL HEALTH**

# **EQUITY** IN MENTAL HEALTH

## **WELCOME!**

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QUARTERLY EVENT SERIES

# EQUITY IN MENTAL HEALTH



SCAN OR CLICK  
HERE TO REGISTER

The Office of the Vice Chancellor for Equity, Diversity, and Inclusion invites you to join us for a quarterly series, Equity in Mental Health. This series will focus on education, tools, and strategies to empower our campus community to support our health, and well-being, to thrive at UC San Diego.

## SERIES SCHEDULE:

- FALL 2023
- WINTER 2024
- SPRING 2024



For inquiries and accommodations, contact: [vcedi-events@ucsd.edu](mailto:vcedi-events@ucsd.edu)

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# EQUITY IN MENTAL HEALTH

## Visit our Webpage

OFFICE FOR EQUITY, DIVERSITY, AND INCLUSION UC San Diego

About EDI Centers Initiatives Accountability COVID-19 & EDI EDI Resources Give

HOME / EDI Resources / Equity in Mental Health

EDI Resources

Equity in Mental Health

Funding Opportunities

Multicultural Calendar

### Equity in Mental Health

This page is intended to provide the UC San Diego community, particularly staff, with access to resources related to the Equity in Mental Health series.



### Future Equity in Mental Health Series Sessions

The Office of the Vice Chancellor for Equity, Diversity, and Inclusion invites you to join us in sessions offered throughout the 2023-2024 academic year for our quarterly series, Equity in Mental Health. Information on future sessions will be posted on this webpage.

#### QUARTERLY EVENT SERIES

## EQUITY IN MENTAL HEALTH

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For inquiries and accommodations, contact: [wellness@ucsd.edu](mailto:wellness@ucsd.edu)

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+ Expand All

- ▶ Series Podcast
- ▶ Recommended Reading
- ▶ Podcasts, Webinars, and Other Media
- ▶ Workshops, Classes, and Support Groups
- ▶ Mental Health and Wellness Resources

<https://diversity.ucsd.edu/edi-resources/equity-mental-health.html>



# EQUITY IN MENTAL HEALTH

Visit our colleagues from the Mental Health Resources Fair!

**Triton CORE**  
Compassionate Response Team



**UC San Diego**  
STAFF ASSOCIATION



UCSD  
Center for  
Mindfulness



UC SAN DIEGO  
**RECREATION**



UC SAN DIEGO  
**EMPLOYEE WELLNESS**



**CAPS**  
Counseling and Psychological Services  
UC SAN DIEGO



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# EQUITY IN MENTAL HEALTH

## AGENDA:

- **Opening Remarks**  
*Associate Vice Chancellor for Equity, Diversity, Chief of Staff, Frank Silva*
- **Program**  
*Faculty and Staff Assistance Program (FSAP)*
- **Closing Remarks**  
*Deputy Chief of Staff Belinda Zamacona*



# **EQUITY** IN MENTAL HEALTH

**Join us in the theater  
after the program  
concludes for an *optional*  
stretch facilitated by  
**Teresa Guglielmo,**  
**Employee Wellness  
Program Manager, and  
grab an ice cream bar on  
your way out.****



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# **EQUITY** IN MENTAL HEALTH

## **SERIES LEARNING OUTCOMES**

- 1. Define trauma-informed (TI) practices in higher education.**
- 2. Apply trauma-informed practices in higher education settings when working with students and staff.**
- 3. Identify and incorporate specific self-care strategies for promoting resilience and maintaining a healthy work–life balance.**
- 4. Define and identify barriers and oppression (individual, institutional and societal/cultural level) and how DEIB and TI practices intersect.**
- 5. Identify institutional supports through a DEIB and TI lens.**
- 6. Validate individual lived experiences as important tools to move through trauma.**
- 7. Examine possible trauma triggers.**
- 8. Develop trauma-informed practices.**



# **EQUITY** IN MENTAL HEALTH

**Crystal Green, PhD, LMFT, CEAP**  
**Director**  
**Faculty and Staff Assistance Program**



# Your Faculty and Staff Assistance Program Facilitators



**EQUITY IN MENTAL HEALTH**



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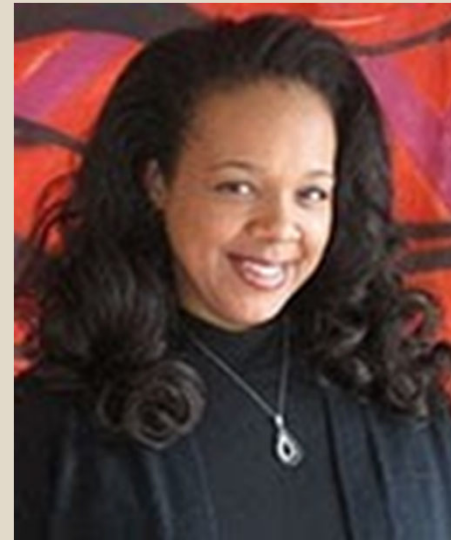


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**EQUITY** IN MENTAL HEALTH

**What does  
trauma-informed  
mean?**

**What's it got to  
do with equity?**



**Dr. Cathy "Cat" Thompson  
Lic. Clinical Psychologist  
FSAP Counselor**



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**EQUITY IN MENTAL HEALTH**

# An Equity-centered, Trauma-informed Approach to Mental Health

“Trauma is not what happens to you; trauma is what happens inside you as a result of what happens to you.”

**Gabor Maté**

*The Wounded Healer | Victoria, BC | May 2018*



## Being trauma informed means

asking "what happened to you, your people, and environment?"  
instead of  
"what's wrong with you?"



@haven.counseling.services



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## **Safety**

**Throughout the organization, employees feel physically and psychologically safe**

## **Trustworthiness + Transparency**

**Decisions are made with transparency, and with the goal of building and maintaining trust**



## **Peer Support**

**Individuals with shared experiences are integrated and viewed as integral to overall success**



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## **Collaboration**

**Power differences among organizational staff are leveled to support shared decision-making**



## **Empowerment**

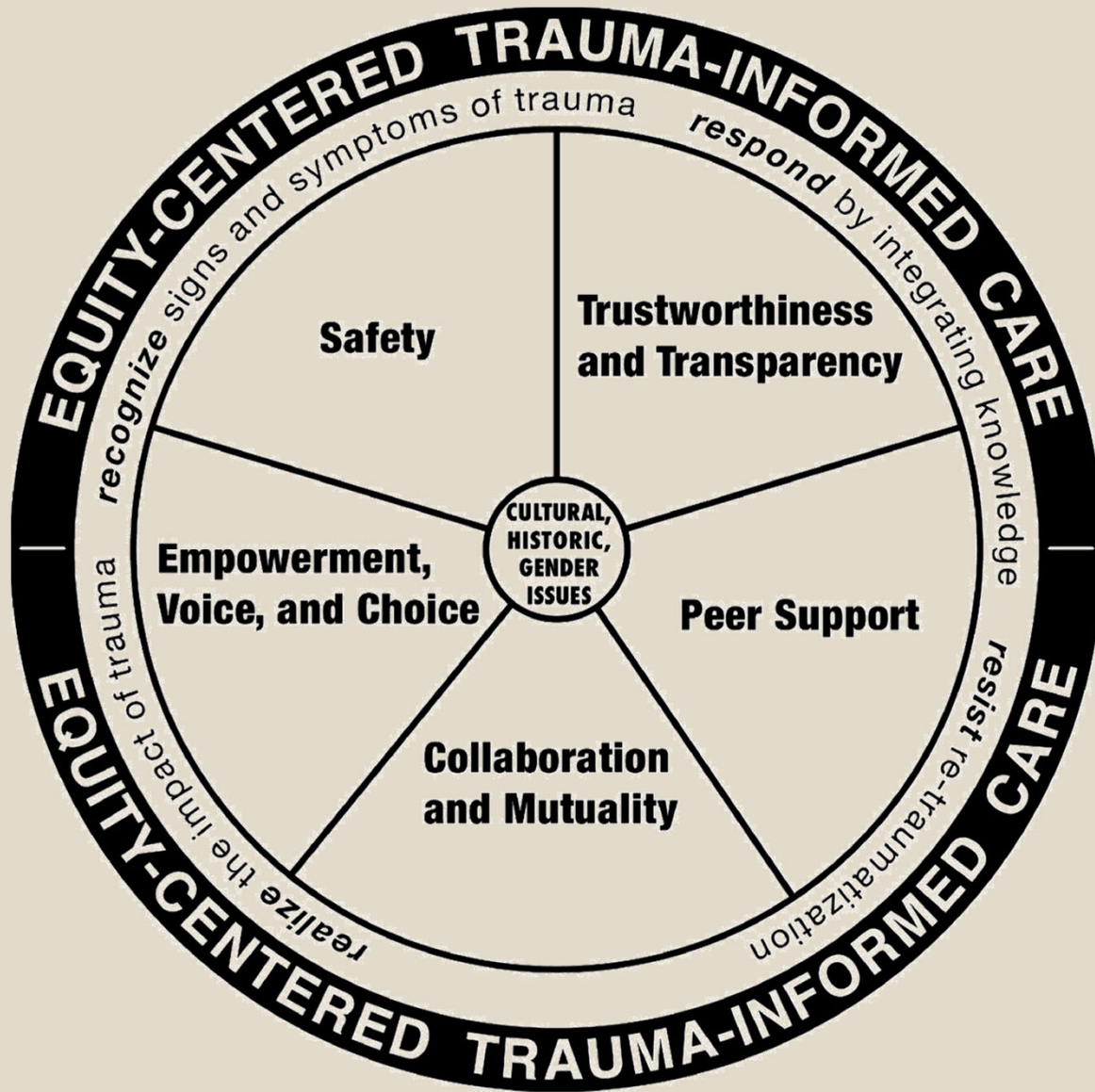
**All employee strengths are recognized, built on, and validated. This includes a belief in resilience and the ability to heal from traumas.**



## **Humility + Responsiveness**

**Biases, stereotypes and historical trauma are recognized and addressed with care and compassion.**





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# Equity-centered Trauma-informed



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# **EQUITY** IN MENTAL HEALTH

**How are you feeling now?**



**Or join at [menti.com](https://www.menti.com), use code 9545 6909**



# PRACTICE AWARENESS AND SELF-CARE



**Izabel Caetano Francy**  
**LCSW, PMHC, CEAP**  
**FSAP Counselor**

## A Guided Meditation Experience

Adapted From:

10 Guided Meditations from the Powerful Women of the  
Mindfulness Movement – Mindful

&

The GRACE Practice: A Moment to Engage in Self-Care - Mindful



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# MINDFULNESS

EMPOWERMENT • PRESENCE • WELLBEING • HEALTH



# EQUITY IN MENTAL HEALTH

23

## How are you feeling now?

Dgg d z rug ruskudvh wr wkh P hqwlp hwhughvfule lqj krz | rx duh  
ihhdqj diwhu wkh eulhip lqgixæhvvp hg lwdwlrq1



Or join at [menti.com](https://menti.com), use code 9545 6909



# REFLECT AND EXPLORE RESOURCES



**Dr. Christina Lambert**  
**Licensed Psychologist**  
**FSAP Counselor**





# **EQUITY** IN MENTAL HEALTH

**UC San Diego Campus HR**  
**Faculty & Staff Assistance Program**  
**(HR - FSAP)**



<https://blink.ucsd.edu/go/fsap>

**UC San Diego Health HR**  
**Employee Assistance Program**  
**(HHR - EAP - Optum)**



<https://uhealth.service-now.com/hrportal>



# EQUITY IN MENTAL HEALTH

**UC San Diego Campus**  
**Faculty & Staff Assistance Program**  
**Groups & Workshops**



<https://blink.ucsd.edu/HR/services/support/counseling/classes.html>

**UC San Diego Health**  
**Healer Education Assessment**  
**& Referral (HEAR) Program**



<https://wellbeing.ucsd.edu/index.html>



# EQUITY IN MENTAL HEALTH

## UC Behavioral Health Benefits

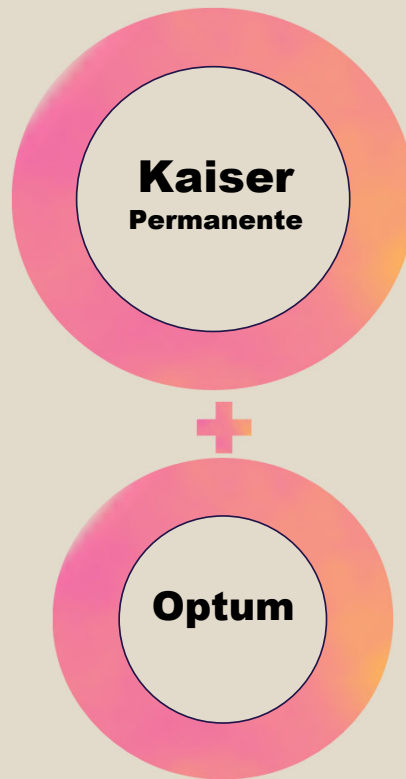
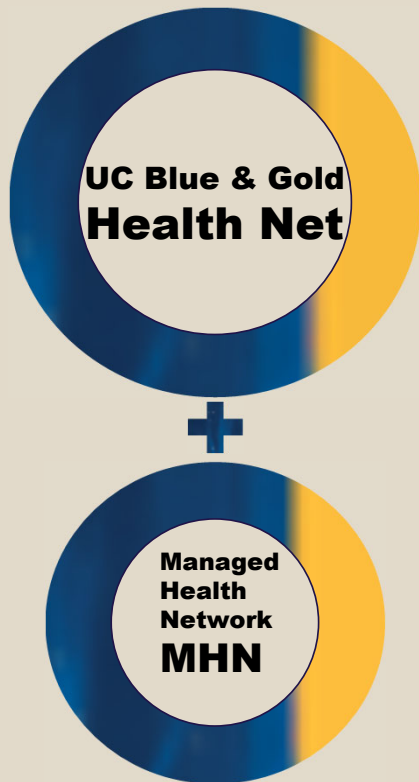


<https://ucnet.universityofcalifornia.edu/compensation-and-benefits/health-plans/behavioral-health/index.html>



# EQUITY IN MENTAL HEALTH

## UC Behavioral Health Benefits



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# EQUITY IN MENTAL HEALTH

## Resources

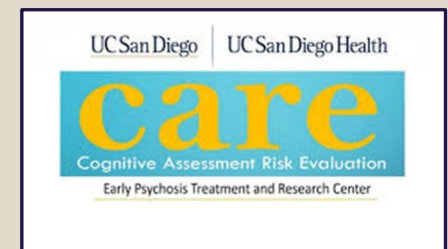
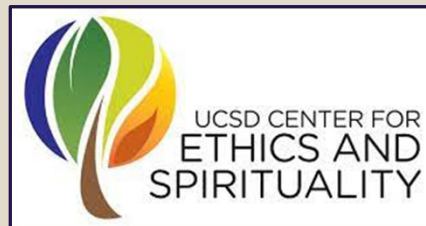
**Triton CORE**  
Compassionate Response Team



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# EQUITY IN MENTAL HEALTH

## Additional Resources



# EQUITY IN MENTAL HEALTH

## Community Resources



# Equity in Mental Health Ambassadors

What's  
your  
plan?



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# **EQUITY** IN MENTAL HEALTH

## **Reflections**

**What are your main  
takeaways from today?**



# **EQUITY** IN MENTAL HEALTH

**Next...**

**Join us in the theater for an *optional* stretch facilitated by Teresa Guglielmo, Employee Wellness Program Manager, and grab an ice cream bar on your way out.**



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**THANK YOU  
FOR JOINING  
US!**

**WE LOOK  
FORWARD TO  
SEEING YOU  
AT A FUTURE  
SESSION!**

QUARTERLY EVENT SERIES

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