

THE STUDENT GOVERNMENT

of

LOYOLA CHICAGO

MEASURE OF THE SENATE

Prioritizing the Hiring of Diverse Embedded Counselors Resolution

To encourage the University to prioritize the hiring of diverse mental health providers embedded throughout multiple campus departments.

03/30/2021 Date Introduced to the Senate

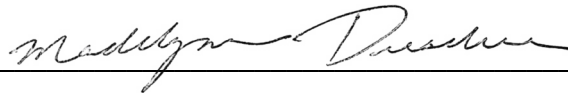
04/06/2021 Date Passed Senate

 26 - 0 - 0

to be filed by the Chief Operations Officer of the Senate

 5 - 0 - 0

to be filed by the Chief Justice



Date: 04/10/2021

Signed by the President of the Student Government of Loyola Chicago



Date: 04/12/2021

Signed by the Chief Justice of the Student Government of Loyola Chicago

Chiefly Sponsored By:

Senator Taylor Slonaker

Co-Sponsored By:

Senator Ella Doyle

Senator Claire Harrison

Senator Kennedy Mallory

Senator Divya Patel

Senator Nabhan Rafiq

Senator Elaina Richards

Prioritizing the Hiring of Diverse Embedded Counselors Resolution
To encourage the University to prioritize the hiring of diverse mental health providers embedded throughout multiple campus departments.

¹Whereas, The "Mission and Vision" of the Loyola University of Chicago, hereafter referred to as LUC, commits itself to being an institution that values "the pursuit of truth and care for others,"¹ and

²Whereas, The second goal in the Anti-Racism Initiative, entitled "Facilitate Black student, staff, and faculty success," states that one action is "[ensuring] that Black students, staff, and faculty have access to culturally-aware wellness resources,"² and

³Whereas, The first priority in LUC's Plan 2020 entitled, "Leverage University Resources to Ensure Student Access and Success," states:

"Student success comes from having a well-funded wellness center so there are adequate mental health resources as well as having wellness center staff that can relate to the experiences of all students on our campus,"³ and

⁴Whereas, The mission statement of the Student Government of Loyola Chicago, hereafter referred to as the SGLC, states:

"We commit wholeheartedly to voice the concerns of the student body, to act as an instrument for the cooperation of students, faculty and administration, to provide an open forum for dialogue, and to be a voice for student opinions concerning the traditions, ideas, and affairs of the University. We shall do so in order to afford all undergraduate students the opportunity to participate in the management of their own affairs,"⁴ and

⁵Whereas, The mission statement of the Safety and Wellness Committee states:

"The Safety and Wellness Committee shall be concerned with issues including, but not limited to: student health and issues of safety on campus and in the neighborhood. The Safety and

¹ https://www.luc.edu/mission/mission_vision.shtml

² <https://www.luc.edu/academicaffairs/antiracisminitiative/>

³ LUC Plan 2020 (<https://www.luc.edu/strategicplanning/archive/2015-2020/>)

⁴ <https://www.luc.edu/media/lucedu/sglc/2020-2021/otherdocuments/AOG%202020-2021.pdf>

Wellness Committee shall also serve as the primary representative of the SGLC to Campus Safety and to the Wellness Center,”⁵ and

⁶Whereas, The SGLC Organizational Goals 2020-2021 include Embedded Wellness which calls for the University to “Pursue & expand a culture of wellness across campus that exists in academics, recreation, and student organizations,”⁶ and

⁷Whereas, The SGLC signed the Black Cultural Center's “Statement In Support of Black Students”, in which recommendation number nine, entitled “Black Mental Health Resources,” states that:

“In demonstrating Loyola’s value for ‘care for the whole person,’ there is a need to address the mental and emotional strain such events have on our community. We recommend an increase in initiatives from Loyola’s Wellness Center, specifically aimed for the needs of Black-identified students at Loyola during this time,”⁷ and

⁷Whereas, The Black and AAPI communities have had added burdens to mental health in 2020 such as the COVID-19 pandemic which disproportionately affects Black communities, the public deaths of Black people at the hands of police officers, increased racism and microaggressions for all marginalized groups, and increased violence to the AAPI community,⁸ and

⁸Whereas, Data from the Census Bureau shows that in the week after the video of George Floyd’s death was released, positive screenings for anxiety and depression in the Black community jumped from 36 to 41 percent, and in the AAPI community rates jumped from 28 to 34 percent,⁹ and

¹⁰Whereas, In a study done by Stanford University and University of California at Berkley it was shown that Black men who saw Black doctors agreed to

⁵ Safety and Wellness Mission Statement (<https://loyolauniversitychicago.sharepoint.com/sites/Groupsglc2020-202177/Shared%20Documents/AOG/AOG%202020-2021.pdf>)

⁶ luc.edu/media/lucedu/sglc/2020-2021/otherdocuments/UPDATED-%20SGLC%20Organizational%20Goals%202020-2021.pdf

⁷ <https://www.luc.edu/media/lucedu/fellowshipoffice/pdfs/Black%20Student%20Support%202020.pdf>

⁸ <https://www.usnews.com/news/healthiest-communities/articles/2020-08-13/black-mental-health-threatened-by-coronavirus-george-floyd-killing>

⁹ <https://search-proquest-com.flagship.luc.edu/usnews/docview/2412658745/984E75301A164068PQ/1?accountid=12163>

more preventative services in contrast to their counterparts who saw non-Black doctors,¹⁰ and

¹¹Whereas, The Wellness Center “Director’s Message” states:

“We are committed to helping students reach and maintain their optimal level of wellness by providing primary care, preventive services, and wellness programming specifically designed for our students.”¹¹ and

¹²Whereas, The Wellness Center “Diversity, Equity, and Inclusion Statement” states that the Wellness Center,

“is committed to nurturing diversity, equity and inclusion in our organizational practices, policies, services, and programs,”¹² and

¹³Whereas, The Wellness Center’s “Mission and Vision” statements state that they are,

“guided by the Jesuit values of care for the whole person and care for the community, we partner with students to promote well-being, skills and experiences that empower them to thrive and become persons for others within their college experience and beyond,”¹³ and

¹⁴Whereas, In line with its Diversity, Equity, and Inclusion statement, the Wellness Center has prioritized the creation of a diverse department that is representative of the student patient population,¹⁴ and

¹⁵Whereas, The University of Michigan created the Counseling and Psychological Services embedded model, hereafter referred to as CAPS, to

“effectively and efficiently [distribute] mental health services for students across the schools and colleges by creating a community-based model - placing CAPS clinicians inside some of the schools and colleges, known as the embedded model,”

¹⁰ <https://hbr.org/2018/08/research-having-a-black-doctor-led-black-men-to-receive-more-effective-care>

¹¹ <https://www.luc.edu/wellness/about/directorsmessage/>

¹² <https://www.luc.edu/wellness/about/missionandvision/>

¹³ <https://www.luc.edu/wellness/about/missionandvision/>

¹⁴ <https://www.luc.edu/wellness/about/missionandvision/>

which has shown an increase in students receiving counseling help from the University,¹⁵ and

¹⁶Whereas, The CAPS model received a 34 percent increase in students seeking initial consultations in the first phase of the program in 2014 ¹⁶, and

¹⁷Whereas, Embedded wellness can distribute costs of counselors more evenly throughout LUC putting less burden on the Wellness Center’s budget, as seen in the University of Iowa’s Embedded Counseling Program where there is now a way for counseling centers “who have previously only drawn resources from student affairs, to draw on resources from other parts of campus,”¹⁷ and

¹⁸Whereas, The University of Southern California, hereafter referred to as USC, hired more diverse counselors in 2020 in response to the COVID-19 pandemic and increased racist behavior and incidents, which were embedded in various student spaces on their campus, including the Center for Black Cultural and Student Affairs, La CASA (a center for Latino-identified students), the Asian Pacific American Student Services, and the LGBTQ+ Student Center¹⁸, and

¹⁹Whereas, USC addressed the requests of students for more diverse counselors, since, “Students who are reluctant to seek mental health services might be more open if they see a therapist who looks like them and has lived through similar experiences, the counselors say,”¹⁹ and

²⁰Whereas, In line with the vision for “embedded wellness,” the Wellness Center has placed mental health providers in departments such as SDMA, Athletics, and Student Academic Service.

¹Be It Resolved, The SGLC recommends that, in order to fulfill the goals laid out in the Anti-Racism Initiative and the LUC Plan for 2020, the University provide sufficient funding to expand the number of mental health providers on campus, and

²Be It Resolved, The SGLC recommends that the University prioritize the further hiring of diverse mental health providers embedded in departments across campus.

¹⁵ <https://caps.umich.edu/caps-embedded-model>

¹⁶ <https://www.michigandaily.com/news/ross-caps-counselor/>

¹⁷ <https://www.insidehighered.com/news/2016/06/03/colleges-expand-access-mental-health-services-campus>

¹⁸ <https://news.usc.edu/181778/usc-students-of-color-mental-health-services-2020/>

¹⁹ <https://news.usc.edu/181778/usc-students-of-color-mental-health-services-2020/>