

February 2013 Stepping Out and Stepping Up Stories

From The Department of Psychiatry's Diversity & Cultural Awareness Journey

on Thursday, March 31st, an interested group of Department members, Community partners, URM and UofR colleagues reviewed these recommendations, the progress we have made to date and discussed directions for moving forward. Here is an overview of our plans:

- Continue to expand collaborative community programs & partnerships.
- Expand services to meet the specific needs of our largest cultural groups.
- Enhance our physical environment from multicultural perspectives.
- Broaden the range of diversity training delivery to encourage personal and program initiative.
- Provide a forum for staff- and faculty-of-color to be heard.
- Focus on minority recruitment and foster the professional growth of co-workers of color in support staff positions to build a diverse clinical staff.
- Evaluate mental health outcomes by cultural groups.
- Continue to utilize the services of our Multicultural Recruitment Manager

We invite your input on action ideas to improve our department's diversity and cultural awareness! Please email Caroline_Nestro@urmc.rochester.edu with your thoughts and suggestions and consider joining us for a Dept. of Psychiatry Cultural Awareness Leadership Team (DCALT) meeting the 3rd Tuesday of the month from 10-11am in the Ader Conference Room (1-8115).

From Community Partner Catherine Mazzotta Joins Psychiatry Faculty

She joins Psychiatry faculty also as the current board member and former President of the Board of Directors of the New York State Coalition Against Domestic Violence (NYSCADV). NYSCADV strengthens public and private response and prioritizes domestic violence as a human rights issue. Ms. Mazzotta was formerly Executive Director of Alternatives for Battered Women (ABW). ABW provides a full continuum of services, residential and non-residential, for Interpersonal Violence victims and their children. She has experience as a Senior Social Worker in Addiction Psychiatry and coordinating the MICA Partial Hospitalization Program. Ms. Mazzotta brings expertise in our clinical systems. She is also active with Psychiatry faculty in community partnership research.

RTI Researcher Announcement