Health and Wellness Services – Coping with Isms in the Age of Trump

Our country is undergoing a radical – and contested – transformation that has already had a profound effect on local cultural climates both on and off the campus. Even beyond the usual strife inherent in partisan politics -- on which the CSU system and HWS takes no position -- the current political climate has many of our community members feeling unsafe. These include immigrants (documented and otherwise), women, peoples of color, Muslims, the LGBTQ community, and persons with disabilities. It may also include Trump supporters, conservatives and Republicans.

HWS is dedicated to maintaining the integrative health of the whole person, including each person’s physical, mental, emotional, spiritual and ***social***well-being. Discrimination, intolerance and exclusion are more than civil rights or social justice concerns; they are health concerns as well. Whether it is racism, sexism, heterosexism, ableism, or any other ism, Minority Stress Theory and countless studies confirm that oppression leads to poorer health outcomes for minority members of our community.

HWS anticipates that the current political climate will lead to a resurgence of student and community activism. Given the amount of stress inherent in this particular historic moment, our minority student leaders may be especially prone to activist burn-out. This is a time in which it is incumbent on all departments within the campus community to emphasize and reinforce good self-care for all community members as a means of personal and community health.

Along with the general resources of the three units (Campus Health Center, Personal Growth & Counseling Center, and Student Disability Resources) of Health and Wellness Services, HWS has a dedicated webpage of resources at <https://csumb.edu/pgcc/coping-with-racism> and has partnered with the Master of Social Work program in creating a multicultural equity internship responsible for providing programming to support CSUMB students involved in diversity/multicultural work and to develop and co-facilitate support groups for campus student leaders involved in diversity/multicultural work who are experiencing stress, micro aggressions due to their leadership positions.

## National Coalition Building Institute

 The Multicultural Equity intern has also been responsible for reintegrating the philosophy and approach of NCBI into campus activities. NCBI is an international leadership training and community building organization dedicated to ending discrimination and intolerance of every kind through workshops and leadership teams. Unlike some diversity-related social justice training programs, NCBI does not rely on guilt or blame to shame people in privileged positions out of their oppression and isms. Under the direction of the Personal Growth and Counseling Center, the CSUMB NCBI campus affiliate works to dismantle oppressive systems, transform the hearts and minds of current (and sometimes unknowing) oppressors, and heal oppressors and victims alike from the awful impact of oppression.

Upcoming Multicultural Equity Activities

Welcoming Diversity – Friday, February 3rd, 8:30 to 4pm at Health and Wellness Services (building 80), Room 90 (the PGCC Conference Room), contact Steven Goings at sgoings@csumb.edu for registration link.

This experiential training introduces the basics of NCBI including

* Guilt is the Glue that holds Prejudice in Place
* Every Issue Counts
* To Shift Attitudes, Hear Stories
* Skill Training Leads to Empowerment
* End Leadership Oppression
* Teams are Necessary for Institutional Change

Multicultural Equity Team Building – Saturday, March 4th, 8:30 to 4pm at Health and Wellness Services (building 80), Room 90 (the PGCC Conference Room), contact Steven Goings at sgoings@csumb.edu for registration link.

This advanced training for Welcoming Diversity graduates or persons with other diversity training experience provides practice and coaching in leading multicultural equity exercises, challenging our stereotype “records,” speaking out in caucuses, listening for the hurt in oppressive comments, interrupting micro aggressions and oppressive remarks, and reframing controversial issues.

Harambee African Heritage Men’s Support Group – Every Tuesday, February 7th through May 9th, 10:30 to Noon at Health and Wellness Services (building 80), Room 90 (the PGCC Conference Room). No registration necessary, must be male of African descent.

Harambee is the Kiswahilli word for “Strong Collective Community.” This African Men’s support group is based on the Mali model which places students at the center of a community supported by African Heritage Male “Elders” from CSUMB staff and faculty and local Monterey Bay communities. The group is meant to help male African heritage students

* Reinforce Connection with African Peoples
* Develop Sense of Pride in African Heritage
* Celebrate the Accomplishments of Male African Heritage CSUMB Students

## On the horizon…

Periodically check out the Coping with Racism webpage for NCBI Team meetings and a Controversial Issues Process workshop.