

Values Statement

- The offices within Counseling and Student Development value an atmosphere that is welcoming, inclusive, and safe for all individuals, including clients, faculty, and staff. Specifically, we value:
 - **Respect:** We value respect for others, self, and diversity amongst one another. This includes promoting healthy, non-violent communication and the physical and emotional safety and well-being of students and the overall campus community.
 - **Compassion:** We value the expression of genuine care and concern for the unique and diverse struggles, opinions, & identities of students, faculty, and staff.
 - **Affirmation:** We value affirmation of various struggles, opinions, and identities of students, faculty, and staff.
 - **Collaboration:** We value open communication and working together toward shared goals with those who receive services from us, and amongst staff in Counseling and Student Development, as well as with other departments on campus.
 - **Community:** We value the advancement of meaningful connection, and continually strive to engage honestly and authentically in our relationships with students, departments, and the community as a whole. We work towards building a healthy, vibrant, and empowered NMSU community.
 - **Social Justice:** We value serving as advocates for clients and underserved communities, and providing information about campus and community resources. This also includes the empowerment of one another. One aspect of empowerment is assisting students, faculty, and staff in meeting their basic needs. Empowerment also refers to offering students, faculty, and staff information, context, and support to enable them to optimally navigate their life circumstances to assist in achieving academic and personal goals.
 - **Diversity:** We value a vibrant and multicultural NMSU community, including students, faculty, and staff representing multiple identities, backgrounds, and worldviews.

Commitment to Diversity

The Counseling & Student Development Offices' mission statements and values affirm our dedication towards embracing a multicultural society and promoting social justice initiatives. Our commitment to diversity as a staff and trainees is as follows:

- To create a supportive and safe climate for students and for staff/trainees to engage in active self-exploration and discussion on our personal identities, privileges, assumptions, biases, and prejudices. Accordingly, we uphold the values of the Council of Counseling Psychology Training Programs (CCPTP) [diversity statement](#).
- To ensure that students have access to our services as allowed by university policies and those students who seek our services feel safe and respected.
- To identify multicultural growth areas, and actively work towards building our competence level and knowledge base through consultation, supervision, readings, trainings, research, attending professional conferences and cultural events, and other professional activities. In particular, to better serve all students, we work to address any biases, assumptions or prejudices, and strive to resolve them.
- To continue learning about and deepening our understanding of various cultural groups that may or may not be tied to our personal identities.
- To advocate for social justice and systemic change within our center, campus, local community, state, country and/or globally.

Counseling & Student Development aims to attend to our stated commitment by:

- Continuing to incorporate multicultural issues/considerations into all aspects of clinical services and training.
- Providing outreach programming to diverse and underserved groups, and engaging in social action to meet the needs of students (i.e., development of food pantry- Aggie Cupboard).
- Investing in and nurturing cross-campus and community partnerships through our outreach liaison approach to inform students and staff of our services, as well as engaging in community building, sharing of activities/events/programs, and consultation with our liaisons.
- Actively recruiting staff that meets the needs of our multi-lingual student population, in particular Spanish-speaking staff members.
- Having the office staff be representative of our diverse student population.
- Prioritizing our All Staff Multicultural Conversation Hour meeting as an opportunity to examine personal reflections, to learn about new cultural topics, and to engage in dialogue.
- Giving Counseling & Student Development staff and trainees an opportunity to share individual suggestions and input regarding educational or training activities and/or center procedures, as well as guidelines related to diversity considerations.
- Continuing to monitor our progress of adhering to the center's diversity mission, values and commitment through regular and ongoing center staff evaluations.
- Disseminating any diversity related events on campus or in the community to all Counseling & Student Development staff members and trainees.
- Creating, planning and implementing cross campus dialogues amongst the campus community regarding diversity.
- Developing practice guidelines and resources for working with underserved and minority communities.