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
EQUITY, DIVERSITY, AND INCLUSION
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

WELCOME!

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QUARTERLY EVENT SERIES

EQUITY IN MENTAL HEALTH

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
EQUITY IN MENTAL HEALTH

Visit our Webpage

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

CAPS
Counseling and Psychological Services
UC San Diego

UC San Diego RECREATION

UC San Diego EMPLOYEE WELLNESS

Visit our colleagues from the Mental Health Resources Fair!
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
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.
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
EQUALITY vs. EQUITY
Injustice anywhere is a threat to justice everywhere

- Martin Luther King

We are not free until everyone is free.
What does trauma-informed mean?

What’s it got to do with equity?

Dr. Cathy “Cat” Thompson
Lic. Clinical Psychologist
FSAP Counselor
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?"
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
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.
Equity-centered
Trauma-informed
EQUITY IN MENTAL HEALTH

How are you feeling now?

Or join at menti.com, use code 9545 6909
PRACTICE AWARENESS AND SELF-CARE

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
How are you feeling now?

Or join at 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)

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

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

https://uchealth.service-now.com/hrportal
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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

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UC Behavioral Health Benefits

UC Blue & Gold Health Net
Kaiser Permanente
CORE UC Care UC HSP
Anthem Blue Cross
Managed Health Network MHN
Optum
ANTHEM Blue Cross Behavioral Health

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Resources
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Additional Resources

- CARE at SARC
- UC SAN DIEGO CRAFT CENTER
- chear (center for healthy eating and activity research)
- UCSD CENTER FOR ETHICS AND SPIRITUALITY
- UC San Diego School of Medicine
- Autism Center of Excellence
- KICK iT California
- UC San Diego UC San Diego Health care (Cognitive Assessment Risk Evaluation - Early Psychosis Treatment and Research Center)
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Community Resources

- SAMHSA
- 988 Suicide & Crisis Lifeline
- 988 Línea de Prevención del Suicidio y Crisis
- SMART Recovery®
- County of San Diego: Live Well San Diego
- The Center
- Autism Tree
- Center for Community Solutions: Hope, Healing and Prevention
Equity in Mental Health Ambassadors

What’s your plan?
EQUITY IN MENTAL HEALTH

Reflections

What are your main takeaways from today?
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.
THANK YOU FOR JOINING US!

WE LOOK FORWARD TO SEEING YOU AT A FUTURE SESSION!

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