REPORT FROM THE  
PRESIDENT’S COMMISSION ON THE STATUS OF PEOPLE OF COLOR  
2013-2014

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By  
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The Commission, at its September 20, 2013 meeting, discussed the goals for the 2013-2014 year. Following the discussion at that September meeting the co-chairs organized the goals and distributed them across several working committees. The committees and their goals are listed below.

**CAMPUS CLIMATE COMMITTEE**
- Complete data analysis of campus climate surveys (Sean McGhee’s & Mark Rubinstein’s surveys) and prepare a summary document to help guide discussions and actions.
  - Continue By-Stander Awareness Program by coordinating with appropriate campus organizations.
  - Develop microaggression workshops in conjunction with other commissions and other campus entities who are working in this area.
  - Continue to connect with the Bias Response Protocol group and ReportIt.

**SUSTAINED DIALOGUE COMMITTEE**
- Continue to work to implement sustained dialogues at UNH.

**INSTRUCTION, CURRICULUM, & COMMUNITY BUILDING (ICCB) FOR DIVERSITY, INCLUSION, AND EQUITY COMMITTEE**
- The major focus of the ICCB is the development and implementation of the dialogue/community conversation portion of the MLK Celebration Series. This is the signature event for which the Commission. There will be a specific subcommittee that will focus on this task.
  - The ICCB will also undertake joint efforts to develop curriculum and professional development to support the commission goals of diversity, inclusion, and equity.
RECRUITMENT & RETENTION COMMITTEE

- The Recruitment & Retention shall continue with the original charge. No new charge is added to this committee.

In addition to these charges, the commission responded to issues that arose during the year. We will briefly outline the issues chronologically that the commission addressed.

1. Revised Bylaws of the Commission (October 2013)

2. Participated in and influenced the development of the revision of the position for Vice Provost for Faculty Development and Inclusive Excellence.
   - The commission took part in the development of the revision of the Vice Provost position starting during the summer of 2013 to the interviews of finalists in 2014, through initial discussions with the Provost to influencing the subcommittee who finalized the job description. The commission was actively involved in this important activity.

3. The ICCB developed the dialogue/community conversation portion of the University’s MLK celebration. Unfortunately, the entire MLK celebration, including the dialogue was cancelled due to bad weather.

4. The commission discussed unacceptable student athlete tweets. It met with the athletic director, several head coaches and assistant directors to discuss the tweets and how the commission and the athletic department can work together to address this issue.

5. The commission, through the leadership of Sean McGhee, reviewed access and affordability of course materials including textbooks. An informal working group, including Vice President Rubinstein and the Faculty Senate, discussed the issue, gathered. The issue was discussed at the faculty Senate, and the Student Affairs Committee presented recommendations for the faculty and the administration on how to increase access and affordability. The senate voted to accept the recommendations.

6. The Commission shared information on microaggressions with the ADVANCE IT Internal Steering Committee as it develops workshops for faculty and staff.

7. The preliminary results of the Campus Climate Survey were presented and discussed by the commission.

8. The commission reviewed and accepted a plan to add Faculty Affiliate status in an effort to draw more faculty members into the commission. A letter was approved and will be distributed to faculty who have an interest in the work of the commission.
9. The commission collaborated with the other commissions to address the issue of Title IX protocols on reporting sexual abuse.

10. The co-chairs worked with the University Council for Inclusive Excellence and Equity on developing and advancing a social identity attribute to be added to the Discovery Program. The social identity attribute was passed by the Council and was sent to the Discovery Committee, which will be forwarded to the Faculty Senate for action.

11. The commission continued to provide financial support for organizations whose work supports the goals of the commission.