



Participants can expect growth in feeling empowered to achieve personal goals, self-acceptance towards one's cultural background, and overall emotional healing. Additionally, participants will gain skills in:

- Mindfulness
- Self-compassion
- Values and strengths clarification
- Emotional coping
- Problem solving
- Community building
- Identity exploration

This REACH program is designed for BIPOC early-, mid-, and senior- level professionals (all ages) who may be experiencing any of the following:

Workplace Community Stresses, such as uncertainty of how to respond to or cope with limited access to:

- fair, equal, or quality work environment
- desired job opportunities or promotions
- work environment that shares responsibility in promoting diversity, equity, and inclusion work initiatives

Workplace Relationship Stresses, such as uncertainty of how to respond to:

- feeling mistreated due your identity by colleagues or bosses
- feeling as if authority figures (bosses or HR) do not take your experiences of cultural stress seriously when reported
- microaggressions, such as your colleagues or bosses expressing skepticism towards your professional qualifications or expressing negative stereotypes about your cultural background in professional spaces

Emotional Stresses, such as struggling with:

- Knowing what you are feeling in response to cultural stress within your workplace
- Being critical of your emotional responses to cultural stress
- Knowing how to cope with emotional reactions to cultural stress

Identity Stresses, such as struggling to:

- Have or maintain pride in your identity (especially the intersection of your racial/ethnic and professional identities) due to cultural stress within the workplace
- Manage self-doubt or low confidence due to cultural stress within the workplace
- Manage thoughts of being an imposter or feeling as if you do not belong in your professional setting



By participating in the REACH program, you will learn to:

- Understand Racism-Related Stress
- Apply Effective Coping Skills
- Make Empowered Decisions

The REACH program can be offered to both individuals and groups.

GROUP DETAILS

Groups can be offered virtually or on-site (NY-based sites only) in your organization. For virtual groups, participants must be located in New York, Washington, DC, Maryland, or Virginia during the group sessions (based on licensing requirements).

INDIVIDUAL REACH THERAPY

REACH can be offered virtually to individuals located in New York, Washington, DC, Maryland, or Virginia, or in person in our New York office, through 6-12 private sessions designed to build skills in coping with racism-related stress.

Sessions are customized to each individual's specific needs and goals.



Program Director and Group Facilitator: Ryan C.T. DeLapp, PhD

The REACH Program was created by Dr. Ryan C.T. DeLapp, licensed clinical psychologist.

Dr. DeLapp specializes in the provision of culturally responsive care, or the acknowledgement of cultural strengths and impacts of cultural stressors within psychotherapy.

As an engaging, compassionate listener, Dr. DeLapp creates a comfortable environment for you to share personal experiences and concerns. You can expect to develop greater self-confidence, grow coping skills for difficult emotions, explore and foster acceptance towards the complexities within your identity, and expand your ability to live the life you desire.

REACH OUT

Please contact us at REACH@rosscenter.com
or call **202-363-1010** to get in touch with Dr. DeLapp directly.

For more information, please visit RossCenter.com