

**From:** [Campus Climate Proposal form](#)  
**To:** [Libby Peterek](#); [Carrie Olson](#)  
**Subject:** New submission from Campus Climate Proposals  
**Date:** Thursday, April 21, 2016 9:33:28 AM

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**What is your affiliation with UW-Madison? For group submissions, please respond for main contact.**

- Academic Staff

**Describe the concept. If already in use here or elsewhere, please indicate this.**

Students of color have been feeling overwhelmed and discouraged by campus climate and they are fighting to remain academically competitive with their peers and graduate "on time", while also trying to combat microaggressions and various forms of discrimination. Higher trust and reliance on mental health services will provide a shift in cultural thinking for marginalized student populations who may have reservations and/or distrust of seeking and utilizing counseling services. This is a proposed expansion of a model in use with First Wave in the DDEEA.

**How would this affect cultural change on campus?**

Specifically, our proposal would help enact the Diversity Framework's REEL Change goals to "improve institutional success through improved retention", by providing commonly marginalized students with greater systems of support.

**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?**

Increase number of half-time PA graduate student positions such as the one for First Wave to include: Chancellor's and Powers-Knapp, PEOPLE, CeO, POSSE, and students who are not a part of a formal support group such as Scholarship Programs (i.e. student who are part of the Pathways Program), and students seeking support services at McBurney and International Student Services.

Moving away from brief intermittent models of treatment, such as seeing students once a month, at Let's Talk or walk-in intakes. There are an inadequate number of sessions (10 during undergraduate tenure) and inconsistent accessibility across major/college areas (i.e. College of Engineering).

For McBurney specifically, add a full-time mental health provider to aid in clinical assessment in order to receive McBurney Services/Visas. Currently, a student has to find their own resources to get an assessment prolonging the time that it takes to receive accommodations, increasing student's levels of anxiety and stress.

Establish support groups staffed by individuals who have a counseling background and experience working with students of color and other diverse backgrounds

Support groups like Tu Voz, UBUNU and other DDEEA programs, some of which are happening on a volunteer basis, could be funded and expanded to serve other support groups of marginalized populations currently missing from the picture (e.g., Native American, undocumented, Asian American, students with disabilities, graduate students of color).

**What resources would be needed to implement your suggestion?**

Hiring 8 graduate students, half-time PAships to work as a team to provide individual counseling and facilitate support groups mentioned above. As part of this team, students would be supervised and trained under the supervision of two full time, licensed psychologist or clinical social worker. Perhaps that could be in partnership with UHS C&CS, Counseling Psychology Training Clinic, Clinical Social Work and Counseling Psychology Faculty. Full time psychologist who would conduct assessments for McBurney students seeking accommodations.

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

This proposal was not developed in partnership with other organizations, however, we are confident that partnerships could be established across all the various campus resources that we mentioned above to help establish this proposal. Partnerships would include UHS C&CS, Counseling Psychology Training Clinic, McBurney, Counseling Psychology department, Clinical Social Work department, International Student Services, Multicultural Student Center, and all of student service and scholarship programs mentioned earlier in the proposal under DDEEA.

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

This proposal was co-conceived by a 17 year UW Campus community member who has worked in many of the aforementioned programs as a graduate student, in UHS, was a member of the ADHOC Diversity Committee, is actively involved in the Office of Undergraduate Advising and the Leadership Certificate program and currently serves as the Posse Program Assistant Director and Advisor. It was further conceived by a graduate student [REDACTED] and is passionate about working with marginalized communities who may experience discrimination and oppression resulting in high levels of minority stress.