

December 19, 2018

Updates and Action Steps since the publication of the “Final Report and Recommendations from the Presidential Task Force on Campus Climate” document, published April 11, 2018

Accomplished

Academic Year 2017/18: English 401, a required course for all first-year students, now integrates more diverse perspectives and research methodologies across its pedagogical arena. Professor Teresa Redd led faculty workshops on best practices for including diverse literature and research using diverse voices.

Spring 2018: Unity Day, organized by the Office of the Dean of Students, as a student-led volunteer community clean-up. It was created as a positive counter to the negative events of Cinco de Mayo 2017.

Summer 2018: UNH created a Social Media Policy, currently included in the ***Student Rights, Rules, and Responsibilities*** document: <https://www.unh.edu/student-life/2018-2019-student-rights-rules-and-responsibilities> (pp. 52-53)

Fall 2018: Established the President’s Advisory Council on Campus Climate, chaired by Monica Chiu (interim AVP of Community, Equity, and Diversity 2018-19), which will regularly apprise the President of how well the campus is addressing challenges pinpointed by the Council and, after spring 2019, those brought forth by the recommendations gleaned from the campus climate survey.

Fall 2018: Inclusion, on the MyCourses master calendar, of dates that are important to religious and other groups so that professors and those who use it for syllabi and/or planning are duly apprised.

Fall 2018 and ongoing: Presidents and interim AVP of CED holds lunch conversations with Chinese students, athletes of color, others TBD. The President also holds “office hours” for students; appointment arrangements may be made online.

Fall 2018: Formation of three faculty and staff discussion groups: Cooperative Extension discussion group on cultural proficiency; COLSA group on diversity in the STEM classroom; COLA faculty of color group on “Teaching While X [Black, Asian American, Latino, etc.]”.

Fall 2018: Creation of an Inclusion Council, made up of members of college and other unit’s Diversity & Inclusion Committees with the purpose of addressing how each unit will meet inclusion goals. Chairs of each group meet monthly with Monica Chiu; meetings provide assistance in departmental challenges around inclusion, exchange of ideas, such as, inclusive diversity and pedagogy practices by college, and accountability for best practices. Councils report to their deans; Monica will report to the President.

Fall 2018: Formation of the Provost’s Committee on graduate and undergraduate student persistence at all levels.

Forthcoming

Spring 2019: Community, Equity, and Diversity will conduct a campus-wide climate survey, directed by Rankin & Associates. Its results will inform future action steps.

2018/19: Senior leadership (the President’s Cabinet and the Deans’ Council) will participate in a two-part educational workshop on leadership, inclusivity, and higher education, to be conducted by a regional consulting group.

Under discussion and/or construction:

Creation of Diversity & Inclusion Committees in all campus units (academic departments, the library, cooperative extension, and to be expanded to other units incrementally) to address how each unit may meet inclusion goals; chairs of each unit will meet as a group, with Monica Chiu; meetings will provide assistance for departmental challenges around inclusion; exchange of ideas; inclusive diversity and pedagogical best practices by college. Committee members will report to their respective deans; Monica will report to the President.

Formation of the Provost's Committee on student retention; includes four working groups.

Development of a diversity post-doctoral initiative from the Provost's office, across colleges, through the Office of Engagement and Faculty Development, with a goal of growing campus diversity and attracting early-career faculty to UNH.

Creation of a continuously updated portal to list campus-wide activities related to diversity, equity, and inclusion as they are announced and posted.

Spring and Fall 2019: Senior leadership (the President's Cabinet and the Deans' Council) will participate in a two-part educational workshop on leadership, inclusivity, and higher education, to be conducted by the diversity and human resources consulting firm Higher Ed Talent. Faculty Senate will participate in an afternoon session.

CED Fellow to assist in diversity and pedagogy endeavors across campus.

Under discussion and/or construction:

Creation of a continuously updated portal to list campus-wide activities related to diversity, equity, and inclusion as they are announced and posted.

Re-visioning CED webpages

An app showing gender-neutral restrooms on campus and other facilities: ablution stations, lactation rooms, other (Academic Technology)

Dialogue about the creation of a graduate certificate in diversity and inclusion in pedagogy; committee comprised of members from the Graduate School, Center for Education and Innovation in Teaching and Learning, and faculty from various departments: Education, Social Work, and the Carsey School.

Assistance to HR on diversity and inclusion Orientation and sustained dialogue/programming, for all onboarding staff.

Spring 2019 Related Programming

28th Annual UNH Martin Luther King, Jr Tribute in collaboration with the Sustainability Institute and ten other departments and organizations and including a program planned by Durham residents. The Sustainability Institute's Haas Fellows and Food Solutions New England offer a 21-Day Racial Challenge with prompts sent to registrants daily, an opportunity to examine biases, understand how oppression shows up in our food systems. The goal is to inspire social action.

Tuesday or Thursday, mid-March

Indigenous Peoples: Open Forum, a reflection on the historical Columbus, Natives' connections to this land, American mythology, and our federal holiday. A community-wide conversation on the importance of Indigenous heritage in public education at UNH. An exploration of the facts.

Fall 2018 Related Programming

Transgender Student Rally, October 2018

Center for Social Innovation and Enterprise, Paul College, invited speaker Chris Larkin of IDEO.org. for an interactive session on learning about Human Centered Design: An Empathy-Based Approach to Problem Solving.

MUB Current Issues Lecture Series:

- Jason & Marjorie Crigler: living/working with a disability
- Dylan Marron: "Bridging the Cultural Divide Through Media and Video"
- Amal Kassir: "Speaking Out about Islamophobia and Empowering the Voice of the Marginalized Through Writing and Speaking"

Dept. of Communication's Civil Discourse Lab: offering a course on building dialogues across difference and strengthening skillsets needed when opposing points of view are being aired. The department also invited Prof. Caracasson, Founder and Director of the Center for Public Deliberation at Colorado State University, to train students in "Tackling Wicked Problems: Students as Key Local Resources for Community Deliberation."

Treat Foundation grant through the Carsey Institute includes fellowships for students on a dialogue-to-action process that transforms relationships and creates and sustains informed community change.

Advancement's Diversity Hall of Fame celebration will be held in early May to recognize our alumni's accomplishments and commitment to social justice and equity.

Long-term project slated for 2020 delivery: The White Privilege Symposium to serve 500 UNH faculty, staff and students. A 2-day conference: Friday will be focused on the arts and culture - spoken word, music, and dance to illuminate and encourage—while Saturday will offer workshops to inspire more education and action.