

was accepted for a prestigious 'cross-cutting' program at the annual APA convention (summer, 2016). [REDACTED] as part of the presentation in what will be a truly dynamic professional presentation. That [REDACTED] student was honored in this way speaks to the inherent value and importance of this research—further enhancing UW's reputation for innovation and creativity. Clearly, much has been accomplished in the first two years of this partnership.

This model implemented for the First Wave community identifies a mechanism that has been demonstrated effective and requires immediate expansion to realize and utilize its potential.

How would this affect cultural change on campus?

It is in UW's best interest to respond effectively to the needs of its diverse communities. According to UW's website, the Division of Diversity, Equity, & Educational Achievement (DDEEA) plays a major role in sustaining a "diverse, inclusive, and excellent learning and work environment for all students, faculty, staff, alumni, and others who partner with the university." There is currently a phenomenal demand in the DDEEA for competent, permanent, and on-site mental health services that is responsive of DDEEA scholars' unique demographic, social, and psychological needs.

Just as UW athletes are considered elite performers in their fields, DDEEA scholars are elite performers among their respective communities as these programs recruit the most gifted, innovative artists, activists, and academics to UW. DDEEA scholars exemplify outstanding leadership qualities through their achievements in all curricular and extracurricular campus pursuits. These high ranking achievements and their resulting legacies are frequently recognized and celebrated in the UW community.

Just as UW athletes are asked to push limits during their performances, DDEEA scholars push powerful emotional and psychological limits in fulfilling the demands of their scholarship requirements and contributing skills of their respective fields to the larger UW community. DDEEA scholars regularly break physical and figurative barriers on route to obtaining a higher education as students experienced in a variety of diverse backgrounds such as low-income, urban, and high risk environments. Additionally, DDEEA scholars are at higher risk of facing obstacles uncommon to the majority UW student body such as social and economic discrimination and disadvantages.

UW athletes and DDEEA scholars require specialized training to reduce risk of injury: UW athletes risk physical injuries and DDEEA scholars risk psychological injuries. Once recruited to the UW, DDEEA scholars are expected to continue to push the limits on their respective craft, which involves considerable risks to their psychological and mental health. When injuries are sustained, UW athletes receive specialized medical and rehabilitation services that go beyond what the general student body receives in order to return performing at the expected elite levels. Analogously, UW DDEEA scholars require specialized psychological services and intervention given the heightened risk for psychological injury resulting from performing. Just as failing to provide these preventative, intervention, and rehabilitation services to UW athletes would be irresponsible and exploitive of their talent and sacrifices made for UW's benefit, failing to provide specialized preventive, supportive, and intervention services to DDEEA scholars may be considered irresponsible and exploitive.

In the words of Chancellor Rebecca Blank, "a troubling string of incidents reported through our hate & bias reporting system...have directly affected and hurt members of our diverse community." With this recent unveiling of a problematic racial climate that has fostered in the UW community, there comes a necessary dialogue regarding UW's actions in cultivating systemic preventative measures. Providing adequate mental health services for marginalized scholars significantly improves upon UW's plans for supporting its diverse communities. As the DDEEA retains approximately 50% of diversity on campus, the path to mending UW's racial climate issue begins with the improvement of DDEEA community support. Systemic reparations within the division will significantly contribute to the mending of a problematic racial campus climate. Furthermore, failure to respond to DDEEA community support needs will hinder the DDEEA's influence in developing a safer, more inclusive campus climate.

For new ideas, how would you propose piloting this idea to see if it would work? If the idea is already

in use at UW-Madison, how would you propose expanding or altering this program for greater impact?

The expanded model includes mental health support services for members of the DDEEA community provided by the Counseling Psychology Training Clinic (CPTC) of Counseling & Consultation Services Center (CCSC). To maximize and finalize these resources, the '16/'17 proposed budget for University Health Services (UHS), which includes the recruitment of 12.5 mental health provider positions, will require the three cultural-competency specialized positions to serve in a partnership between the DDEEA, the Department of Counseling Psychology (CP), and CPTC of CCSC. This partnership provides competent, permanent, and on-site mental health services to the DDEEA community.

What resources would be needed to implement your suggestion?

We request with Chancellor Rebecca Blank's bridge funding of two specialized mental health providers and the Board of Regents' approval to the '16/'17 UHS budget, three cultural competency specialized positions of the 12.5 mental health provider positions will serve in a partnership between the Division of Diversity, Equity, & Educational Achievement (DDEEA), the Counseling Psychology Training Clinic (CPTC) of the Department of Counseling Psychology (CP), and the Counseling & Consultation Services Center (CCSC) of University Health Services (UHS) to fulfill the community support needs of DDEEA scholars.

If this proposal was developed in partnership with any other organizations, please list them below.

This proposal has been developed in partnership with faculty member Dr. Stephen Quintana of the Department of Counseling Psychology (CP), the Counseling Psychology Training Clinic (CPTC), and the Counseling & Consultation Services Center (CCSC) of University Health Services (UHS).

Please use this space for any additional information about your proposal that you wish to share:

The expansion of the OMAI-CPTC partnership to fulfill the greater DDEEA community needs has gained the support of administration, faculty, and scholars within the division, as well as various student organizations focused on creating a more equitable and inclusive campus climate such as Blind Side Slate, Black Student Union, All Minds Matter, The Blackout Movement, United Students Council, and Associated Students of Madison. The DDEEA community recognizes its struggle with community support as the lives of scholars have been lost in past years due to a lack thereof.