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Eliza Smith, *Director of Diversity & Inclusion: Race/Ethnicity*
Sisy Chen, *Director of Health & Wellness*
Kate Brandin, *Walsh Hall Senator*
James Baird, *Alumni Hall Senator*
Caston Murphy, *Stanford Hall Senator*
Trista Brantley, *Breen-Philips Hall Senator*

A RESOLUTION TO INCREASE LGBTQ+, RACIAL, AND ETHNIC MINORITY REPRESENTATION IN UNIVERSITY COUNSELING CENTER COUNSELORS

Whereas, Notre Dame's Spirit of Inclusion commits to creating "an environment of mutual respect, hospitality, and warmth in which none are strangers and all may flourish;"

Whereas, the University of Notre Dame conducted their biannual Inclusive Campus Student Survey (ND Login Required) between February 14 and March 6, 2022, where students reported their experiences at Notre Dame regarding their belonging, mental health, resources, representations, etc. In this survey, 105 students stated that the campus climate could be improved by increasing diversity in its staff. 24 students listed inadequate services for LGBTQ+ students as a barrier to seeking support on Diversity, Equity, and Inclusion issues, and 15 students listed inadequate services for students of color as a barrier. 35 students listed lack of diversity in faculty and staff and 64 students listed low capacity and difficulty navigating support services as a barrier to Diversity, Equity, and Inclusion issues;

Whereas, the Department of Gender Relations: LGBTQ+ Advocacy conducted a student survey that asked students to report their experiences with the University Counseling Center (UCC), specifically regarding minority and LGBTQ+ issues. In this survey, which collected 86 undergraduate responses, 47.7% of students of color and 35.5% of LGBTQ+ students declared they have been hesitant to reach out for UCC support as a result of their identity;

Whereas, also within this survey, 30% of LGBTQ+ men reported feeling uncomfortable sharing aspects of identity with university staff compared to 17% of heterosexual respondents, and 39% of LGBTQ+ women reported feeling uncomfortable compared to 18% of heterosexual respondents. 54% of non-binary and transgender students reported feeling uncomfortable sharing aspects of their identity with university staff, compared to 18% of cisgender men and 22% of cisgender women;

Whereas, the UCC website fails to use language that specifically describes the experience of the counselors in subjects they have "clinical interest" or "expertise" in;

Whereas, students lack the agency to choose counselors that have specified an interest and experience in working with marginalized students during both the required drop-in first meeting and continued mental services;

Whereas, additional staffing would not only increase diversity within the UCC staff, but would also benefit all students on campus, regardless of minority status;

Whereas, the UCC has committed to continuing efforts to increase the amount of minority-focused programs and services, including but not limited to identity-based focus groups, support spaces, and professional networking; therefore, be it

***Resolved*, by the Student Senate of the University of Notre Dame du Lac, that the University Counseling Center increase representation of LGBTQ+ individuals, racial, and ethnic minorities in their full-time and part-time counseling staff. We ask that the UCC make regularly updated non-sensitive demographic information publicly available.**



Patrick Lee
Student Body President