

Inclusive Excellence Resources from the UNM Division for Equity & Inclusion



A sampling of Inclusive Excellence resources at UNM: by population



1. Resources designed for students
2. Resources for students, faculty, and staff
3. Resources primarily for faculty
4. Resources for faculty and staff

goto.unm.edu/deiresources

Resources for UNM Students

- Mental and physical health
- Protecting Title VI rights
- Supporting students in light of current political pressures

UNM provides free, 24/7 virtual health and well-being services for students: please share with your students!



UNM is now partnered with TimelyCare to deliver a new virtual health platform for students. Through either a mobile app or desktop, TimelyCare provides 24/7 access to virtual care from anywhere in the U.S. at no cost.

UNM website: timelycare.unm.edu

SHAC Counseling Services and Therapy Groups

Counseling and Case Management Services

For students who are interested in seeing a counselor at SHAC, they can call to schedule at any time.

The current Fall Student Health fees cover eligibility for care from the beginning of July to the end of December!

shac.unm.edu

Counseling Therapy Groups

SHAC Counseling Services is holding Therapy Groups this Fall. Attached flyers have information on Fall groups:

- DBT (Dialectical Behavior Therapy) Skills Group
- Grief: What is it good for?
- Anxiety Intensive (co-facilitated at ARC, Deaf/Hard of Hearing Accessible)
- Executive Functioning Group: Beginners and Advance Groups
- Sexual Health Group

MENTAL HEALTH WORKSHOPS FALL 2024

QUESTION, PERSUADE, REFER: THREE STEPS
ANYONE CAN LEARN TO HELP PREVENT
SUICIDE

SEPTEMBER 19TH: 2:00PM- 3:30PM
@SHAC WORKSHOP 16

OCTOBER 17TH: 2:00-3:30 PM
@ SHAC WORKSHOP 16

ADJUSTING TO COLLEGE LIFE

SEPT 5TH: 2:00-3:30 PM
@SHAC WORKSHOP 16

SURVIVING MIDTERMS

OCTOBER 3RD: 2:00- 3:30 PM
@SHAC WORKSHOP 16

YOGA WITH TRAYE (STRESS REDUCTION)

SEPTEMBER 17TH: 5:15- 6:15 PM
@ SHAC PLAZA

OCTOBER 1ST: 5:15- 6:15 PM
@ SHAC PLAZA

OCTOBER 15TH: 5:15- 6:15 PM
@ SHAC PLAZA

OCTOBER 29TH: 5:15- 6:15 PM
@ SHAC PLAZA

NOVEMBER 12TH: 5:15- 6:15 PM
@ SHAC PLAZA

OVERCOMING STRESS AND ANXIETY

NOVEMBER 7TH: 2:00 -3:30PM
@SHAC WORKSHOP 16

ESTABLISHING BOUNDARIES

NOVEMBER 21ST: 2-3:30PM
@SHAC WORKSHOP 16

SURVIVING FINALS

DECEMBER 5TH: 2-3:30PM
@SHAC WORKSHOP 16

MINDFULNESS MONDAY

SEPTEMBER 16TH: 12-1PM
@SHAC WORKSHOP 16

SEPTEMBER 30TH: 12-1PM
@SHAC WORKSHOP 16

OCTOBER 14TH: 12-1PM
@SHAC WORKSHOP 16

OCTOBER 28TH: 12-1PM
@SHAC WORKSHOP 16

NOVEMBER 11TH: 12-1PM
@SHAC WORKSHOP 16

NOVEMBER 25TH: 12-1PM
@SHAC WORKSHOP 16

TO REGISTER PLEASE EMAIL - tholland1@unm.edu

(All workshops except Yoga with Traye and Mindfulness Monday can also be attended virtually. If you would like to attend virtually, please specify in your registration email to receive the Zoom link.)

SHAC Fall Wellness Workshops

- SHAC Health Promotions and Lobo Wellbeing are partnering together to offer free workshops for UNM Students
- For more information, visit the Health Promotions website: goto.unm.edu/shacworkshops

SHAC and the UNM Collegiate Recovery Center

“The opposite of addiction is not sobriety; it’s connection.” – Johann Hari



The Collegiate Recovery Center is a recovery-supportive space for students. It is located on the bottom floor of SHAC (room 30) across from the Pharmacy.

- recovery.unm.edu
- [instagram: unm_crc](#)

Protecting Students: Title VI of the Civil Rights Act of 1964



Every student has a right to a learning environment that is inclusive, safe, and free from discrimination.

Protecting Students' Title VI Rights

Report misconduct to EthicsPoint tiny.cc/reporthere

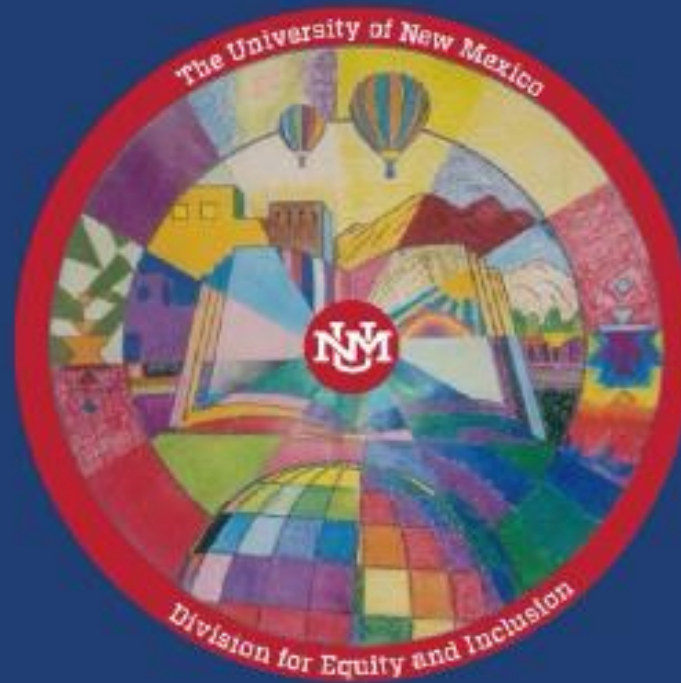
- Discrimination, sexual misconduct, & other types of misconduct
- Report crimes to police.unm.edu

Sources of Support for Students

- [Accessibility Resource Center](#)
- [African American Student Services](#)
- [American Indian Student Services](#)
- [AAPI Resource Center](#)
- [Dean of Students](#)
- [El Centro de la Raza](#)
- [Hillel House](#)
- [LGBTQ Resource Center*](#)
- [LoboRESPECT Advocacy Center*](#)
- [Student Health and Counseling \(SHAC\)](#)
- [TimelyCare](#)
- [Women's Resource Center*](#)

Supporting
UNM students
during our
current
political times
Link for website
and SHAC
brochure:
goto.unm.edu/destress

The Weight of Conflict: Addressing Stress in a Polarized Society



A Message for our
UNM Community

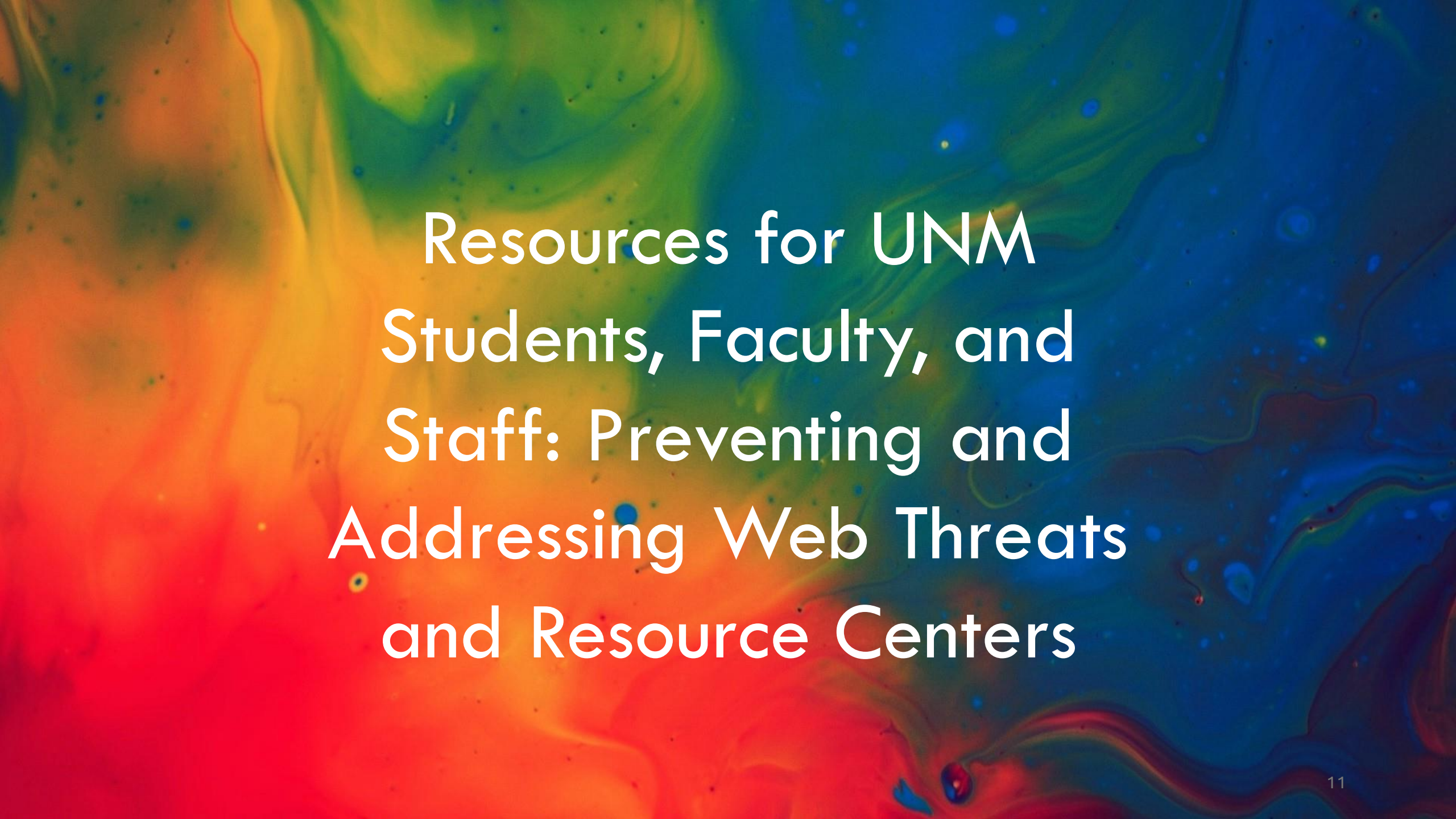
NM STUDENT HEALTH
& COUNSELING

Coping Strategies

- Put a cold compress on your face and/or neck.
- Take your shoes and socks off and walk on the grass. Focus on the sensation of the grass on your feet.
- Close your eyes and hug a tree for 3 minutes or more.
- Take 10 deep breaths.
- Squeeze a squishy, silly puddy, play dough or clay.
- Go for a walk.
- Seek a space on campus free of bias, conflict, criticism, or potentially threatening actions, ideas, or conversations...one that is aesthetically pleasing to you, devoid of stressful stimuli, a digital-free zone.
- Identify a safe space

HERE ARE SAFE
SPACES ON OR
AFTER ELECTION
DAY





Resources for UNM
Students, Faculty, and
Staff: Preventing and
Addressing Web Threats
and Resource Centers

Preventing and Addressing Zoom Bombing, Trolling, Doxing and other Web threats

- Malicious acts on the internet are real threats to intellectual freedom and the safety and security for our Lobo community.
- Emboldened by the relative anonymity of the internet and enabled by access to systems that do not require authentication to share video, text, and images, these acts are typically perpetrated by people outside of the UNM community who want to disrupt events and prevent the free exchange of ideas.
- DEI and Academic Affairs have partnered with UNM-IT to provide resources to prevent and address such threats.
- Department Chairs and Deans are expected to provide support to their faculty, students and staff who have been targets.
- Helpful links: <https://webmeetings.unm.edu/online-safety/index.html>
- <https://webmeetings.unm.edu/online-safety/responding-to-incidents.html>
- Additional centralized IT support and dedicated support to department chairs, faculty, and staff to utilize these resources could help to quell fears about Zoom bombing and other web threats and increase hybrid offerings, thus providing greater accessibility to university events.

LGBTQ Resource Center and other UNM Culture Centers



- Services for students, faculty and staff
- Confidential advocacy
- HIV Testing
- Student Peer Groups
- Safe Zone Workshops
- See: lgbtqrc.unm.edu
- Partners with student resource centers (RC): African American Student Services, American Indian Student Services, Asian American and Pacific Islander, El Centro de la Raza, Lobo Respect and Advocacy, and Veterans RC; and the other students, faculty and staff RC: the Women's Resource Center

Resources for UNM Faculty:

NCFDD (to enhance productivity while
accomplishing work-life balance)

Climate concerns among faculty who are
Individuals with Disabilities

All are encouraged to join the National Center for Faculty Development and Diversity (NCFDD): for ABQ-main, Branch Campuses, HSC

- NCFDD provides resources and support for extraordinary research productivity and work-life balance.
- Available to Main/ABQ; HSC; Branch Campuses
- To activate individual membership: facultydiversity.org/join



The graphic features a background image of hands typing on a keyboard. In the top right corner, there is a logo for the National Center for Faculty Development & Diversity. The main text reads: "WE ARE AN NCFDD INSTITUTIONAL MEMBER!" followed by "ON DEMAND ACCESS TO THE MENTORING, ACCOUNTABILITY, AND SUPPORT YOU NEED TO THRIVE IN THE ACADEMY."

CREATE YOUR FREE NCFDD ACCOUNT

1. Visit facultydiversity.org/join.
2. Select your institution from the dropdown menu.
3. On the institution's landing page, click "Activate My Membership."
4. Complete the Registration Form using your institution email address (you@yourschool.edu)
5. Go to your email and click "Activate Account" in the confirmation email.

AS A MEMBER, YOU CAN ACCESS:

- The Monday Motivator delivered to inbox weekly
- Monthly Core Curriculum webinars
- Guest Expert Webinars
- Multi-Week Web Courses
- NCFDD's library of all previous webinars
- 14-Day Writing Challenges with WriteNow accountability tracking
- Peer-mentor ("buddy") matches by request
- Dissertation Success Curriculum for advanced graduate students
- Discussion forums with moderated monthly writing challenges
- Free Faculty Success Program (FSP) Alumni

DEI Scholarships to Main/ABQ and HSC for the NCFDD Faculty Success Program: Summer & Fall 2025 & Spring 2026

- The NCFDD Faculty Success Program (FSP) is an intense, 12-week, online-based program
- Designed to transform the personal & professional lives of participants, FSP provides strategies to:
 - ✓ increase research productivity
 - ✓ gain better control of their time
 - ✓ live a full & healthy life beyond campus
- FSP scholarship applications will be accepted from tenure system faculty on main campus and HSC who are active NCFDD members
- DEI is providing up to \$2,125 per person in funding assistance for up to six recipients to participate in this program.
- Applications to DEI are due by **February 24** (for summer 2025) or are due **May 10** (for fall 2025 or spring 2026).
- FSP Scholarship deadlines during 2024-25:
 - **24 February 2025** for Summer 2025
 - **10 May 2025** for Fall 2025, or Spring 2026
 - Link to apply:
<https://diverse.unm.edu/resources/faculty/ncfddfacsuccesprogram.html>
 - Faculty will be required to pay for the difference of the remaining tuition cost, through matching funds, which may come from the faculty member's home department, college, their start-up funds, or other sources.

UNM Faculty with Disabilities Survey and Report

Report of the **Survey for Faculty with Disabilities** administered fall 2022 ~
<https://diverse.unm.edu/jeadl-action-plan/disability-is-diversity.html>

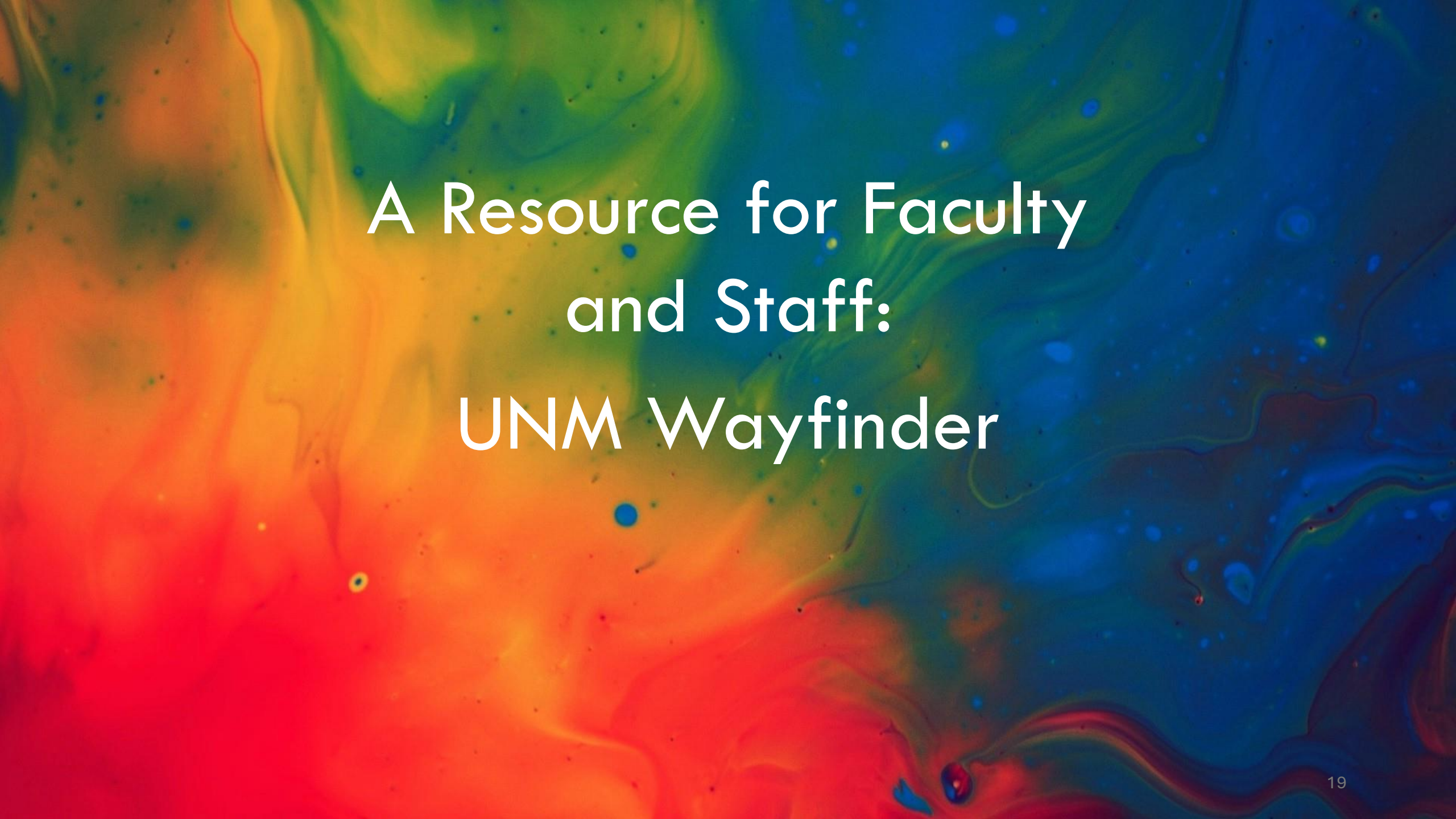


- Focused on the diversity of disability among UNM faculty:
 - cognitive disabilities (e.g., dyslexia),
 - emotional disabilities (e.g., anxiety disorder),
 - mental disabilities (e.g., depression),
 - physical disabilities (e.g., wheelchair use),
 - sensorial disabilities (e.g., Deafness), and
 - chronic health disabilities (e.g., Crohn's disease), as well as
 - combinations of the above (e.g., traumatic brain injury).
- Respondents identified sources of harassment and bullying targeting faculty with disabilities
- Results will help us to improve UNM resources and working conditions for disabled faculty, and to advance DEI's mission of widespread cultural change around disability in higher education

UNM Faculty with Disabilities: Additional Resources



- AGORA Crisis Center, <http://www.agoracares.org/>
- Crip Liberation (criplib@unm.edu), a student group seeking to redress ableism & accessibility for disabled students at UNM
- Counseling, Assistance, and Referral Services (CARS) (<https://cars.unm.edu/>) promotes work-life balance by providing services to assist UNM faculty with professional & personal concerns
- Ombuds/Dispute Resolution Services (<https://ombudsfac.unm.edu/odr-services-for-faculty/>) provides consultation & mediation services to faculty for workplace conflicts.
- Wayfinder (wayfinder.unm.edu) resource navigator to learn options when confronted with harassment and bullying at UNM, including ableism.



A Resource for Faculty
and Staff:
UNM Wayfinder

The UNM Staff and Faculty Wayfinder: a confidential tool to discover options for reporting and surviving bullying, harassment, and other interpersonal incidents.

wayfinder.unm.edu



Wayfinder

A Resource Navigator for UNM Staff and Faculty





Questions?

VPEI Assata Zerai, contact:
zerai@unm.edu

Website: diverse.unm.edu

Please reach out.

We are here to support you!




**DIVISION
FOR EQUITY
& INCLUSION**

Thank you!



**505.277.1238
DIVERSE.UNM.EDU**



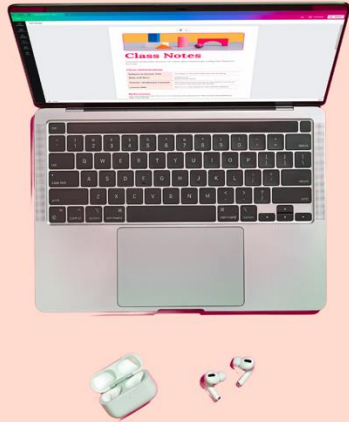


Supplemental Slides:
Additional Resources for
UNM Students, Faculty,
and Staff

EXECUTIVE FUNCTIONING GROUP

***BEGINNER**

BY RUBEN ZURITA, LPCC



This is a skill-based support group to explore executive functioning skill sets. Participants will develop tools that can assist with ADHD traits/diagnosis

To schedule for a SHAC group or get information on associated costs, call 505-277-3136

Location: Student Health and Counseling (SHAC) Workshop Room 16

Every other Tuesday from 3-4pm

Start Date: August 27th

EXECUTIVE FUNCTIONING GROUP

***ADVANCED**

BY RUBEN ZURITA, LPCC



This is a continuation to the skill-based support group to explore executive function skill sets. Participants will deepen tools/techniques that assist with ADHD traits/Diagnosis. **Pre-Requisite: Participants must have completed the Beginner's Group and have a commitment to form Accountability Partnerships.

To schedule for a SHAC group or get information on associated costs, call 505-277-3136

**Location:
Student Health and Counseling (SHAC)
Workshop Room 16**

Every other Tuesday from 3-4pm

Start Date: September 3rd

GRIEF

WHAT IS IT GOOD FOR?

BY KELLY MARQUEZ, LPCC



Grief can take many forms—loss of loved one, friendship, time, past decisions, events and circumstances, familial patterns, etc. This group will explore Kubler Ross' Stages of Grief and discuss how these stages can be connected to our experiences, as well as our stages of life.

To schedule for a SHAC group or get information on associated costs, call 505-277-3136

Location: Student Health and Counseling (SHAC) Workshop Room 16

WEDNESDAYS from 11-12pm

Start date: August 28th

ANXIETY INTENSIVE GROUP

BY LAURA BARKER, LPCC & SARAH KRUIDHOF

(INCLUDES ASL INTERPRETER)



This group will focus on foundational understanding of the physiological and psychological bases for anxiety and will teach pragmatic interventions to both manage and decrease symptoms. In 5 sessions, students will learn the Cognitive Behavioral Approaches to managing anxiety; how to identify, rate, and monitor anxiety; the multiple forms of intervention (physiological, psychological, and behavioral) in order to reduce frequency, intensity, and duration of the anxiety they may experience.

To schedule for a SHAC group or get information on associated costs, call 505-277-3136

Location: Accessibility Resource Center (ARC) - Mesa Vista 2042
(Cycle 1)
Dates: Aug. 29 , Sept 5, 12,19,26

Thursdays from 3pm - 4pm
(Cycle 2)
Dates: OCT. 3,17,24, 31 Nov. 14

*Each Cycle is limited to 6 students. This is a closed group.

DBT (Dialectical Behavior Therapy) Skills Group

DBT focuses on helping people accept the reality of their lives and their behaviors, as well as helping them learn to change their lives, including their unhelpful behaviors.

DBT SKILLS GROUP

BY LESLEY MCKINNEY, LPCC & ERIN CALLAHAN



The group will review the basics of DBT skills to give a well-rounded set of skills to manage emotional distress, crisis situations, and day-to-day disruptions in relationships and communication. This is taught through review of the four modules of DBT: Interpersonal Effectiveness, Emotion Regulation, Distress Tolerance, and Mindfulness.

To schedule for a SHAC group or get information on associated costs, call 505-277-3136

**Location: Student Health and Counseling
(SHAC) Workshop Room 16**

Wednesday from 2:30-3:30pm

Start date: August 28th