

SNHU Clinical Mental Health Counseling Program Statement of Diversity, Equity, Inclusion, and Belonging

As a program and a profession, we promote, affirm, and embody social justice, diversity, equity, inclusion, and belonging. Throughout the program, there will be assignments and activities crafted to build your awareness in these areas. Our expectation is that you will abide by the [ACA Code of Ethics](#), and specifically, that you will be respectful, ethical, and culturally competent counselors-in-training in the classroom, at on-ground residencies, and in your communication with faculty, staff, fellow students, and university officials.

The Importance of Pronouns

In our learning management system, Brightspace D2L, students have the option to include their pronouns. In this program, we recognize the importance of pronouns. As counselors in training, it is important that you do as well. In your future clinical work and in your practice sessions with one another, affirming someone's identity is incredibly important and builds rapport; we model that in our learning environment.

Why is using students' chosen pronouns and names so important?

When faculty use students' chosen names and pronouns, it shows students that they are respected and not marginalized. This can be particularly important to students who are transgender, non-binary, and gender-nonconforming. Research¹ shows that students who feel like they matter are more likely to participate in discussions and complete assignments. They often experience greater rates of engagement, persistence, and satisfaction. Acknowledging the details students are comfortable sharing about their identity validates their value as both a student and as an individual. In this program, faculty model inclusiveness by addressing students using the chosen names and pronouns students have shared publicly with the class.

Trust the Process

¹ Airton, L. (2018). The de/politicization of pronouns: Implications of the No Big Deal Campaign for gender-expansive educational policy and practice. *Gender and Education, 30*, 790-810. <https://doi.org/10.1080/09540253.2018.1483489>
Knutson, D., Koch, J. M., & Goldbach, C. (2019). Recommended terminology, pronouns, and documentation for work with transgender and non-binary populations. *Practice Innovations, 4*(4), 214–224. <https://doi.org/10.1037/pri0000098>
MacNamara, J., Glann, S., & Durlak, P. (2017). Experiencing misgendered pronouns: A classroom activity to encourage empathy. *Teaching Sociology, 45*, 269-278. <https://doi.org/10.1177/0092055X177086>



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Going through a master's program in Clinical Mental Health Counseling is a powerful, intense, life-affirming and life-changing experience. Weekly, you will engage with content that will prepare you for the counseling profession. This content is intended to invite introspection and critical thinking. Practice sessions and experiential activities can evoke powerful emotions. Likely at points during the program, you will feel emotional vulnerability and discomfort, overwhelmed and deeply humbled. We want you to know that these feelings are normal, that assignments and course content have been thoughtfully crafted to build your knowledge, skills, and dispositions. It is all a part of the process. We encourage you to ***Trust the Process***. Growth takes place when we step outside of our comfort zones.

Thank you for your interest in our program here at SNHU!

Clinical Mental Health Counseling

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