The Steve Fund's Campus Consulting Offering

Customized & Individualized Technical Assistance for Higher Education Institutions
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Section I: The Pressing Need In The Current Crisis
Executive Summary

It matters now more than ever.

It has never been more important for institutions of higher learning to join together and ensure that students of color receive the care and support they need.

The Steve Fund takes pride in offering colleges and universities distinctive services that enable them to make a tangible difference in the lives of the students of color in their campus communities.

We believe that academic institutions have a crucial role to play in preparing these young people to actively engage in school and after graduation.

The Steve Fund Solution

The Steve Fund is the nation’s leading organization focused on supporting the mental health and emotional well-being of young people of color. We have a strong track record of effective programs, services, and technical assistance for colleges and universities, and a culturally diverse team of experienced mental health experts.
The Pressing Need In The Current Crisis

The public health crisis created by the spread of COVID-19 has drastically affected the higher education system and the lives of students. With months of isolation, distance learning and ongoing uncertainties, students are experiencing increased stress, anxiety, and depression. The pandemic, along with the public focus on police brutality and racial injustice have thrown into stark view the existing inequities in our society. COVID-19 is disproportionately impacting people of color and is taking a devastating toll on their jobs and economic stability. The pandemic has created new challenges for all students, but students of color bear the weight of these challenges most acutely. Compared to white students, students of color are experiencing higher levels of financial challenges, food and housing insecurity, grief, and loss at home. More Black and Latinx students need to change their postsecondary education plans compared to their white peers. These stressors have also been layered with anti-Asian and anti-Black rhetoric and widespread racial tensions.

Health and Social Justice Crises Pose Unprecedented Challenges for Higher Education:
- Financial uncertainty for students, families and colleges
- Disproportionate health and economic impact on communities of color
- Disruption to the college experience, dislocation from campus resources and unrealized expectations
- Campus climates perceived as inequitable
- Student experience of racism-inflicted trauma
The Pressing Need In The Current Crisis

Healthy Minds Study 2020
The Steve Fund partnered with the University of Michigan’s Healthy Minds Study to understand the mental health status and needs of students of color during the pandemic, summarized below.

- Black and Latinx students were less likely to view their professors as sources of support during the pandemic
- Multiracial students were less likely to view their college/university administrations as sources of support during the pandemic
- Asian students were more likely to experience racial discrimination than any other race of students
- Black, Latinx, Multiracial, American Indian, Middle Eastern, and Pacific Islander students were more likely to experience racial discrimination than white students
- Asian students reported a higher rate of witnessing discrimination than any other race of students
- Black, Latinx, Multiracial, American Indian, Middle Eastern, and Pacific Islander students reported higher rates of witnessing discrimination than white students

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<tr>
<th>Healthy Minds Study 2020</th>
<th>PRE-COVID</th>
<th>POST-COVID</th>
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<tr>
<td>Depression</td>
<td>29%</td>
<td>38%</td>
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<tr>
<td>Anxiety</td>
<td>23%</td>
<td>28%</td>
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More innovative collaborations that promote mental health and well-being of young people of color are critically needed. The differential impact of COVID-19, the death of George Floyd and others, and ongoing social injustices and economic disparities underscore the urgency of taking positive action for mental health and well-being.

Leveraging our expertise in researching and implementing the Equity in Mental Health Framework as well as our Programs and Services at institutions around the country, the Steve Fund can help you forge a path forward. The call to action is clear and the time is now.
Section II: The Steve Fund’s Expertise
The Steve Fund’s Expertise

For years, the Steve Fund’s mental health experts have partnered with colleges and universities like yours. Our extensive experience and proven methodologies enable us to craft strategic and tactical plans to better serve students of color.

We are culturally astute and uniquely positioned to help you address the mental health needs of your diverse student body. Our team offers evidence-based recommendations, implementation strategies, and technical assistance, grounded in years of successful application. Our expert bench includes nationally-ranked leaders in the fields of psychiatry; psychology; diversity, equity, and inclusion; communications; research; and college counseling centers.

The Steve Fund’s Equity in Mental Health Framework and Programs and Services have been implemented in colleges and universities around the country. The feedback we have collected consistently indicates that our contributions have been viewed as extremely valuable to campuses working to improve their environments and the mental health and emotional well-being of their students. These impactful programs are tangible assets to your institution, giving students the platform they need to develop resilience and enhance their social, emotional, and academic competency, and giving institutions the programs and resources that lead to greater student satisfaction and higher retention and graduation rates.
Section III:
The Steve Fund’s Customized Solution
From our experience collaborating with campus leaders and communities, the Steve Fund can infuse its expertise into the heart of your institution, helping you meet the mental health needs of students of color with our customized and individualized technical assistance. Our aim is to:

- Partner with campus leaders to promote best practices for the mental and emotional well-being of students of color
- Build and support the capacity of leaders, faculty, and staff to sustain culturally-appropriate responses to the mental health needs of students
- Take a creative approach to pioneering new and innovative paths to success amid the current crises

The Steve Fund’s diverse experts:

- **Identify the mental health needs of students of color**, mapping those needs and customizing evidence-based responses to campus circumstances;
- **Deliver current research-based strategies** that support campus leaders in preparing students of color to return to classes virtually and/or on campus;
- **Assist in developing cross-functional advisory groups**, including students, to advise campus leadership on mental health needs;
- **Respond to immediate campus mental health needs and crises**;
- **Develop and guide action-oriented plans** grounded in best practices to implement identified responses; and,
- **Evaluate the impact of our engagements, programs and services.**
# The Steve Fund’s Technical Assistance Expertise

Our consultation themes (1/3):
We customize the following areas of expertise according to your campus’s needs.

## Responding to Racial Trauma

Our team of experts helps clients respond to racial trauma by:

- Building faculty skill and comfort level to speak about student trauma and mental health concerns associated with the pandemic
- Increasing access to culturally-competent mental health professionals who have knowledge of trauma-informed care, and leveraging tools such as the Racial Trauma Toolkit to manage the symptoms of racial trauma
- Retaining experts knowledgeable about racial trauma, the racial disparities of COVID-19 and the racial impact of systemic injustice on mental health
- Providing learning opportunities to address how white students and faculty may unconsciously contribute to a racist environment and training to improve their awareness and cultural competency skills

## Reopening Campuses

Our technical assistance helps higher education leadership in:

- Humanizing new and changing campus cultures, and improving communications around mental health and well-being concerns
- Determining how and when to reopen campuses, including network learning opportunities such as a Presidents Exchange on Reopening
- Supporting low-income and first-generation students as they return to campus, paying attention to the financial impact of the pandemic

## Navigating the Mental Health Impact of COVID-19

Our experts deliver support including:

- Trainings to identify signs of mental and emotional distress among students of color, especially distress, trauma, and loss associated with the pandemic
- Stewarding the smooth transition of mental health supports, resources, and learning in the context of the disruptions wrought by COVID-19
- Encouraging peer support programs for mental health and emotional well-being in the higher education setting
- Identifying environmental challenges common for students of color including microaggressions, peer pressure, imposter syndrome, non-belonging, isolation, discrimination, and the racially disparate impact of the COVID-19 pandemic
The Steve Fund’s Technical Assistance Expertise

Our consultation themes (2/3)

| Reducing Anxiety & Depression for the Student Body | The Steve Fund team helps colleges and universities meet and overcome increases in student anxiety and depression through:
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<td>§ Providing tools to help students connect feelings to behaviors, identify coping skills, and destigmatize mental health help-seeking</td>
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<td>§ Recognizing multiple identities (e.g., gender, sexual orientation, religion/spirituality, social class, ability, nativity) of students of color</td>
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<td>§ Connecting students to multicultural counselors and mental health resource lists with multicultural therapists, including those that provide telehealth services</td>
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<td>§ Integrating mental health champion roles into the school, supporting and promoting accessible and safe communication with counselors and faculty, and implementing an effective response system</td>
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| Promoting Resilience in Virtual Learning Environments | Our expert team supports clients to navigate the unprecedented shift to virtual learning environments by:
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<tr>
<td>§ Humanizing new and changing campus cultures</td>
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<td>§ Providing high quality information that supports the mental health of students of color, particularly given the learning-related challenges associated with COVID-19 (e.g., isolation and loneliness; elevated rates of stress, anxiety and fear; multi-tasking and remote learning; feelings of being overwhelmed)</td>
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<td>§ Creating programming and promoting resources to navigate and surmount the inequities of virtual learning</td>
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<td>§ Reviewing policies and procedures related to remote learning, modified schedules, financial obligations and so on, paying attention to students of color and new burdens introduced by the pandemic</td>
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| Supporting Student Activism | Our technical assistance helps leadership respond to movements and activism by:
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<td>§ Creating a foundation of trust and making evident that equity is valued</td>
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<td>§ Communicating school-wide objectives for achieving equity and supporting the mental health of students of color, including active commitments to students of color, new definitions of student success and well-being, and prioritizing the mental health of students of color in mission and vision statements</td>
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<td>§ Initiate a “speaker series” probing global, national, and local events and creating an inclusive dialogue through topics such as: Black Lives Matter, Understanding Structural Racism and Inequity, Racial Trauma &amp; Higher Education, Cumulative Impact and Racial Trauma, and The Mental Health and Well-Being Impact of COVID-19 on Communities of Color</td>
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The Steve Fund’s Technical Assistance Expertise

Our consultation themes (3/3)

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<th>Transitioning into the Workforce</th>
<th>The Steve Fund experts support higher education leadership in:</th>
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<td>• Building mental health and well-being supports to manage student transitions from higher education to the workplace, underscoring the value of peer networks and support systems, the availability of assistance, cross-cultural awareness and the need to reduce stigmas, the accurate identification of symptoms, and effective techniques to manage stress and anxiety</td>
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<td>• Conducting expert-facilitated student and leader roundtables to share personal stories of resilience, leadership, and success with students of color</td>
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<td>• Bringing mental health and emotional well-being into recruitment events and orientation programs</td>
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<th>Building Leadership</th>
<th>Trainings and consultation help build client capacity by:</th>
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<td>• Engaging in challenging discussions around diversity, mental health and well-being, without being held back by fear or desire for political correctness</td>
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<td>• Providing learning opportunities to address how white faculty, leadership and students may unconsciously contribute to a racist environment and how they can build greater cultural competencies</td>
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<td>• Recognizing the racial disparities of COVID-19 and the racial impact of systemic injustice on mental health by acknowledging structural racism and prioritizing equity</td>
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<td>• Creating a more equitable campus by supporting and sustaining responsive programming</td>
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<th>Assessing Culture in 2020</th>
<th>Given the tremendous changes brought about by the recent crises, Steve Fund experts can help clients carefully assess their learning environments by:</th>
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<td>• Mapping systems and policies relevant to student of color mental health</td>
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<td>• Assessing student mental health and emotional well-being needs and understanding the depth of those needs and the adequacy of available resources</td>
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<td>• Building more equity-based and healthy campus climates</td>
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The Steve Fund’s Delivery Options

**Formats we use:**
The Steve Fund’s experts deliver customized technical assistance and consulting solutions via the following formats.

- **Strategic retreats for faculty and leadership**
- **Targeted trainings for faculty, administrators and support staff**
- **Evidence-based programming recommendations**
- **Online wellness campaigns**
- **Virtual student-led convenings and roundtables focused on mental health**
- **Topical, expert-led webinars for students**
Section IV: Impact & Outcomes
Impact & Outcomes

Expected Outcomes for Students

- Benefit from new strategies, programs and services to achieve equity, and improved access to mental health services on campus
- Develop a sense of belonging and engagement in new and virtual learning environments
- Access a platform to develop resilience and enhance social, emotional, and academic competency in the current crises
- Influence factors that impact student retention and graduation rates

Expected Outcome for Faculty

- Gain a deeper understanding of the experiences and mental health needs of students of color, including those related to racial trauma, systemic racism, health and mental health inequities, and the financial impacts of the pandemic
- Benefit from expert, multicultural and multidisciplinary, personalized coaching and technical assistance
- Enhanced curriculum and pedagogy based on research-backed recommendations
- New skills and competencies for addressing student mental health

Expected Outcome for Leadership & Administration

- Benefit from research, resources and network learning opportunities related to school reopening, the COVID-19 crisis and racial trauma in higher education
- Gain a deeper understanding of the experiences and mental health needs of students of color, including those related to racial trauma, systemic racism, health and mental health inequities, and the financial impacts of the pandemic
- Develop and implement new strategies to achieve equity, including new mental health services and programs, with special attention to new needs and learning environments
- Take part in a national community and movement to address the mental health and well-being of students of color and other vulnerable student populations
Next Steps

We urge you to contact the Steve Fund for help leading your organization through today’s evolving landscape.

Please reach out our Director of Partnerships, Programs & Research Laura Sánchez-Parkinson at laura@stevefund.org, or visit our website at www.stevefund.org