

The Cultural Network

February 2024

The National Association of Multicultural Rehabilitation Concerns is a professional association of dedicated individuals, whose mission is promoting cultural diversity and disability through advocacy for excellence and equity in rehabilitation research, education and practice.



**National
Association of
Multicultural
Rehabilitation
Concerns**

From the Desk of the President

Hello NAMRC Family,

Welcome to the new year and the winter edition of our newsletter. The beginning of a new year often brings a sense of renewed optimism, the opportunity for growth and progress, chances to build on the foundations laid, to set new goals, and to continue evolving. I hope that your new year has started on a positive note, filled with excitement for the possibilities that lie ahead and the determination to achieve your goals. May this year be one of fulfillment, success, and memorable experiences for you.

As I reflect on this past year as NAMRC's President, I am in awe of what we have accomplished as an organization. From our amazing conference to our series of webinars, NAMRC continues to position itself as the go-to organization for multicultural rehabilitation, equity, and social justice issues. It has been my honor to represent NAMRC and continue to advance our mission of "promoting cultural diversity and disability through advocacy for excellence and equity in rehabilitation research, education and practice." For example, I have participated at invited speaking events, such as the Black Mental Health Symposium and the National Rehabilitation Association Annual Conference and Delegate Assembly.

Currently we are in full conference planning mode and are happy to announce our **30th annual conference** will be held in **Raleigh, North Carolina, July 25-27, 2024**. This will be a conference that you do not want to miss. The conference theme is **"A Seat at the Table: Disability, Intersectionality, and Social Justice."** Our theme is infused into each session that will be presented including our dynamic opening plenary session. We will also offer social activities so that we can gather and build community, including the President's Reception, early morning body movement sessions, and a "Let's Paint" event to tap into our creativity while discussing ways to enrich our emotional health. This year, Winston-Salem State University Department of Rehabilitation Counseling is a co-sponsor of our program, and consequently for the very first time, the conference has been approved to offer NBCC continuing education credits! This provides an opportunity for all of our counseling kinfolk to learn and grow with us while earning continuing education units in their discipline. **The call for proposals and all information about the 2024 conference can be found on our website at www.namrc.org/events.** Please join us!

Additionally, NAMRC is working hard to bring you programming that improves your knowledge, skills, and abilities. We have a full slate of webinars planned for 2024. We kicked off our first event this year for students, which was a CRC exam prep hosted by Dr. Adrienne Robinson. Next up is a mindfulness workshop in March and human resources & assistive technology in May. Another CRC exam prep is scheduled for September and an ethics webinar is all set for November. More information is forthcoming. Stay tuned!

Lastly, I want to extend a personal invitation for you to become involved with NAMRC. We need you, our members and supporters, to achieve our goals. Each of you has unique talents that we encourage you to use in the service of the organization. You can serve right now on our conference planning committee. Contact conference planning co-chairs Courtney Ward-Sutton (cwardsutton.luarrt1@gmail.com) and Cheryl Andrews (cheryllandrewspllc@gmail.com) and tell them you'd like to help. We could use your creativity on our team!

If you are not getting our emails, please be sure to join our listserv. Go to our website www.namrc.org; scroll to the bottom of the page and enter your email at "Get Updates" area. This will get you connected with NAMRC. You can also reach out to me directly at president@namrc.org.

We hope to see you soon!

Yours in service,



Keisha Grayson Rogers

16th President, National Association of Multicultural Rehabilitation Concerns



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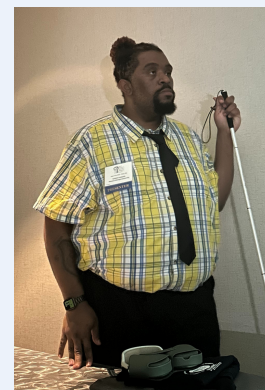
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The Student Center

Greetings NAMRC Students,

We hope this message finds you well and thriving in your academic and professional pursuits. Here's a roundup of recent happenings and upcoming opportunities in the NAMRC community:

Virtual Student Meetup: On December 13, 2023, the NAMRC Student Outreach Committee successfully hosted its first-ever Virtual Student Meetup. This engaging event provided a platform for students to connect with one another, discuss pertinent topics in multicultural rehabilitation, and share their challenges and triumphs. The lively discussions and exchange of ideas truly showcased the vibrant spirit of our student community. We are currently seeking feedback on how often you all would like to have these meetups, as well as what other content you would like to see in the student corner of the newsletter. Your input is valuable in shaping future events and newsletter sections to best serve the needs and preferences of our student community.

30th Annual Conference: Save the Date! NAMRC will be hosting its 30th Annual Training Conference in Raleigh, NC, from July 25th to 27th, 2024. We're excited to announce this milestone event and are currently seeking student volunteers to contribute to the success of the conference. Additionally, we value your input and would love to hear your suggestions for topics to be covered during the student outreach sessions at the conference. Please don't hesitate to reach out with your ideas.

CRC Exam Preparation Workshop: As some of you may know, the CRC Exam will be administered the week of March 11-19, 2024. NAMRC recently hosted a CRC Prep Workshop on February 6, 2024. The workshop, facilitated by our past Board Member Adrienne M. Robinson Ed.D., CRC, provided a comprehensive overview of the exam domain areas and setup. It delved into the main domain area covered on the exam: counseling theories, and also addressed various counseling theories and approaches. Attendees gained valuable insights on how to organize their preparation effectively for the exam. We will host another CRC Exam Prep workshop in the Fall. Stay tuned! Be sure to join our listserv to stay in the loop!

CRC Exam Preparation Resources

CRC Study Sessions with Dr. Adrienne Robinson on YouTube: Dr. Adrienne Robinson hosts CRC Study Sessions on YouTube to help you prepare for the CRC Exam. You can access these valuable resources at [CRC Study Sessions with Dr. Adrienne Robinson on YouTube] (<https://www.youtube.com/@bisims>).

Exam Preparation, Study Tips & Resources on CRC Website: The CRC Certification website provides a comprehensive array of resources to aid in your exam preparation journey. Explore exam preparation strategies, study tips, and additional resources at [CRC Exam Preparation, Study Tips & Resources] (<https://crccertification.com/crc-exam-preparation/>).

The Student Center

Student Survival Guide: Navigating Graduate School with Success

As we embark on the Spring Semester, we understand the challenges and demands that graduate school can bring. Here are some tips to help you not just survive, but thrive during this semester:

1. **Stay Organized:** Utilize planners, calendars, or digital tools to keep track of assignments, deadlines, and important dates. Break down larger tasks into smaller, manageable steps to avoid feeling overwhelmed.
2. **Time Management:** Prioritize your tasks and allocate time for studying, attending classes, completing assignments, and personal activities. Set realistic goals for each day or week and stick to your schedule as much as possible.
3. **Self-Care:** Remember to take care of yourself physically, mentally, and emotionally. Make time for regular exercise, healthy meals, adequate sleep, and relaxation activities. Practice mindfulness or meditation to reduce stress and improve focus.
4. **Set Boundaries:** It's important to set boundaries to maintain a healthy balance between academic commitments and personal life. Learn to say no to additional responsibilities when necessary and prioritize activities that bring you joy and fulfillment outside of school.
5. **Celebrate Achievements:** Celebrate your achievements, no matter how small. Recognize your progress and accomplishments to stay motivated and maintain a positive outlook throughout the semester.

Lastly, your voices matter, and I encourage each of you to share your insights and ideas. Whether you have feedback, questions, or contributions, please don't hesitate to contact me directly at **chagley121@rams.wssu.edu**. Your active engagement is key to the success of this student section. Thank you for your commitment to NAMRC's student community. Together, we can drive positive change and foster an inclusive, supportive environment within our field.

Warm Regards,
Cecilia Hagley
NAMRC Student Representative



Dear Rehabilitation Counselors,

Take care of yourselves. You owe it to yourself. Heavy workloads, burnout, stress, limited resources and staff are unfortunately a part of our work culture. In what may seem like a one-way relationship with your career, we must develop a professional and personal routine of self-care. This Spring, let's hop toward a holistic framework of well-being, which includes setting appropriate boundaries and taking time for care and nourishment of our bodies.

The Code of Professional Ethics for Certified Rehabilitation Counselors under Section E: Professional Responsibility, obligates us as CRCs to engage in self-care activities to maintain and promote our own emotional, physical, mental, and spiritual well-being to best meet our professional responsibilities. To promote responsible caring, we offer a few resource options for implementing self-care within one's everyday lifestyle.

Book:

Corey, G., Muratori, M., Austin, J. T., & Austin, J. A. (2023). *Counselor self-care*. John Wiley & Sons.

Articles:

Harrichand, J.J.S., Litam, S.D.A. & Ausloos, C.D. (2021). Infusing self-care and wellness into CACREP curricula: Pedagogical recommendations for counselor educators and counselors during COVID19. *International Journal of Advanced Counselling* 43, 372–385.

Brickham, D., Yaghmaian, R., Morrison, B., Bowes, J., Rosenthal, D., & Tang, X. (2022). Mitigating rehabilitation counselor trainee stress and burnout through self-care initiatives in rehabilitation counseling programs. *Rehabilitation Research, Policy, and Education*, 35(4), 323-336.

Web Links:

<https://www.counseling.org/knowledge-center/mental-health-resources/self-care-resources-for-counselors>

<https://www.counseling.org/news/aca-blogs/aca-counseling-corner/aca-counseling-corner-blog/2023/04/26/self-care-for-counselors-must-be-different>

https://www.physio-pedia.com/Self_Care_for_Rehabilitation_Professionals_Working_with_Displaced_Persons



Southern Illinois University

The School of Health Sciences in the College of Health and Human Sciences (CHHS) at Southern Illinois University Carbondale (SIU Carbondale) is seeking applications for an Assistant Professor or Associate Professor position. This is a full-time, on-campus, nine-month, tenure-track position within the Counseling and Rehabilitation Education (CARE) program. The anticipated start date is August 16, 2024.

Teach graduate studies in clinical mental health and clinical rehabilitation counseling, in addition to specialty courses. This position may include practicum and internship supervision. Maintain a record of scholarly productivity by initiating research in a specialty area leading to publications in national peer-reviewed journals. Seek external funding in areas of special interest. Encourage and support student research, supervise students in clinical practicum and internship, and advise and mentor students. Provide service to the public and the constituencies of the School, College, and University. Participate in program assessment activities and duties as described in accreditation standards.

Implementing self-care within one's everyday lifestyle is crucial for maintaining well-being, especially in demanding professions like rehabilitation. Here are some resource options for promoting self-care:

1 Sleep Hygiene: Prioritize getting enough restful sleep each night. Establish a bedtime routine, create a comfortable sleep environment, and limit screen time before bed to improve sleep quality.

2 Mindfulness and Meditation: Practicing mindfulness and meditation can help manage stress, improve focus, and enhance overall well-being. There are various apps and online resources like Headspace, Calm, or Insight Timer that offer guided meditation sessions.

3 Physical Activity: Regular exercise is essential for both physical and mental health. Finding activities you enjoy, whether it's yoga, walking, jogging, or dancing, can help reduce stress and boost mood.

4 Healthy Eating: Fueling your body with nutritious foods can provide the energy needed to cope with daily challenges. Explore healthy recipes and meal planning resources to maintain a balanced diet.

5 Social Support: Cultivate relationships with friends, family, and colleagues who offer support and understanding. Connecting with others can provide emotional validation and a sense of belonging.

6 Professional Development: Invest in ongoing learning and skill-building to enhance your effectiveness as a counselor. Attend workshops, conferences, or online courses relevant to your field.





7

Setting Boundaries: Learn to say no to excessive work demands and prioritize tasks based on importance and urgency. Setting boundaries helps prevent burnout and maintains a healthy work-life balance.

8

Creative Outlets: Engage in hobbies or activities that spark joy and creativity. Whether it's painting, writing, gardening, or playing music, carving out time for self-expression can be rejuvenating.

9

Therapy or Counseling: Seeking support from a therapist or counselor can be beneficial for processing emotions, gaining insight, and developing coping strategies. It's important to prioritize your own mental health and seek professional help when needed.

10

Nature and Outdoor Activities: Spending time in nature can have a calming effect on the mind and body. Take regular walks in natural surroundings or plan outdoor activities like hiking or camping to recharge.

11

Fueling your body with nutritious foods can provide the energy needed to cope with daily challenges. Explore healthy recipes and meal planning resources to maintain a balanced diet.



Remember that self-care is not selfish but rather a necessary practice for maintaining overall well-being and effectiveness in your professional role as a CRC. By prioritizing self-care, you're better equipped to fulfill your ethical duty and provide quality support to those you serve.

COUNSELING NEWS YOU SHOULD KNOW

Most governing boards don't reflect student diversity ([insidehighered.com](https://www.insidehighered.com))

Ed Department Offers Up Nearly \$199 Million To Improve Outcomes For Students With Disabilities

Many big US cities now answer mental health crisis calls with civilian teams -- not police - ABC News ([go.com](https://www.go.com))

Voice of Experience: Disorders with the potential for dangerous outcomes - Counseling Today



NAMRC FELLOW

The designation of Fellow of the National Association of Multicultural Rehabilitation Concerns (FNAMRC) is an exclusive honor bestowed to members throughout the spectrum of career stages - from academia, partner agencies, private and non-profit sectors. Fellows are committed to excellence and leadership evidenced in sustained and significant contributions in research, education, and practice. Fellows are considered the Association's most highly engaged and dedicated members who volunteer their time, extend their expertise to support the vision and mission of NAMRC to promote cultural diversity and disability advocacy. If you are interested or know someone who may be a good candidate for this position, please reach out the Professional Development Committee Chair, Valyncia Wilson at VMWilson@okdrs.gov. You can find more information on our website at www.namrc.org.



LEADCenter

WIOA POLICY DEVELOPMENT

NAMRC is an Equity Advisor for the LEAD Center. The LEAD Center is a policy development center focused on the Workforce Innovation and Opportunity Act (WIOA) that improves employment and economic advancement outcomes for people with disabilities by supporting effective WIOA implementation. LEAD is led by National Disability Institute (NDI) and is fully funded by the Office of Disability Employment Policy (ODEP), U.S. Department of Labor, Grant No. OD-38977-22-75-4-11.

Each month NAMRC shares material, tools, and resources from the LEAD Center to reach and support diverse communities based on race/ethnicity, geography, gender, sexual orientation, disability, veteran-status, and those who have multiple intersecting identities. You can find this information on NAMRC's website, Facebook and Instagram. Scan the QR code to check out our LEAD information resource page.

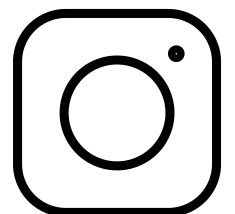
Like, follow, and share! Please help us get out the good work LEAD Center is doing for our national and local communities!



[Visit NAMRC x LEAD Resource Page](#)



[National Association of Multicultural Rehabilitation Concerns \(NAMRC\)](#)



[@Hello.NAMRC](#)

www.namrc.org



HBCU SPOTLIGHT

South Carolina State University

South Carolina State University (SCSU) was founded in 1896 as the state's only public college for Black citizens. Founded as a land grant institution, South Carolina State expanded its curriculum offering and educated scores of teachers for the public schools in South Carolina. The University offered educational degrees in sciences, literature, and history. In 1947, SCSU opened the first law school in the state for Black people, which was funded by the South Carolina General Assembly in opposition of integrating the law school at the University of South Carolina.

SCSU is home to one of the oldest Rehabilitation Counseling programs in HBCU history. Its Master of Arts in Rehabilitation Counseling dates back to 1972. The Rehabilitation Counseling program has been at the forefront of producing rehabilitation professionals for over five decades.

The program's mission of "improving the lives of persons with disabilities by producing qualified counselors (i.e., Certified Rehabilitation Counselors (CRC), National Certified Counselors (NCC), and/or Licensed Professional Counselors (LPC)) trained in the current best practices of rehabilitation services to work in public, private, State and Federal agencies serving a diverse state, region, and nation" is evident in the quality of graduates produced.



SCSU MA in Rehabilitation Counseling graduates



SCSU Master of Arts in Rehabilitation Counseling students

Among the numerous notable graduates are: Dr. David Staten, Associate Provost for Academic Affairs and Professor of Rehabilitation Counseling at SCSU; Dr. Debra Harley, Professor at the University of Kentucky; Dr. Reginald Alston, Dean, Hofstra University; Darline Graham, Commissioner for the South Carolina Commission for the Blind; Dr. Jihad Aziz, Director of the Counseling Center, Virginia Commonwealth University; Dr. Bridget Hollis Staten, Professor and Program Coordinator of the Rehabilitation Counseling Program at SCSU; Felicia Johnson, the first Black Commissioner for the SC Department of Vocational Rehabilitation; Labrena Furtick, Chief Operating Officer at CASA Family Systems (Orangeburg, SC); Mike Dennis, Executive Director at Tri County Commission on Alcohol and Drug Abuse (Orangeburg, SC); Bryant Williams, Executive Director of Orangeburg Department of Mental Health. Other rehabilitation educators include Drs. Glacia Ethridge, Quiteya Walker, Yolanda Edwards, Dothel Edwards, Monicke Davis, Taryn Richardson, Khadidra Washington, and William Talley. These educators work at HBCUs and PWIs across the country.



Felicia Johnson, SCSU MA in Rehabilitation Counseling alum and the first Black Commissioner for the SC Department of Vocational Rehabilitation

Additionally, the Rehabilitation Counseling program at SCSU was recently awarded a training grant totaling \$2.25 million from the U.S. Department of Education's Rehabilitation Services Administration. The Innovative Rehabilitation Training Program grant provides funding to students enrolled in SCSU's master's degree in rehabilitation counseling program. The grant supports students interested in working with clients with disabilities, school to work transition, and career and vocational placement concerns.

Grant recipients will receive free tuition, a stipend, and other professional development opportunities. For more information about SCSU's dynamic Rehabilitation Counseling program contact tthomas31@scsu.edu.



SCSU MA in Rehabilitation Counseling alumni who work for the Department of Veterans Affairs in Columbia, SC

NAMRC Member Spotlight



Cecilia K. Hagley

Major: MS in Rehabilitation Counseling

Expected Graduation Date: May 2024

University: Winston-Salem State University

Career Aspiration: "I want to obtain my CRC and LCMHC. I have been 'voluntold' that I have to earn my PhD degree as well! LOL! Ultimately, I plan to open my own behavioral health and vocational counseling & consulting company."

Fun fact: "I love making charcuterie boards."

VOTER SUPPRESSION

What does voter suppression look like in the 21st century?

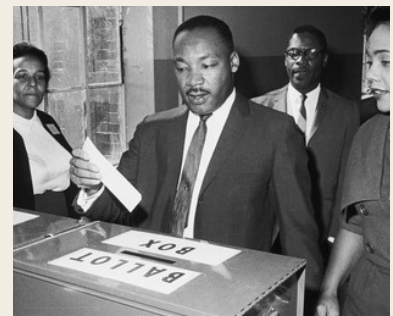


John Lewis once stated, “My greatest fear is that one day we may wake up and our democracy is gone.” In an article published by Democracy Docket, the chilling reality of a fading democracy has arrived with suppressive voting laws, litigation removing voter protections, voter intimidation, unbearably long lines on election day, and the rampant spread of voter misinformation, all targeted towards Black communities and discourages those with disabilities to even attempt to register vote. The University of Chicago Press found in a study that, “strict identification laws will stop a disproportionately minority, otherwise willing set of registered voters from voting.”

What can you do to fight voter suppression?

As Martin Luther King Jr. said, “Voting is the foundation stone for political action,” so it’s imperative to make a plan to fight against voter suppression in order to promote lasting change and abolish oppressive political systems. First and foremost, knowing and recording your local election dates and deadlines is crucial. There are options for early voting available and you may even request an absentee ballot and vote by mail. If you plan to vote by mail, make sure you request it immediately at [usa.gov](https://www.usa.gov).

Next up, check your voter registration status at vote.org to make sure your information is correct and that your name is still on the rolls. Now you can get involved in your community by hosting a get together to go over ballot measures to ensure you know exactly what you’re voting for on election day. To get involved even further, consider working the polls since it’s a paid position and there is often a shortage of workers. Most importantly, make sure you have transportation on election day



and once you’ve arrived, stay in line! You have the right to vote, no matter how long it takes. If there are any issues, call ACLU’s Election Protection Hotline at (1- 866-OUR-VOTE) and learn more about election protection to fight voter suppression.

NAMRC Leadership

President: Keisha G. Rogers
President-Elect: Courtney Ward-Sutton
Past President: Michell Temple
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Treasurer: Felicia Hunter
Financial Secretary: Brenda Taft
Representative to the NRA Board: L'Tanya Fish
Student Representative: Cecilia Hagley

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Fidencio "Fito" Mercado
Abdoulaye Diallo
Valyncia Wilson
DeAnna Wilson
L. Robert McConnell
Alicia Becton
Cheryl Andrews

“Life’s most persistent and urgent question is, ‘What are you doing for others?’”

– Rev. Dr. Martin Luther King, Jr.



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Adrienne Robinson

STUDENT SCHOLARSHIP COMMITTEE

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Courtney Ward-Sutton

Cecilia Hagley

Kelsey Webb

Alicia Becton

2024 Conference News

Featuring Exclusive Conference Partner Langston University

NAMRC



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2024 Award Nominations

It's time to recognize the outstanding contributions and achievements of our members. Please submit your nominations now for the following awards and help us celebrate the shining stars in our community.

- Bobbie Atkins Research Award
- Joyce Keener Meritorious Service Award
- T. K. Bridges Practitioner Award
- Silvio Sean Reyes Student of the Year Award
- Felicia Hunter Organization Award
- Virgie Winston-Smith Lifetime Achievement Award
- Vernon E. Hawkins Pioneer & Leadership Award

[Award criteria
& more](#)

[Make a
nomination](#)

Nominations due by April 5, 2024

NAMRC

Student
Scholarship
Award
Nominations
available
until

March 31, 2024

Apply Here!



July 25th-July 27th

NAMRC

RALEIGH, NC

30th Annual Conference

CALL FOR PROPOSALS

PROPOSAL SUBMISSION DEADLINE

MARCH 31st 2024

The National Association of Multicultural Rehabilitation Concerns (NAMRC) is pleased to announce the 2024 National Training Conference, “A Seat at the Table: Disability, intersectionality and Social Justice.” The program committee is currently inviting public, private rehabilitation and other counseling professionals, mental health professionals, administrators, educators, students, researchers, and consumers to submit proposals that align with this year’s broad theme. The committee particularly seeks proposals that offer opportunities for people with physical, mental and emotional disabilities from diverse backgrounds to confront oppressive systems of power and privilege. Proposals are strongly encouraged to offer “how to” sessions, and include the latest strategies, techniques, evidence-based and emerging practices that are relevant, innovative, and inclusive.

[Click here to learn more](#)

Membership Minute



National
Association of
Multicultural
Rehabilitation
Concerns

Please Join Us, Invite a Friend, & Renew Your Membership...

Dear NAMRC Community,

Are you passionate about diversity, inclusion, and advocacy in the field of rehabilitation? Do you want to connect with like-minded professionals dedicated to advancing multicultural perspectives in rehabilitation services?

Look no further! NAMRC invites you to join our vibrant community of professionals committed to promoting multiculturalism, diversity, and equity in rehabilitation and counseling. As a member of NAMRC, you'll have the opportunity to: network with other professionals within our field and who share our same passion for working with those with disabilities access valuable resources attend professional development events develop advocacy and leadership skills.

Joining NAMRC is easy! We are a division of the National Rehabilitation Association. Access their website at <https://nationalrehab.org/web/login> and follow the instructions to become a member today. Please don't forget to add National Association of Multicultural Rehabilitation Concerns (NAMRC) to your shopping cart before completing your transaction.

Together, let's continue to make a difference in the lives of individuals with disabilities.

Contact membership@namrc.org for more info or assistance.



See You at the 2024 Conference!

-NAMRC