

Project Inclusion Webinar

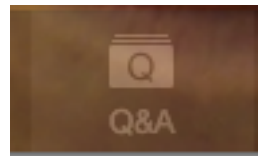
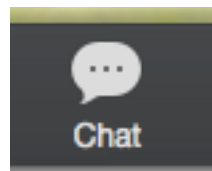
The Institutionalization of Diversity, Equity and Inclusion in Higher Education

Hosted by NERCHE & Campus Compact for New Hampshire

January 22, 2016, 12:00-1:30pm (EST)

Funding by the Lloyd G. Balfour Foundation of the Bank of America

Technology Matters



NERCHE.ORG for additional information.

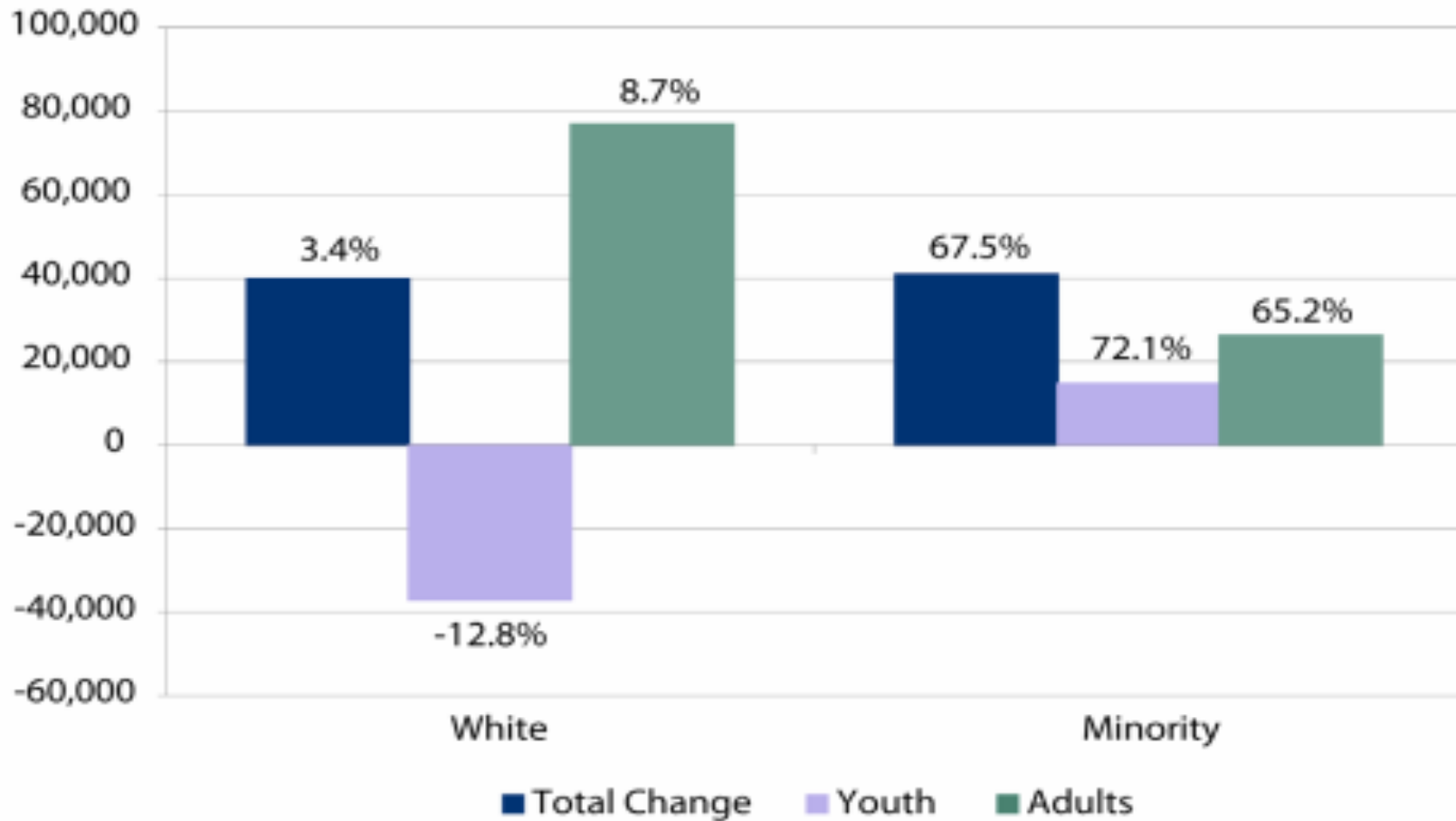
Agenda

- Welcome (12 - 12:15PM)
 - Introduction to Project Inclusion New Hampshire
 - Pilot site demographic data
 - NERCHE's Role and Using the Rubric
- University of New Hampshire: Durham, Manchester, & Concord (12:15 - 12:30PM)
- Antioch University New England (12:30 - 12:45PM)
- Rivier University (12:45 - 1:00PM)
- Keene State College (1:00 - 1:15PM)
- Questions & Answers (1:15 - 1:30PM)

Why New Hampshire

- Campus Compact for New Hampshire's Role
- College and University Presidents' Commitment to Inclusive Excellence
- Connecting with NERCHE
- “The problem of the twentieth century is the problem of the color line.” *W.E.B. Du Bois (1903)*

FIGURE 15. NEW HAMPSHIRE POPULATION CHANGE BY AGE, RACE, AND HISPANIC ORIGIN, 2000 TO 2010



Source: U.S. Census 2000-2010

Carnegie Classifications

Institution	Basic	Enrollment Profile	Size and Setting
<u>AUNE</u> Private Not-for profit	Master's C&U	Exclusively graduate	Exclusively graduate/ professional
<u>KSC</u> Public	Master's C&U	Very high under- graduate	4yr, medium; highly residential
<u>RU</u> Private Not for profit	Master's C&U Larger U.	Majority under- graduate	4yr, small; primarily residential



Carnegie Classifications

Institution	Basic	Enrollment Profile	Size and Setting
<u>UNH-D</u> Public	Doc/high research	High UG	4hr/large/highly residential
<u>UNH-M</u> Public	BA /A&S	Very high UG	4yr/very small/non-residential
<u>UNH-C</u> Public	Special focus 4yr Law School	Exclusively graduate	Not classified

Demographics

Enrollment	All	Grad	UG	F/T	P/T	Men	Wom
AUNE	725	725	0	587	138	157	568
KSC	4923	124	4799	4580	343	1929	2839
RU	2346	755	1591	1055	1291	441	1905
UNH-D	14913	2397	12516	13336	1577	6788	8125
UNH-M	926	93	833	599	327	448	478
UNH-C	315	315	0	299	16	185	130

Racial/Ethnic Demographics

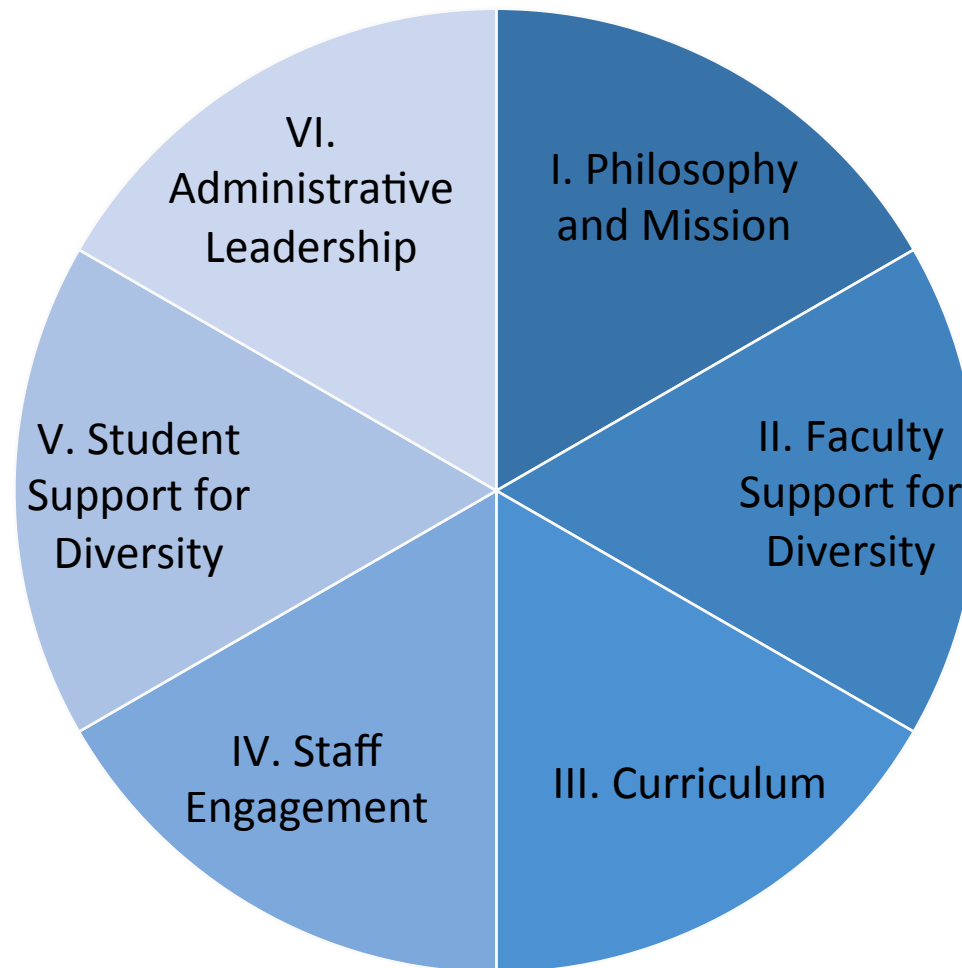
Enrollment	NRA	RU	2+R	W	H	AA	A
AUNE	2%	9%	1%	81%	2%	3%	2%
KSC	0%	13%	2%	81%	3%	1%	1%
RU	0%	11%	1%	77%	4%	3%	3%
UNH-D	3%	11%	2%	78%	3%	1%	2%
UNH-M	9%	22%	2%	68%	4%	2%	2%
UNH-C	13%	2%	2%	74%	0%	4%	4%

Legend: NRA= Nonresident aliens; RU = Race/ethnicity unknown; 2+R = 2 or more races; W=White; H = Hispanic; AA = Black or African American; A = Asian

NERCHE's Role

- NERCHE's mission is to assist campuses with collaborative change processes to address social justice in a diverse democracy.
- Supports administrators, faculty, and staff in becoming more effective practitioners and leaders.
- Helps navigate the complexities of institutional innovation and change.
- Asks tough questions, is alert to best practices and points out where the work needs to go deeper.

Rubric Dimensions



Dimensions & Institution Focus

Dimensions	AUNE	KSC	RU	UNH
I - Philosophy/ Mission	X	X	X	X
II - Faculty	X	X	X	
III - Curriculum	X		X	
IV - Staff	X	X		
V - Student				
VI – Leadership		X		X

Using Data to Measure Progress

- **Stage One: Emerging**—beginning to **recognize diversity**, inclusion and equity as strategic priorities and is building a campus-wide constituency for the effort.
- **Stage Two: Developing**—ensuring the development of its institutional and individual **sustaining diversity**, inclusion and equity effort.
- **Stage Three: Transforming**— **institutionalized diversity**, inclusion and equity into the fabric of its institution, and continues to assess its efforts to ensure progress and sustainability.
 - *Recognizing the ever-changing environment it continues to assess its continuing progress and the sustainability of its achievements as it looks toward the future.*

Questions?

Thank you!

- NERCHE.ORG – Click on Projects and then on Project Inclusion.
- View Webinar questions and answers.
- Watch the videos for more background on Project Inclusion, the Rubric, NERCHE, and Campus Compact for New Hampshire.
- Share the webinar video with colleagues.
- Call NERCHE if you are considering a Project Inclusion type experience on your campus.
- Thank you for joining us today.
- This Webinar is now concluded.