



ANNUAL REPORT
2021 - 2022

Division of Diversity, Equity and Inclusion



University of New Hampshire

Welcome to the fall of 2022 semester!

I am pleased to be sharing the inaugural Division of Diversity, Equity and Inclusion's 2021-2022 Annual Report. The Division of Diversity, Equity and Inclusion consists of the Office of Community, Equity and Diversity (OCED) and the Civil Rights and Equity Office (CREO), formerly known as the Affirmative Action and Equity Office (AAEO). The two offices are under my purview and are charged with facilitating strategic vision around diversity, civil rights, social justice, access and inclusion; ensuring compliance; supporting and providing care for our campus community; and leading campus-wide education initiatives and projects.

After listening to the needs and concerns of our community and creating a more supportive infrastructure to sustain deliverables tied to our strategic priorities, I am looking forward to seeing where our university-wide actions take us around matters such as Title IX, battling discrimination and bias, recruiting and retention of underrepresented students and employees, and fostering an environment of mutual respect and understanding. A lot was accomplished by OCED and CREO over the past academic year, much of which this annual report will highlight, but we still have a lot to do to reach the aspirations outlined in the UNH Diversity Statement:

The University of New Hampshire is committed to building and nurturing an environment of inclusive excellence where all students, faculty, and staff can thrive. We also are committed to providing open and inclusive access for all alumni, volunteers, learners, employees, and visitors seeking to participate in our programs and activities. We venture to sustain a campus environment that fosters mutual respect and understanding. We believe diversity, equity, accessibility, and inclusion are foundational values inextricably linked to achieving our core educational mission and embrace the many characteristics of our community members that make them uniquely themselves. Here, you belong and all are welcome.

As you engage in this report, keep in mind that it is not meant to be a comprehensive summary of all DEI-related initiatives at UNH. Its purpose is to highlight a few main initiatives and collaborations tied to OCED and CREO so does not reflect the plethora of wonderful and impactful deliverable throughout the university. Should you need more detailed information about relevant initiatives, please reach out to me to discuss.

I look forward to continued service as your chief diversity officer and to seeing what more we can accomplish together.

In appreciation,

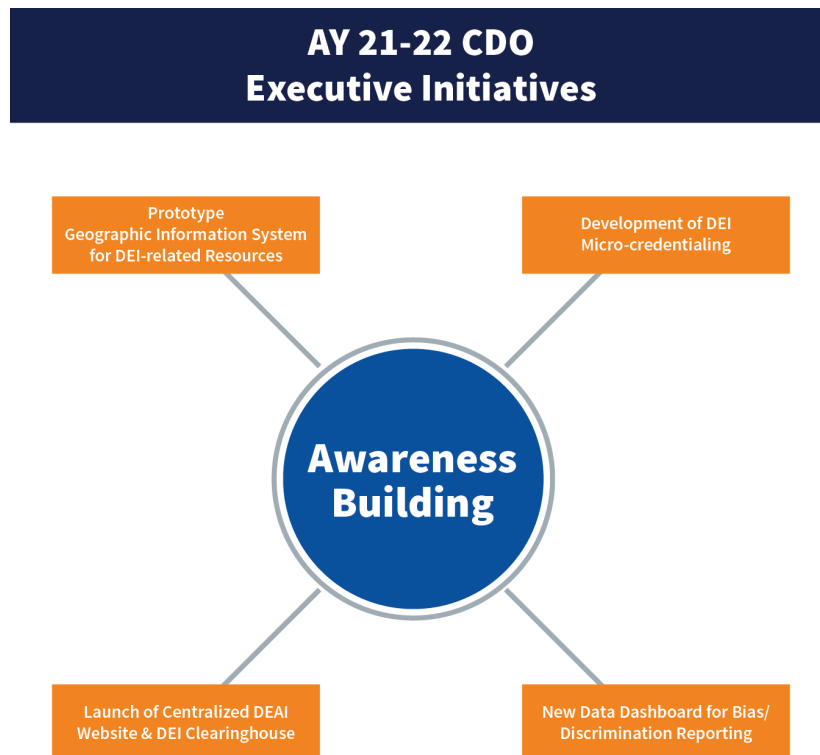


Nadine Petty, Ph.D.
Associate Vice President for Diversity, Equity and Inclusion



2022 Highlights

- OCED has partnered with the Graduate School and with the Global Racial and Social Inequality Lab to create a micro-credentialing opportunity related to DEI education. Work is still in progress but is moving steadily along.
- Provost Wayne Jones and CDO Nadine Petty developed a Diversity Faculty Hiring Framework to help increase faculty diversity and representation at UNH.
- Web and Mobile Development designed a DEI universal website as a one-stop-shop for offices, initiatives and programs related to diversity, equity, access, and inclusion.
- UNH received 4.5 out of 5 on the national Campus Pride Index. The index provides an overall indicator of institutional commitment to LGBTQ+ inclusive policy, program and practice.
- The number of admissions applications from underrepresented students increased to 355 from 261 the previous year.
- Admissions and OCED are partnering on the Elizabeth Ann Virgil Visit Program, which will host underrepresented high school students who have received their admittance letters to spend a weekend on campus. Students will meet with various academic and student support programs, attend a UNH class and connect to affinity specific student organizations. The program's goal is to increase the number of underrepresented students who matriculate to UNH. Pilot program is scheduled for spring 2024. A task force of campus partners is currently being formed.
- A dashboard was created with the assistance of the Center for Data to provide transparency on discrimination, hate and bias reporting. Data posted on the OCED website shows the number of incidents, location and type/description.
- The UNH Department of Natural Resources and the Environment developed a DEI related phototype GIS (Geographic Information System) campus and area map application to allow users to locate things like gender inclusive restrooms, minority owned businesses and other campus and community related DEI points of interest. OCED is now coordinating efforts around continued development of the GIS Mapping project.



University Commission for Community, Equity and Diversity

The University Commission for Community, Equity and Diversity was created in fall 2019 to advise and inform the President's Advisory Council on Campus Climate (PACCC) on issues related to diversity and inclusion. The PACCC was eventually absorbed into UCCED. Currently, the commission has working groups and standing committees involved in awareness-building and other practices that build inclusive culture. During the 2021-2022 academic year, UCCED was co-chaired by Nadine Petty, associate vice president for diversity, equity, and inclusion and Shari Robinson, assistant vice provost for student life. Members of the UCCED engaged in the following:

- Set up task force in partnership with International Institute of New England and ROTC to provide avenues of support for Afghan evacuees being relocated to NH.
- Campus Climate Survey Task Force worked on a preliminary draft questionnaire for 2023 campus-wide climate survey
- Student Recruitment and Retention work group is working on ideas/solutions for improving first-year student orientation and developing a qualitative exit survey for students.
- The Communications work group set up focus group sessions with Communication and Public Affairs and the Beaugard Center to discuss student concerns around tokenism in UNH promotional materials. Action steps were created to address the concerns.
- Transgender Policy, Action and Campus Climate committee has been working with Housing and Residential Life to create additional inclusive housing options for incoming students, elevate the term "gender inclusive" on residence hall applications and update the list of gender inclusive restrooms. Members also assisted in completing the 2022 Campus Pride Index application.
- Bias Response Work Group brought forth a proposal to create a Bias Assessment Response Team. BART has now been established with broad campus representation and includes the UNH Franklin Pierce School of Law and UNH Manchester. BART will review current bias response protocols, provide formal triage space for Res Life, Student Life, CREO and other groups and provide community response when incidents occur.

The Faculty and Staff Recruitment and Retention Committee has been reviewing best practices regarding creating affinity groups to provide employees of color with a means of connection. Members also worked on updating the Faculty Search Committee Manual.



Inclusion Council

The Inclusion Council was spearheaded in fall 2018 by interim associate vice president for community, equity and diversity, Monica Chiu as a faculty supported campus-wide initiative. The council exchanges information and discusses obstacles, resources, best practices and initiatives, and shares creative ideas about inclusive pedagogy, recruiting and retention, programming, and/or other challenges related to inclusivity. The Inclusion Council is currently comprised of both faculty and staff and has helped create, share or exchange related information about DEI initiatives across campus:

- The College of Health and Human Services' Committee on Ethnicity and Race Equity (CERE) conducted a DEI college self-assessment using the NERCHE (New England Resource Center for Higher Education) survey rubric. CERE also hosted Sidore Lecture Series "Aging in America – Justice for All?" to bring forward intersectional concerns around aging and sexual orientation, gender expression and other aspects.
- The UNH Library's Institutional Diversity, Equity and Advocacy committee revised library position descriptions to include DEI competency for all employees. They began creating an inclusivity inventory survey to find out how safe and welcoming their space is to the UNH community.
- The Graduate School built joint research and network recruitment opportunities through the New England Consortium and launched a spring term series on critical dialogue with panelists focused on DEI solution-based discussions.
- The Institute for the Study of Earth, Oceans and Space (EOS) Justice, Equity, Diversity and Inclusion (JEDI) researchers participated in pods as part of the Unlearning Racism in GEoscience (URGE) curriculum. These pods worked through curriculum focused on improving inclusivity in their field and research work.
- The UNH-Manchester DEI Committee has expanded its group to include more student voices. They also led Trans-Day of Remembrance.
- The UNH Franklin Pierce School of Law Executive Committee meets monthly to engage in DEI discussions. A MOU with the Pre-Law Summer Institute was developed to encourage more

underrepresented students to apply.

- The Peter T. Paul College of Business and Economics Community, Diversity and Inclusion Committee held discussion sessions around DEI, viewed related documentaries and Ted Talks and hired a Faculty Fellow for Diversity to maintain relationships with the Dean's Office and DEI efforts



Title IX Advisory Council

The Office of Community, Equity and Diversity coordinates the Title IX Advisory Council, which was created in summer 2015. It consists of faculty, staff and students from UNH's 3 campuses whose roles touch aspects of Title IX, including Clery Reporting, investigative processes, management of reports and complaints, compliance and so forth. The Title IX Advisory Council was co-chaired by Nadine Petty and Ken Holmes, senior vice provost for student life. During the reporting year, members of the council and their supporters provided the following deliverables:

- Customized and implemented a new student sexual harassment and sexual misconduct module for all UNH campuses.
- Committee members partnered with the Prevention and Innovations Research Center (PIRC) to formulate and distribute a climate survey on sexual violence and misconduct in compliance with NH RSA 188-H mandates. A report outlining survey results and university response was provided to the NH Department of Education. Survey findings can be viewed on the CREO website and on websites specific to UNH-Manchester and Franklin Pierce School of Law.
- Members have engaged Human Resources to augment a shift in workplace sexual harassment/misconduct training (in compliance with RS-188) to meet the state requirement that all employees take part in annual sexual harassment training.
- Clarified mandated reporter requirements and confidential resource advisors to students in relation to: peer advisors, students holding supervisory positions, student senate leadership and undergrad teaching assistants.
- Co-hosted a campus-wide town hall for students, staff and faculty on the Comprehensive Prevention Plan to tie into the Institutional Strategic Priority "Enhancing Student Success and Well-being." Additional Prevention Plan presentations took place with various campus governance groups.
- Updated CREO and Student Life websites with dedicated pages for Title IX, the Prevention Plan, and information on reporting incidents of sexual misconduct.



Bias Assessment and Response Team (BART)

In spring, 2022, the Office of Community, Equity and Diversity formally instituted its Bias Assessment and Response Team (BART). This committee has been a long-time vision of many staff and faculty across the university and operated in an ad hoc manner under the University Commission for Community, Equity and Diversity since 2018.

The team is comprised of 18 individuals from across the Durham, Manchester and Concord campuses who have committed to a two-year volunteer term of service.

The primary work of BART is to serve as a resource for coordinating the UNH community's response to bias incidents by:

- Addressing campus climate
- Recommending educational and awareness opportunities
- Monitoring patterns of hate/bias incidents; providing appropriate recommendations to university leadership

The committee meets monthly and will be focusing its efforts this coming academic year on: transparency, restorative care and awareness building.

If you have any questions or would like more information,
please email BART Chair Allyson Ryder, at Allyson.Ryder@unh.edu

Appointed Chair

Assistant Director (OCED)

Ex-Officio Members

Bias Response & Support Coordinator (OCED)

Equity Specialist (CREO)

Member Affiliations

Academic Advising

Athletics

Beauregard Center

Campus Recreation

Center for Academic Resources

Graduate School

Residential Life

Student Life

UNH Faculty Appointees

UNH Franklin Pierce School of Law

UNH Manchester

UNH Police Department

Office of Community, Equity and Diversity

The Office of Community, Equity and Diversity has existed at UNH since 2005 under various names and reporting structures. Regardless of its name or structure, OCED always has had the mission of educating and building awareness, empowering the community, and helping to create a safe and inclusive campus culture where members are free to be authentically themselves and where truth-telling is neither frowned upon nor dismissed.

2022 OCED Collaborations

The Office of Community, Equity and Diversity was honored to collaborate with several units across campus over the 2021-2022 academic year. Below are some of those collaborations:

UNH Sustainability Institute

Audience: UNH Undergraduate Students

Student Internship: Hosted a Sustainability Institute internship to gauge student interest in diversity, equity, inclusion, and sustainable events at UNH.

UNH Institute for Health Policy and Practice (IHPP)

Audience: UNH community and statewide community

Sidore Lecture Series: Aging in America – Justice for All?: Provided content insight and speaker engagement around the most pressing issues facing aging adults in the United States.

UNH Social Work Department

Audience: Juvenile Justice workers in New Hampshire

Bias Awareness Grant: Oversight of the design and delivery of a four-hour long bias awareness workshop for those working within New Hampshire's Juvenile Justice system to begin considering the impact socialization has within this institution.

UNH Psychological and Counseling Services (PACS)

Audience: UNH Faculty and Students

Racial and Ethnic Curricular Representation in UNH Classrooms: Conducted research to better understand and assess the impact of racial and curricular representation on the academic and psychological well-being of UNH students.

The Aulbani J. Beaugard Center for Equity, Justice and Freedom

Audience: UNH Community

Gender Inclusive Restrooms: Conducted campus-wide assessment and evaluation, with partnership from Admissions and Health & Wellness, of gender inclusive restroom inventory across all of UNH Durham campus. This information will help inform future renovation & building projects across campus as well as event planning and student support across campus.

Looking Ahead

The Office of Community, Equity and Diversity is excited to expand its programming, trainings and partnerships in 2022-2023. We are proud of the impact we have been making and continue to seek new ways to build cultures of inclusion and belonging across our entire community. Key projects in the works include:

- Expansion of workshops, trainings and programs to the UNH Franklin Pierce School of Law
- Considerations for a UNH Center for Neurodiversity on the Durham Campus
- Partnership with Admissions on the Elizabeth Ann Virgil Program to support recruitment of students with diverse backgrounds matriculating to UNH
- Naming of a new Indigenous trails on the Durham campus
- Enhancement of current DEI clearinghouse to create an online “one stop shop” for courses, initiatives, events and workshops related to DEI.

The Office of Community, Equity and Diversity looks forward to continued support of our campus community and various external constituents in addressing bias, expanding our understanding of ourselves and one another, and engaging in shared humanity.

2022 OCED Main Events

COMMUNITY POLICING SERIES

Installments of this series, which originated as a standalone event, were held quarterly throughout Academic Year 21-22. A dozen industry experts across the justice system, nonprofit landscape and academic sphere joined with the UNH community for candid discussions centering community policing. Specific topics included the role of bias in police training, the impact of the Black Lives Matter movement and mental health intersections within the community. This series was truly brought about by community input, as the first conversation inspired a litany of thought-provoking questions, which necessitated additional sessions.

BLACK HISTORY MONTH

The 2022 theme of Black History Month, held annually in February, was “Hidden Histories.” Events centered on civic engagement as well as the arts. As culture and history are created by and interwoven within different mediums, OCED has traditionally worked to incorporate varied components within the month-long celebration. Technology was utilized to increase access and engagement across UNH campuses and beyond. The 2022 opportunities included engagement with visual art, music, dance and film, to name a few. Highlights included a virtual evening with civil rights leader Angela Davis, a showcase of locally created social justice themed artwork, a panel discussion of the film *Coded Bias*, an afternoon of dance and song with Akwaaba African Drum and Dance Ensemble, and more.

KIDDER EVENTS

The Office of Community, Equity and Diversity is honored to steward the William “Bill” Kidder Fund. For nearly two decades, the Kidder fund has sponsored awards, both monetary and recognition-based, for those within the UNH community advancing initiatives important to the LGBTQIA+ community. Additionally, two of the mainstays of the UNH April calendar are sponsored in part by Kidder funding. Held annually during what UNH refers to as “Gaypril,” the Kidder Lecture as well as the Pride and Pancakes Breakfast Celebration are highly anticipated events each year.

The number of past **Kidder Award** recipients recently surpassed 100! The 2022 recipients advocated for the LGBTQIA+ community at the New Hampshire

State House, helped showcase UNH’s dedication to the LGBTQIA+ community through completion of the national **Campus Pride Index** and fostered many inclusive spaces across all our campuses.

The theme of the **Kidder Lecture for 2022 was, “Coming Out in the Workplace.”** A panel of local LGBTQIA+ leaders within the business industry described experiences throughout their lives involving their personal identities and professional careers.

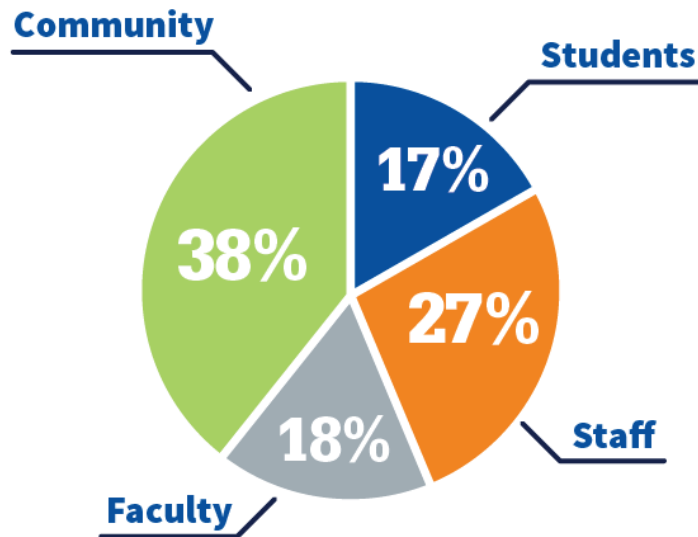
The Annual Pride and Pancakes Celebration returned, with gusto, to an in-person format. Over 100 people attended the event in-person. In addition, the celebration hosted a contingent of community members joining remotely. Partners in the awareness-building component of the event included UNH Athletics, UNH Campus Recreation and UNH Social Work. National trends, UNH initiatives as well as original research comprised the narrative. Those leaving the event brought with them increased knowledge of ongoing efforts, underway and future needs regarding trans inclusivity in sports. The broader LGBTQIA+ community was represented through displayed projects created by current Women’s and Gender Studies Intro to LGBTQIA+ Studies students. We look forward to the 30th anniversary of Pride and Pancakes in 2023!

SPEAKER EVENTS

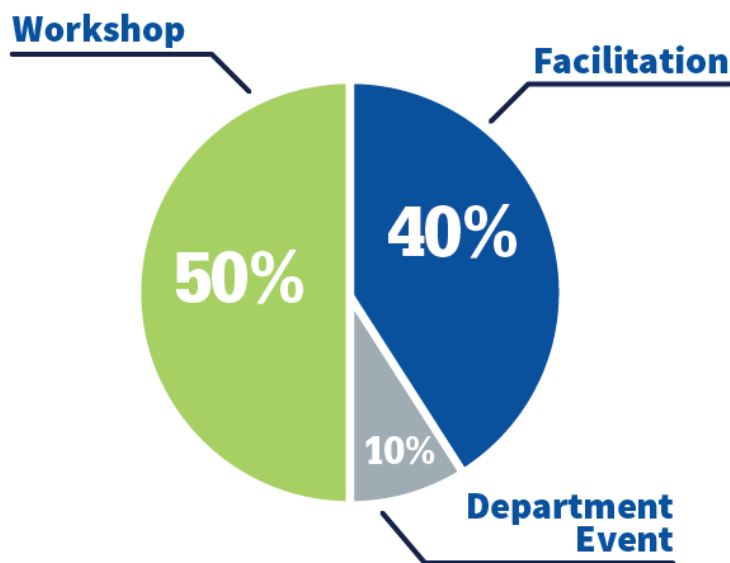
Eddie S. Glaude, Chair of African American Studies at Princeton University, served as the premiere speaker for the 22-23 Academic Year. Welcomed through a partnership including many colleges, student organizations and units across campus, Glaude presented a talk regarding, *Race and Democracy: America is Always Changing, but America Never Changes*. His stirring words juxtaposed the historic inception of our American system of government against the systemic inequalities witnessed today. Scores of students and community members were able to connect with Glaude following his presentation for general Q&A as well as an informal meet and greet. Partnerships, both across campus and regionally, make possible the hosting of internationally acclaimed speakers as often as possible.

OCED Engagement and Facilitation

Sponsored Engagements by Primary Audience

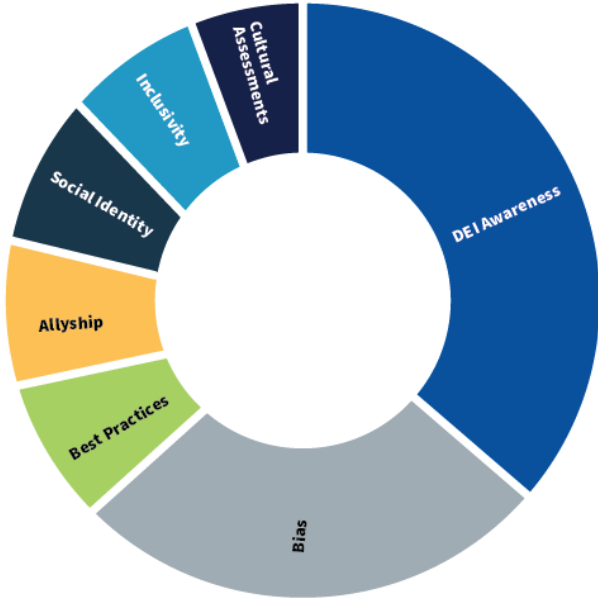


Sponsored Engagements by Type

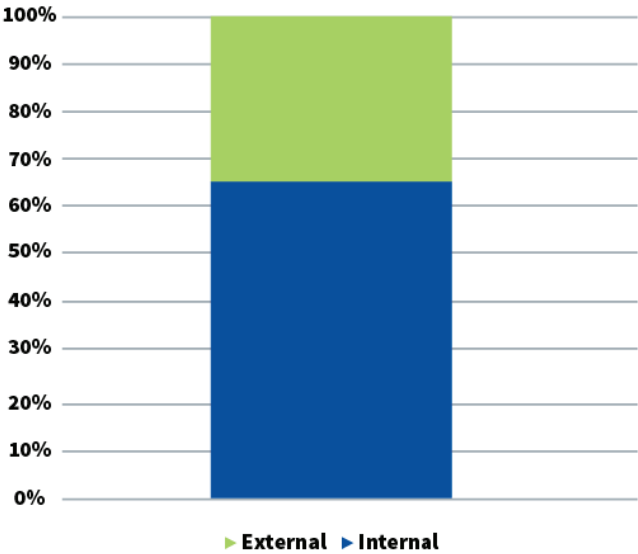


OCED Engagement and Facilitation (continued)

Primary Topics for Workshops & Facilitations



Partnerships by Type



Civil Rights and Equity Office (CREO)

During the 2021-2022 reporting year, the Civil Rights and Equity Office (CREO), formerly the Affirmative Action and Equity Office, welcomed Laura Buchs, J.D. as the new director and Title IX coordinator for UNH. Under Laura's leadership, the CREO is working towards many new internal goals to help with connection, communication and trust-building across UNH's three campuses. CREO also hired a new staff member, Emily Wilcox, whose role is UNH-wide education and support of those filing reports and/or complaints with the office. Emily's title is equity specialist – support and education programs, and she will be collaborating with the Office of Community, Equity and Diversity staff on educational outreach where relevant.

CREO FY 2022 Trainings & Presentations

Date of Training/ Education Event	Training/Education Event	Type of Training/ Education*
8/17/2021	Connect Mentors Student Training	DHT/TIX
8/17/2021	UNH Law	DHT/TIX
8/18-25/2021	Community Assistant and Resident Assistant Training	DHT/TIX
8/24/2021	New Faculty Orientation	DHT/TIX
8/24/2021	Graduate and Teaching Assistants Orientation	DHT/TIX/ADA
8/24/2021	UNH Manchester	DHT/TIX
9/12/2021	UG Student Senate	Reporting Obligations
10/28/2021	Residence Life Professional Staff	AAEO Processes
10/28/2021	Residence Life Panel on Sexual Violence	TIX
11/3/2021	College of Social Innovation - Semester in the City Program	DHT/TIX
11/18/2021	Student Life Directors	AAEO Processes
11/22/2021	Meeting with SVAC	Sexual Violence
11/29/2021	Paul College Honors Fraternity	TIX
12/09/2021	Meeting with SVAC (Remote)	Sexual Violence
12/13/2021	Advisor Training	TIX
12/15/2021	Graduate Students	Civil Rights at UNH
12/16/2021	Biological Sciences (COLSA) Town Hall	TIX/AAEO Processes
1/12 and 19/2022	Hospitality Associates (3 sessions)	DHT/TIX
1/12/2022	Postdoctoral Research Associates	DHT/TIX
11/15/2021	Undergraduate Student Senate Exec Committee	Intro to AAEO
(1/14/2022)	RA/CA Training (Video presented during Residence Life January training)	Created video responding to RA/CA questions on TIX
1/18/2022	Graduate Assistant Orientation	DHT/TIX
1/19/2022	Mentor/Mentee Workshop - COLA Graduate	Appropriate Relationships
2/3/2022	Foundation Board Mentors	TIX/Reporting
2/16/2022	Town Hall	IPV

CREO FY 2022 Trainings & Presentations

2/23/2022	Law Students	AAEO Processes/TIX
3/9/2022	RA Training - Manchester	Reporting/TIX
3/30/2022	Law Students	Working in Civil Rights Compliance
4/20/2022	Youth Programs	Sexual Misconduct Reporting
4/27/2022	UNH-Manchester Denim Day Presentation	Sexual Violence
4/27/2022	SVAC Panel	Sexual Violence
5/23/2022	Housing Summer Staff Training	Sexual Misconduct Reporting
5/26/2022	BART	AAEO Processes
6/2/2022	New Student Orientation - Leader Training Contact: New Student Programs	Sexual Misconduct Reporting
6/8/2022	EMERGE REU Training - Research Students from other institutions that will be studying abroad	Sexual Misconduct Reporting

Civil Rights & Equity Office (CREO)

CREO provided outreach and support to students, staff and faculty who reported being impacted by incidents of discrimination and/or sexual misconduct during the past academic year. In so doing, they also provided outreach and support to respondents named in a complaint and facilitated formal and informal complaint resolution processes. Supportive measures include changes in academic or employment schedules, housing accommodations, referrals for counseling or other campus services, and more.

Did you know discrimination and sexual misconduct considerations are only a small portion of CREO's responsibilities? CREO's scope of duties and responsibilities are wide and included contributions to the UNH COVID-19 safety programs, working with employees who have heightened risk factors and their supervisors to provide ADA accommodations. The staff also processed requests for religious accommodations for vaccine mandates.

In addition to handling Title IX complaints and reports of discrimination or discriminatory harassment, CREO is responsible for reviewing reports about public access issues and ADA parking. The office contributed to updating UNH's campus accessibility map. It also supported colleges, departments and offices by fielding inquiries about gender-based housing and restroom policies, supported gender non-binary and transgender persons in field programs, supported accommodations available for pregnant and parenting students, addressed anonymous incidents posted on social media sites, and facilitated numerous difficult conversations.

In addition to UNH-specific duties, CREO also provided external reports and contributed to external reviews conducted by federal agencies and engaged with USNH and other campus committees and initiatives. Some examples are the Title IX Steering Committee, the Title IX Advisory Board, the Title IX Working Group, the NH Consortium, the Faculty Hiring Manual Task Force and BART.



Division of Diversity, Equity & Inclusion Staff

Nadine Petty

**Associate Vice President for Diversity, Equity & Inclusion
Office of the President — Thompson Hall**

OCED

Allyson Ryder
Assistant Director

Janice Pierson
Administrative Coordinator

Sharon Tarleton
Bias Response & Support Coordinator

CREO

Laura Buchs
Director

Pamela Hayes
Senior Administrative Assistant

Ren Haywood
EEO/ADA Compliance Officer

Emily Wilcox
Equity Specialist
Support & Education Coordinator

Office of Community, Equity and Diversity

Thompson Hall, G14
105 Main St.
Durham, NH 03824
(603) 862-1058

Civil Rights & Equity Office

Thompson Hall, 305
105 Main St.
Durham, NH 03824
(603) 862-1058