

# **ANNUAL REPORT 2022 - 2023**

## **Division of Diversity, Equity and Inclusion**



**University of  
New Hampshire**

# The Many Heads, Hands, and Hearts

Dear UNH Community,

Last year, the Division of Diversity, Equity and Inclusion shared its first Annual Report covering 2021-2022 metrics and highlights. The Division will continue to present annual metrics and accomplishments to foster transparency and maintain accountability, but most importantly, to celebrate and bring to the forefront the accomplishments and efforts geared towards building and sustaining a more diverse and inclusive UNH. To that end, I am pleased to offer to the UNH community our Division's 2022-2023 Annual Report.

Something new you will notice in this year's Annual Report is the addition of a Spotlight(s) page that recognizes an event or initiative outside of the Division. It's important to highlight good work when it happens, regardless of where it occurs. I continue to believe and foster the idea that the work of diversity, equity, accessibility, and inclusion is everyone's responsibility. I am grateful for the many heads, hands, and hearts - both inside and outside the Division - that contribute to building and sustaining a campus culture where all humans, regardless of background or identity(ies) are treated with fairness, respect, and dignity.

As with last year's report, as you engage with the information presented, keep in mind that it is not meant to be comprehensive. There are more collaborations and initiatives within the Division than can be captured in this report. Along the same vein, I recognize that the Spotlight only highlights two initiatives. There were numerous important initiatives and programs over the reporting year. Their absence from this report is neither a function of worthiness nor of impact.

I remain committed to building community and increasing inclusion at UNH, to abolishing harmful behaviors that dehumanize and degrade members of our campus community, to being your champion and an advocate for your well-being, and to continuing the work of touching hearts and educating minds. The success of any diversity, equity, accessibility, and inclusion effort does not eradicate the cumulative effect of historical inequality - I'm not convinced it ever could, but it certainly sets us on a path worth traveling. There is still a lot of work ahead and I am thankful for your support during it. Chip away as they may, brick by brick, we continue to build.

In appreciation,



Nadine Petty, Ph.D.

Associate Vice President for Diversity, Equity and Inclusion





# 2023 UNH DEI Spotlights

## THE AULBANI J. BEAUREGARD CENTER FOR EQUITY, JUSTICE AND FREEDOM: CELEBRATION OF ACHIEVEMENT AND EXCELLENCE



Left to Right: Raven Keating, SVP Kenneth Holmes, Provost Wayne Jones, Kushum Basnet, Dr. Nadine Petty, and Faith Bonett.

The Aulbani J. Beauregard Center for Equity, Justice and Freedom expanded its annual Durham-campus pre-commencement graduation celebration. This year, lavender stoles and first-generation medallions joined the traditional kente cloth stole in an effort to better reflect the multitude of identities held by the members of each class that register to participate annually.

Student speakers representing each recognition, Kushum Basnet ('23), Raven Keating ('23) and Faith Bonett ('21, '23G), provided reflections on their time spent at UNH. Provost Wayne Jones, Senior Vice Provost for Student Life Kenneth Holmes, and Associate Vice President for Diversity, Equity and Inclusion Nadine Petty, provided each student speaker's introduction.

In addition to unveiling new regalia options, the AY 22-23 celebration also introduced a special homage to the Diversity Support Coalition (DSC). Student leaders, including the DSC chair, DSC business manager and the co-chairs of DSC's seven member organizations, were recognized for the outstanding contributions of the DSC to the UNH Durham campus community.

## THE PETER T. PAUL COLLEGE OF BUSINESS AND ECONOMICS: DEI CONFERENCE

The Peter T. Paul College of Business and Economics hosted its first annual Diversity, Equity and Inclusion conference in February of 2023. The goal of this one-day, multi-session conference entitled, *Cultivating Community*, was to bring together students, staff, faculty, alumni, business leaders, and interested members of the local community to learn, share, connect, grow, and expand inclusive practices. The true highlight of the conference was the immense amount of engagement from the 187 attendees. Paul College expects even greater engagement in 2024 thanks to an exciting partnership with the College of Engineering and Physical Sciences, CEPS.

This year's conference provided opportunities for networking, workshops and panels.

Topics of conversation included:

- Being an Ally
- Careers in DEI
- DEI Research
- Community Impact



# UNH Racial and Ethnic Diversity Data: Academic Years 2020-2023

## UNH Durham Students: Applications

The percentage of BIPOC domestic students applying to UNH has been steadily increasing. The most notable application gains since fall 2022 are in the categories of undergraduate students who identify as Black or African American and students who identify as Hispanic/Latino. The total number of graduate student BIPOC applications decreased in fall 2022 overall but increased in fall 2023.

UNH Durham: Degree-Seeking Applications by Fall Term							
		2021		2022		2023	
		#	%	#	%	#	%
Graduate	BIPOC Students	220	9.4%	160	5.6%	171	6.2%
	Unknown (Including International)	907	38.7%	1,667	58.1%	1,606	58.1%
	White	1,214	51.9%	1,044	36.4%	989	35.8%
	Graduate Total:	2,341	100.0%	2,871	100.0%	2,766	100.0%
Undergraduate	BIPOC Students	3,226	15.2%	3,484	15.7%	3,704	16.9%
	Unknown (Including International)	1,081	5.1%	1,156	5.2%	1,105	5.0%
	White	16,979	79.8%	17,503	79.0%	17,172	78.1%
	Undergraduate Total:	21,286	100.0%	22,143	100.0%	21,981	100.0%
Grand Total		23,627		25,014		24,747	

## UNH Durham Students: Enrollment

Although the number of applications received from students with marginalized racial and ethnic identities have increased, the number of undergraduate and graduate students of color enrolling at UNH has declined. This decline can be correlated to a decline in overall student enrollment as it relates to headcount, including white students; however, the percentage of white students and Hispanic students enrolled in fall 2021, fall 2022, and fall 2023 have remained consistent (84% and 4% respectively).

Durham Undergraduate Degree Seeking Students			
Race/Ethnicity	2021	2022	2023
American Indian or Alaskan Native	8	10	5
Asian	348	367	294
Black or African American	109	135	84
Hispanic or Latino	502	499	464
Native Hawaiian or Other Pacific Islander	2	1	2
Non-Hispanic 2 or more races	289	278	278
Non-Resident Alien	139	177	121
Unknown	478	526	375
White	10080	10137	9657
Sum:	11955	12130	11280

Durham Graduate Degree Seeking Students			
Race/Ethnicity	2021	2022	2023
Asian	56	43	38
Black or African American	55	65	32
Hispanic or Latino	78	75	58
Non-Hispanic 2 or more races	40	34	30
Non-Resident Alien	285	329	119
Unknown	146	68	60
White	1670	1777	1065
Sum:	2330	2391	1402

## UNH Manchester Students: Enrollment

Manchester has seen a slight increase in student racial and ethnic diversity over the past three years, with FY23 showing the highest percentage (22.4%) of enrollment of historically underserved students.

### Undergraduate Degree Seeking Students

	2021	2022	2023
2 or more races			3
American Indian or Alaskan Native		1	1
Asian	36	31	21
Asian (incl. Indian subcont. & Philippines)			6
Black or African American	22	16	21
Hispanic/Latino (including Spain)			13
Hispanic or Latino	51	49	31
Native Hawaiian or Other Pacific Islander		1	1
Non-Hispanic 2 or more races	17	15	11
Non-Resident Alien	3	1	4
Unknown	56	46	42
White	458	347	237
White (including Middle Eastern)			91
<b>Total:</b>	<b>643</b>	<b>507</b>	<b>482</b>

### Graduate Degree Seeking Students

	2023
Asian	6
Black or African American	8
Hispanic or Latino	3
Non-Hispanic 2 or more races	4
Non-Resident Alien	20
Unknown	36
White	41
<b>Total:</b>	<b>118</b>

\* Prior to 2023, Manchester graduate students reported through Durham-based graduate school

## UNH Franklin Pierce School of Law Students: Enrollment

The UNH Franklin Pierce School of Law has steadily increased their student racial and ethnic diversity over the past few years. Although data for fall 2023 was not confirmed at the time of this annual report, it is anticipated that this academic year will have the most racially diverse student body enrolled to date, with the incoming residential class comprised of approximately 20% BIPOC students and 40% in the hybrid program.

### J.D. Students

	2021	2022
Hispanic (any race)	28	43
American Indian or Alaska Native	0	0
Asian	29	30
Black or African American	14	21
Native Hawaiian or Other Pacific Islander	0	0
Two or More Races	20	20
Total People of Color	91	114
White	377	433
Nonresident Alien	17	18
Race and Ethnicity Unknown	27	31
Total	512	596

\*Academic year 2022-2023 ABA reporting underway

# UNH Employees

Staff and faculty racial and ethnic diversity have fluctuated over the past three years, with the current reporting year showing an increase in faculty and staff racial and ethnic diversity for Durham and Law.

## Durham Campus

	Faculty								Staff							
	2022 - 2023		2021 - 2022		2020 - 2021		2019 - 2020		2022 - 2023		2021 - 2022		2020 - 2021		2019 - 2020	
	n	#	n	#	n	#	n	#	n	#	n	#	n	#	n	#
American Indian or Alaskan Native	2	0.2%	2	0.2%	3	0.3%	3	0.3%	1	<0.1%	2	0.1%	3	0.1%	4	0.1%
Asian	82	7.3%	84	7.6%	84	7.5%	80	7.1%	56	2.0%	46	1.8%	60	2.2%	59	2.0%
Black or African American	10	0.9%	10	0.9%	11	1.0%	10	0.9%	35	1.3%	39	1.5%	37	1.4%	35	1.2%
Hispanic or Latino	35	3.1%	30	2.7%	29	2.6%	26	2.3%	129	4.7%	108	4.1%	98	3.7%	103	3.5%
Native Hawaiian or Other Pacific Islander	1	0.1%	1	0.1%	1	0.1%	1	0.1%	0	0.0%	0	0.0%	1	<0.1%	1	<0.1%
Non-Hispanic 2 or more races	16	1.4%	15	1.3%	14	1.2%	12	1.1%	43	1.6%	32	1.2%	39	1.5%	42	1.4%
<i>People of Color Subtotal</i>	<i>146</i>	<i>13.0%</i>	<i>142</i>	<i>12.8%</i>	<i>142</i>	<i>12.7%</i>	<i>132</i>	<i>11.7%</i>	<i>264</i>	<i>9.6%</i>	<i>227</i>	<i>8.7%</i>	<i>238</i>	<i>8.9%</i>	<i>244</i>	<i>8.2%</i>
Unknown	150	13.4%	139	12.5%	129	11.5%	135	12.0%	205	7.4%	217	8.3%	198	7.4%	240	8.2%
Non-Resident Alien	57	5.1%	49	4.4%	33	2.9%	36	3.2%	29	1.0%	16	0.6%	19	0.7%	17	0.6%
White	766	68.5%	782	70.3%	817	72.9%	826	73.2%	2264	82.0%	2154	82.4%	2220	83.0%	2410	82.8%

## Law Campus

The number of faculty and staff at the Franklin Pierce School of Law is small. Due to the small “n” and concerns around presenting data that has the potential of identifying specific individuals as members of protected classes, the data are not included in this year’s annual report; however, the law school continues to show steady increases in both the number and percentage of faculty and staff of color employed. Since FY20, the percentage of faculty of color has increased from 4.5% to 4.8%. The percentage of staff of color has increased from 7.5% to 14.6%.

## Manchester Campus

	Faculty								Staff							
	2022 - 2023		2021 - 2022		2020 - 2021		2019 - 2020		2022 - 2023		2021 - 2022		2020 - 2021		2019 - 2020	
	n	#	n	#	n	#	n	#	n	#	n	#	n	#	n	#
American Indian or Alaskan Native	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian	2	1.6%	2	1.7%	2	1.8%	0	0.0%	0	0.0%	0	0.0%	2	3.7%	1	1.7%
Black or African American	2	1.6%	4	3.3%	3	2.7%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanic or Latino	2	1.6%	2	1.7%	2	1.8%	2	1.8%	0	0.0%	2	3.8%	1	1.9%	1	1.7%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Hispanic 2 or more races	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.1%	1	1.9%	1	1.9%	1	1.7%
<i>People of Color Subtotal</i>	<i>6</i>	<i>4.7%</i>	<i>8</i>	<i>6.7%</i>	<i>7</i>	<i>6.4%</i>	<i>3</i>	<i>2.7%</i>	<i>1</i>	<i>2.1%</i>	<i>3</i>	<i>5.7%</i>	<i>4</i>	<i>7.5%</i>	<i>3</i>	<i>5.1%</i>
Unknown	29	22.8%	26	21.7%	22	20.0%	28	25.2%	8	16.7%	9	17.0%	9	16.7%	6	10.3%
Non-Resident Alien	2	1.6%	2	1.7%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	1	1.7%
White	90	70.9%	84	70.0%	80	72.7%	79	71.2%	39	81.3%	41	77.4%	41	75.9%	48	82.8%

\* Includes employees with jobs effective 11/1 of each fiscal year

\*\* Employees working at multiple campuses are counted once per campus

## FY23 New Faculty Hires by Campus

	Durham		Manchester	
	n	#	n	#
Asian	20	19.6%	0	0.0%
Hispanic or Latino	8	7.8%	0	0.0%
Non-Hispanic 2 or more races	2	2.0%	0	0.0%
<i>People of Color Subtotal</i>	<b>30</b>	<b>29.4%</b>	<b>0</b>	<b>0.0%</b>
Unknown	1	1.0%		
White	71	69.6%	2	100.0%
<b>Grand Total</b>	<b>102</b>	<b>100.0%</b>	<b>2</b>	<b>100.0%</b>

\* Includes faculty who started new jobs between 7/1/22-6/30/23

The number of FY23 new faculty hires at the Franklin Pierce School of Law is small. Due to the small “n” and concerns around presenting data that has the potential of identifying specific individuals as members of protected classes, the data are not included in this year’s annual report. The law school continues to do good work in increasing racial and ethnic diversity. Approximately 13% of new faculty hires in FY23 are faculty of color.

## 2023 Division of Diversity, Equity & Inclusion Highlights

- The Neurodiversity Task Force was created with a cross section of representation from UNH departments and offices. Members of the task force worked on Phase I of implementation of the UNH Neurodiversity Center, which includes, but is not limited to, establishing overall mission and scope along with funding, services, and activities. Phase I is expected to be completed before August 2024.
- UNH received 4.5 out of 5 on the national Campus Pride Index. The index provides an overall indicator of institutional commitment to LGBTQIAP+ inclusive policy, program and practice.
- UNH Durham received 3,704 undergraduate applications and 171 graduate applications from BIPOC students in FY23, up from 3,484 and 160 respectively in the previous year.
- DDEI will be collaborating with UNH Sustainability Institute to build out a GIS mapping function to help all members and visitors coming to UNH find accessible and inclusive spaces including gender inclusive restrooms and accessible meeting spaces.
- A formalized attention to staff diversity was initiated and a Staff Diversity Hiring Framework completed and piloted.
- CREO worked with campus partners to designate professional staff in the Beauregard Center as added UNH confidential resources for students.
- Two religious observances calendars were created by CREO and are available on their website.





# Inclusion Council

In 2017, the article, *The Art of Inclusion: Three Inclusive Culture Tips Inspired by Vincent van Gogh* was published. The article was written by Benjamin Antoniou, Global Inclusion & Diversity Manager for a large healthcare company with over 99,000 employees in more than 100 countries. Nadine Petty tucked the article away in a paper file (yes, she keeps one), only to reread it again a few weeks ago. Dr. Petty felt the article's tenets are aligned very closely with those of the UNH Inclusion Council – more on that soon.

The Inclusion Council was first convened in fall 2018. At that time, it served as a space where faculty could engage in discussions, awareness building, and action around inclusive practices. It has since evolved to include both faculty, staff, and students, and to represent a wider cross-section of UNH. Members exchange information and discuss obstacles, resources, and best practices, and share creative ideas about inclusive pedagogy, recruiting, retention, programming, and/or other challenges related to inclusivity at UNH. Members create initiatives in their respective areas and/or exchange information about diversity, equity, accessibility, and inclusion initiatives across campus.

Dr. Petty plans to discuss adding an additional element to the Inclusion Council involving continued education around diversity, equity, accessibility, and inclusion research and other scholarly goings-on in addition to widening discussions and community involvement pertaining to helping to address social occurrences impacting campus. Current members include the following students and employees:

- Katie Bartholomew, Assistant Director, Residence Life
- Michelle Bronner, Deputy Director, Athletics
- Shane Cooper, Associate Dean, UNH Franklin Pierce School of Law
- Laura Davie, Director, IHPP Focal Area
- Katharine Duderstadt, Program Coordinator, CARPE NRT
- Shyloh Favreau, Assistant Program Manager, Cooperative Extension
- Megan Glenn, Program Manager, Cooperative Extension
- Nathan Harris, PhD Student in Leadership and Policy
- Elizabeth Humphreys, Research Assistant Professor, Institute on Disability
- Islam Karkour, Senior Lecturer, COLA
- Will Lusenhop, Clinical Associate Professor, CHHS
- Nate Oldenhuis, Assistant Professor, CEPS
- Nadine Petty, Associate Vice President for the DDEI
- Cinthia Satornino, Assistant Professor, Paul College
- Viktoriya Staneva, Assistant Professor, Paul College
- Kimberly Sweetman, Associate Dean, Library Administration
- Charlotte Thompson, Assistant Program Manager, Cooperative Extension
- Yashwant Prakash Vyas, Director, The Aulbani J. Beauregard Center for Equity, Justice, and Freedom
- Chanda Prescod-Weinstein, Associate Professor, CEPS

Now, back to *The Art of Inclusion* mentioned in the introductory paragraph. The article proposed three tenets or tips for inclusion that inspired the author after his visit to the Van Gogh Museum in Amsterdam:

1. Those who seem the most engaged might need you the most. This is because a person's dedication to their work is not always an indication that they are doing well but can mean the opposite. On the Inclusion Council, we are mindful that members tend to be social justice warriors, leaders in their areas, and serve on a multitude of other task forces and committees both within UNH and in their own personal lives. Members are often overcommitted, and so it's important to "take a genuine, attentive interest . . . and understand their individual needs. This is inclusion in its simplest form."
2. Everyone needs a chance and a champion. The work of the Inclusion Council essentially develops and encourages mentorship and sponsorship for people with marginalized identities because we know there is a lot of talent that goes unrecognized, untapped, and unrewarded.
3. Change demands the attention of hearts and minds. Despite the multitude of diversity, equity, accessibility, and inclusion research indicating its importance, the pace of moving the needle forward remains slow and is often frustrating. This is because we often work to address the minds of individuals through education and awareness building, but don't always appeal to hearts.

The Inclusion Council is on track to focus attention on capturing hearts as well as minds and is looking forward to the next academic year to build upon the foundation that has been laid.



## Title IX Steering Committee

After a period of inactivity, the Title IX Steering Committee was reinvigorated to provide higher-level accountability, direction, and ownership of plans for action necessary for Title IX compliance. The committee meets, on average, once per month and is comprised of members who work collaboratively to develop clear and concise actions and decisions around Title IX operations across UNH. They function as plan developers and communicate expectations and desired objectives to those positioned to execute deliverables.

During the reporting year, Get Inclusive training was a repeated agenda item, including discussions about ways to make delivery of state mandated sexual harassment training more impactful for employees and students. Decisions around student mandated reporter designations were also made.

Committee membership is currently comprised of the following University leaders:

- Paul Dean: Chief of Police and Associate Vice President for Public Safety and Risk Management
- Jeanine Girgenti: Assistant General Counsel
- Ken Holmes: Senior Vice Provost for Student Life
- Kathy Neils: Associate Vice President and Chief Human Resources Officer
- Nadine Petty: Chief Diversity Officer and Associate Vice President for the Division of Diversity, Equity and Inclusion
- Erin Sharpe: Associate Dean, CHHS
- Rachel Stewart: Director, SHARPP
- Bo Zaryckyj: Director, CREO and Title IX Coordinator

The committee is positioned for continued service to UNH and informing Title IX compliance practices as needed.

## University Commission for Community, Equity and Diversity

The University Commission for Community, Equity and Diversity (UCCED) is comprised of forty members from across all UNH campuses. UCCED is formally charged with promoting, guiding, and coordinating diversity, equity, accessibility, and inclusion (DEAI) efforts across UNH. During the 2022-2023 academic year, the group welcomed in new co-chairs, Professor Mike Alvarez, Assistant Professor of Communications, and Allyson Ryder, Assistant Director of the Office of Community, Equity and Diversity.

The group would like to thank Dr. Nadine Petty and Dr. Shari Robinson for their leadership over the last two years. Going forward, the Commission will continue to meet its charge through sound data analysis, community engagement, and outreach practices.

AY 22-23 highlights:

- **Campus Climate Survey Task Force** release of an updated survey which went out to all campuses in Spring 2023 semester. Results from the survey will be made available to the full campus in Fall 2023.
- **Undergraduate Student Recruitment and Retention work group** continued to identify gaps in services that may disproportionately impact students of color.
- **Graduate Student Recruitment and Retention** was formed to evaluate practices around underrepresented student groups.
- **The Education subcommittee** focused their efforts on updating Accessible UNH.
- **Staff and Faculty Recruitment and Retention** submitted a proposal, which is under consideration by the UNH Chief Diversity Officer.
- **The Communications work group** set up focus group sessions with Communication and Public Affairs and the Beauregard 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 (TPACC) committee** focused their efforts on inclusive practices for students, staff and faculty including evaluating dress codes, campus benefits, and advancement opportunities.
- **Campus Pride Index working group** was established, with additional membership beyond UCCED. The group will continue working with students to address gaps in LGBTQIA+ inclusive practices.

# Bias Assessment and Response Team (BART)

The Bias Assessment and Response Team (BART) is comprised of individuals representing multiple divisions across all UNH campuses. With leadership from the Office of Community, Equity and Diversity, this long-time dream of the University Commission on Community, Equity and Diversity is currently rounding out its first academic year of operation.

The primary focus areas of BART during its inaugural academic year of operation have been:

- Examining how to increase general awareness of reporting resources and supports,
- Consensus building regarding the community-level nature of campus climate efforts,
- Sharing best practices for divisional-level education, awareness building and support.

In regard to the upcoming academic year, as the most recent UNH Campus Climate survey was conducted in March of 2023, BART plans to tailor its scope for AY 23-24 based on the anticipated fall data release.

## 2022-2023 WORKING GROUPS

### EDUCATION

The Education working group focuses primarily on examining how the UNH community engages with available reporting tools and supportive resources.

#### AY 23-24 Plan

1. Undertake a campus mapping process to determine how individual units communicate about available reporting mechanisms and available supportive resources.
2. Provide recommendations to DDEI based on results of campus mapping initiative.

### TRANSPARENCY

The Transparency working group focuses primarily on an equitable balance between increased institutional transparency and necessary individual confidentiality.

#### AY 23-24 Plan

1. Continue evaluating outward facing communication tools used by comparator institutions.
2. Provide recommendations to DDEI based on results of outward facing tool feasibility study.
3. Develop recommendations for increasing UNH’s capacity to facilitate outreach to impacted students/faculty/staff for reporting incidents and providing them necessary support and resources.

# Office of Community, Equity and Diversity

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The Office of Community, Equity and Diversity helps the university to actualize its diversity statement through a number of partnerships, initiatives and community-building efforts. Two of OCED's most frequent departmental partners include the Civil Rights & Equity Office (CREO), another member of the Division of Diversity, Equity and Inclusion (DDEI), and the Aulbani J. Beauregard Center for Equity, Justice and Freedom, an office within the Division of Student Life. Of the many heads, hands and hearts Dr. Petty referenced in the opening of this report, one person in particular deserves a special mention. Janice Pierson, long-time Administrative Coordinator for OCED, retired during the summer of 2023. With over 30 years at UNH, Janice was a fixture within our community. Please join OCED in extending a heart-felt thank you to Janice for her decades of dedicated service. Amanda Harvey, who is new to the UNH community, has recently assumed the Administrative Coordinator role. Welcome, Amanda!

# OCED Collaborations

The Office of Community, Equity and Diversity was honored to collaborate with many units across campus and beyond over the 2022-2023 academic year. Below are some of those collaborations:

## [UNH Native American and Indigenous Studies \(NAIS\) & Indigenous New Hampshire Collaborative Collective \(INHCC\)](#)

Audience: UNH Community

Indigenous Trail Markers: Operationalized a multi-year effort between the Indigenous New Hampshire Collaborative Collective (INHCC), the Native American and Indigenous Studies (NAIS) minor within the College of Liberal Arts (COLA) and OCED to impart indigenous names to interior campus walkways which were previously unnamed. A dedication ceremony to unveil the trail markers was held during Indigenous Peoples Day weekend.

## [UNH Sustainability Institute](#)

Audience: UNH Undergraduate Students

Student Internship: Collaborated with a current Sustainability Institute intern to increase student engagement around the milestone UNH LGBTQIA+ anniversaries celebrated this academic year.

## [UNH Institute for Student Success \(ISS\)](#)

Audience: UNH Students

First Generation Week: Hosted a virtual panel consisting of four local First-Generation students at varying levels of educational and career attainment in order to provide awareness for the broader student body and representation for UNH First-Generation students.

## [UNH Alumni Relations, McNair Scholars Program, CONNECT Program](#)

Audience: UNH Community and Alumni

Multicultural Reunion: Assisted with homecoming events geared toward engaging multicultural alumni. Connection and community building were the primary themes which were exemplified by authentic home cooking enjoyed by many prior to kickoff at Wildcat Stadium.

## Sampling of Additional Initiatives Supported

- Global Leadership Exchange student retreat
- Sexual Assault Awareness Month (SAAM) "The Heal Project" guest speaker
- Historically Black Colleges and Universities (HBCU) campus exchange program
- College of Life Sciences and Agriculture (COLSA) Inclusion, Diversity, Equity and Access (IDEA) committee *Diversify* seminar series
- UNH Cooperative Extension Accessible Event Planning Micro-credential pilot in collaboration with Student Accessibility Services (SAS)
- Color Us Connected Sister City (Tuskegee, AL and So. Berwick, ME) panel event
- Alumni author book signing, Carol Tonge Mack's *Being Bernadette: From Polite Silence to Finding the Black Girl Magic Within*
- Juneteenth video featuring Dr. Shari Robinson, Associate Vice Provost for Student Life

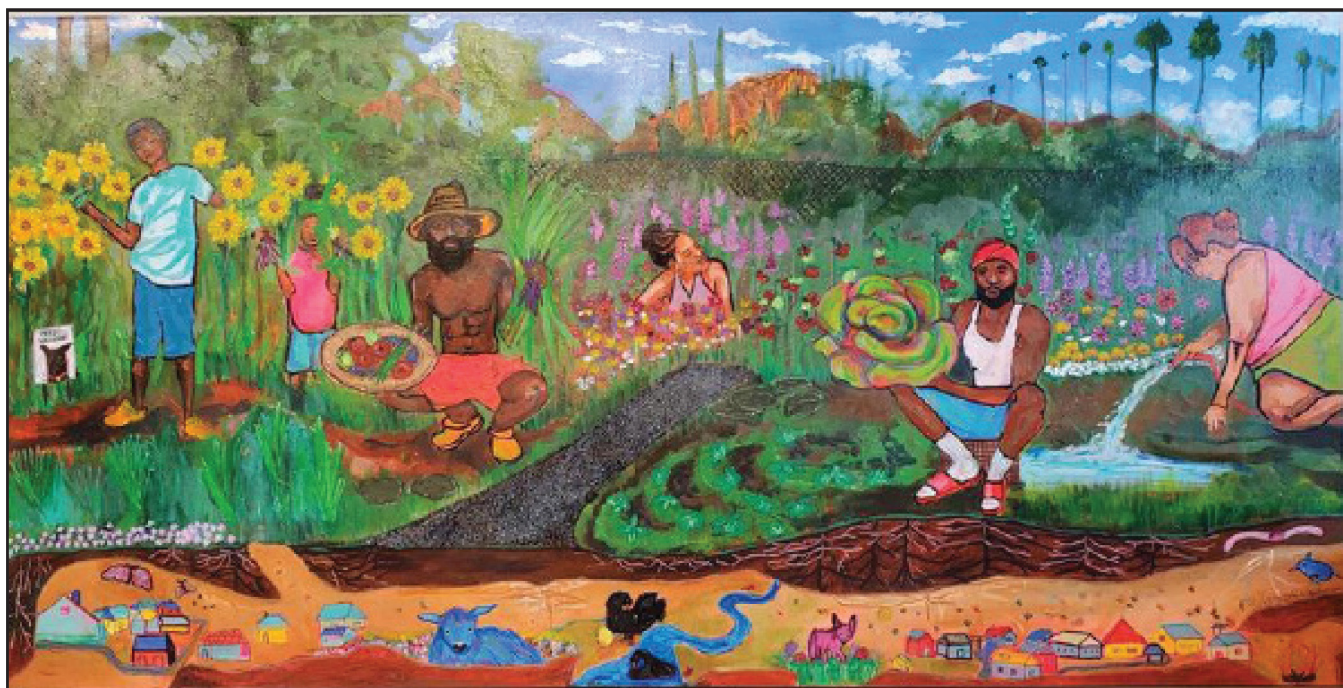
The Office of Community, Equity and Diversity looks forward to continued opportunities for collaboration with our campus community and various external partners.



# OCED Premiere Events

## BLACK HISTORY MONTH

The UNH Black History Month celebration of 2023 was a truly collaborative effort. More than a dozen offices and departments across UNH partnered to present a litany of experiences from cultural cuisine, to cinematic representation, to a day of community service. Black History Month, celebrated annually in February, precedes Women's History Month, celebrated annually in March. For this reason, intersectional identities were the focus of the 2023 celebration. Two recently released feature films screened in the MUB, *Wakanda Forever* and *The Woman King*, conveyed powerful messages of Black women leaders. An original work of art called *Planted* was displayed throughout the month. This piece, created by local BIPOC femme artists, highlighted the strength and resilience of ancestral peoples whose roots helped to establish a vibrant and diverse community today. In addition to the cinematic and artistic stories which were shared, The Women of Color Museum traveling exhibit showcased a number of artifacts related to iconic women of color such as Maya Angelou, Shirley Chisholm, Coretta Scott King and Rosa Parks.



“The concept is a garden being planted by a group of Black and BIPOC gardeners where we see a cross section of the soil beneath their feet. In the soil is a vibrant array of villages, wild animals, and symbols that represent the ways both our ancestors and nature play an important role in us being ‘rooted’ or ‘planted’ as a people. The piece is intended to highlight the importance of community in creating nourishing lives (gardeners working alongside and with one another) and the resilience and legacy of those who’ve come before us (represented by the vibrant underground life in the soil). With the strength and resilience of our ancestors in mind, we can come together to plant roots in new places. It is a metaphor for the slow increase of Black and BIPOC families settling down roots in New England (and UNH by proxy).”

- Cynthia Velásquez-Owens & Caché Owens-Velásquez

# LGBTQIA+ Awareness Anniversaries Abound!

## 30TH ANNUAL PRIDE AND PANCAKES

The Kidder Fund, established in 1992 by the late William “Bill” Kidder, former UNH Administrator, provides monetary support for LGBTQIA+ programming to increase awareness within the UNH community. Because national pride month is celebrated during summer break, OCED, which stewards The Kidder Fund, hosts the Kidder signature events during UNH’s campus pride month, otherwise known as “Gaypril”.

2023 was a historic year for LGBTQIA+ initiatives and student organizations at UNH. UNH’s Gay Students Organization (GSO), established in 1973, was famously denied a pancake breakfast at then Governor Meldrim Thomson’s home. The campus community of 1993, having received Bill Kidder’s generous endowment, decided to begin an annual pancake breakfast as an homage to the GSO’s original defeat. Although the 1974 charity bid did not end in the GSO’s favor, the landmark court case, *GSO of UNH v. Bonner* (1974), did. The legacy of GSO can be traced to the current Durham-based LGBTQIA+ group, Alliance. Additional LGBTQIA+ student organizations, including Stonewall Grads (est. 2006) and TransUNH (est. 2014) continue to be recognized across our campuses thanks to the pioneering work of the GSO.



Dr. Holly Cashman (Left) and Teaching Assistant Anna Rhoda (Right), share their archival research, which was conducted by the spring section of Women’s and Gender Studies 505: Intro to LGBTQ+ Studies, into the founding of the GSO. Do you have a GSO origin story to share? Contact: [holly.cashman@unh.edu](mailto:holly.cashman@unh.edu)

## 50TH YEAR FOR GAY STUDENTS ORGANIZATION (GSO)



Paul Tosi (Left) and Wayne April (Right), celebrate Wayne’s induction into the UNH Diversity Hall of Fame for his pivotal role within the founding of the GSO.

A recording of the 30th/50th anniversary celebration is available on the Office of Community, Equity and Diversity (OCED) website. The event included the Diversity Hall of Fame induction of the GSO’s inaugural spokesperson, Wayne April, the presentation of a Kidder Lifetime Achievement Award to UNH Graduate School Dean, Cari Moorhead, and a guest address from the current American Civil Liberties Union (ACLU) of New Hampshire Deputy Director, Jason Green. The ACLU of NH defended the GSO during their legal battle for recognition as a student organization. Top state executives and media pundits of the time fought irascibly to deny the GSO’s existence.

In addition to the breakfast, the Kidder Fund hosts an annual educational opportunity centering LGBTQIA+ awareness. *Classroom Conversations: LGBTQIA+ Inclusivity*, was the title of this year’s offering. A panel of experts from the fields of early childhood education, K-12 education and clinical social work spoke with a virtual audience representing students, faculty and staff across UNH, CCSNH and K-12 districts within New Hampshire.



## 2023 Pride and Pancakes Award Recipients



Left to Right: Evan England (Kidder Graduate Student), Cari Moorhead (Kidder Lifetime Achievement), Brady Barre (Kidder Undergraduate Student), Wayne April (Diversity Hall of Fame Inductee), Evan Beals (Kidder Staff), John Orcutt (Kidder Faculty).

## Keynote Speaking Events

### NAVIGATING THE CHOPSTICKS-FORK PRINCIPLE

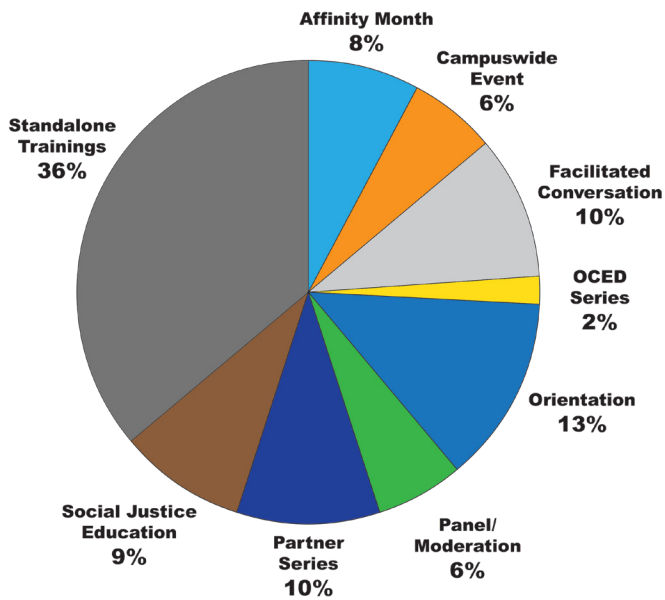
Critically acclaimed author, Cathy Bao Bean, spoke about the impact and inspiration of growing up in a traditional Chinese family immersed in the broader American culture. During two speaking engagements, Bao Bean discussed the plurality, and at times antagonistic nature, of Eastern culture meeting Western culture. Her unique story helped countless students in China learning English and preparing to follow in Bao Bean's footsteps as an educator. The titular work, *The Chopsticks-Fork Principle*, is a coming of age story framed in an intersectional and intergenerational lens. Multiple students stayed behind to thank Bao Bean for providing representation and an intuitive framework for navigating cultural and generational divides.

### AN EVENING WITH TONA BROWN

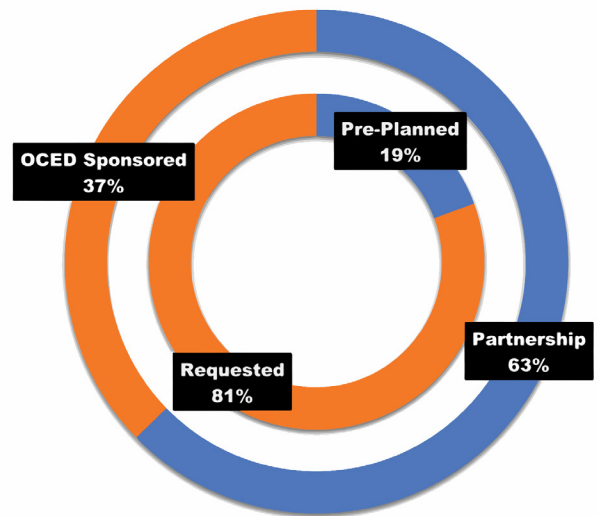
Tona Brown, internationally known cellist and transgender activist, was the first African American transgender woman to perform for a sitting American president, having performed for president Obama while he was in office. The UNH community was fortunate to partner with the Oyster River Cooperative School District (ORCSD) in bringing Brown to Durham. Concert goers were delighted by a performance at Oyster River Middle School. The following day, community members were able to participate in a live interview with Q&A hosted by Dr. Sherri Simmons-Horton of the UNH Social Work Department. Brown discussed the importance of fostering inclusive spaces and how the arts, awareness building and allyship can be key methods to cultivating inclusion.

# OCED Engagements

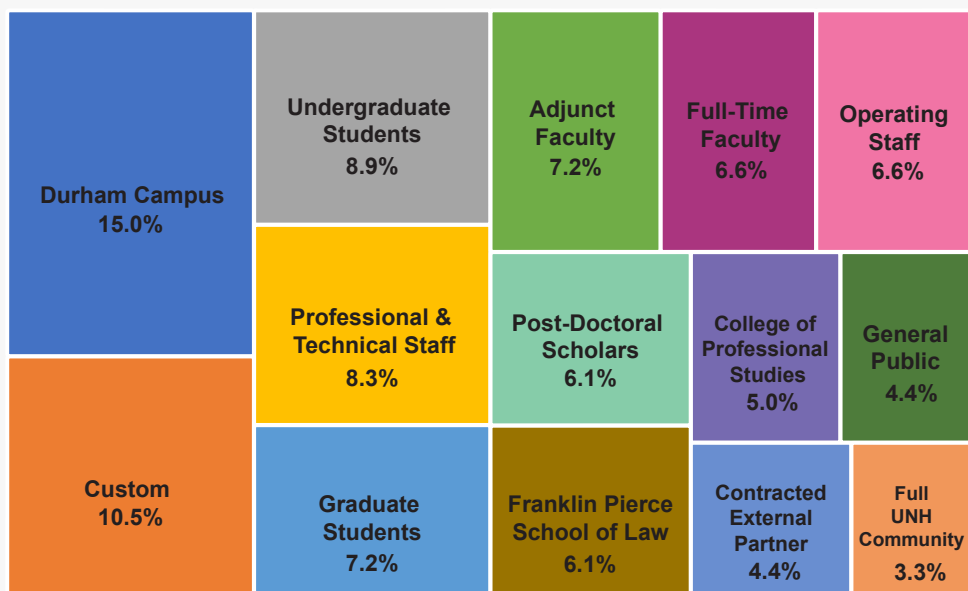
## Engagements by Type



## Engagements by Partnership



## Engagements by Primary Audience





# Civil Rights and Equity Office (CREO)

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During the 2022-2023 reporting year, the Civil Rights and Equity Office (CREO) underwent staffing changes to provide more robust education and outreach opportunities for the University community. Dr. Bo Zaryckyj was hired as the new Director and Title IX Coordinator. Emily Wilcox was promoted to the newly redesigned position of Assistant Director. Emily focuses on investigating reports of discrimination and sexual misconduct and providing administrative support for the day-to-day operations of CREO. Ashley Bliss was hired as Equity Specialist Support and Education Programs, replacing Emily. This role works closely with the Office of Community, Equity, and Diversity to provide outreach to various constituents across the University. CREO has strived to increase outreach and continued compliance with areas of the University that focus on equity and accessibility. Ashley recently transitioned out of the role of Equity Specialist to attend law school full-time. Congratulations, Ashley!

# CREO Scope of Work

CREO provided outreach and supportive measures 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 supportive measures to respondents named in a complaint and facilitated formal and informal complaint resolution processes. Examples of supportive measures include; changes in academic schedules, mutual no contact directives, referrals for counseling or other campus services, and more.

CREO has a wide scope of responsibilities across the three UNH campuses. In the past academic year, CREO has overseen the University's compliance efforts with affirmative action, Title IX, disability laws and regulations, including the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act, equal employment laws, and campus initiatives aimed at creating a diverse, welcoming and equitable campus. Ren Haywood, the EEO/ADA Compliance Officer has assisted with the development of policies, procedures and practices to ensure compliance with the ADA and Section 504 of the Rehabilitation Act. CREO has promoted equity in hiring and provided direct support for diversity search efforts for faculty and staff. 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 CLERY Committee, the New Hampshire Campus Consortium (NHHC), and BART.

## CREO Initiatives & Partnerships



# CREO Educational Highlight

## INCIDENT REPORT FORM (IRF)

### **What incidents can be reported using the IRF?**

The IRF is to be used for the reporting of all incidents of (1) discrimination and discriminatory harassment, (2) bias and/or hate crime, (3) retaliation, and (4) sexual harassment and/or violence that involves any member of the UNH community.

### **What happens next?**

The Civil Rights and Equity Office is responsible for receiving and coordinating response to reports submitted through the IRF. The Civil Rights and Equity Office Director (or designee) will initially evaluate the report to determine appropriate next steps. Information contained in the report is shared on a strictly need-to-know basis with employees in other departments as deemed necessary to appropriately respond to the concerns. When CREO receives a report, outreach is sent to the impacted person named in the report. The impacted person chooses whether they want to engage with CREO.

### **How can I report an incident?**

Online:

[www.unh.edu/diversity-inclusion/civil-rights-equity-office/incident-report-form](http://www.unh.edu/diversity-inclusion/civil-rights-equity-office/incident-report-form)



# Division of Diversity, Equity & Inclusion Staff

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

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