

Division of Diversity, Equity and Inclusion (DDEI)

ANNUAL REPORT
ACADEMIC YEAR
2023-2024



**University of
New Hampshire**

Together, We Can Do Better

Dear UNH Community,

Thank you for your engagement with the 2023 -2024 Division of Diversity, Equity and Inclusion (DDEI) Annual Report. The annual report is generated by the Office of Community, Equity and Diversity in partnership with the Civil Rights and Equity Office. A lot of effort, time, and thought go into creating each year's report. I am appreciative of the contributions of staff within the DDEI and the support of campus partners in fostering our ability to provide transparency around data, milestones, and various initiatives. The reporting year has been productive. Many community concerns have been addressed; however, data from the Spring 2023 Campus Climate Survey indicate continued efforts towards building an anti-racist, LGBTQIA+ affirming, fully accessible campus are needed.

Racial and ethnic diversity is increasing in the state of New Hampshire. As per a May 22, 2024 article by the New Hampshire Center for Justice and Equity, the 2020 Census showed the state demographic to be 13% people of color. The article indicates this is the first time the percentage has reached double digits. While our state diversity increases, our campus diversity also trends upwards, which allows UNH the opportunity to create an increasingly more vibrant and innovative campus environment; however, it also creates a more salient responsibility for fostering an inclusive and affirming campus culture.

Diversity, equity, and inclusion (DEI) are under attack. Legislative bodies in some states have called for the closure of DEI offices as a prerequisite for continued receipt of state funding. Some question the efficacy of the work, while others believe we are in a post-racial society where DEI awareness and education are no longer relevant; however, I would argue that the various accounts of identity-inspired harassment, bias, and discrimination experienced by UNH community members, along with data from the previously mentioned 2023 Campus Climate Survey, make evident the need for continued DEI efforts at UNH.

Feeding into anti-DEI sentiment, national headlines sometimes create the misconception that DEI supports only a handful of historically marginalized racial and ethnic populations and members of the LGBTQIA+ community. This is not true. At UNH, DEI initiatives and related support are broad. Those with disabilities, non-traditional students, first-generation students, and any person seeking a work environment free from bias, discrimination, sexual assault, and sexual harassment are some of the populations directly served by our efforts.

As your Chief Diversity Officer, I remain dedicated to addressing systemic inequities and to creating a UNH culture that values and respects the individual differences that make us all unique. No matter your identity(ies), we have no choice but to do better . . . all of us, together.

In appreciation,

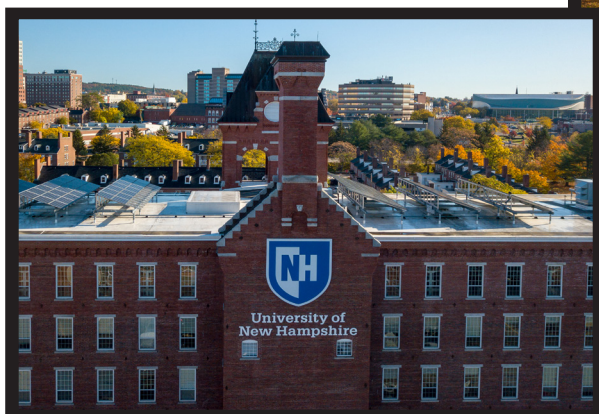


Nadine Petty, Ph.D.
Associate Vice President for Diversity, Equity and Inclusion



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2024 UNH DEI Spotlights

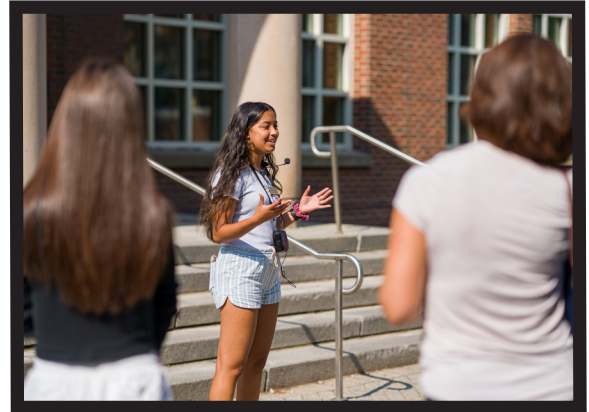
GRADUATE SCHOOL: BEYOND THE BORDER CRITICAL DIALOGUE SERIES

Beyond the Border: A Critical Dialogue Series brings together equity and inclusion practitioners, both from within New Hampshire and those representing locales beyond New Hampshire. These content area experts facilitate social justice discussions pertaining to their field of shared expertise. The initiative, which began as a web-series in academic year 2020-2021 during the height of the COVID-19 pandemic, evolved into an in-person series this academic year. Two critical dialogues were held during Fall 2023. One centered the “truths and consequences” around research equity, and another centered criminal justice reform. Each event reached capacity; one being held in the MUB’s Granite State Room, and the other being held in Dimond Library’s Addison Reading Room. The fervent interest in these discussions exemplifies the ongoing need for dialogue surrounding civil discourse, policy equity and social justice. The Graduate School’s Advisory Board for Underrepresented Graduate Students (ABUGS), currently led by Shantel Palacio and Nathan Harris (both Ph.D. candidates in the Education Department), have worked in congruence with Graduate School administrators to steward these opportunities. Several Beyond the Border recordings can be accessed through the UNH Media digital library.



FROM LEFT: FORMER GRADUATE SCHOOL DEAN CARI MOORHEAD, NATHAN HARRIS, SHANTEL PALACIO, AND ASSISTANT GRADUATE SCHOOL DEAN/AVP FOR OUTREACH & ENGAGEMENT DOVEV LEVINE.

ADMISSIONS: STUDENT DIVERSITY AMBASSADOR COORDINATORS



UNH STUDENT TOUR GUIDE PROVIDING A CAMPUS TOUR.

The University of New Hampshire Office of Admissions launched the Student Diversity Ambassador Coordinator program in 2022. This initiative builds upon efforts to recruit and retain a diverse student body. Historically excluded and underserved student populations may include first-generation college students (i.e. primary caregivers have not earned a bachelor’s degree), low-income students, and students of color. The program provides employment and leadership opportunities to one student from each UNH Durham undergraduate degree granting college (i.e. CEPS, CHHS, COLA, COLSA, PAUL). Selected diversity ambassadors work with Admissions professional staff to conduct outreach to prospective students, plan on-campus visit days, attend local high school speaking events, and act as a point of contact for prospective students. In addition to representing the university at events, the student ambassadors also serve as peer leaders, assemble student volunteers to write letters to prospective students, volunteer at recruitment events such as Spring Forward, and consider applying to Admissions tour guide positions. The cohort of Admissions Diversity Ambassadors also work closely with their respective college’s DEI committees and various other university-wide DEI committees.

2024 DDEI Highlights

The two divisional highlights below represent the iterative nature of inclusion work. These highlights reflect the necessary expansion and contraction of our initiatives based on campus climate, state and national compliance mandates, and evidence-based inclusion best practices.

National Disability Employment Awareness Month (NDEAM) Event

The two offices which comprise DDEI, the Civil Rights and Equity Office (CREO) and the Office of Community, Equity and Diversity (OCED), co-sponsored a panel in recognition of National Disability Employment Awareness Month (NDEAM), observed annually in October. The event was hosted virtually to increase accessibility. Panelists included disability awareness public speakers, and representatives from local, state and national disability organizations, each of whom held various ability statuses and had experienced various workforce environments. The panel was moderated by UNH's EEO/ADA Compliance Officer. Over 50 UNH community members across all campuses asked insightful questions related to personal familial experiences and best practices for allyship. DDEI hopes to continue collaborating on programming at the intersection of the CREO and OCED missions.

Student Concerns Working Group

During AY 2022-2023, UNH Durham senior administrators were invited to meet with the student-led Diversity Support Coalition (DSC) and their professional staff advisor from the Aulbani J. Beauregard Center for Equity, Justice and Freedom. The DSC is an umbrella organization which houses several multicultural and inclusion-focused student groups. Student leaders representing each DSC member organization relayed pressing concerns to the assembled senior administrators. Following this series of meetings, the Student Concerns Working Group was assembled to review concerns related to chosen name and pronoun usage across UNH platforms. These concerns spanned from ID cards to campus facility access displays to diplomas and public-facing communications, etc. The working group met regularly for 3 semesters, reviewing policies, protocols and platforms. Recommendations were presented to senior administrators this spring for action. These recommendations were shared out with the originating student groups, and with units whose platforms or policies had been reviewed. The culmination of the group's work was a joint meeting to compare notes with a similar working group at Keene State University (KSU), another USNH system school.

Working Group Partners: Admissions, Enterprise Technology & Services (ET&S), Graduate Student Representative, Office of Community, Equity and Diversity (OCED), and the Office of the Registrar.



Bias Assessment and Response Team (BART)

BART is formally charged with providing recommendations to the Division of Diversity, Equity and Inclusion (DDEI) related to the Bias Response Protocol as well as educational and data-driven approaches to continually assess and improve UNH's campus climate.

The **Education working group** discussed creative and collaborative strategies to increase educational efforts given current fiscal constraints. DDEI has learned of several planned fall offerings, along with similar divisional plans, related to civil discourse and dialogue across difference. Opportunities for partnership with these broader educational efforts will likely be explored in the upcoming academic year.

The **Transparency working group** created a proposal requesting updates to UNH's publicly available bias reporting data. The Civil Rights and Equity Office (CREO) met with members of the working group to discuss the proposal. Updates which can be immediately implemented will be made by fall 2024.

2023-2024 BART Members:

Lauren Berger, Michelle Bronner, Paul Dean, Lisa Enright, Dovev Levine, Kayode Lewis, Shantel Palacio, Nadine Petty, Shari Robinson, Matthew Salter, Sharon Tarleton, Stephanie Wares, Emily Wilcox.

Inclusion Council

The Inclusion Council, which is comprised of faculty, staff and graduate students across UNH's campuses, creatively addresses the challenges and opportunities of diversity, equity, inclusion and accessibility work. Because UNH is multi-faceted, housing 8 colleges and numerous grant-funded enterprises, most of which have unit-led DEIA committees, working interdepartmentally is crucial. Throughout 2023-2024, the Inclusion Council queried the gap between social and scholarly support related to DEIA. As Dr. Petty mentioned in last year's report, we must "focus attention on capturing hearts as well as minds". While our academic offerings related to diversity, equity, accessibility and inclusion are numerous, and our residential and recreational spaces have become increasingly inclusive, growth edges remain in our community. As we move into AY 24-25, the Inclusion Council will merge with the University Commission for Community, Equity and Diversity (UCCED) to continue addressing said growth edges.

2023-2024 Inclusion Council Members:

Michelle Bronner, Shane Cooper, Laura Davie, Katharine Duderstadt, Dev Dutta, Shyloh Favreau, Nathan Harris, Maya Hu-Morabito, Islam Karkour, Dovev Levine, Will Lusenhop, Nate Oldenhuis, Erica Plante, Nadine Petty, Chanda Prescod-Weinstein, Matthew Salter, Yashwant Prakash Vyas, Heather Ward.



Neurodiversity Taskforce

The Neurodiversity Taskforce began in 2023 with a goal of creating a UNH Center for Neurodiversity, assessing existing resources at UNH, and exploring best practices for neurodiversity support in higher education. Neurodiversity refers to the broad range of human cognitive functioning processes. As an R1 institution with a commitment to accessibility, UNH seeks to meet the academic needs of every student. The Neurodiversity Taskforce seeks to better equip university personnel, through evidence-based practices, with resources related to neurodiversity. This year, the task force supported a forum called M.I.N.D.E.R.S., a partnership between CEPS, CHHS, and Paul College. M.I.N.D.E.R.S. (Multidisciplinary Investigation of Neurodiversity Engagement in Research within STEM), highlights the research-driven success of providing mentors to undergraduate STEM students who identify as neurodiverse. The mission of the task force indicates that through research, education, collaboration, and community engagement, the UNH Center for Neurodiversity strives to create a campus that celebrates neurodiversity, promotes equal opportunities, and enhances the overall well-being of our neurodivergent community members. The Center's mission is grounded in the belief that neurodivergent individuals can benefit from education and adjustments that address barriers, correct misunderstandings, and break apart norms that center ableism.

2023-2024 Neurodiversity Taskforce Members:

Daniela Adler, Nicole Cannon, Jes Crowell, Amy Frechette, Kathryn Greenslade, Jeffrey Halpern, Elizabeth Harvey, Scott Lapinski, Kelly Nye-Lengerman, Nadine Petty, Cinthia Satornino.

Title IX Steering Committee

The Title IX Steering Committee seeks to provide accountability and guidance for necessary actions regarding the university's Title IX compliance. Some of the efforts of the committee have included continuing to evaluate and support the Civil Rights and Equity Office (CREO) in implementing the *Get Inclusive* sexual harassment training, as well as discussing the multi-step, multi-year roll out of UNH's Comprehensive Prevention plan.

2023-2024 Title IX Steering Committee Members:

Paul Dean, Jeanine Girgenti, Kenneth Holmes, Kathleen Neils, Nadine Petty, Erin Sharp, Rachel Stewart, Bo Zaryckj.

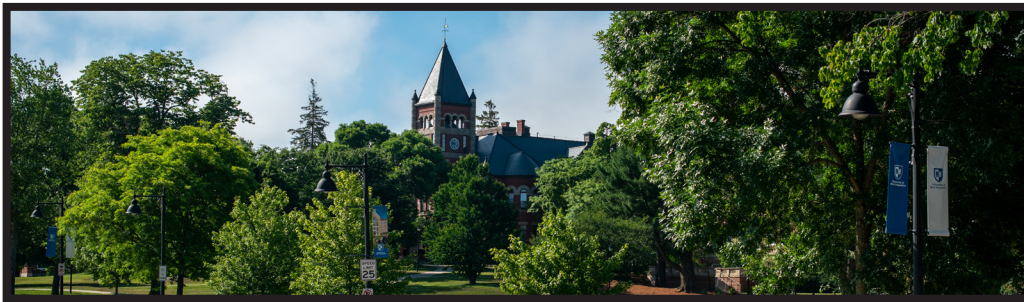


University Commission for Community, Equity and Diversity (UCCED)

UCCED is formally charged with promoting, guiding, and coordinating diversity, equity, accessibility, and inclusion (DEAI) efforts across UNH.

2023-2024 UCCED Members:

Evan Beals, Nicole Bockman, Jes Crowell, Kathy Fletcher, Sherrie Fontaine, Elizabeth Fowler, Jen Fried, Elizabeth Grosso, Scott Lapinski, Kayode Lewis, Mariah Livernois, Elvis Marin, Sharon McCrone, Meg Morgan, Riannon Nute, Nadine Petty, Sarah Prescott, Shari Robinson, Kalyn Ryll, Karina Sanchez, Kate Siler, Jamie Silverstein, Rachel Stewart, Sharon Tarleton, Cynthia Velasquez, Yashwant Prakash Vyas, Dawn Zitney, Durham Campus Undergraduate Student Body President.



The **Undergraduate Student Recruitment and Retention subcommittee** reviewed best practices at UNH's comparator institutions.

The **Graduate Student Recruitment and Retention subcommittee** met with Graduate School leaders to discuss the launch of UNH's College of Professional Studies (CPS) following the recent Granite State College (GSC) merger.

The **Education subcommittee** updated the Accessible UNH webpage to include "accessibility essentials" with links to external resources.

The **Communications subcommittee** reviewed recent UNH Marketing policy changes.

The **Transgender Policy, Action and Campus Climate (TPACC) subcommittee** celebrated 15 years – having continuously met throughout transitions in broader commission structures.

The **Campus Pride Index subcommittee** continued compiling information related to gaps in LGBTQIA+ inclusive practices, even in light of national Campus Pride Index organizational changes.

The **Campus Climate Survey subcommittee** released the findings of the 2023 UNH Campus Climate survey. Ad Hoc task forces have been convened to provide recommendations per UNH community member subgroup (i.e. Faculty, PAT Staff, OS Staff, Students).

Office of Community, Equity and Diversity

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 and 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.

OCED would like to thank Allyson Ryder, former Assistant Director, for her five years of service. Allyson left OCED in January to pursue an executive leadership role at a NH-based non-profit. Thankfully, this organization partners regularly with UNH, so we are fortunate to continue working with her in a different capacity! As of July, Ramonda "Monda" Kindle has assumed the Assistant Director role. Please join us in welcoming Monda, and feel free to reach out to her with inquiries related to possible OCED partnerships.

OCED Collaborations

The Office of Community, Equity and Diversity was honored to collaborate with many units across campus and beyond over the 2023-2024 academic year. Below are some of those collaborations:

[Faculty & Staff of Color \(FSOC\) Relaunch](#)

Partners: Division of Student Life, volunteer-based steering committee

The Faculty & Staff of Color (FSOC) employee group is open to all UNH faculty and staff. The goal of this long-standing group, which recently relaunched after a pandemic-related hiatus, is to build community, celebrate and foster awareness about the many cultural and ethnic identities represented by UNH's employees. The steering committee facilitated three events during the fall semester. These included a welcome back picnic, a brown bag lunch & learn, and a holiday potluck. FSOC hopes to plan more opportunities for engagement and community building in AY 24-25. If you are interested in joining the FSOC email list, please contact Dr. Nadine Petty.

[First-Generation College Student LibGuide](#)

Partners: Library, Institute for Student Success

UNH began regularly commemorating National First-Generation Student Week a few years ago. A first-generation college student is one whose primary caregiver(s) did not hold a bachelor's degree prior to their matriculation. In commemoration of National First-Generation student week, the UNH Library, with assistance from OCED, created a Library Guide (i.e. LibGuide) centering local and national resources for first-generation students and those who support their continued success. This resource is available online by accessing the UNH Library website.

[Archives Multi-Collection Update](#)

Partners: Library, University Archives, Milne Special Collections and Archives

The University Archives and Milne Special Collections team is currently evaluating a large donation from the Chief Diversity Officer (CDO) and OCED. The donated materials, which span the 1970s-2000s, included campus newsletters, commission meeting minutes, campus climate survey data, and related ephemera. More information will be released by the University Archives following the completion of their evaluation. Collections which may benefit include the African American History Collection, the LGBTQIA+ Collection, the University Reports and Newsletters Collection, the Women's History Collection, and various other collections.

[UNH @ Portsmouth Pride](#)

Partners: Admissions

OCED and Admissions co-sponsored a table at the 10th annual Portsmouth Pride celebration held Saturday June 22nd, 2024. Volunteers passed out UNH inclusion flag stickers and other university-branded materials. While this is not a recruitment activity, many families and community members chose to interact with volunteers, learning more about UNH's inclusive mission and inclusion-focused initiatives.

Sampling of Additional Initiatives Supported

- Beyond the Border Critical Dialogue Series
- Dina Whipple STEAM Academy, UNH-led summer camp for grades 5-12
- Historically Black Colleges and Universities (HBCU) campus exchange program
- National Association for Behavioral Intervention & Threat Assessment (NABITA) Suicide Prevention training for Behavioral Intervention Team (BIT) members
- National Conference on Race and Ethnicity (NCORE) professional development for Beauregard Center staff
- National Society of Black Engineers (NSBE) student organization conference travel

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

Black History Month

The Office of Community, Equity and Diversity (OCED) was honored to steward the 2024 UNH Black History Month celebration. This year, the conversations occurring across campus encompassed food systems, storytelling, beauty standards and hair styles, historical representation, sustainability, the justice system, and Seacoast NH Black history. Several highly impactful learning opportunities included a tour of the Black Heritage Trail of NH's Portsmouth sites coordinated in partnership with SHARPP, and an ethnographic review of *My Beautiful Black Hair: 101 Natural Hair Stories from the Sisterhood* with author St. Clair Detrick-Jules coordinated in partnership with the Institute for Student Success. In addition, a webinar series, including three highly unique perspectives, was conducted in partnership with the Sustainability Institute. Debby Irving, social justice educator and author, kicked off the series with a personal recount of her journey toward understanding race as a social construct. Next, Dr. Gail Myers, anthropologist and farmer, retraced the history of African American farming in America. And finally, Dr. Eddie Moore Jr., motivational speaker and nationally renowned DEI expert, provided an encouraging overview of the power of action-centered dialogue.

OCED also would like to acknowledge the many student organizations who contribute to campuswide Black History Month celebrations each year. Some consistent student organization partners include Black Student Union (BSU), Campus Activities Board (CAB), UNH Law's Diversity Coalition (DivCo), UNH Durham's Diversity Support Coalition (DSC), and the Black Law Students Association (BLSA). These student organizations hosted community-building events such as the annual Black Heritage Dinner, multiple showings of *Invisible Beauty* – a movie detailing the life of activist and pioneering Black model Bethann Hardison, and a Black History Month trivia event hosted at the law campus. As OCED continues to strengthen strategic partnerships, specifically those with the Aulbani J. Beauregard Center for Equity, Justice and Freedom, we look forward to broadening programming in AY 24-25 through increased collaboration!



Kidder LGBTQIA+ Awareness Events

31ST ANNUAL PRIDE & PANCAKES

Last year's 30th/50th celebration commemorated 30 years of pancake breakfasts and 50 years of recognition for UNH's oldest LGBTQIA+ student organization, Alliance (originally known as UNH's Gay Student Organization, or GSO). This year, the focus of the 31st Pride & Pancakes was local support and youth advocacy. Seacoast Outright, one of the seacoast's only youth LGBTQIA+ resource centers, traces its roots to UNH's Pride & Pancakes celebration. The idea came about during the inaugural breakfast held in 1993. Dr. Cari Moorhead, former dean of the Graduate School, who was joined by several of her co-founders at the 31st breakfast, introduced Rev. Heidi Carrington Heath, executive director of Seacoast Outright. Rev. Carrington Heath provided context about the current landscape of LGBTQIA+ rights within New Hampshire and nationally. She encouraged those who are committed to the work of diversity, equity and inclusion to remain hopeful as the local community remains committed to welcoming individuals of all identities. The event, which has become a space of experiential learning in recent years, was bookended by engaging tables and posters presented by the department of Women's and Gender Studies (WGS), the Child Study & Development Center (CSDC), and the University Library Archives. Here at UNH, whether one is an early learner involved with the CSDC, a post-secondary degree candidate connected to one of UNH's colleges, or a member of the public researching in the Archives, UNH's inclusive commitment and history continues to be shared.



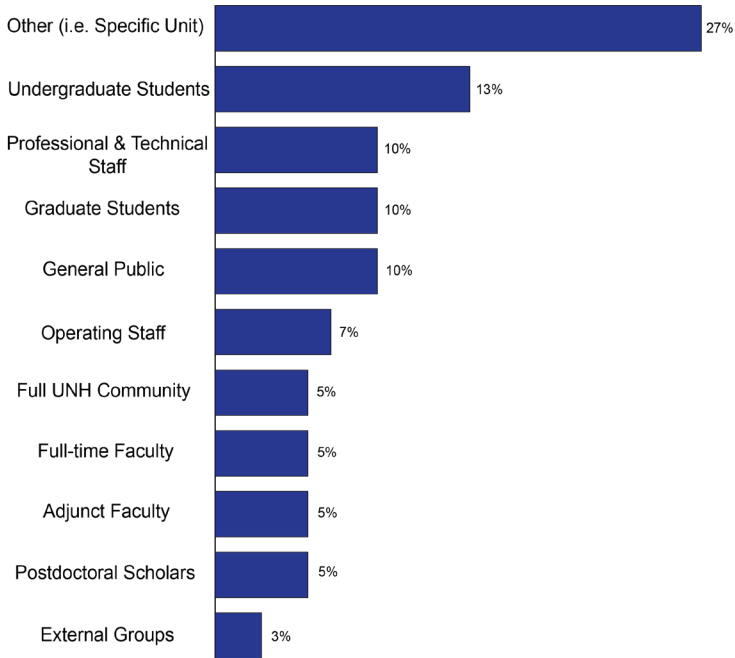
From Left: Robin Hackett on behalf of Charli Valdez (Kidder Faculty), Chelsea Berge, Sarah Leonard, Jessica Carver, Lisa Ranfos (Pink Triangle), Allison Duseau (Kidder Undergraduate Student), Lex King (Kidder Undergraduate Student), Hannah O'Connor (Kidder Graduate Student), Kate Gladstone (Kidder Staff).

KIDDER LECTURE: AN AFTERNOON WITH TONA BROWN

The department of Women's and Gender Studies (WGS) received a generous Mellon foundation grant to aid in their work this academic year. WGS sought a partnership with OCED for the Kidder Lecture, an annual educational offering related to LGBTQIA+ awareness. WGS and OCED were pleased to partner with the College of Health and Human Services (CHHS) Committee on Race and Ethnicity (CERE), and the Memorial Union Building & Student Activities (MUB) for this year's offering. Tona Brown, internationally acclaimed musician and LGBTQIA+ advocate, returned to campus to discuss her new book, *Tonacity: The Tona Brown Story*. The event included an interview conducted by a UNH student, a Q&A, and a book signing opportunity.

OCED Engagements

By Primary Audience



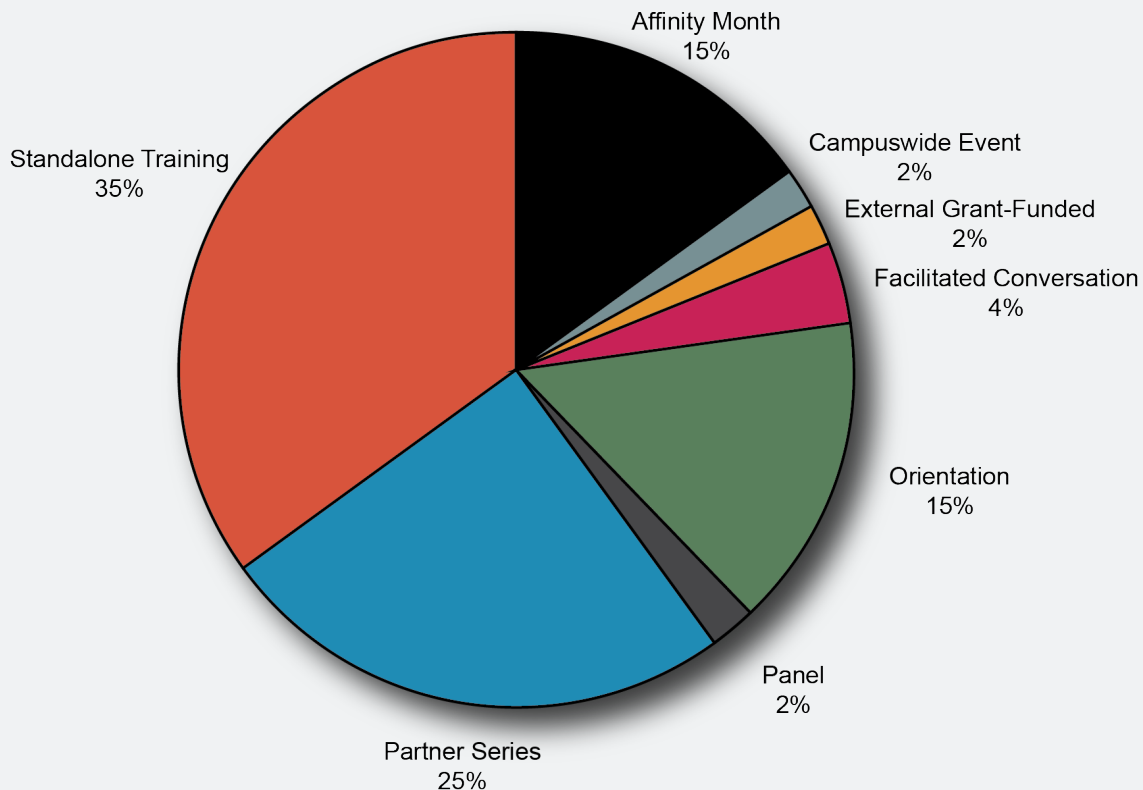
Training Testimonials

“[OCED] always brings us important topics to discuss and presents them in a clear and easy to understand fashion.”

“It is not always easy to view the world through any other lens but your own. That said, this session was quite helpful in allowing a safe space for us to discuss differences and gain a better understanding of others perspectives.”

“[OCED] does such a wonderful job hosting these sessions and sharing information with kindness and openness, making it feel like a safe space to have and learn from these conversations.”

By Category



Civil Rights and Equity Office (CREO)

The Civil Rights and Equity Office (CREO) reports directly to the Chief Diversity Officer and Associate Vice President for Diversity, Equity and Inclusion. Together with the Chief Diversity Officer, the office supports campus initiatives aimed at creating an inclusive and welcoming environment. The mission of CREO encompasses several key areas which include: ensuring equal opportunities for underrepresented groups, addressing gender-based discrimination and harassment, ensuring accessibility for individuals with disabilities, and promoting fairness in hiring and employment practices.

CREO also handles complaints related to discrimination and discriminatory harassment, serves on committees, councils and taskforces related to diversity efforts, represents the University with federal and state agencies, and delivers educational programs tied to disability, Title IX, and various forms of bias.

CREO Director's Note

CREO oversees compliance for the University in a variety of matters including discrimination, sexual misconduct, and disability law. CREO has five full-time staff working toward the goal of an inclusive, equitable, and welcoming University community, ensuring compliance with many federal and state laws and regulations. We aim to achieve these complex goals in a way that allows University community members to be heard and treated humanely and with care. During the 2023-2024 academic year, CREO engaged with many stakeholders to meet the many challenges of the work. Student Life, Human Resources, University Police, and the Provost's Office are key areas where CREO works collaboratively to achieve compliance and create an inclusive, equitable, and welcoming environment. We have overcome many challenges through the academic year and thank the University community for their attention to this important work, which strengthens UNH.

Bo Zaryckyj
Director, Civil Rights and Equity Office



From Left: Bo Zaryckyj, Pam Hayes, Emily Wilcox, Nora Fitzgerald, Ren Haywood.

Scope of Work

Throughout the 2023-2024 academic year, CREO provided outreach and supportive measures to students, staff and faculty who reported being impacted by incidents of discrimination and/or sexual misconduct. In addition to the outreach and supportive measures, CREO also receives and manages requests for disability accommodations (under ADA), religious accommodations, and pregnancy and parenting modifications.

[Disability Accommodations and Campus Accessibility](#)

UNH employees who have a physical or mental impairment that substantially limits one or more major life activities may be eligible for reasonable accommodation under the Americans with Disabilities Act, Amended 2008 (ADA). A reasonable accommodation is a modification or adjustment to a job, the work environment, or the way things usually are done that enables a qualified individual with a disability to enjoy an equal employment opportunity. (CREO receives requests for employees under ADA. Students who have accommodation requests due to a documented disability should make those requests to Student Accessibility Services). CREO is also responsible for the review and maintenance of all on-campus facilities for accessibility. If there is an accessibility issue or request, please contact CREO.

[Reports of Bias, Discrimination and/or Sexual Misconduct](#)

When a report is submitted to CREO, CREO sends outreach with resources and an invitation to discuss reasonable supportive measures to individuals named as impacted in the report. Examples of supportive measures include changes in academic schedules, mutual no contact directives, referrals for counseling or other campus services, and more. If appropriate, CREO also will discuss the formal and informal complaint resolution processes with impacted individuals.

[Pregnant and Parenting Modifications](#)

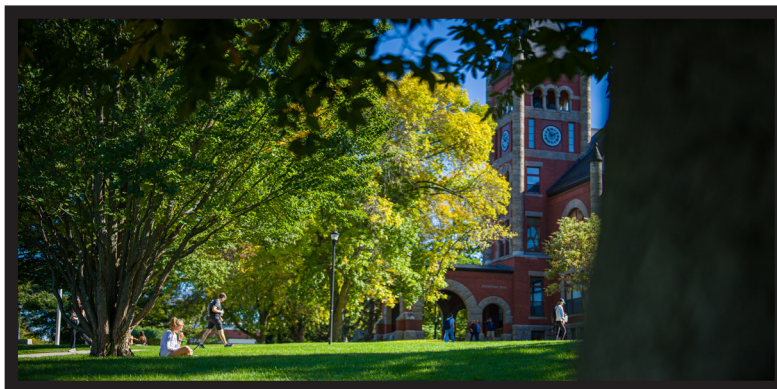
Under Title IX and the Pregnant Workers Fairness Act, pregnant and parenting students and employees may request reasonable modifications due to limitations related to pregnancy, childbirth, or a related medical condition.

[EEO Search Process](#)

CREO provides guidance on policies, programs, and services and monitors for EEO compliance in search processes. CREO reviews the search process for certain positions at UNH for equity and to identify any potential concerns of bias and/or discrimination. CREO reviewed 89 staff searches and 30 faculty searches in 2023-2024.

[Religious Accommodations](#)

The University of New Hampshire makes good faith efforts to provide reasonable religious accommodations to faculty, staff, and students whose sincerely held religious beliefs may differ from a university policy, procedure, or other academic requirements unless such an accommodation would create an undue hardship.



Upcoming Policy and Reporting Changes

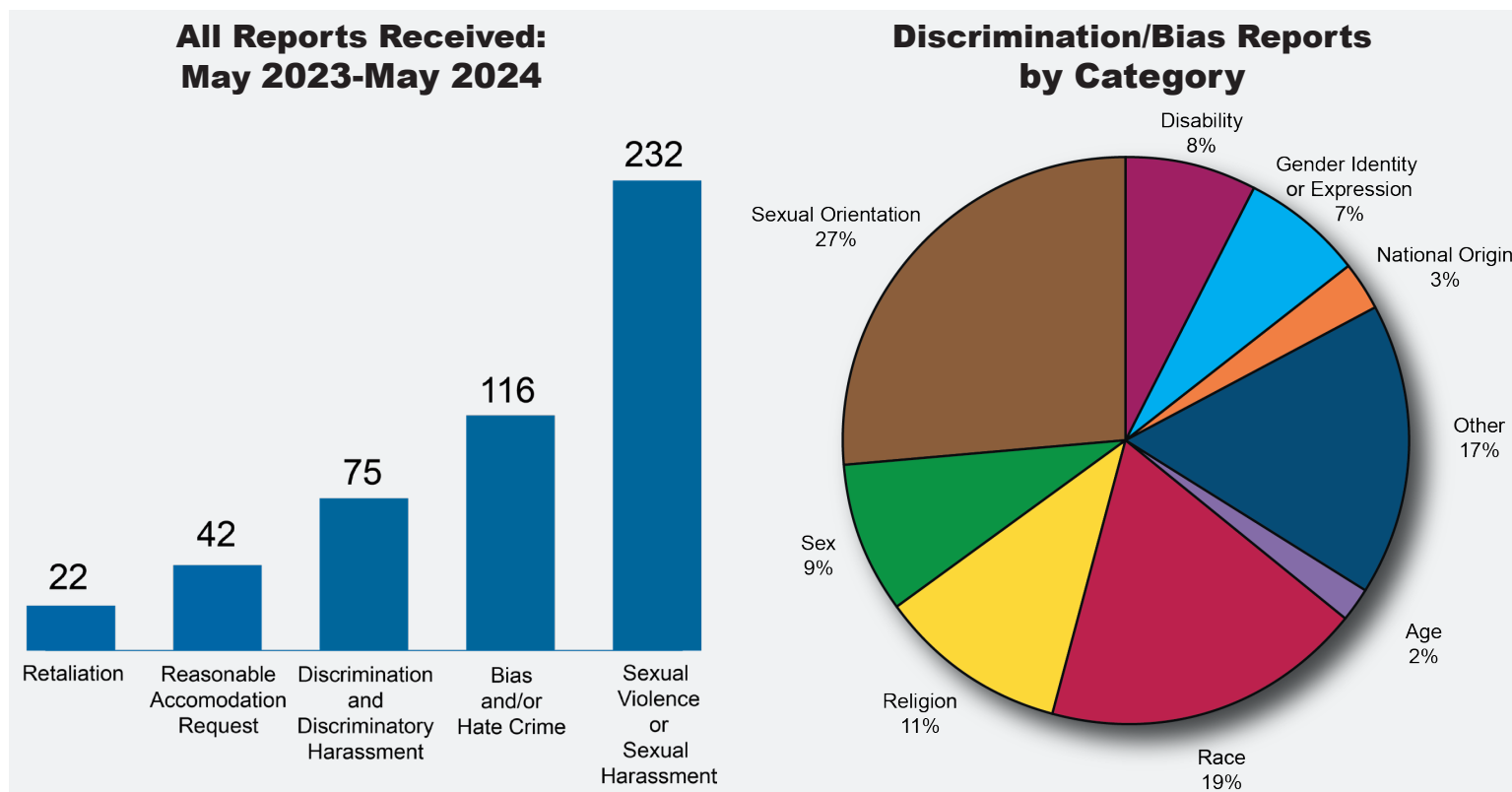
[Title IX and Sexual Misconduct](#)

In April 2024, the Department of Education released the final regulation related to compliance with Title IX law. Universities have until August 1, 2024 to align policy and practice to become compliant with the final rule. CREO has worked with a variety of stakeholders to update Title IX policy and procedures. In the coming months, CREO will be providing information to the community regarding the final policy and procedures.

[Discrimination and Discriminatory Harassment Policy](#)

CREO has engaged with a variety of stakeholders to update the Discrimination and Discriminatory Harassment Policy. It is a vital policy for the University community to create an inclusive, equitable, and welcoming environment. More information will be provided as this policy is finalized and implemented.

Reporting Metrics: Bias/Discrimination | Sexual Misconduct



The above data represents all three UNH campuses, i.e. Durham, Manchester, and Concord as well as CPS Online. We acknowledge that the data is nuanced. For example, at times CREO may receive reports from more than one person about the same incident. Therefore, this data does not necessarily mean that there were 487 incidents on campus. We also acknowledge that some incidents of bias and discrimination may have occurred that community members chose not to report. Further, certain members of the UNH community have reporting obligations for all incidents of alleged sexual misconduct. While the numbers represent the reports that CREO received, we again acknowledge the potential for lack of reporting for all incidents, particularly if disclosures were made to individuals without reporting obligations.

***Note:** You can find the most current policies and incident report information on the CREO website.

UNH Racial and Ethnic Diversity Data: Academic Years 2022-2024

The tables below represent UNH student enrollments at all campuses, excluding the College of Professional Studies (CPS) which was launched in FY24. The numbers for fall 2024 are headcounts as of 6/24/2024 when data was gathered for this report. Final fall headcounts for AY24-25 will not be completed until the fall semester commences.

UNH Students: Enrollment

Undergraduate Students (Excluding CPS Online)				
Race/Ethnicity	Fall 2021	Fall 2022	Fall 2023	Fall 2024 (as of 6/24/2024)
American Indian or Alaskan Native	8	11	6	3
Asian	384	398	321	308
Black or African American	131	151	105	103
Hispanic or Latinx	553	548	508	518
Native Hawaiian or Pacific Islander	2	2	3	5
Non-Hispanic 2 or More Races	306	293	292	300
Non-Resident Alien	142	178	125	120
Unknown	534	572	417	410
White	10,538	10,484	9,985	9,792
Total	12,598	12,637	13,273	11,559

Graduate Students (Excluding CPS Online)				
Race/Ethnicity	Fall 2021	Fall 2022	Fall 2023	Fall 2024 (as of 6/24/2024) Excluding Law
American Indian or Alaskan Native	0	0	0	0
Asian	85	73	76	28
Black or African American	69	86	62	22
Hispanic or Latinx	106	118	116	54
Native Hawaiian or Pacific Islander	0	0	0	0
Non-Hispanic 2 or More Races	60	54	57	28
Non-Resident Alien	302	347	258	143
Unknown	173	99	99	21
White	2,047	2,210	2,175	834
Total	2,974	2,989	2,843	1,130

* The College of Professional Studies (CPS) resulted from a 7/1/2023 merger between Granite State College (GSC) and UNH. Fall 2024 online enrollment data was not yet available as of 6/24/2024.

** The Franklin Pierce School of Law Class of 2027 was still being finalized as of 6/24/2024.

UNH Employees

The apparent increase in headcount from fiscal year 2023 to fiscal year 2024 is primarily attributed to the recent merger between Granite State College (GSC) and UNH, effective 7/1/2023. Former GSC faculty and staff joined the faculty and staff of UNH's College of Professional Studies (CPS). CPS includes the Manchester campus and the majority of UNH's online programs.

Faculty - All Campuses			
Race/Ethnicity	FY 2022	FY 2023	FY 2024
American Indian or Alaskan Native	2	2	2
Asian	87	85	87
Black or African American	14	13	14
Hispanic or Latinx	33	38	41
Native Hawaiian or Pacific Islander	1	1	1
Non-Hispanic 2 or More Races	15	17	20
Non-Resident Alien	51	59	68
Unknown	188	202	225
White	924	912	1,008
Total	1,315	1,329	1,466

Staff - All Campuses			
Race/Ethnicity	FY 2022	FY 2023	FY 2024
American Indian or Alaskan Native	2	1	5
Asian	47	57	70
Black or African American	40	36	32
Hispanic or Latinx	110	130	145
Native Hawaiian or Pacific Islander	0	0	0
Non-Hispanic 2 or More Races	35	46	54
Non-Resident Alien	16	29	30
Unknown	230	217	221
White	2,218	2,328	2,477
Total	2,698	2,844	3,034

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Office of the President — Thompson Hall

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