



Diversity, Equity, & Inclusivity Initiatives

Clinical Psychology
Department of Psychology



Syracuse University's Diversity Statement

Diversity Statement

At Syracuse University (SU), we believe in the dignity and worth of all people. This belief commits us to ensure a diverse, equitable, inclusive and accessible campus environment for all. Each person here should be welcomed and appreciated. We value diverse identities. Cultural perspectives and worldviews matter to us. Difference should never mean devaluation, nor should it result in discrimination. We believe that diversity and inclusion enhance who we are as students, faculty, staff and alumni. A key dimension of SU's excellence is our adherence to the core values of diversity, inclusion, equity and accessibility. Syracuse University's Intelligence Community Center for Academic Excellence (ICCAE) draws from its own history of distinctive strengths.

University-level Centers & Initiatives



Overview

- Office of Diversity and Inclusion
- Office of Multicultural Advancement & Office of Multicultural Affairs
- Center for International Services
- LGBTQ Resource Center
- Department of African American Studies, Community Folk Art Center & Paul Robeson Performing Arts Company
- Center for Disability Resources & Disability Cultural Center
- Fellowships for people from diverse backgrounds
- Women in Science and Engineering

Office of Multicultural Affairs



Our Mission

To support and promote the academic achievement, multicultural competence, social development, civic engagement, and retention of students from historically underrepresented racial/ethnic groups at Syracuse University.

Office of Multicultural Affairs

Programs

- C.A.R.E.
- Dimensions
- fullCIRCLE
- Native Student Program
- The WellsLink Leadership Program
- Verbal Blend
- Learning Communities
- Men of Color Initiative (MCI)

C.A.R.E.

About

Conversations About Race & Ethnicity (C.A.R.E.) is a six-week dialogue space for community members of Syracuse University to engage in meaningful, challenging, and vital conversations about race and ethnicity. C.A.R.E. challenges participants to explore their own racial and ethnic identity, understand the experiences of others, critically identify social systems of oppression, and work towards living a more socially just life.

Office of Multicultural Advancement

About SUMA

Since 1982, the Syracuse University Office of Multicultural Advancement (SUMA) has supported and advocated for underrepresented alumni and students. It raises funds for over 50 **scholarships** and hosts Coming Back Together, the triennial reunion for Black and Latino/a alumni.

Center for International Services

The Center for International Services hosts student programs to help make the most of your student experience. You have the chance to connect with fellow international students through our peer mentoring programs, build intercultural understanding, and celebrate the richly diverse student body at Syracuse University.

+ Admitted Student Summer Program

+ English Conversation Groups

+ International Festival

+ International Thanksgiving Celebration

+ LGBTQ+ International Affinity Group

+ Mix-It-Up

+ Orange Dialogue

+ Phi Beta Delta

The Center for International Services is the resource for international students, scholars and their dependents on issues related to immigration status, employment, cultural, social and academic concerns which impact your success at Syracuse University.





LGBTQ Resource Center



Vision

The Syracuse University Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Resource Center seeks to be a campus and regional leader delivering support, community, and education around marginalized genders and sexualities, and the complex intersections of our multiple identities.

We intentionally use a variety of language and terminology to refer to our growing and dynamic community. At times we use “marginalized genders and sexualities,” “LGBT,” “LGBTQA+,” and “queer & trans” to describe the communities that we serve. While this intentional variation may initially seem cumbersome or confusing, we use multiple terms in hopes that community members may see themselves in and/or identify with our language, helping them to see our Center and our programming as safer spaces where they can proudly be themselves. This effort to acknowledge the diversity of LGBTQA+ experiences is theoretically aligned with our social justice values and framework and is one of the many ways that we are actively striving to build a more inclusive Syracuse community.

Mission

The Syracuse University LGBT Resource Center provides community building, outreach and visibility, and intellectual and leadership development that centers the experience of people with marginalized sexualities and genders. We invite faculty, staff and students and off-campus community members to join us as we seek to understand the ways that privilege and oppression manifest in our society, commit to ending oppression in our communities, and to actively engage in struggles to achieve liberation.



LGBTQ Resource Center



Programs

- [LGBTQ+ History Month](#)
- [Trans Day of Remembrance & Trans Week of Liberation](#)
- [Creating Change](#)
- [Lavender Graduation](#)
- [Affinity Groups](#)
- [Queer Mentorship Program](#)
- [“Queer &” Discussion Series](#)

Trainings

Safe Zone

Safe Zone is a campus-wide program provided by the LGBTQ Resource Center committed to making Syracuse University safer, more welcoming, and an inclusive environment for members of the lesbian, gay, bisexual, transgender and queer (LGBTQ+) community.

[Trans 101](#)

The Trans 101 workshop builds off of the LGBTQ Resource Center's LGBTQ+ 101 and Safe Zone workshops to offer a training specifically focused on transgender issues.

[LGBTQ+ 101](#)

LGBTQ+ 101 training will offer basic terminology and definitions, an explanation of the barriers to queer and trans inclusivity, an exercise on privilege, and an overview of services and resources available at Syracuse University. This workshop is run through the Wellness Leadership Institute at the Barnes Center at the Arch.

[Pronoun Competency Workshop](#)

Syracuse University MySlice portal now includes pronoun options! We encourage all students, staff, and faculty to select and share their pronouns in the portal.

Department of African American Studies



Department of African American Studies

“ Learn about the interplay between political, economic and cultural forces unique to the global African experience and central to American culture. Shape your understanding through interdisciplinary study and draw insights from the arts, religion, sociology and more.

COMMUNITY FOLK ART CENTER

Community Folk Art Center, Inc. (CFAC) is a vibrant cultural and artistic hub committed to the promotion and development of artists of the African Diaspora. Our mission is to exalt cultural and artistic pluralism by collecting, exhibiting, teaching and interpreting the visual and expressive arts. Public programming includes exhibitions, film screenings, gallery talks, workshops and courses in the studio arts, including dance and ceramics. A proud unit of the Department of African American Studies, College of Arts & Sciences at Syracuse University, CFAC is a beacon of artistry, creativity, and cultural expression within the Syracuse community, the region and the world.

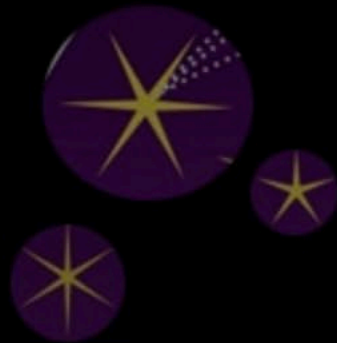
COMMUNITY FOLK ART CENTER Virtual Classes 2021

 <p>Zumba Instructor: Monique Williams Monday and Tuesday 6:30 - 7:30pm Begins February 1.</p>	 <p>Wellness Wednesdays Yoga Instructor: Shetela Freeman Begins February 3, 6:30 - 7:30pm</p>
 <p>Handbuilding Ceramics Instructor: Eunjung Shin Vargas Wednesday 6:30 - 8:00pm Begins February 3 \$150.00 (includes all materials, bisque fire and glaze fire)</p>	 <p>West African Dance Instructor: David Brown Thursday 5:30 - 6:30pm Begins February 4</p>
 <p>African Drum Instructor: Joshua Williams Thursday 6:30 - 7:30pm Begins February 4</p>	 <p>HEELS Dance Class Instructor: Tawana Lewis AKA Sparkle Royale Saturday 1 - 2:30pm Begins February 6</p>
 <p>Painting and Print-Making Instructor: Ms. Reina Alvarez Begins February 1, Mondays 4:30 - 6pm (ages 5-11) Wednesdays 4:30 - 6pm (ages 12-15)</p>	 <p>Lift Every VOICE Instructor: Ms. Maritiah Williams Begins February 1, Mondays 3 - 4:30pm (ages 5-11) Wednesdays 3 - 4:30pm (ages 12-15)</p>
 <p>Creative Clay Instructor: Brandon Meyer Begins February 2 Tuesdays 3 - 4:30pm Ages 5-11</p>	 <p>Mix It Up Media Instructor: Jessica McChae Begins February 2, Tuesdays 4:30 - 6:00pm (ages 5-11) Thursdays 4:30 - 6:00pm (ages 12-15)</p>
 <p>The Dance Evolution of Beyonce (Dance class) Instructor: Ms. Alice Queen Thursdays 3 - 4:30pm Begins February 4 Ages 12-15</p>	 <p>Dance in Unity (Step/Drill Dance class) Instructor: Joshua Williams Fridays 3 - 4:30 (ages 5-11) 4:30 - 6:00pm (ages 12-15) Begins February 5</p>
 <p>Youth Theater Instructor: Anne Margaret Childress Fridays 3 - 4:30pm (ages 5-11) 4:30 - 6:30pm (ages 12-15) Begins February 5</p>	

Register using the link below:
<https://linkmix.co/2239626>

History

Community Folk Art Center, Incorporated (CFAC) was founded in 1972 by the late Herbert T. Williams, a professor in the African American Studies Department, in collaboration with other Syracuse University faculty and students, as well as local artists and Syracuse city residents. The primary motivation and objective for the establishment of CFAC was to provide a high quality showcase for African Diasporan artists, creating a setting for dialogue and interaction among emerging, mid-career and professional artists, in Central New York. In addition to Williams, CFAC founders include Shirley Harrison, Jack White, George Campbell Jr., Mary Schmidt Campbell, David MacDonald, and Basheer Alim.



The Paul Robeson Performing Arts Co.

Celebrating Over 35 Years...

★ About prpac.....

Founded in 1982, The Paul Robeson Performing Arts Company, Inc. is a non-profit, tax deductible 501(c)3 that provides the Central New York community with high quality theater performances that come out of the African American Tradition. Actors, dancers, singers, writers, musicians, directors, and theater technicians (of all ethnic backgrounds and performance levels) are invited to develop their skills in the performing arts. In doing so, the richness and diversity of the African American Tradition is celebrated.

★ Mission Statement

To provide the Central New York community with high quality theatre performances coming out of an African American tradition while at the same time providing opportunities for artists (youth and adults) from minority communities

To offer multicultural experiences, i.e., Paul Robeson Performing Arts Company multicultural Youth Ensemble and co-productions of our adult theatre with other theatre groups

To provide students of all levels an opportunity to participate in cross generational artistic interaction

To give students, community members, and the Central New York community an opportunity to display their skills and talents in an atmosphere of mutual respect



POWER OF PLAY
Navigating Identity & Social Issues Through Playwriting.

Center for Disability Resources

A student's success may not be in spite of his/her disability but perhaps because of it!

Our Mission

The Center for Disability Resources (CDR), formerly known as the Office of Disability Service's (ODS) mission is to engage the University Community to empower students, enhance equity and provide a platform for innovation and inclusion. We achieve this by mitigating competitive disadvantages and environmental barriers that impact learning; by supporting faculty in the classroom and our colleagues across the university to strive for universal design and full inclusion. We provide individual accommodations when environmental barriers cannot be eliminated and assistive technology that fosters independent, self-determined learners.

“The Center for Disability Resources embraces the concept of disability as diversity and is committed to creating a new context for disability; to redefine the term disability and the culture that surrounds it!”



Disability Cultural Center

The Disability Cultural Center (DCC) coordinates campus-wide social, educational, and cultural activities on disability issues for students, faculty, staff, and community members with and without disabilities.

Access Mentoring Program

Build community with undergraduate students and staff mentors with disabilities through the Access Mentoring Program! Within an understanding environment and system of support, the program seeks to support undergraduate students with disabilities as they acclimate to campus, explore resources and achieve academic success.

OrangeAbility

OrangeAbility is an annual event that provides people with and without disabilities with the opportunity to learn and experience an array of inclusive and adaptive sports, services and programs surrounding health and wellness. The afternoon of activities will celebrate disability cultures and identities while providing a space for all to feel welcome and comfortable.

Fellowships for people from diverse backgrounds

Syracuse University African American Studies Graduate Fellowship

African American Studies Fellowships are intended for any U.S. citizen or permanent resident students whose graduate study requires the integration of African American/Pan African studies and who will make an intellectual contribution to the life of the Department of African American Studies. These Fellowships include a stipend and a full-tuition scholarship (up to 30 credits for the academic year). African American Fellows are required to enroll in one three-credit graduate course in fall semester in the African American Studies Program. During the spring semester, fellows must participate in a fellow's forum and prepare a public presentation regarding research work. Students are also expected to participate in the cultural life of the department. Students interested in being nominated for this fellowship should consult with their academic department. New students should complete their application for admission in January for consideration.

STEM Fellowships

If you are from an underrepresented group (African American, Hispanic, or Native American) and are applying for doctoral programs in science, technology, engineering, and mathematics (STEM), Syracuse University offers single and multiple-year fellowships to U.S. citizens and permanent residents. To be eligible for these awards, you must be nominated by your academic department. New students should complete their application for admission in January for consideration.

Women in Science and Engineering



For more than 20 years, WiSE has proudly supported the recruitment, persistence, and advancement of women in STEM.

Led by women faculty and professional staff, WiSE serves a total of 19 STEM departments, including psychology.

Programming offers women students and faculty a wide variety of networking and learning opportunities, as well as support, encouragement, and inspiration.



WiSE event - February 2020

Programming for graduate students



- **WiSE Future Professionals Program**
A two-year professional development program for women in STEM at the graduate level ([more info](#))
- **WiSE Women of Color in STEM**
Networking and learning events for women of color students, fostering community and a sense of belonging ([more info](#))
- **General Graduate Events** ([more info](#))

Interested in learning more?
Please reach out to us!

Website: suwise.syr.edu

Email: suwise@syr.edu

Follow us on social media!
[@TheSUwise](#)

Department-level Initiatives



P.R.I.D.E

SUMMER '19

May 13 - June 28

Psychology Research Initiative in Diversity Enhancement

What is PRIDE?

A Seven - Week Summer (Maymester - Summer Session One) Research Program for Psychology majors from underrepresented groups in science:

- Black or African American
- Hispanic or Latino of any race
- American Indians, Alaska Native, or Native Hawaiian.



Why Apply?

- Hands-on research experience
- Faculty and grad student mentorship
- Graduate school prep
- Professional development

Requirements:

- Psychology major (including Psychology/Neuroscience major)
- Member of an underrepresented group in science
- Have an interest in pursuing a science-related career and attending graduate school
- Sophomore or Junior class standing preferred
- Minimum GPA of 3.0

How to Apply:

Complete the online application at psychology.syr.edu by **March 11, 2019**

Have Questions?

Contact Jessica Shea at jmshea@syr.edu



Syracuse University | News

HEALTH & SOCIETY

Health & Society

A Decade of PRIDE

Friday, July 28, 2017, By Amy Manley

Celebrating its 10th year, the highly competitive Program PRIDE (Psychology Research Initiative for Diversity Enhancement) program brings together Syracuse University undergraduates from underrepresented groups and invites them to develop an original independent psychology summer research project over the course of seven weeks.

The program is sponsored by the Department of Psychology and the Neuroscience Program.

The five 2017 scholars presented their work to fellow students and psychology faculty during the annual PRIDE symposium this past June.

In addition to 15 to 20 hours of mentorship each week, students are also offered a chance to participate in several sessions of professional development, designed to help each of them build the skills needed to apply and succeed in graduate school.

This year's PRIDE participants were Jeffrey Albelo '18, Khemiah Burke '19, Shatira Woods '19, Hector Benitez Jr. '18, and Tylah Worrell '18.



PRIDE participants and graduate student mentors take a break from research at Destiny USA.

Affinity Groups within the Department

- Affinity groups can serve as a way for graduate students, faculty members, and staff to connect with each other about shared issues or identities in effort to foster a sense of inclusion and community.
- Allies are welcome to join an affinity group.
 - Caregivers
 - First Generation College Students
 - International Students
 - LGBTQ+ Students
 - People of Color
 - People with Disabilities





**Psychology Graduate Student
Committee for Diversity and
Inclusion**



An illustration on the left side of the slide shows a group of diverse people in profile, facing right. The figures are rendered in various colors including blue, orange, brown, and teal, set against a dark blue background. The style is flat and modern.

CDI: Mission & Vision

Self-selected graduate students in the psychology department, working together to:

1. Create an inclusive and equitable environment within the psychology doctoral programs in relation to multiple aspects of diversity
2. Empirically assess and address the climate of the department through surveying graduate student perspectives and experiences related to issues of diversity
3. Create programming and initiatives to educate and engage graduate students (and the broader department) in achieving shared goals related to diversity and inclusion
4. Advocate on behalf of graduate students to enhance program- and department-level policies and procedures related to issues of equity, diversity, and inclusion
5. Pursue increased outreach and service to community organizations

CDI Events & Campus Involvement

- Graduate student panels
 - Incorporating Historically Marginalized Perspectives in Research (2021)
 - Using Inclusive Language in Academia (2022)
- Newsletters
 - Dissemination of research
 - Advocacy opportunities
 - Highlighting gaps in diversity, equity, and inclusion
 - Student spotlights
- Advocacy within the department
- Collaborations with Psychology Action Committee and Graduate Student BIPOC Association



THE COMMITTEE FOR DIVERSITY AND INCLUSION
BY PSYCHOLOGY DOCTORAL STUDENTS (CDI)
PRESENTS

PERSPECTIVES IN DIVERSITY

Event 1: Graduate Student Panel Discussion:
Conducting Inclusive Research
Speakers: Phillandra Smith, Sierra Wetmore, Yuhsun Peng

23 APRIL 5:00PM
Zoom Link: <https://syracuseuniversity.zoom.us/j/93568327134>
Zoom Meeting ID: 935 6832 7134

Event 2: Learning from social justice movements
Speaker: Daniel Tanh, LCSW

13 MAY 6:00PM
Zoom Link: <https://syracuseuniversity.zoom.us/j/99929153941>
Zoom Meeting ID: 999 2915 3941

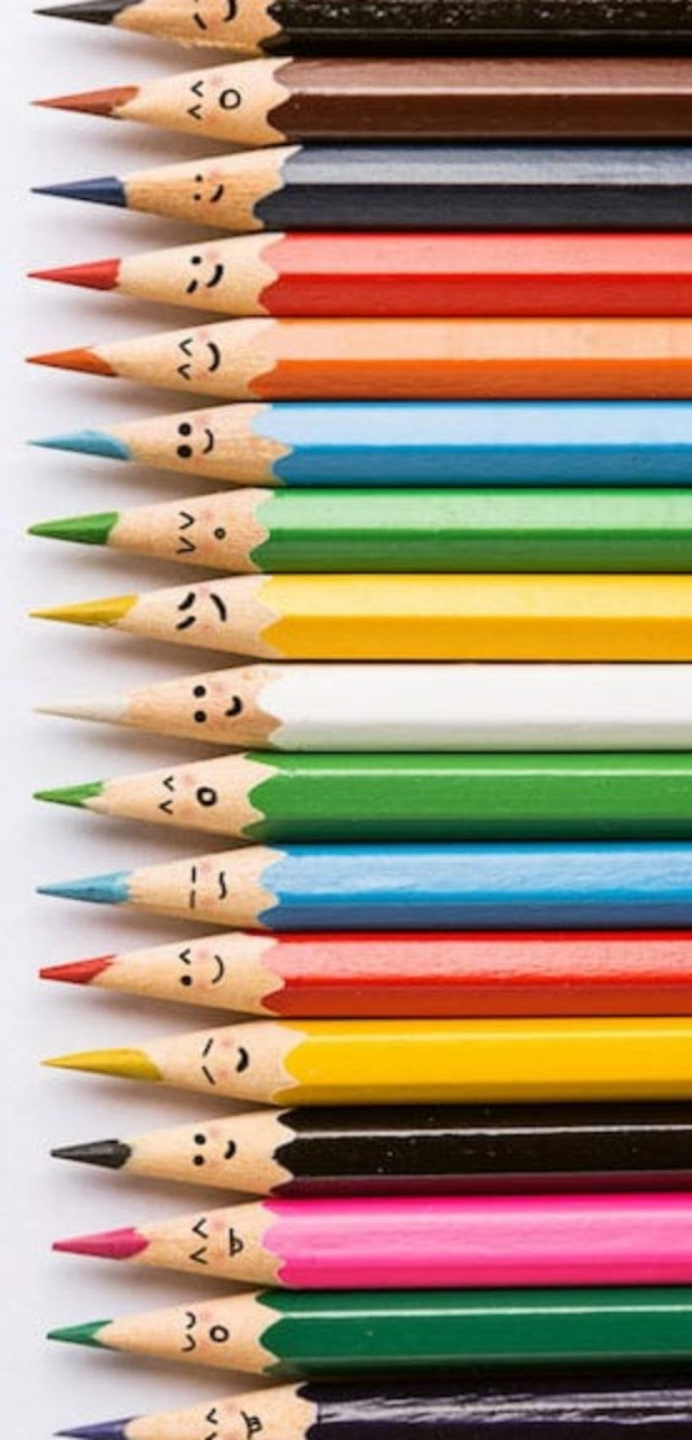


Research with Diverse Populations

- **Dr. Katie Kidwell:** health disparities in obesity prevalence among individuals from economically disadvantaged backgrounds and racial/ethnic minorities; development of culturally sensitive health interventions
- **Dr. Stephen Maisto:** the effects of alcohol and sexual behavior among men who have sex with men and implications for HIV prevention and intervention.
- **Dr. Aesoon Park:** health disparities in alcohol use/misuse, substance use, & sleep deficiency among individuals from racial/ethnic minorities and economically disadvantaged backgrounds.
- **Dr. Jillian Scheer:** sexual and gender minorities' alcohol use and related morbidities by specifying psychosocial stressors (i.e., violence exposure, identity-related stressors)
- **Dr. Sarah Woolf-King:** the development of behavioral and psychological interventions to enhance the well-being of people of marginalized genders and sexualities and people living with HIV.

Diversity-Focused Courses

- PSY 860 - Diversity and Cultural Issues in Assessment and Psychotherapy (Dr. Scheer)
- PSY 775 - Stereotyping, Prejudice and Stigma (Dr. Burke)



Clinical Training with Diverse Populations

■ Psychological Service Center

- We honor, value, and appreciate diversity. Our doctoral students and faculty strive to provide quality services that are sensitive to all types of individual differences, including cultural, racial, ethnic, socioeconomic, religious, gender, sexual orientation, ability, age and other valued components of diversity.

■ Clinical externship opportunities to work with diverse client populations

- Elmcrest Children's Center
- SUNY Upstate ISS Clinic
- Central New York Psychiatric Center
- Syracuse VA Medical Center
- Onondaga Nation
- Circare





Thank you!

Please don't hesitate to contact us:

aepark@syr.edu

kmantshe@syr.edu

sewoolf@syr.edu

If you would like a copy of slides, please email us!

