



DEEPER  
THAN COLOR

# Employee Assistance Program (EAP) Counseling Services

Deeper Than Color: Social Justice & Strength-Based  
Psychotherapy and Consulting  
[www.deeperthancolor.com](http://www.deeperthancolor.com)  
[admin@deeperthancolor.com](mailto:admin@deeperthancolor.com)  
510-761-8282

# Counseling Services

Introduction

Meet Our Team

EAP Counseling  
Services

Funding Options &  
Examples

Choosing a Therapist

What to Expect



DEEPER  
THAN COLOR



DEEPER  
THAN COLOR

- Deeper Than Color is a team of highly skilled mental health professionals who work with a diverse clientele and specialize in providing social justice oriented psychotherapeutic and consultative support. We are rooted in the belief that to heal and thrive, it is necessary to acknowledge the harm caused by complex systems of oppression, as well as the strengths that grow from our history and cultural heritage. Our team is committed to mental freedom and the happiness that comes with it.

# Employee Assistance Program (EAP)

- Deeper Than Color offers a comprehensive Employee Assistance Program (EAP) that provides strength-based, evidence-based, and culture-centered counseling services. Our team of highly skilled psychologists specializes in social justice-oriented psychotherapeutic support, particularly for Black people and other People of Color. The program is designed to be context-driven, acknowledging the rich cultural heritage and the complex system of racialized oppression that affects individuals, while not defining them by it. Deeper Than Color's EAP aims to empower your employees by focusing on their inherent strengths and the intersectionality of their identities.



# Meet Our Team!

- Meet our team of highly skilled mental health professionals!
- Dr. Bedford Palmer II, Dr. Jacqueline Benson, Dr. Mar Chung, Dr. Leah Oliver, and Dr. Cathy “Cat” Thompson are licensed psychologists; Dr. Konjit Page. Dr. Miguel Frank and Dr. Nekolas Milton are registered psychological associates.
- [View our bios to learn more about each of our clinical specialties.](#)

# EAP Counseling Services

---

Each employee may request authorization from your human resources department to receive psychotherapeutic support from a Deeper Than Color therapist.

---

Authorized employees can receive 50-minute therapy sessions for a flat negotiated rate. Your organization can set a limit on the number of sessions you will reimburse.

---

After the employee's benefit is completed, they can choose to continue with their Deeper Than Color therapist at the therapist's standard rate or they may choose to end therapy.



# Funding Options

---

## **Flat Reimbursement:**

Employees pay Deeper Than Color directly, and then are reimbursed by your organization for clinical fees at a flat rate based on your chosen benefit.

---

## **Flat Rate Billed to Organization:**

Your organization negotiates a flat rate with Deeper Than Color. Employees are not charged for sessions. Deeper Than Color bills your company directly at the negotiated rate.

---

## **Dynamic Reimbursement:**

Employees use PPO health insurance to pay market rate for clinical services. Deeper Than Color bills insurance companies directly. Your organization reimburses your employees for their coinsurance.



# Funding Examples

---

## **Flat Reimbursement:**

Session fee is \$225.

Your employees pays \$225 to Deeper Than Color

Your organization reimburses your employee \$225 or less depending on your benefit level.

---

## **Flat Rate Billed to Organization:**

Session fee is \$225.

Your employees pays \$0 to Deeper Than Color.

Your organization pays Deeper Than Color \$225.

---

## **Dynamic Reimbursement:**

Session fee is \$225.

Your employees pays \$90 (40% co-insurance) to Deeper Than Color.

Deeper Than Color charges the remaining \$135 directly to employee's insurance.

Your organization reimburses your employee \$90 or less depending on your benefit level.







# Dynamic Reimbursement

- Employees use PPO health insurance to pay for clinical services.
- Employees use Deeper Than Color's direct billing partner to only pay their co-insurance.
  - After meeting their deductible, employees pay the percentage of the bill that is not covered by their insurance.
  - We bill the insurance company directly for the remainder of the bill.
- Your organization reimburses your employees for the coinsurance that was paid to Deeper Than Color.
- If your employee has not met their deductible, you can set a fixed amount or percentage to reimburse to subsidize their care.



# Choosing a Therapist (Example)

- Visit [www.deeperthancolor.com](http://www.deeperthancolor.com)
- View our therapist's bios for more information on their therapeutic styles and specializations.
- Use the Calendly Scheduling Widget at the bottom of the therapist's profile that you want to work with and schedule a phone consultation with our admin team.
- During your phone consult, be sure to mention your company and that you have been authorized to receive eight sessions.
- Our admin team will let you know if that therapist has openings and will either schedule your initial appointment or help you find one of our therapists who is more available.

# What to Expect...

## Phone Consult

- Before the first appointment, we offer a free 15-minute phone consultation with administrative staff. They will help you select a therapist who is a good fit for what you are looking for.

## Initial Appointment

- This initial 45-50 minute session will be a time for the therapist to really find out what's going on for you, to set goals, and to identify your expectations of therapy.

## Follow-up Appointments

- Follow-up sessions are typically 45-50 minutes long. Sessions are usually weekly but can be every two weeks, three weeks, monthly or as needed.





# DEEPER THAN COLOR

Deeper Than Color: Social Justice & Strength-Based  
Psychotherapy and Consulting  
[www.deeperthancolor.com](http://www.deeperthancolor.com)  
[admin@deeperthancolor.com](mailto:admin@deeperthancolor.com)  
510-761-8282