

August 10, 2021

DARS Family,

On behalf of the faculty, I am glad to provide the following update on DARS' actions toward Anti-Racism. The update is organized by what we have completed and our planned actions for moving forward. While we have a long way to go, we feel we are moving in a healthy direction of change. As always, please feel free to contact me with questions, concerns, and/or suggestions.

Completed:

- Infused American Racism advocacy projects into every DARS course.
 - Consulted with BIPOC Alumni as needed to develop these projects.
- Facilitated American Racism presentations during each week of Black History Month. Presentations were open to students and graduates. Presentation topics included:
 - DARS BIPOC Alumni Panel.
 - Micro-aggression training.
 - Anti-Racism concepts.
 - DARS faculty panel on growth as a cultural being.
- Completed a successful search for a new faculty with clinical, pedagogical, and research expertise at the intersection of clinical counseling and American Racism. The search committee was supported with a DARS BIPOC Alumni serving on the committee.
 - Dr. Myshalae Jamerson-Euring joined DARS in March. Welcome Dr. Jamerson-Euring!
- Faculty completed a book study of Kendi's "How to Be An Anti-Racist" during the spring. Topics of intense discussion included American Racism and...
 - The Bible, eugenics, African American Vernacular English (AAVE), GRE, Beauty, how do I become an anti-racist, neutral is not enough, use of N word within Black community, codifying safe spaces in classrooms, unhelpful writing assignments, gender-race disparities (e.g., compensation), recruiting Black males into counseling profession, physical safety, what fear(s) keeps us from anti-racism (e.g., alienation, being ineffective, shame-fear combo, social anxiety, actual physical confrontation).
- DARS BIPOC Alumni, Dr. Sherra Watkins, facilitated a presentation during May's mental health awareness month on the Intersection of Racism and Mental Health Counseling.
- During the June faculty retreat, we decided to infuse Anti-Racism and Anti-Bigotry into DARS' core values. Thus, we have revised DARS' mission and technical standards to the following:
 - **Mission:** Our mission, in partnership with community stakeholders, is to provide students with the means to develop as culturally affirming, anti-racist and anti-bigoted counselor educators, clinical mental health, addictions, and rehabilitation counselors, and rehabilitation service providers to support the

health and well-being of individuals, and to advocate for an equitable and inclusive society.

- **Technical Standards:** The DARS has established the following technical standards for the admission, matriculation, and graduation of students. Students are expected to meet these standards with or without reasonable accommodations. These standards will be referenced during student performance evaluations (see program student manual). Specifically, students will commit to:
 1. Recognizing their own influence on others by:
 - a. Examining how their values, words, and actions influence others.
 - b. Appropriately responding to feedback regarding the influence of their values, words, and actions on others.
 - c. Developing and demonstrating an anti-racist and anti-bigotry perspective.
 2. Developing a working alliance with clients and others by establishing and maintaining relationships based on shared objectives and goals.
 3. Developing professional relationships by establishing and maintaining collegial professional relationships.
 4. Accepting and using instructor/supervisor feedback by:
 - a. Completing industry standard methods of instruction/supervision.
 - b. Incorporating instructor/supervisory feedback into own views and changes behavior accordingly.
 5. Adopting innovative ideas, approaches, and/or procedures.
 6. Adapting to changing demands in the professional environment, with or without direction.
 7. Managing conflict by:
 - a. Recognizing conflicting points of view.
 - b. Examining their own role in a conflict.
 - c. Participating in conflict resolution.
 - d. Implementing agreed upon resolution.
 8. Expressing feelings effectively and appropriately.
 9. Ability to accept personal responsibility by:
 - a. Accounting for their own role in problems.
 - b. Accepting consequences and making appropriate changes.
 10. Adhering to relevant University rules, professional ethical codes, and legal standards.
 11. Understanding the consequences of criminal behavior on matriculation through a DARS program and/or obtaining professional credentials.
 12. Utilizing computer technology and University learning platforms when required.
- We added the following safe-space and anti-bigotry statements to each of our syllabi:
 - **Personal Name, Pronouns, and Gender Identification Statement:** At ECU, we strive to promote a diverse, respectful, and inclusive environment for the

university community. We recognize that faculty, staff, and/or students may wish to use first names to identify themselves, other than their Legal First Name. In a good faith effort to put such individual preferences into effect within the university, the university has implemented this opportunity to allow individuals to update their Personal First Name, Pronouns, and/or Gender Identification. For more information including how to make these changes and where the changes will be displayed (e.g., Canvas, Diploma, ECU email), please visit <https://myname.ecu.edu/>. If you have additional concerns and feel safe to do so, please contact your instructor. Additional resources and support can be found through the Dr. Jesse R. Peel LGBTQ Center, Office of the Registrar, Human Resources, and Women and Gender Office. These links can be found at <https://myname.ecu.edu/>.

- **Multiculturalism and Inclusivity Statement:** This course is taught in a manner that provides a safe, welcoming, and inclusive environment for students of all racial and ethnic groups, gender identities, variances, and expressions, sexual identities, social and economic classes, family status, marital/relationship status, ages, body shape/size, genetic information, recovery status and expression, ability statuses, employment and education statuses, occupation and work, immigration status, national origin, incarceration experience, veteran status, language preference, religions, and spiritual practices. Students are expected to use language and communication that is respectful and values all community members.

Moving Forward:

- We will continuously and critically examine as aspects of DARS against our new mission. A primary focus of this will be curriculum change.
 - DARS multicultural course will be completely overhauled by Dr. Jamerson-Euring to refocus the course on Social Justice via a Critical Race Theory approach.
 - All courses will be evaluated for infusion of Anti-Racist/Ant-Bigotry content. For example, content on code switching will be infused into ADRE 4000, ADRE 6370, ADRE 8210 and Clinical Supervision, and reinforced in ADRE 4993, ADRE 6360, and ADRE 8360.
- We are conducting 3 faculty search committees with job descriptions that include expertise/support of Anti-Racism and Anti-Bigotry. Each search committee has a DARS BIPOC Alumni member to support this aspect.
- Dr. Jamerson-Euring will be collaborating with Dr. Crawford on developing an Anti-Racism evaluation and research infrastructure within the Navigate Counseling Clinic.
- A Diversity Scholarship was established in DARS with initial pledges of \$8,000! We will be developing a campaign to endow the scholarship at the \$25,000 level. Endowing the

scholarship will make it permanent (i.e., annual profits from investments will be awarded as an annual scholarship).

- Faculty will continue with semesterly book studies. Fall 2021 will be a study of “White Fragility” by Robin De Angelo.
- Administrative staff will attend quarterly trainings/workshops on Diversity, Equity, and Inclusion.
- We will co-facilitate as Recovery Month (September) presentation by DARS BIPOC Alumni, J. Harris. He will be presenting on the War on Drugs.
- We will facilitate a Disability and Employment Month (October) presentation focusing on the intersection of disability and American Racism.
- We will continue with Black History Month and Mental Health Awareness Month presentations that focus on Anti-Racism.
- We will develop an honor cord system that recognizes extraordinary efforts towards Diversity, Equity, and Inclusion.

Forward!

Dr. T

toriellop@ecu.edu