



WEBER STATE
UNIVERSITY

The State of BIPOC Mental Health Within USHE



**Diversity of
people,
perspectives**



Inclusion:
power, voice,
organizational
culture



**Equity = results
from policy,
practice,
position**



What does BIPOC Mean?

- “**BIPOC**,” which stands for “Black, Indigenous, and people of color,” is person-first language. It enables a shift away from terms like “marginalized” and “minority.”
- These terms might remain factually correct, but they lack a sense of humanity, since there’s no clear indication they refer to people.
- As such, they’re generic, inadequate descriptors that also carry a suggestion of inferiority and of being “less than” the group that’s *not* in the minority.



The BIPOC Aspiration for Higher Education

“School houses do not teach themselves - piles of brick and mortar and machinery do not send out men. It is the trained, living human soul, cultivated and strengthened by long study and thought, that breathes the real breath of life into boys and girls and makes them human, whether they be black or white, Greek, Russian or American.”

W.E.B Du Bois 1868-1963



WSU BIPOC Mental Health Data

According to our Report Gallery (from Institutional Research):

BIPOC identified students at Weber State:

African American: 296 or 1.3%

Asian and Pacific Islander: 664 or 2.2%

Hispanic/Latinx: 3,265 or 11%

Native American: 128 or .4%

International: 268 or .9%



WSU BIPOC Mental Health Data

Racial/ Ethnicity Diversity-Last 5 Years

Race/Ethnicity	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021 YTD
African American/Black	2.4	1.9	2.4	2.9	4.7
American Indian or Alaskan Native	0.7	0.6	0.7	1.4	0.3
Asian American/Asian	2.4	2.4	2.1	1.9	1.6
Hispanic/Latinx	12.1	12.3	11.3	14.3	12.1
Native Hawaiian/ Pacific Islander	0.3	1.3	1.1	0.8	-
Multi-racial	4.9	5.0	3.9	4.8	6.5
White	73.6	73.9	76.9	72.6	73.3
Self-Identify	1.1	1.6	1.1	0.5	1.6



The Impact of Racial Trauma



This infographic is the intellectual property of Dr. Calton Green



WSU BIPOC Student's Personal Accounts of the Impact of Racial Trauma in Utah



Answering the Call



YOU ARE INVITED

to join **UPLIFTING BLACK VOICES**

(student processing group in the Counseling and Psychological Services Center)

The purpose of this group is to provide a safe space for all Black students, from various cultural backgrounds, to work together to process racial trauma. Our goal is to empower students to use their voices to support one another and foster healing within the community.



WEBER STATE UNIVERSITY
Counseling & Psychological Services Center



fill out this quick survey & get more information

- The Black Student's voices were crucial in the creation and implementation of UBV
- Support from Administration was imperative to the ongoing success of UBV
- The courage to decolonize therapy by de-centering Whiteness.
- Steps to BIPOC healing: give voice to our pain, deconstruct/dismantle false narratives about our identities, and re-author/reclaim our stories
- Cultivating a place and space where Black students can authentically express their everyday struggles without being met with defensiveness and invalidation is paramount to UBV .



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WSU BIPOC Student's Personal Accounts of participating in UBV



Recommendations for creating BIPOC Dedicated Mental Health Places and Spaces

What to Do:

Creating BIPOC mental health groups for the specific population of BIPOC students that are represented within the USHE.

Integrating and honoring the student voices in the creation and formation of these groups. BIPOC students being consultants, creators, and co-facilitators of these BIPOC mental health groups.

Appropriate compensation provided for the time and expertise that BIPOC professionals and students invest in the creation and implementation of mental health places and spaces specific for BIPOC populations.

Financial resources allocated to the hiring of more BIPOC mental health professionals

Why it works:

BIPOC students being given tailored resources to help them acclimate and thrive within the predominantly White places and spaces they regularly have to occupy within USHE.

BIPOC students feeling and experiencing the validation and upliftment of their voices, experiences, and expertise as individuals who have had to exist and navigate predominantly White places and spaces their entire lives.

Limiting burnout and the sense of invalidation amongst BIPOC professionals and students. Limiting turn over rates amongst BIPOC professionals. Improving retention and completion rates amongst BIPOC students.

Ensuring that BIPOC students have more representation and professionals that can understand and help them with the unique challenges that they embody as BIPOC.



Questions?

“I define connection as the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship.”-Brene Brown

