The President’s Commission on the Status of People of Color (CSPC) had a productive academic year. At the beginning of the 2016-17 academic year, CSPC had five standing subcommittees: Membership, Programming, Campus Climate and Communications, Recruitment and Retention, and Recruitment, Retention and Development for Faculty and Staff of Color, each chaired by a member of the Commission. By the end of the fall semester, it was decided by the current co-chairs that the Recruitment, Retention and Development for Faculty and Staff of Color subcommittee would be tabled until we can recruit additional members to serve on the subcommittee.

In addition to deciding what subcommittee groups we should keep active or develop for the year, the Commission members, under the guidance of the co-chairs, revised the CSPC’s mission and bylaws. It was important that the mission and governing bylaws reflected what we could do as a commission.

Due to the results of the 2016 Presidential Elections, some of the commission members noticed an uptick in bias incidents. This meant, Commission members including the co-chairs were attending meetings with administrators and students at a higher rate. The co-chairs of all of the President’s Commissions met with Provost Nancy Targett and President Mark Huddleston regarding the bias incidents that had taken place in the fall. Members of the commission have been meeting with students and to discuss and come with a response plan for the incidents that had taken place during and post Cinco de Mayo. In addition to meeting with the students regarding the incidents, we participated in the march around campus and the protest in front of T-Hall; attended the speak out event that was attended by over 600 people in the Granite State Room; and participated in the open forum that had taken place a week after the speak out.

Events the Commission Sponsored

The mission of the CSPC is to foster a community that is diverse, inclusive and equitable. We are proud to announce that we were able to co-sponsor several programs and events that align with our mission. We co-sponsored The SHOP—an initiative founded by two CSPC members, Brandon Thomas and Andres Meija, to bring professional barbers to campus so students of color could get a free haircut. This event was important because many students of color have argued that they are unable to find a barber near campus that have the skills to cut their hair.

The CSPC co-sponsored the Anti-Violence Rally and Walk in April. We also collaborated with the CED Office on a video highlighting diversity for the 150 UNH campaign.
**Membership Subcommittee**

The CSPC had 23 active members consisting of faculty, staff, students and members of the Seacoast National Association for the Advancement of Colored People (NAACP). The majority of the Commission member served on one of the subcommittees. To recruit for members, the CSPC tabled at the university’s annual benefits fair. The CSPC also hosted a multicultural luncheon in the fall semester. The event was very effective in allowing us to promote the commission and network with different staff and faculty of color at UNH.

**Recruitment & Retention Subcommittee**

The Recruitment and Retention Subcommittee has been working on a number of projects mainly focusing on developing summary retention reports for the administration and the deans of the different UNH colleges/schools. The reports outline the retention data for the students of color that matriculated in the fall of 2011. The reports were shared with Jaime Nolan, the Associate VicePresident of Community, Equity and Diversity and will be shared with administrators in the President’s cabinet and the Deans’ offices. The subcommittee collaborated with Institutional Research and Assessment to collect data on retention of students of color. They also came up with recommendations to help increase recruitment, retention and graduation rates of students of color.

**Campus Climate and Communications Subcommittee**

*Please see attached report from Campus Climate & Communications Subcommittee on page 5.*

**Programming Subcommittee**

*Please see attached report from the Programming Subcommittee on page 4.*

**Commission Membership:**

*Avery Smith (co-chair), Rachael Kreckmann (co-chair), and Selina Taylor (co-chair)*

*Yamilex Bencosme, Raul Bernal, Cliff Brown, Rogers Johnson, Tara Flippo, Tammy Gewehr, Kayode Lewis, Jhenneffer Marcal, Allison Marcotte, Andres Mejia, Thuy Nguyen, Sriyaa Shah, Jeanne Sokolowski, Brandon Thomas, Noha Elmohands, Sean McGhee, Donna Marie Sorrentino, Sylvia Foster, Janice Pierson*
Commission on the Status of People of Color
Programming Subcommittee
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The Programming Working Group hosted a year of successful, well-attended events. In November, our Meet and Greet Lunch plans began by requesting contact information from Human Resources for people of color who had been hired most recently. Our lunch setup in the MUB welcomed people to tall cocktail tables and a buffet of sandwiches, salad, beverages and chocolates. Thirty-five people attended. The Co-chairs introduced the mission of the Commission, and people introduced themselves around the room. People stayed to talk and enjoy one another.

Our Commission Program Group was a significant contributor to the success to the 2017 Annual Martin Luther King, Jr. Tribute Art as Resistance and Remembrance. The central event, spoken word poets program with Janae Johnson and Porsha O., was publicized in the series of programs in collaboration with the MUB Current Issues Lecture Series. It was well-attended and well-received. The second program, central to the series, was a writing workshop led by both poets, and it also brought excellent reviews from attendees. The final collaborative with the MUB in the MLK series, which spanned the month of February, was another lecture series program with MUB programming, the “Free Hugs Project”, where the Commission played the role of supporter (no funding involved). It was another well-attended, well-received event with a different audience and, therefore, a wider reach.

Every MLK event in the full series was covered by TNH; some programs were featured on the front page.

The Commission also hosted the Colleagues Luncheon on April 5, 2017. Our Co-Chairs introduced the program, and faculty member Cliff Brown introduced the 8 students presenting on their experiences and the impact on them personally and professionally from courses that feature racial and ethnic diversity. Several spoke of the course experience in Literature and the Culture of Race and Literature and Popular Culture of the Vietnam War. One spoke of a French Literature course, the complexities of language and how they reveal colonization and oppression. Another spoke of how she would apply her learnings when working as a nurse knowing how people differ in their needs, learning not to treat everyone as if they were from one background. The audience commented on the student commentaries as being outstanding.

Our First Annual CSPC Student Award was presented to Gabrielle (Gabby) Greaves, junior, English and Women’s Studies double major and Italian Studies minor. A one hundred-dollar gift certificate from the Commission was also presented.

At the luncheon tables, we displayed our new bookmarks and notices for the upcoming programs of other Commissions.

In advance of Cinco de Mayo, we wrote editorials and tabled in Murkland Hall Courtyard to build awareness and educate on the meaning of this holiday for people of Mexican heritage. The mission was to stop the misappropriation of the day and the cultural appropriation of the Mexican people through the wearing of sombreros, ponchos and fake mustaches. The education encouraged people to have fun without offending or causing harm to others.

Prepared by Sylvia Foster
Campus Climate and Communications Subcommittee
Annual Report 2016-2017

Developed and submitted a list of ReportIt! functionality concerns to the UNH Office of Community Equity & Diversity.

Forwarded list of recommendations for enhancing the functionality of ReportIt! site. Elicited feedback from Commission for improving site’s visibility.

Compiled and forwarded list of concerns regarding the location of past Hate & Bias Reports compiled from ReportIt! data.

Collaborated with undergraduate student Sriyaa Shah to develop an educational flyer for Cinco de Mayo emphasizing historical significance of the holiday, respect for others, and making safe choices.

Provided support for students seeking to express their concerns regarding increasing racial tension, cultural appropriation and lack of response from higher level administration on campus before, during and following Cinco de Mayo.

Facilitated review and developed list of recommendation for update of Commission’s webpage.

Provided PCSPC resources to colleagues during UNH Benefits Fair on October 26 in the Memorial Union Building.

Ongoing Projects
Increase functionality of ReportIt! through constructive feedback and support of UNH Office of Community Equity & Diversity. Continue dialogue with campus stakeholders in order to gain an understanding of:

1) University’s strategy to make previous years reports accessible on new webpage.

2) Public access to new site.

3) How the President’s Commission of the Status of People of Color Campus Climate & Communications Committee can support the Office of Community Equity and Diversity in promoting a relaunch of a new site.

4) Development and marketing of a mobile friendly version.

5) Revisions to University’s current Bias Response protocol and awareness of measures to keep students, staff, and community members accountable.

Assess and identify three programmatic initiatives aligned with creating an inclusive campus environment.