



## D & I COUNCIL NEWSLETTER

Volume 1 Issue 1

June, 2020

### Welcome to Our First Newsletter!

*Diversity is about all of us, and about us having to figure out how to walk through this world together.*  
~Jacqueline Woodson

The Diversity & Inclusion Council at Mount Mary University seeks to foster an academic community and campus climate that provides education to transform the world. This takes place through embracing the values of MMU with an emphasis on open-mindedness, respect, cultural awareness and sensitivity, equity, and inclusion.

The purpose of this newsletter is provide you with timely and helpful information that will help you navigate through Covid 19 challenges.

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### MMU Counseling Center

We recognize that the challenges of the undergraduate and graduate university experience along with the many other events also occurring in your life can lead to feelings of hopelessness, helplessness, and stress. Our professional counselors can assist you in your transition and emotional development during college at Mount Mary.

#### The Counseling Center features:

- free individual counseling services to all undergraduate and graduate students
- a safe, confidential haven for students
- counseling for personal and academic needs, including coping with life transitions, stress management, anxiety, depression, loss, relationship and family issues, substance abuse, crisis and critical incident intervention, self-esteem, motivation and concentration, consultation with faculty and administrators, coping with multiple roles and responsibilities
- assistance with referral to local mental health or medical providers

Mount Mary's Counseling Center adheres strictly to the legal standards of the state of Wisconsin and the ethical standards of the counseling profession. Issues discussed during counseling sessions are confidential.





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### Self-care & Wellness in Covid19:

#### Self-Compassion:

Recognize that while you are investing time and resources in your future through education, which is hard work in and of itself, you are also living through a pandemic, a historic civil rights uprising, and a divisive political and social climate. Depending on your circumstances you may also be navigating employment (or the stresses of being out of employment), and caring for children or family members.

Know that it is enough just to continue to show up in this moment of your life, and take the next right step. These practices are meant as suggestions for you to try, not as a list of things to add to your already busy life. Hopefully, some of these suggestions will speak to you and implementing them will help you to feel more grounded, peaceful, joyful, or productive. Use what works for you, and disregard the rest. The last thing your self-care needs is another “should” to add to your day. You ARE doing enough. You ARE enough.

### MMU Counseling Center: Schedule an Appointment

During the summer session, the Counseling Center offices' availability will be subject to the restrictions on campus due to the Covid-19 Pandemic. Individual sessions will be available either in-person on campus and/or with telemedicine accommodations including telephone or virtual sessions.

The Counseling Center is located in the **Student Success Center, Offices H132 & H134**

- **Director:** Tom Troast, PhD
- **Counselor:** Ellen Reid, LPC-IT
- **Graduate Counselor Interns**

To schedule an appointment, contact us via:  
Phone: 414-930-3022

Email: [mmu-counselingcenter@mtmary.edu](mailto:mmu-counselingcenter@mtmary.edu)

### Socializing Online:

Did you know you can video conference with your friends and classmates using MMU's Skype service? Log into your email. Click on the icon in the upper right corner that looks like a calendar with a check mark over it. Scroll to the bottom and click on “New Event” – Add a title, invite attendees via email, add online meeting, chose a date & time. This will send your friends an email notification to join a video chat. This is a great tool if you are missing seeing some of your classmates, or if you want to form a socially distant study group.





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### **Getting Outside:**

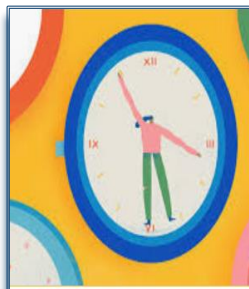
Sunlight can help regulate our sleep/wake cycles as well. How early in the day can you get sunshine? Can you drink your morning coffee/tea/water outside or even at an open window? Can you take a walk around the block early in the morning?

“Grounding” or “Earthing,” which means connecting your body to the earth, also provides a variety of physical benefits, decreasing stress hormones, pain, and improving sleep. Can you connect to the ground barefoot for 5-15 minutes a few times a week? (doi: [10.1155/2012/291541](https://doi.org/10.1155/2012/291541))

Experts suggest that one of the lower risk social activities is to take a brief socially distant walk outdoors. Consider spending time with those with whom you are already in contact with at a park. The Deborah Birx has suggested the concept of “social bubbles,” which essentially encourages family groups or small social groups to have exclusive contact with one another. (<https://www.cnn.com/2020/04/30/health/how-to-form-a-bubble-wellness/index.html>)

Outdoor occupations: Starting a garden, or growing plants in pots. Walking dogs. Taking walks with your “bubble.” Reading & studying outside. Biking, hiking, exploring State Parks and local trails. Using apps PlantSnap or PictureThis to identify plants. Kayak or canoe rentals.

Sunlight can increase vitamin D, spending time outdoors can diversify the microbiome. Both are key factors in immune system health. (doi: [10.1136/bmj.i6583](https://doi.org/10.1136/bmj.i6583)) (doi: [10.3389/fimmu.2018.01830](https://doi.org/10.3389/fimmu.2018.01830))



### **“Pomodoro Technique”**

The Pomodoro technique is a tool to help combat distractions. How many times have you sat down to write a paper or study, but find yourself watching makeup videos on Instagram, and all of a sudden, 45 minutes have gone by? Me either ;)

The way that you do the Pomodoro is to set a timer for 25 minutes. You focus on only your task with no interruptions at all for 25 minutes, and then take a 5-10 minute break. It can be helpful to keep a piece of paper next to you, so that if you do get the urge to distract yourself (e.g. text someone, check Facebook, etc.) write it on the list. If you still want to do that thing during your break, you can. You can use <https://tomato-timer.com/>.

Suggestions for taking meaningful breaks: Avoid scrolling in your phone if possible. Send a friend a video or voice message. Have a positive interaction with someone in your household. Dance to 1-3 songs. Walk around the block. Lay outside in the grass. Interact with a pet. Set a timer for 3, 5, or 10 minutes and stretch. Take 10 deep breaths. Splash your face with water. Apply a nice smelling lotion. Make some tea. Give yourself permission for 5-10 minute breaks that help you be in the moment.



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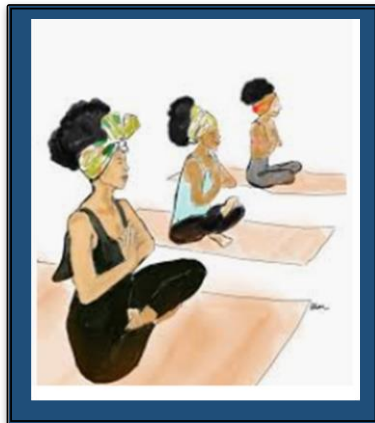
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### Productivity:

*"Me and God List"* – a type of to do list that helps us focus on what we can do, and decreasing stress around what things are out of our control. Take a piece of paper and divide it into two columns. On one side, you'll write your weekly to do list, and on the other side you'll write out the things that you'll give up to a higher power\* to take care of for you. This will help you to let go of some of the anxieties we have over things we cannot control, it can be considered a form of prayer. A weekly list is best because it gives you more flexibility for the unexpected than a daily list.

<b>My to do list</b> *things that I can have control over, and can reasonably accomplish in a week	<b>God's to do list</b> *things that I am concerned about, but have little control of the outcome – <b>write this first</b>
<ul style="list-style-type: none"> <li>- Update my resume</li> <li>- Apply for two jobs</li> <li>- Drop off a meal to my grandparent</li> <li>- Email my representatives</li> <li>- Prep healthy dinners for the week</li> </ul>	<ul style="list-style-type: none"> <li>- Get my dream job</li> <li>- The health of my family</li> <li>- More stimulus funds for college students</li> <li>- Decline in Covid cases</li> </ul>

\*This is meant to be inclusive of any religion or spirituality, feel free to adapt this process to work best for you. (Credit to Kate Northrup for list idea)



### Taking care of your body:

The connection between the mind and body can not be ignored. Thanks to the field of Psychoneuroimmunology, we know that the care that we take of our body directly impacts our mental health, and vice versa (<https://doi.org/10.1037/h0079226>). Many of us are not moving as much as we would like to during quarantine/social distancing, which can lead to decreased fitness, muscle pain, and even impact the immune system. There are a number of free and low cost resources online that can help you to improve the way you move and feel.

- Online Yoga, Pilates & Meditation (free) - <https://glo.com/fromourhearts>
- Milwaukee Bilingual (Spanish-English) Movement & Wellness (low cost/sliding scale) - <https://www.core-elcentro.org/>
- Milwaukee Black Woman Owned Yoga Studio (outdoor social distancing, and online options) - <https://www.embodyyogamke.com/virtual> (Follow @embodyyogamke on Instagram for more information about online classes)



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### **Healthy, Easy, Affordable Meal Prep:**

The fewer decisions we need to make, the better the quality of our choices. When we are stressed or lack time, it is common to reach for “high reward, low nutrition foods” – think cookies, chips, and foods that are high in inflammatory sugar, trans fats, and low in nutritional value.

While over-restricting is not good for mental health either (there is a time for cookies and pizza!), the more prepared you are with foods that will keep you satisfied longer, the less likely you are to reach for high sugar, high processed foods that will lead to an energy crash later.

Here are some easy recipes to help with your planning!



### **“Smoothies”**

One of the easiest ways to get your servings for fruits and vegetables for the day is to make smoothies! They are easy and can be very healthy and/or very delicious! A simple and affordable recipe is to add banana and frozen berries or other fruit, ½ cup greens, and water, yogurt, or milk/plant milk to taste, and blend for a healthy meal on the go. Smoothies are best made right before you drink them, as they won't keep well in the refrigerator for more than a day. You can, however, place your ingredients into a jar or Tupperware in the freezer and just add milk/water before you blend.

(Some of these recipes are a bit fancy and require many ingredients, but these are some options if you want to get creative with adding vegetables your smoothie making: <https://greatist.com/eat/veggie-smoothie-recipes#super-greens>)

### **“Buffet Style”**

Another take on meal prep is to make your favorite foods “buffet style.” You might cook a pot of rice or pasta, a seasoned meat or meat-free protein, and roasted or stir fried vegetables, and a large salad. Place each of these in a large container, or even a quart sized freezer bag in your fridge. When you are ready for a meal, this can be plated and re-heated within a matter of minutes.







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### “Rice Cooker Meals”

For those looking for a simple way to make meals, a rice cooker can be one of the most affordable appliances to help you cook healthy meals. I purchased a rice cooker for \$5 at a yard sale in 2015 and it is still going strong! You can often find cooking appliances at yard sales, Facebook market place, or even eBay if you are searching for a deal – if you prefer new, you can purchase a simple rice cooker at Amazon, Walmart or Target for between \$20-40.

(<https://www.buzzfeed.com/melissaharrison/rice-cooker-recipes>)



### “Overnight Oats”

Making overnight oats is a simple remedy to skipping breakfast when you sleep in. Oatmeal is an excellent breakfast because the fiber and protein will help you stay full for many hours. The recipe is quite simple and affordable. Just add rolled oats to milk or plant milk of your choice and allow the oats to soak in your fridge overnight. The taste will be quite bland with JUST milk and oats, so you can improve the flavor by adding fruit/frozen fruit, you can add protein power or peanut butter for more protein, honey or maple syrup for sweetener, some recipes recommend adding seeds, yogurt, or other spices. Overnight oats can be enjoyed cold or heated.

(<https://feelgoodfoodie.net/recipe/overnight-oats/>)





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### **Mount Mary University Resources:**

<https://mtmary.edu/campuslife/resources/counseling.html> - MMU Counseling Center, free mental health services to all students.

<https://forms-public.mtmary.edu/Forms/EmergencyFundingApplication> - Mount Mary has emergency grants available for students who have been financially impacted by Covid-19

### **Resources for Diverse Mental Health & Wellness Practitioners:**

While the MMU Counseling Center is free to all students, we recognize the importance of seeking therapy and health services from health professionals with diverse racial, ethnic, and gender identities. Below is a list of resources to explore. Many of these resources were sourced from a list provided by Ethel's Club.

<https://www.inclusivetherapists.com/> - Links to search for therapists by language spoken, cultural knowledge, therapist identity, and many more.

<https://latinxtherapy.com/> - Searchable therapist directory, podcast, many educational resources about mental health.

<https://thelovelandfoundation.org/> - Free therapy for Black women and girls

<https://www.ngttcn.com/> - National Queer and Trans Therapists of Color Network, site features a therapist directory and online educational resources for practitioner development. Crisis lines are linked at the bottom of this webpage.

<https://www.core-elcentro.org/> - Affordable integrative health clinic in Walker's Point, bilingual (English & Spanish), all are welcome.

<https://www.hirwellness.org/> - Intergenerational Healing clinic created by MMU Alumnae, developed by and for Indigenous and underserved communities in the Milwaukee area.

<https://www.theevolvingchair.com/index.html> Lakiesha Russell provides counseling and therapy services for individuals, families, groups.



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### Resources, cont.

#### **Digital Resources for Healing Race Based Trauma:**

<http://drcandicenicole.com/2016/07/black-lives-matter-meditation/> - Meditation for healing racial trauma created by licensed psychologist.

<https://liberatemeditation.com/> - (App) Meditations and talks by and for the BIPOC community.

<https://onemindpsyberguide.org/apps/the-safe-place/> - (App) Mental Health App geared toward Black community; focus on awareness and destigmatizing mental health care.

#### **Covid-19 Financial Support Resources:**

<https://forms-public.mtmary.edu/Forms/EmergencyFundingApplication> - Mount Mary has emergency grants available for students who have been financially impacted by Covid-19

<https://county.milwaukee.gov/EN/DHHS/Energy-Assistance> - Milwaukee County Energy Assistance program – for anyone who is struggling to pay utilities due to Covid-19

<https://dwd.wisconsin.gov/uiben/apply/> - Application for Unemployment Benefits

<https://communityadvocates.net/> - Application for rent assistance for those financially impacted by Covid-19

<https://legis.wisconsin.gov/> - Contact information for your State Representatives, some people have reached out to Reps regarding difficulties with unemployment benefits.

#### **Nursing Resources:**

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html> - The Centers for Disease Control and Prevention (CDC) provides continually updated science-driven information on how to protect yourself, family members, & community

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html> Personal Protective Equipment (Masks, other items)

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/diy-cloth-face-coverings.html> Cloth Face Covers

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/how-to-wash-cloth-face-coverings.html> How to wash/clean your cloth face cover (text)

[https://youtu.be/9Tv2BVN\\_WTk](https://youtu.be/9Tv2BVN_WTk) How to wash/clean your cloth face cover (video)

<https://www.cdc.gov/handwashing/when-how-handwashing.html> Hand washing and transmission, CDC when and how to wash hands





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### Resources, cont.

#### **Mental Health Resources:**

<https://city.milwaukee.gov/health/medassist/Mental-Health-Resources.htm#.XvFcYWhKg2w> Free and low-cost Mental Health Resources in Milwaukee. Many others are available. You can call 2-1-1 for more information.

<https://emergency.cdc.gov/coping/selfcare.asp> Taking Care of Your Emotional Health. The outbreak of coronavirus disease 2019 (COVID-19), may be stressful for people and communities. Learn more about coping during COVID-19.

<https://www.acf.hhs.gov/cb/resource/housing-support-covid-19> Housing Support When Universities, Colleges Close Due to COVID-19. Agencies will need to help some youth find housing while their college or university is closed. These agencies should also prepare to offer youth assistance with food, health care, and emotional support during the pandemic.

<https://www.inspire.com/groups/covid-19/> Coronavirus (COVID-19) Support Group and Discussion Community. Inspire, a health care social network, offers a COVID-19 support group and discussion community.

<https://www.ptsd.va.gov/covid/> Coronavirus (COVID-19): Resources for Managing Stress. This web page provides information and resources for helping yourself and others cope with the stress, anxiety, and grief of the COVID-19 pandemic.

<https://adaa.org/finding-help/coronavirus-anxiety-helpful-resources> Coronavirus Anxiety - Helpful Expert Tips and Resources. The Anxiety and Depression Association of America's mental health professionals provides tips and strategies to help people struggling with anxiety about the COVID-19 pandemic or with general anxiety.

#### **Mental Health and Race-Based Trauma Resources:**

<https://create.piktochart.com/output/47110203-cultivating-self-care> Cultivating Self-Care While Experiencing Race Based Trauma That Follows Crises, Gaines, B. et al., 2020;

<https://www.self.com/story/black-mental-health-resources> 44- Black Mental Health Support Resources for Anyone who Need Them

<https://us.ctrinstitute.com/covid-19-videos/> Crisis & Trauma Resource Institute: COVID-19 Mental Health Resources



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### Resources, cont.

**Anti-Racism Resources** This list is culled from ACEs Connection, Learn4Life, *Prevention Institute.*, *Rise Magazine*, *VA TICN*, *Vital Village*, and *10% Happier*.

[44 Mental Health Resources for Black People Trying to Survive in This Country](#) / [www.self.com](http://www.self.com)

ACEs Connection

[ACEs Science & Racism](#) Resources Center

[3 Realms of ACEs](#)

[ACEs & African Americans Community on ACEs Connection](#)

[ACEs teach us why racism is a health equity issue: Dr. Flojaune Cofer \(Part One\)](#)

[Racing ACEs Gathering & Reflections; If it's not racially just; it's not trauma-informed](#)

[Alliance for Boys and Men of Color](#)

[Black Lives Matter Resources](#)

[BOLD \(Black Organizing for Leadership and Dignity\)](#)--a national training organization that supports Black organizers

[Healing in Action: A Toolkit for Black Lives Matter Healing Justice and Direct Action](#) / Black Lives Matter

Embrace Race

[Action Guides](#)

[Webinars](#)

[Articles](#)

[Grief is a direct impact of racism: Eight ways to support yourself](#) by Roberta K. Timothy

[Healing Justice Toolkit: Dignity and Power Now! Healing Justice Responders](#)

[Healing the Hidden Wounds of Racial Trauma](#) / Kenneth V. Hardy

[Interactive Layers of Trauma & Healing: RYSE Center](#)

Institutional Racism and the Social Work Profession: A Call to Action / National Association of Social Workers

[Race Matters](#): America in Crisis, A PBS NewsHour Special

[Racial Justice is Essential to Trauma-Informed Advocacy](#) / VA Sexual and Domestic Violence Action Alliance

[Racism Alphabet](#) / Institute for Humane Education



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### Resources, cont.

[Racial Equity Impact Assessment](#) (Race Forward)

[Racial Equity Tools](#) / Racial Equity Tools Org.

[RYSE Presents...Revealing White Privilege and Healing Racial Trauma with Dr. Ken Hardy](#)

[The Pair of ACEs Tree](#) / Building Community Resilience

[The Impact of Racism on Children's Health](#) -American Academy of Pediatrics

Resmaa Menakem

[My Grandmother's Hands: Racialized Trauma and the Pathways to Mending Our Hearts and Bodies](#)

[Free Racialized Trauma Course](#)

[Notice the Rage; Notice the Silence](#) podcast

[Teaching Hard History: American Slavery](#): Southern Poverty Law Center

Ten Percent Happier Discussion & Meditation

[#59: Sebene Selassie](#) / Jun 5, 2020

[#58: Rhonda V. Magee](#) / Jun 4, 2020

[#57: Rev. angel Kyodo williams](#) / June 3, 2020

[#54: Sebene Selassie](#) / May 29, 2020

### Police Brutality & Reform

[ACLU](#) / American Civil Liberties Union

[Addressing Law Enforcement Violence as a Public Health Issue](#)--a statement by the American Public Health Association

[Black Lives Matter](#)

[Black Voters Matter Fund](#)

[Case for Reparations](#)--article by Ta-Nehisi Coates

[Cities United](#)

[Campaign Zero](#)



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### Resources, cont.

[Defund the Police](#)--sample letter from Seattle

[Ending violence by police and in the community: calls to action for peace and justice](#)--a PI podcast with Anthony Smith and Cuco Rodriguez

[How To Talk To Your Kids About Race, Racism& Police Violence](#) WBUR

[Illustrated Guide to Surviving Police Violence](#) by The Chicago Torture Justice Center

[National Child Traumatic Stress Network](#)

[Obama Foundation](#)

[Proposal for Truth, Racial Healing, and Transformation Commission](#)

### Anti-Racism Work

[10 things White People Can Do to Work Towards Racial Justice](#) / Oren Jay Sofer

[Assessing Organizational Racism](#) / Dismantling Racism Project at the Western States Center

[Beyond Diversity and Multiculturalism: Towards the Development of Anti-Racist Institutions and Leaders](#) / Journal for Non-Profit Management

[Continuum on Becoming an Anti-Racist Multicultural Organization](#) / Crossroads Ministry, Chicago, IL: Adapted from original concept by Bailey Jackson and Rita Hardiman, and further developed by Andrea Avazian and Ronice Branding; further adapted by Melia LaCour, PSESD.

[Decolonizing Wealth: INDIGENOUS WISDOM TO HEAL DIVIDES AND RESTORE BALANCE](#), By EDGAR VILLANUEVA

[Dismantling the Doctrine of Discovery](#) / <https://dofdmendo.org/>

[How to be Antiracist](#) & [Aspen Ideas Festival Discussion](#). Dr. Ibram X. Kendi

[How I Can Offer Reparations in Direct Proportion to My White Privilege](#)

[Mental Checklist: 21st Century Leadership Capacity](#) / Racial Equity Tools Org

[Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity Results](#), Gita Gulati-Partee, M.B.A., OpenSource Leadership Strategies, and Maggie Potapchuk, M.Ed., MP Associates



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### Resources, cont.

#### [Poor People's Campaign](#)

Philanthropy, Privilege, and Racial Justice / MacArthur Foundation

[Robin DiAngelo: How 'white fragility' supports racism and how whites can stop it](#)

[Until We Are All Free: Art & Story Sessions](#) / MOBILIZE THE IMMIGRANT VOTE • CULTURESTRIKE • BLACK ALLIANCE FOR JUST IMMIGRATION UNTILWEAREALLFREE.COM

[The "I'm Not a Racist" Defense](#) / CNN

[The Civil Rights Project at UCLA](#) -- links to civil rights and advocacy organizations

[White Privilege: Unpacking the Invisible Knapsack](#) / Peggy McIntosh

[White Supremacy Culture](#) / from Dismantling Racism: A Workbook for Social Change Groups, by Kenneth Jones and Tema Okun, ChangeWork, 2001

### Talking to Kids about Race & Racism

[Addressing Racial Injustice with Children](#) from EMBRACE RACE

[Helping Kids Process Violence, Trauma, and Race in a World of Nonstop News](#) / (Conversations with Common Sense

[How do I talk to young children about racial injustice?](#) a guide created by MSPCC with MassAIMH and the Boston Public Health Commission.

[Race Talk: Engaging Young People in Conversations about Race and Racism](#) Anti-Defamation League

[Resources for Talking About Race, Racism, and Racialized Violence with Kids](#) Center for Racial Justice and Education

[Talking About Racism And Bias: Resources For Parents And Caregivers](#) *Children's Alliance*

[Your Kids Aren't Too Young to Talk About Race: Resource Roundup/](#) ([www.chconline.org](http://www.chconline.org))





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### Resources, cont.

<https://www.npr.org/2020/06/03/869046127/american-police> This podcast is a historical view of why, where, and how policing started.

Black Americans being victimized and killed by the police is an epidemic. A truth many Americans are acknowledging since the murder of George Floyd, as protests have occurred in all fifty states calling for justice on his behalf. But this tension between African American communities and the police has existed for centuries. This week, the origins of American policing and how those origins put violent control of Black Americans at the heart of the system.

### **Black Mental Health Symposium**

Program schedule <https://blackmhsymposium.com/speakers/>

Register for the BMHS here <https://blackmhsymposium.com/registration/>

While our eyes are open, I would like to invite you to the 5th Black Mental Health Symposium (BMHS) Sept. 9-11. This year, the BMHS will take place virtually in order to further protect the lives of people of color, and to welcome non-Black allies to a predominantly Black space to learn culturally-specific interventions to effect change in Black communities. Here are some highlights of the BMHS:

- Virtual experience, no travel or hotel costs
- Reduced registration costs to honor those of us who are financially-impacted by the pandemic
- A pre-conference that offers support and promotes advocacy
- 40 dynamic breakout sessions to choose from
- Up to 12 NBCC CE credits (NASW-pending)
- Keynote address by Dr. Patrice Harris, first Black woman elected as president of the American Medical Association
- Student poster presentations
- Virtual tote bags
- Virtual exhibitors and sponsors

Send questions or comments to [info@blackmhsymposium.com](mailto:info@blackmhsymposium.com). I'll see you in September!

LaTonya M. Summers, Ph.D., LPCS, LCAS, MAC, NCC

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