The Steve Fund is the nation’s essential strategic and implementation partner for companies, institutions, and organizations seeking to build knowledge, cultural understanding and tools to equitably support the mental health and emotional well-being of students, families, and young people of color.
Partner with us to make a positive change.

The Steve Fund offers customized programs and support in partnership with colleges and universities to implement research-based, proven methodologies, strategies and tactical plans that make a tangible difference in the lives of students of color and in their campus communities.

**Partner with Campus Leaders**

We collaborate with campus leaders to promote best practices for mental health and emotional well-being for students of color.

**Build & Support the Capacity of Campus Faculty & Staff**

We work to increase the capacity of campus leaders, faculty and staff to sustain culturally appropriate responses to the mental health needs of students.

**Innovate Amid the Current Crises**

We pioneer new and innovative approaches and paths in partnership with you to succeed in creating a welcoming and supportive environment for students of color amid the current crises.
Your institution is uniquely positioned to take action and make a positive impact in young people’s lives.

We know from neuroscience that young people’s brains are still developing as they navigate the many stressors during college and into their early careers.

This is a period of significant growth and is also a time in which mental illnesses have their first onset. Young people of color carry a greater mental health risk burden and face an enormously more complicated transition to adulthood in our society.

Young people from communities of color have been disproportionately impacted by multiple traumas of the global pandemic - months of isolation, distance learning and ongoing uncertainties.

Students are experiencing increased stress, anxiety, and depression. These emotions are further fueled by students of color experiencing higher levels of financial challenges, food and housing insecurity, racial injustices, grief and loss at home than their white peers.

Recent events have triggered a racial reckoning in the United States bringing forward conversations on systemic racism and the burden young people of color have been carrying.

Studies have shown that “[...]mitigating threats to sense of belonging helps minorities significantly reduce stress levels, consequently improving physical health, emotional well-being and performance.” *

Acknowledging and addressing the pernicious effects of racism and trauma are essential to achieving mental health equity.

* (from: “Diversity Efforts Fall Short Unless Employees Feel That They Belong”, Pat Wadors, HBR 20165)
Ways to Engage the Steve Fund

1. Programs for Students

imparting knowledge, skills, and tools to maintain positive mental health and emotional well-being through life transitions.

2. Education and Development Seminars for Campus Leaders, Faculty, and Staff

...to build their awareness, capacity, and skills to better support young people of color.

3. Consulting Services

supporting the institution as a whole focused on building strategies, policies, programs and services to support the mental health and emotional well-being of young people of color. This approach supports systemic change.

CONTACT THE STEVE FUND
Let us explore how we can work together! Email us at info@stevefund.org.

This partnership is a promising way to give young people of color an equal chance at mental health by providing help their families need to support young people and other members.

Quote Author
Consulting Services
The disproportionate 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 emotional well-being.

The Steve Fund
Consulting Services

The Steve Fund offers consulting services that focus on transformational change for systems and organizations to benefit the mental health and wellness of BIPOC students.

We offer evidence-based recommendations and strategies based on years of successful application. Our consultants include national experts in the fields of psychiatry, psychology; diversity, equity, and inclusion; communications, research, and college counseling.

We work together to assist your institution to adopt effective strategies, programs, policies, practices, and inclusive cultures that improve the mental health and emotional well-being of young people. Together we create a welcoming and supportive environment for students of color to help them to thrive and flourish.
Our Consultancy
Includes

KEY FEATURES:

- Partner with campus leaders to promote best practices for the mental and emotional well-being of BIPOC students
- 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

**EVALUATE**
the impact of our engagements, programs and services
The Steve Fund Offers

WE DELIVER THESE SERVICES EITHER IN-PERSON OR VIRTUALLY

NEEDS ASSESSMENT
to develop recommendations for change

STRATEGIC RETREATS
for leaders

TARGETED EDUCATIONAL WORKSHOPS AND SEMINARS
for administrators, faculty, and staff

COMMUNITY BUILDING
to address the campus climate

CAMPUS CONVENINGS
and roundtables focused on mental health

MENTAL HEALTH & WELLNESS PROGRAMS
for students

PRICING GUIDE:
The following table is a snapshot of our pricing structure, to be finalized via one-on-one discussion.

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Themes & Focus Areas

- Addressing Racial Trauma
- Building Community
- Safety and Violence Prevention on Campus
- Promoting Healing, Mental Health and Suicide Prevention for Students of Color
- Equity in Mental Health - Building Capacity
- Sustainable and Social Justice Leadership
- Surviving and Thriving in the Workplace Pipeline for General Staff and Mental Healthcare Professionals of Color
- Supporting Healthy Faculty Engagement with Students of Color
- Supporting Campus Engagement with Families to Promote Mental Health and Emotional Well-Being of Students of Color;
- Promoting Mental Health and Emotional Well-Being of Students of Color with Family Support Obligation
- Combating White Supremacy
- Suicide Prevention
- Stay Safe From Hate
Impact Expectations

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 Outcomes 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 Outcomes 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
From January 2021 to January 2022, a Steve Fund mental health consulting team worked with a major public institution with a 17,000 racially and ethnically diverse student body. We collaborated to conduct an end-to-end evaluation of the institution identifying areas of opportunity to increase support of mental health and emotional well-being of young people of color. Areas of focus included:

**Stakeholder Interviews and Needs Assessment**
- Reviewed how Counseling & Psychological Services (CAPS) resources were being used and are perceived by students of color.
- Conducted focus groups with students and staff to understand their perception of the mental health programs and wellness initiatives on campus for students of color.

**Baseline Metrics, Improvement Targets and Goals**
- Created and implemented strategies that produced measurable outcomes, which enabled to operational institutional improvements over time.
- The metrics need to include student reports of improved and sustained access to culturally competent and affirming mental health care.
- Analyzed CAPs utilization rates for students of color.
- Assessed how to better integrate CAPs is with the rest of the institutions services.

**Organizational Restructuring to Enable Equity and Inclusion**
- Addressed recruitment and retention issues related to attracting faculty and staff who reflect the diverse backgrounds and lived experiences of the students of color on campus by restructuring recruitment, hiring, and retention processes.
- Created new policies and strategies for Recruitment and Retention of Mental Health Professionals of Color.

**Creation of New Models, Policies and Strategies**
- Developed comprehensive mental health programs that are student focused, community-based, and collaborative across all sectors of the institution which are geared to underserved student population.
- Expanded student staff in CAPS by adding student mentor/coaching program, undergraduate interns, masters level counselor practicum.

**Communications and Awareness**
- Promoted services and programs with innovative methods (e.g., social media, large campus wide events, murals, student peer educators and student ambassadors).
About the Steve Fund

The Steve Fund offers programs and services for higher education institutions, and non-profit organizations to promote and address the mental health and emotional well-being of young people of color.

The Steve Fund has an unparalleled bench of racially diverse and multicultural mental health experts and history of successfully partnering with corporations, academic institutions and nonprofit organizations to support the mental health, emotional well-being, and success of young people of color.

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