

A WORD FROM DR. ANDE DIAZ, CHIEF DIVERSITY OFFICER



Greetings! I am honored to join the Saint Anselm community. Often during my first year, people asked me “what does a CDO do?” I explained that the function is to help coordinate, communicate, and keep track of progress. At Saint Anselm that starts with first learning about our exceptional 127-year history, three decades of progress, and 10 years of accelerated diversity and inclusiveness (D&I) efforts. Under the leadership of President DiSalvo, the CDO position was created. I believe my contribution will be to build on that rich Catholic institutional tradition. As the granddaughter of a Puerto Rican seamstress, our founding mission of providing education to ethnic minorities working in textiles is close to my heart. Diversity and inclusiveness is a community effort with room for everyone to contribute. The progress highlighted in the sections below (each contributed by colleagues across campus) is a testimony to the college’s Benedictine value of stewarding a community in which everyone is welcome.

INTRODUCTION

In summer of 2017 the college welcomed its inaugural Chief Diversity Officer (CDO). As of January 31, 2018, 14 Listening Sessions were held in venues across campus and the CDO held more than 34 individual Listening Sessions with members of the Saint Anselm community. In addition, past documents and reports were extensively reviewed. A number of themes have emerged which have helped guide an initial approach regarding diversity including:

- A desire for clarity around the terms of diversity, inclusion, and equity.
- A general awareness that the college’s Catholic identity is the foundation of past accomplishments as well as future progress in the area of inclusiveness. The CDO is working closely with Campus Ministry to align the college’s inclusiveness efforts with mission in areas ranging from employee orientation sessions to student leader initiatives.

STRATEGIC PLANNING: HOSPITALITY & COMMUNITY

Based on scholarship and best practices the new CDO hosted several conversations with the President’s Cabinet about a campus-wide approach to actualizing the mission driven priorities around diversity and inclusion contained in the college’s “Faith in the Future” Strategic Plan. These priorities fall into four areas: Access & Success, Campus Climate & Intergroup Relations, Education and Scholarship, and Institutional Commitment and Capacity.¹

In 2018, the senior leadership team will continue to focus on these areas as each division concentrates on concrete objectives that will advance the strategic priority. Examples of objectives that align with the strategic plan include pipeline initiatives to increase faculty candidates from diverse backgrounds, HR programming to increase cultural awareness and skills development for employees, and specialized admission publications to increase the college’s yield and build a diverse student body. The cabinet will undergo prioritization and budgeting discussions about needed resources (both new and reallocated) to advance a number of initiatives.

¹ Higher education scholars previously termed this fourth strategic area “Institutional Viability/Vitality” indicating the policies and practices that comprise organizational learning and development (D. Smith, *Diversity’s Promise for Higher Education*, 2009).

HIGHLIGHTS FROM ACROSS CAMPUS

President’s Committee on Diversity & Inclusion (PCD&I)

Under the direction of the CDO, the committee has been re-configured with working groups that align with the four strategic areas listed above. The committee is also responsible for monitoring progress on ongoing campus climate efforts. Guests this year include representatives from Institutional Research, Retention Committee, Core Council, and Admission.

Diversity and Inclusion Innovation Fund

This semi-annual award process distributes small grants to collaborative teams from across the college who propose community generated initiatives that advance diversity and inclusion across the institution. Seven initiatives have been awarded funds for spring 2018 (see page 6).

Faculty Development

The Center for Teaching Excellence (CTE) is enhancing professional development for those who wish to pursue diversity training and diverse pedagogies. Recent progress includes: *Conversatio* co-Sponsored Diversity Webinar with Dr. Kathy Obear [7 participants] and a workshop on "Teaching a Diverse Student Body" (14 participants). In addition, 38 faculty and staff attended an information session from the Sustained Dialogue Institute which brings its model to a broad network of campuses.

Admission and Enrollment

Enrollment - Racial Diversity:

- Increased diversity in terms of overall headcount and as a % of the incoming Class.

	Freshmen		Total Enrollment	
	Students	%	Students	%
Fall 2014	36	7.0	140	7.3
2015	38	7.2	142	7.4
2016	53	10.2	144	7.6
2017	65	11.5	167	8.6

- Fall 2017 was a college all-time high for number of diverse students (both in terms of N as well as a %) for both the incoming class as well as the college overall.
- Applications for diverse students has increased 4 consecutive years (312 for fall of 2013; 732 for fall 2017).

Enrollment - Other Forms of Diversity:

- 88% of incoming students in 2017 were from New England (down from 92% in 2013).
- Added a new position dedicated to international student recruitment.
- Added a new position dedicated to transfer student recruitment.
- Eliminated the application fee for all first generation students.
- Targeted need-based aid towards first generation, Pell eligible students.
- 18% of the Class of 2021 are first generation, the highest % in college history.



International Recruitment & Programming 2017/2018

- Increase in Early Action (EA) international applications: 6 to 17.
- Regular Decision (RD) applications 68 (2/18). Last year's total by July was 97.
- Fall 2017/18 Travel: 10 countries total: Latin America (5 countries), Southeast Asia (3 countries) China & UK.
- 1st International Counselor Fly-In: Hosted 13 counselors from Latin America.
- Hosted 10 international students from local NH secondary schools.
- Hosted 2 guidance counselor dinners in Vietnam and Singapore Fall 2017.
- Spring 2018 – Admitted student dinners in Vietnam/China and Latin America.

College Communications and Marketing

- Completed international travel piece (translations in Chinese and Vietnamese).
- International student welcome video posted and distributed digitally.
- *Portraits* magazine story “Dedicated to Diversity”. The story was repurposed for distribution as a stand-alone piece titled “Portraits of Diversity 2017.”
- Approximately 150% increase in news coverage of diversity initiatives and events from 2014 to 2017 on the college website and social media feeds.

Multicultural Recruitment 2017/2018

- Boston Charter School Bus Trip –16 of 29 of participants applied.
- Multicultural Visitation Program (MVP) 2017 for incoming class of 2021. 9 students attended; 5 students deposited (55% yield).

Academic Affairs

- Exploring membership in the Consortium for Faculty Diversity, which would bring several non-contractual faculty positions to the college and expose us to a more diverse array of faculty when hiring for contractual positions.
- Exploration of a collaborative effort to establish the Center for International Students, which would support efforts to attract and retain international students.
- Recent grant support for diversity initiatives. In the last few years received grants to support the Multicultural Center, Access Academy (NEH Grant), and scholarships for underrepresented student populations. The college continues to seek out opportunities.

Multicultural Center

The Multicultural Center saw increased usage of every student population this year. It continued its mission of empowering students with resources, skills, and opportunities for academic achievement, leadership development and purposeful civic engagement. Consistency and continuity were maintained despite several staff changes.

Collaborations through cultural programming, celebrations, dialogues and the examination of issues relevant to diversity and social justice took place with the following: Office of International Programs, Academic Resource Center, CTE, the Honors Program, Office of Alumni Relations, and the Office for Diversity and Inclusion.



Highlights include:

- Welcomed 51 new students to the Transitions Program (previous year was 45).
- Assisted with cultural adjustment for international students.
- Serve as the main coordinating office to meet the needs of 26 commuter students.
- Partnered with the Chief Diversity Officer to develop workshops for faculty
- Mentored Multicultural Student Coalition leaders to develop a Dialogue Model.
- Lead cross campus MLK collaborations to help implement 27 individual events.
- Annual MLK Dinner speaker was alumnus Cortney Dunlap '06 (165 attendees).
- Student Government recognizes True Equality & Dignity Alliance (TEDA) student club.
- Enhancing our race dialogue as well as the Meelia's Conversation series.
- Plan annual off site Multicultural Center retreat for 45 students.

International Students & Study Abroad Programs

Currently have 12 international students from seven different countries plus three graduates still in the U.S. on Optional Practical Training.

- AY 2017-18 has the highest number of Saint Anselm students studying on semester long programs in college history with 67 students; a 91% increase since 2010-2011.
- 26 students are enrolled in the Orvieto Semester Abroad Program for spring 2018.
- 55 students projected to participate in Global Seminar programs (short-term faculty-led trips) for this current academic year.

Campus Ministry

- Regular multifaith educational efforts, i.e. emails to educate community on upcoming holidays from a variety of faith traditions. Additionally, campus-wide emails are sent to mark major Jewish and Islamic holidays (Rosh Hashanah, Eid al-Adha, Passover).
- Rosh Hashanah Celebration (resumes when Jean Center opens) which provides space for Jewish students to observe the holiday and also provides a learning opportunity for Catholic/Christian/other students to learn about the holiday and tradition.
- Women of Faith social media campaign introduces members of the community to a variety of females that have excelled in their faith or spiritual traditions/lives.
- Supported the Muslim Student Association in effort to bring interfaith panelists together for a charity dinner.
- Organized a panel of 8 women from 5 different faith.
- Provide Catholic/Benedictine elements to Ally Training.
- Support orientation of new employees through Being Anselmian Workshop which includes understanding of our inclusiveness efforts.

Meelia Center for Community Engagement

Impact Fellowship - Engagement of Saint Anselm multicultural students with diverse populations at community partnership sites in Manchester.

- New cohort model places group of six or seven Impact Fellows at same site.
 - Allows for mutual support over time with same population and social issues.
 - Engages Impact Fellows with professionals and community networks.



Diversity & Inclusion Progress Brief (Spring 2018)

- Saint Anselm students of color mentor children and youth of color in community and bolster their educational skills and aspirations.
- Impact placement sites provide recruitment pipeline for Access Academy.
- Meelia currently has ten Impact Fellows working with diverse youth.
- Freshman cohort of seven Impact Fellows work with elementary and middle school students, in an afterschool program with refugee and immigrant families.
- Fellows report that this program provides them with a connection to the college, role in this community, and the opportunity to give back, as most of them had a mentor that helped them realize college is possible and for "someone like them."

Access Academy – Campus-based after-school educational program targeting refugee, immigrant, and under-represented high school students in Manchester launched in 2010.

- Expanded to ten courses: STEM (2), College & Career (3), and Humanities (5).
- Ninety high school students currently enrolled in Access Academy.
- The majority of Access classes are developed and taught by students who are trained and supported by Education faculty in curriculum and classroom management.
- In fall 2017, faculty and students collaborated in new courses supported by a large National Endowment for Humanities grant. Up to 15 new humanities courses will be introduced in the next three years.
- Six Academy students have enrolled at the college in the past six years.
- An Education/Science Department collaboration has applied for an NSF grant to partner STEM faculty and students to encourage teaching as a career option.

Meelia Staff Development – The Center supports Student Leadership staff with:

- Retreat workshop by faculty member on power, and privilege (fall 2017).
- Monthly staff meeting training: Social Justice Allyship (fall 2017).
- Ongoing training for coordinators on social justice issues at community sites.
- Planned trainings include: Equity, Inclusion, & Public Health - Manchester Health Department; Working with Survivors of Trauma – YWCA; Active Bystander Training - Granite State Organizing Project (spring 2018).

Other Meelia Initiatives

- Cupcakes and Conversation with Community – Trained 11 new students to engage the campus and support their continued growth as dialogue facilitators.
- Six student facilitators co-facilitated six discussions on topics of social justice that impact our communities with six community experts including the following agencies: YWCA, Int'l Institute, The Mental Health Center of Greater Manchester.
- Race Dialogue: Meelia Associate Director and the Director of Multicultural Center plan to repeat an ongoing dialogue series.
- Students with initiatives related to diversity and inclusion find encouragement and support from Meelia Center staff. Examples include the DACA Awareness Event, and immigrant and refugee awareness event.

New Hampshire Institute of Politics

In September 2017, as part of the Institute’s Citizenship Week program, NHIOP Kevin B Harrington Ambassadors joined with the Multicultural Student Coalition (MSC) on a cosponsored program, “*We the People*” discussion in the aftermath of Charlottesville. Event outcomes include a recognition that the college needs to build a foundation for addressing issues of diversity and inclusiveness both Institute and campus wide. With guidance and assistance from the Dean of Students, who advises SGA; the Meelia Center Associate Director, who currently provides facilitation for several Meelia Center initiatives and the CDO who shared several dialogue models for consideration, the student leaders from the SGA, Harrington Ambassadors, and Multicultural Student Coalition recruited students from Campus Ministry, Meelia Center, Athletics, and Residence Life. Together they worked with a consultant to develop and host a facilitation workshop in fall 2017. Assessment identified two needs:

- To build a “bench” of people skilled in facilitation for complex conversations;
- To offer workshops, followed by practice sessions to build and refine skills.

Future plans include:

- Honors Program showing of the film "I Am Not Your Negro" with discussion groups facilitated by student peers (scheduled for March 2018).
- The Ambassadors established a goal to increase diversity within the program. Future information sessions will be planned and co-sponsored with other departments such as the Multicultural Center and the Transitions Program.



Diversity & Innovation Fund Recipients – Spring 2018

Seven initiatives received funding. Recipients included 11 staff and faculty members from departments including English, Philosophy, Physics, Economics & Business, Gender Studies, Chapel Art Center, Multicultural Center, and Student Activities; and two students.

The initiatives were: Social Innovation Pitch Competition; Other Voices: Words Building Bridges; Pop up Democracy; Sincerely, Saint A's; What's at Stake in Women Making Art?; Inclusivity in Physics & Astrophysics; and *The Hate U Give*: Angie Thomas & Tupac Shakur in Search of Beloved Community

Detailed information on each initiative can be found on the website.