

UNH’s Inclusion Council¹ Presents: DIVE into Change; DELIVER Sustainable Results: Diversity, Inclusion, and Equity for Institutional Change (Dive In & Deliver or D2)

Vision statement for the **Office of Community Equity, and Diversity**: CED inspires individual and community growth toward building an inclusive and equitable living and learning environment. We encourage our campus and community partners to understand themselves and others through self-reflection and collaborative work. Our programs and practices, grounded in anti-discrimination and anti-racism, cultivate opportunities for all to flourish.

D2 Objectives

To seed innovative approaches to institutionalizing diversity, inclusion, and equity at UNH. Because D2 projects will be built from the ground up, they intend to reach more campus members than a top-down approach. The goal is to sustain diversity, inclusion, and equity through ideas that are potentially transferrable, with adjustments, across campus units. D2 will assist the President in the strategic goal of elevating UNH into the top 25% of the nation’s public schools. Among his 2019 strategic pillars—Enhance Student Success and Well-Being, Expand Academic Excellence, Embrace New Hampshire, and Build Financial Strength—diversity, inclusion, and equity collectively are the mortar maintaining the pillars’ strength and balance.

Program Basics

D2 proposals should address how a working group from a UNH unit (a department, college, library, residence hall, dining hall, office) will integrate diversity and inclusion into its work and sustain it over several years, until systematized or incorporated, as needed. Longevity is key, as UNH provides much one-and-done programming without sustained follow up. Terminology:

- Diversity in organizations defined: the range of identities, ideas, perspectives, and cultures available to contribute to the work at hand.

¹ UNH’s Inclusion Council is comprised of the chairs of Diversity & Inclusion Committees across UNH, UNHM, and UNHLaw. It is organized through the office of Community, Equity, and Diversity (CED), and spearheaded by Monica Chiu, interim associate vice president for CED. This new initiative was created from a series of recommendations in the April 2018 Final Report and Recommendations from the Presidential Task Force on Campus Climate, an action group assembled after the unfortunate events of 2017 Cinco de Mayo. The Council already has been vetted and approved by the Deans’ Council, president, and provost. It will assist UNH in moving steadily, unit by unit, toward a more inclusive campus.

- Inclusion: defines how well the range of diverse perspectives above, voiced by a varied group of invited participants, is incorporated into the discussion.
- Equity: that all have the same opportunity to contribute, which might involve some accommodations or extra effort

Working groups must include participants from at least two of the following groups: faculty, students, staff, Extension staff, or administrators. When possible, working across units (across colleges, departments, or programs) is ideal.

Examples of D2 proposals (in curriculum, campus climate, unit programming, new staff onboarding, orientation, etc.) include the following to get the ideas flowing. Innovation in proposals is encouraged—go ahead and make a splash!

- Create an original workshop (or a series of ongoing workshops) to explain and model inclusive pedagogy (in your discipline). Once designed and delivered, a workshop could be recorded and loaded onto a website featuring other pedagogy resources in the discipline (perhaps linked to the Center for Excellence and Innovation in Teaching). The workshop recording could be used at a college/unit-organized orientation for new faculty and/or staff.
- Design & pilot a diversity & inclusion training for student organization leaders, staff, faculty, Extension staff, library staff, other.
- Develop a faculty and/or staff discussion series around inclusion issues in a particular unit that leads to a product.
- Create a first-year student orientation, in your unit, that spans the academic year. While addressing necessary information in the discipline, it should use diverse sources and model and include inclusive practices.
- Develop residence-hall based social programming that integrates diverse perspectives/activities (e.g. global food & culture)
- Flipping the Lecture Course: <https://cfe.unc.edu/2016/10/viji-sathy/>
- Create a venue for student applications to a summer social justice internship

Working groups may request up to \$2,500 for projects to be completed within a year. Matching or in-kind resources from your unit will leverage your proposal. Some colleges and units will match, dollar for dollar, the Community, Equity, and Diversity base funding of \$2,500.

The Inclusion Council expects to fund up to 4 projects this year with the possibility of continued funding. Projects will have an 18-month time frame for completion, running from January 2, 2019 to June 30, 2021

Expectations

- The chair/s or lead/s of each funded project, ideally those with experience in ushering projects through and with some authority within their unit, will meet once a semester with the Inclusion Council to update its members on progress/challenges and identify opportunities to better support project needs.

- At the conclusion of funding, each unit will create a report that captures the project; objectives, outcomes, and sustainability measures (including funding, staffing, grant writing); its elevation of diversity, inclusion, and/or equity; its potential transferability to other units, its sustainability.
- Team members of all 2019 funded projects will present their ideas to the President at a CED-sponsored 2020 spring luncheon.

Digital proposals due: **October 15, 2019, 5:00 p.m.** to monica.chiu@unh.edu

- Page 1: Proposal Title and a list of team members (not to exceed 7); short bios of each member; indicate the chair or co-chairs by an asterisk. Working groups must include participants from at least two of the following categories: faculty, students, staff, or administrators. When possible, working across units (across colleges, departments, or programs) is ideal.
- Page 2: A description of the initiative (not to exceed 2 single-spaced pages), including specific objectives and perceived outcomes, sustainability measures (we strongly caution against a one-and-done approach), how success will be assessed, timeline, and the project's potential for flexible transferability to other units.
- Page 3: Beyond support from Community, Equity, and Diversity, from what other units, if any, have you secured funding? Include a budget (not to exceed \$2500 from CED) & justification.

Proposal Review Panel

- The proposal review panel will be comprised of 3 faculty, 3 staff, and 3 students (including at least one graduate student) from across the university.
- Direct any questions to monica.chiu@unh.edu.
- Winners will be announced by November 1, 2019.
- Funding will be available for projects on January 2, 2019.
- Funding should be spent by June 2021.
- All winning groups will present their work to the President at a spring 2020 luncheon.