The President’s Commission on the Status of People of Color (CSPS) continued our goal from the previous academic year to “define a new path.” A path that more clearly and definably supports with action steps, actions and results, the values espoused and held by the Commission and the University.

The ongoing work of forging ahead on this “new path” was carried out via our four committees whose work articulated below, continued to focus on creating an inclusive, equitable and welcoming environment for all students and employees. Over time our goal is that these good works will specifically result in a better educational environment for our students, allowing all students to realize their potential and expectations of a more “inclusive and just” University of New Hampshire community.

As shared above, we maintained an essential and sustainable focus, continuing our work from the previous academic year by honing in on the following four key committee areas:

1. Addressing campus climate, focusing on issues of race and ethnicity.
2. Creation of a sustained dialogue on race initiative to better link the academic core of the institution with student understanding of race, racism, privilege, inclusion and equity.
3. Professional development for UNH employees (faculty and staff) on issues of race, racism, privilege, inclusion and equity.
4. Recruitment and retention of students of color.

It is our expectation that this upcoming year’s CSPC membership will embrace and continue implementing the committee endeavors and recommendations addressed below, as we head into our third year with the sustainable development of these initiatives. “These good works and recommendations are in many instances far reaching, and require the coordination and support of many on campus to implement. It is the responsibility of the Commission to seek out and secure this support from the many constituencies on campus.”

The following “accomplishments” reflect the promotion and commitment to “inclusive excellence and collaboration” with University and community stakeholders.

**Campus Climate Committee Report - in brief**

This CSPC Committee addresses campus challenges by creating growth opportunities on campus, based on the objectives outlined by last year’s Commission.

**By-Stander Awareness Program:** The Campus Climate Committee identified the need for a By-Stander Awareness Program modeled on current institutional trainings. In preparation, the committee met with Ellen Semran to discuss adapting a similar model to that of Safe Zones. In addition we reviewed and discussed the Ally Program which was based in Residential Life. Through discussions with students and colleagues we established that the success of this program will depend on it becoming a peer-led student organization. As we develop the groundwork for this group, we are also identifying a department or office with the capacity to supervise and coordinate these efforts, specifically we are in dialogue with the MUB based OSIL Office. In order to get a better understanding of student concerns
and needs in regard to the development of this Program, our committee will review data this summer gleaned from the SAS Division Diversity Advisory Group’s Race Climate Survey which was administered this past spring.

**Tentative expectations for the By-Stander Awareness Program:** Develop awareness on the impact of individuals on community dynamics; ensure students have knowledge about diversity-related issues; establish an environment where all UNH community members are mindful of difference and their individual responsibility to respect/support differences; know how to respond to insensitive, racist or awkwardly phrased statements or questions; learn the vocabulary of diversity; learn how and why to participate in these workshops. Overall the Program will address the development of multicultural competencies, as our students will need awareness and skill sets to be functional and competitive in the work-place, plus addressing the need to build a more inclusive and effective community culture at UNH.

**Microaggressions and “Words Matter” Campaign:** We are partnering with UNH Counseling Ctr. staff member Szu-Hui Lee and WildActs Social Justice Theatre Troupe to produce an “on the street” video project depicting bias incidents that UNH students from underrepresented groups experience. The Counseling Ctr. staff has been surveyed to provide us with typical examples of microaggressions and hate/bias language to present. We will continue this work into the upcoming academic year.

**ReportIt and Inclusive Excellence Websites:** Students have expressed from their experiences that it is difficult to get updates after they report a bias or hate incident via ReportIt. Our goal is to make this site a tool that will increase public awareness of bias incidents as well as their resolution. The committee met with Donna Marie Sorrentino and Anne Lawing to discuss what information could legally be shared with the UNH public; these conversations will continue into the new academic year. In addition the committee would like to partner to make the Inclusive Excellence facebook page and website more prominent within the UNH community, and advertise it as a central site where resources and programs are advertised. Recommendations include: More promotion of this site through University Communications and Marketing; a link to Blackboard and twitter; the creation of magnets, posters or stickers for new students, etc. Also include more student profiles that will focus on race/ethnicity awareness and experiences, etc.

**Campus-wide, Sustained Dialogue on Race Committee Report – in brief**

This CSPC Committee addresses the on-going articulated need of University students, faculty and staff from a variety of backgrounds and perspectives, seeking a “sustained” approach to engage and explore questions and issues regarding race and climate the UNH community faces. The method the committee agreed upon the previous academic year to achieve this goal, is working with an academic year-long “sustained dialogue” model.

**This Sustained Dialogic approach will explore issues such as the changing racial diversity on the campus (both domestic and international),** incidents of bias and intolerance (both subtle microaggressions and overt forms), as well as racially charged incidents of harassment or violence. The dialogues will also address the University’s response to racial incidents, and the overall status of people of color inclusive of students, faculty, staff and administrators, as well as positive works that are underway or are soon to be undertaken. Plus we will ask what steps we need to take on both a short and long term basis. All UNH community members inclusive of students, faculty and staff will be invited to participate, with some UNH student’s potentially participating for credit through labs connected to this process. In addition, stakeholders from our surrounding communities will also be invited to
participate such as the Seacoast NAACP, Friends of the Quaker Meeting House, Black Heritage Trail and Seacoast African American Cultural Association members, member’s of the Bahai’s of Exeter, etc. This process in some ways reflects the “race unity dialogues” that persisted for almost seven years, held previously at City Hall in Portsmouth. The overall process of sustained dialogue will also focus on “sustained involvement,” addressing the important process of building “sustained relationships” on campus as well as with the community. We have also spoken with Michele Holt-Shannon at the Carsey Institute and will circle back to her this summer and fall.

Consultation Project undertaken with the Counseling Ctr. Doctoral Interns: David Cross and three doctoral interns at the Counseling Ctr., Kimberly Tappen, Angie Reather and Kway Gordon accepted our committee’s proposal to work on the development of the curriculum for the “campus-wide, sustained dialogue on race.” Within these last six months (since January) the following has been addressed in our work with the interns: They researched existing sustained dialogic programs around the country as well as relevant racial theory, and researched both current and past racial climate challenges at UNH. The interns and committee members met to discuss the written goals and content areas to be addressed in the dialogue process, plus the committee provided the interns with preliminary data from the Diversity Advisory Group’s (SAS Division) spring Race Climate Survey. The interns conducted two focus groups with students of color and ally students regarding their personal experiences with race on the UNH campus. They also held a focus group with the ART (Anti Racism Team) Team which is made up of students to discuss their campus experiences with race, racism and racial climate, plus the students were asked for input around content and structure of the dialogue sessions. The students from the ART Team who all have facilitation training and experience are being considered down the line as potential facilitators for the dialogue sessions. The interns developed a preliminary outline for the dialogue sessions, and have since begun drafting a consultation project manuscript. This program development process will persist over the summer and continue into the upcoming academic year.

Professional Development Committee Report – in brief

This CSPC Committee continued to address the need for professional development for staff and faculty on diversity and multicultural competency from the previous academic year. The on-going goals of the committee are to increase aware of diversity issues and enhance the multicultural competency of full-time tenure track faculty, part-time faculty and instructors, and professional and operating staff. We want staff & faculty to be conversant in the language of diversity, and understand the impact of language and actions on others in the workplace, in the classroom and beyond.

This year our committee identified professional development opportunities that were already in place, but maybe not being utilized to their full potential due to a potential lack of visibility. The Diversity Advisory Group (not to be confused with the Diversity Team), which reports to the Vice President for Student & Academic Services/Enrollment Management years ago pulled together a comprehensive list of professional development opportunities and posted them on the VPSAS Division’s webpage at: http://www.unh.edu/vpsas/professional-development-faculty-staff . Our committee contacted the Human Resources Professional Development Coordinator, Chris VanHorn, who agreed to list this link on the HR website. In addition, Chris included the availability of the Social Justice Educators (SJE) professional development workshops on her campus wide distribution e-mail list. As a result of these efforts, the two SJE trainings held this past year were oversubscribed (staff and faculty), with a waiting list for each.
Our committee and the Commission also took point on addressing the need for diversity, inclusion/equity training for members of the University Council for Inclusive Excellence and Equity. As a result of these efforts, this goal is now listed on the University Council’s current list of initiatives. In addition the Social Justice Educator’s team is researching the establishment of a professional development opportunity for new faculty, with the possibility of starting this upcoming academic year. Dr. Sherwood Smith of the Ctr. for Cultural Exchange at the University of Vermont will be coming at the invitation of the SJE Team and the VP for Inclusive Excellence and Faculty Development on July 10th and 11th for a discussion and program focusing on faculty development regarding diversity, inclusion and equity.

Recruitment and Retention Committee Report – in brief

This CSPC Committee continued to address the need for a more coordinated effort from UNH administrators, faculty and staff to play roles in the recruitment effort of students from diverse backgrounds and ally student interested in diversity. The committee also continued our collective work to coordinate our retention efforts on students of color regarding academic, social and cultural dynamics that not only impact retention, but also overall quality of academic performance.

Colleagues from the Counseling Center, Residential life, CFAR, Admissions, Connect Program and the OMSA office continue to work to address better coordinated ways of working with the Admissions office to support their efforts in the recruitment of students to UNH. Our discussions and efforts have focused on how we can make ongoing recruitment efforts more of an overall University effort by getting more faculty and staff involved. In the area of retention, we have continued for years to share information and coordinate our efforts to address the retention and academic performance of students of color. A gap area that we are addressing via ongoing conversations and race focused workshops, is the difference in how some students of color share comprehensive information with some colleagues of color, but in other instances those same students of color exclude key information with some colleagues who are white. We have tracked that when some students of color are facing negative racial climate challenges, stereotype threats, microaggressions in class that may impact their in-class, academic performance, said students are often not sharing these key experiences with many colleagues who are white. Therefore said colleagues cannot address the comprehensive needs of the students, as often times these issues are also inextricably intertwined with the overall challenges some students of color are confronting attending a PWI. There is ongoing professional development taking place with some departments to grow their awareness and knowledge on these key areas of student racial identity development at PWI’s. And also how to proactively make students of color aware of the willingness and capacity of colleagues to discuss and process on these issues and potential challenges.

Additional Commission Work and Growth Areas – in brief

Throughout this academic year our Commission identified key areas that we have addressed, will continue to address, and will also like to see addressed:

- As a Commission we will continue to work to support the establishment of a Center for Race and Ethnic Studies at UNH.
- The need of the Commission’s to communicate so we are aware of what other Commissions are working on, and so we can also identify a common institutional initiative that all four Commissions can collaborate on together. This could be partially accomplished by holding a Commissions Retreat just before the start of the academic year, or at the beginning of the
academic year before our first commission meetings convene. Also co-chairs (or selected members of each commission) can also meet during the academic year to also provide ongoing updates on initiatives, and to further coordinate on the common initiative that each Commission has agreed to work on collectively.

- More connections to the President. As President’s Commissions it is essential the president is aware and engaged on the work of the Commissions. There are some communication gaps regarding these working dynamics and we are recommending that co-chairs or selected members of each Commission meet collectively with the President once (or twice) a semester for at least a two hour session.

- The Search Process for the full-time Vice Provost for Inclusive Excellence and Faculty Development post. We are recommending that all four Commissions have representatives (selected by each Commission) to actively participate on the Search Committee for the upcoming national search to fill the full time Vice Provost post.

- Long-term initiatives. We are staying focused on developing and growing the long-term initiatives we are currently working on, but not to the exclusion of new ideas being introduced. There is a benefit to putting into place solid and sustainable efforts for growth and institutional change.

- MLK Celebration. Our Commission is considering becoming more involved with the annual University MLK Celebration planning process. Preliminary discussions are focusing on where we place our time and energy regarding the overall planning of the celebration vs. being more strategic and focusing just on the MLK Commemorative Address committee planning area.

- Ana Garcia, Todd DeMitchell and Jessica Fish will rotate their roles on the University Inclusive Excellence Council for the upcoming academic year.