

Research Economic Engagement and Outreach Diversity, Equity and Inclusion (REEO DEI)

Do you know what resources are available in DEI initiatives at the University of New Hampshire (UNH)? The newly formed REEO Council on Inclusion (COI) aims to foster an inclusive environment for current and future REEO staff, external stakeholders, partners, and audiences by identifying and addressing issues related to DEI. To put that into a larger context, council members seek to identify existing resources and programs to support and build upon without duplication. Surprisingly, unless you are serving on a DEI committee, you may not be aware of the resources at the University Office of Diversity, Equity, Access & Inclusion.

Highlights from the [2021-22 DEIA Annual Report](#) featured UNH department DEI efforts and projects to promote awareness. Accomplishments include: a prototype of Geographic Information System for DEI-resources that allows users to locate gender inclusive restrooms or minority owned businesses; ongoing development of DEI-education micro-credentialing; launch of a centralized DEI web site and clearing house; and a new data dashboard for bias/discrimination reporting. The [DEAI web page](#) lists a wealth of resources under initiatives, community, diversity offerings, training and programs.

The [2022-23 DEAI Division Annual Report](#) was shared with the UNH community this October. As DEI efforts have increased across campus, the annual report focuses mostly on the Division. Although it is not possible to reflect all the comprehensive efforts across campus, the report does highlight the Aulbani J. Beauregard Center for Equity, Justice and Freedom: Celebration of Achievement and Excellence and the Paul College of Business and Economics: DEI Conference. Hiring and enrollment data explain changes in marginalized racial and ethnic identities represented across campuses.

One other office that deserves to be highlighted for increasing inclusion on campus is the [Student Accessibility Services](#) (SAS). SAS ensures reasonable accommodations and equal access to all UNH students with a documented disability. Students who have permanent or temporary disabilities are eligible to receive equitable, effective and meaningful access to all campus programs, resources and services. Services include academic accommodation, assistive technology, and equal access to housing, meals and parking.

The UNH Diversity Statement reads:

The University of New Hampshire is committed to building and nurturing an environment of inclusive excellence where all students, faculty, and staff can thrive. We also are committed to providing open and inclusive access for all alumni, volunteers, learners, employees, and visitors seeking to participate in our programs and activities. We venture to sustain a campus environment that fosters mutual respect and understanding. We believe diversity, equity, accessibility, and inclusion are foundational values inextricably linked to achieving our core educational mission and embrace the many characteristics of our community members that make them uniquely themselves. Here, you belong, and all are welcome.

Comparing 2018 data collection for [hate/bias and discriminatory incidents](#) at UNH to the number of reported in 2021 shows reports have gone down in most sub-type categories. Unfortunately, most of the incidents still occur on the UNH campus. We encourage you to increase your awareness of DEI issues and get involved with initiatives in your department to make everyone feel welcome.

The REEO Council on Inclusion invites you to volunteer as a committee member. In the upcoming year, the COI will work to establish how to support DEI within REEO. If you would like to volunteer, or provide

the committee with ideas, please contact the co-chairs Karen Jensen at karen.jensen@unh.edu or Matt Kelly at matt.kelly@unh.edu

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