



The opening of the Center in April 2022

IDEA CENTER ANNUAL REPORT 2022 - 2023

Submitted September 2023

**INCLUSION, DIVERSITY, EQUITY AND ACCESS CENTER
PLYMOUTH STATE UNIVERSITY
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Our first cohort of Diversity Scholars in Fall 2022

Dear Colleagues,

It is my immense privilege to share the first annual report from The IDEA Center, initially known as the Center for Diversity, Equity, and Social Justice. This first year has been an incredible journey with many things learned. I am proud of all the shared work accomplished over the past year and look forward to the continued work of advancing inclusion, diversity, equity, and access at Plymouth State University.

In this report you will find information about The IDEA Center, highlights from Year One, progress made on our inaugural Diversity & Equity Plan, updates on IDEA enrollment, retention, and engagement, data on campus IDEA engagement, and what we are looking forward to in the year ahead. There is also information about our goals and objectives for the next three years. This report is meant to provide an overview, not an exhaustive list of information. If you have questions about the information found in this report, please contact me directly.

With much gratitude,

Alberto

A handwritten signature in green ink, appearing to be 'Alberto', with a stylized flourish extending to the right.

Alberto Ramos, M.A.

Chief Diversity Officer and Director of Inclusion, Diversity, Equity, and Access

About the Center

PSU Diversity and Community Goal Statement

Foster an inclusive community that attracts and supports diverse members and develops equitable, just approaches to education.

Mission

The mission of The IDEA Center is to support belonging, success, and empowerment for students and employees across diverse identities and experiences at Plymouth State University and beyond.

Vision

The vision of The IDEA Center is to realize a community that values inclusion and diversity in all forms, practices equity-mindedness, fosters open and constructive dialogue, and improves access throughout institutional policies and practices.

Priorities

- 1. We ensure that inclusion, diversity, equity, and access are central to the University's mission, vision, and values.*
- 2. We serve the campus community and surrounding communities in ways that bring people together, not apart.*
- 3. We center the perspectives of students from historically underserved backgrounds.*
- 4. We collaborate with areas across campus in enrolling, supporting, and graduating students from historically underserved backgrounds.*
- 5. We partner with faculty to develop and integrate pedagogy and curriculum that further inclusion, diversity, equity, and access.*
- 6. We support Human Resources in recruiting, hiring, and retaining faculty and staff from historically underserved backgrounds.*
- 7. We offer education and consultation that promote intercultural humility, intergroup dialogue, and strategic diversity planning.*
- 8. We assess our campus climate regularly and help the University adjust if and when necessary.*

Highlights from Year One

- We had 463 campus community members participate in our first Diversity & Equity Campus Climate Survey conducted via [HEDS \(Higher Education Data Sharing\)](#).
- 18 students participated in our student success initiative Diversity Scholars.
- 18 students participated in our high-impact Social Justice Leadership program.
- We secured a \$3,000 grant from Interfaith America and The American Association of Colleges & Universities to advance Interfaith work on campus.
- 58 faculty and staff participated in our Brave Space professional development series.
- 34 Diversity Education sessions were offered for campus with 788 attendees.
- We partnered with The Lakes Region Curriculum, Instruction, and Assessment Group, The Gilford School District, and The Plymouth Rotary Club for community-based diversity education sessions with a total of 180 people participating.
- We generated \$2,425 in income from our community-based diversity education sessions.
- We sponsored or co-sponsored 45 different events that engaged more than 820 attendees.
- We offered more than \$2,000 in grants to faculty and students to support IDEA-initiatives across campus.
- The new [Bias Incident Reporting Tool](#) was launched.
- 18 campus community members served on our inaugural Council on Diversity, Equity, and Social Justice.
- A Diversity Representative position was created for the Student Government Association.
- Two new employee affinity groups were created: BIPOC (Black, Indigenous, and people of color) Employee Affinity Group and an LGBTQ Employee Affinity Group
- We supported 19 different faculty and staff searches with training on implicit bias.

2022-2023 Diversity and Equity Plan Progress

Based on the Institutional Diversity and Community Goal and related strategies, the IDEA Center, and Chief Diversity Officer in collaboration with various campus stakeholders focused on the following six action steps for Academic Year 2022-2023:

Action Step 1- Implement a social justice student leadership program that focuses on supporting and retaining underserved students at PSU.

Goal: Improve student retention for underserved students by improving the quality of their PSU experience.

Progress on Action Step 1:

- 10 undergraduate students participated in Fall 2022 and 8 students in Spring 2023.
- A Diversity Representative position was developed for the Student Government Association.
- A Bias Incident Response Protocol and reporting tool was put in place in August 2022.

Action Step 2- Initiate a student diversity recruitment plan that focuses on enrollment of underserved students.

Goal: Increase enrollment of underserved students at PSU.

Progress on Action Step 2:

- 24% of enrolled students as of August 2023 were students of color.
- The Diversity Scholars pilot phase had 18 student participants, and the program in Fall 2023 will have 25 students participating over 4 years.
- Please see below for a detailed breakdown of growth in enrollment diversity.

Action Step 3- Create a Council on Diversity, Equity, and Social Justice with various campus stakeholders to serve as the principal advisors to the CDO (Chief Diversity Officer) on matters related to diversity, equity, and social justice at PSU.

Goal: Create a sustainable, effective council that engages members from across the campus community and beyond, to focus on improving campus climate.

Progress on Action Step 3:

- The council had 17 members actively involved including faculty, staff, and students. The council was chaired by the CDO and co-chaired by Professor Dr. Metasebia Woldemariam.
- The council developed subcommittees focused on each of the action steps in the Diversity and Equity Plan.
- The council determined that it would continue to operate being chaired by the CDO and will have a tenure-track/tenured faculty member serve as the council vice-chair.

Action Step 4- Increase efforts towards Affirmative Action in recruitment, hiring, and employee retention for underserved groups.

Goal: Increase support for existing faculty and staff of color and explore ways to attract new faculty and staff of color.

Progress on Action Step 4:

- The CDO became officially recognized as PSU's affirmative action officer.
- The CDO monitored most full-time faculty and staff leadership searches to ensure the process was inclusive and equitable.
- A BIPOC Employee Affinity Group was implemented with 6-10 regular attendees.
- An LGBTQ Employee Affinity Group was implemented with 5 regular attendees.
- 19 separate faculty and staff searches were supported with training on implicit bias.

Action Step 5- Develop programming that promotes intercultural humility and intergroup dialogue.

Goal: To improve the campus climate to attract and retain diverse students, faculty, and staff, offering opportunities for everyone to learn.

Progress on Action Step 5:

- The IDEA Center held numerous programs to implement this action step. Please refer below for data on IDEA Center sponsored programming.

Action Step 6- Partner with faculty and staff to develop curriculum and pedagogy that furthers diversity, equity, and social justice.

Goal: In order to meet the educational needs of the 21st century student, PSU can explore ways to provide additional education on diversity, equity, and social justice.

Progress on Action Step 6:

- One of the supplemental questions on the campus climate survey addressed the DICO courses, we will be examining the results during Fall 2023.
- We applied and were accepted to attend Interfaith America and AACU's Institute on Teaching and Learning for Campus-wide Interfaith Excellence and received a \$3000 grant to implement interfaith initiatives.
- As noted below, 58 faculty and staff participated in Brave Space with a focus on the book From Equity Talk to Equity Walk. The content of the book focused on pedagogy that promotes equitable outcomes for students from underserved backgrounds.

IDEA Student Enrollment Updates

Enrollment for historically underrepresented-minority students

From Fall 2017-Fall 2022, our DEI enrollment for historically underrepresented-minority students has had slight positive and negative variations, averaging between 11.8% and 15%.

Historical data from Fall 2017-Fall 2022 (see chart)

Fall 2017: 12%

Fall 2018: 13.7%

Fall 2019: 15%

Fall 2020: 14.5%

Fall 2021: 13%

Fall 2022: 11.8%

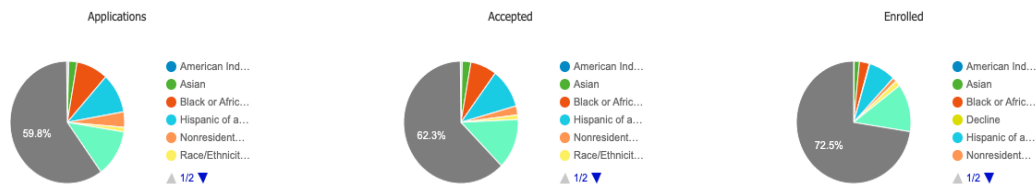
Race/Student Type	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Grand Total
American Indian or Alaska Native	0.5%	0.1%	0.0%	0.2%	0.4%	0.2%	0.2%
New First Time	0.5%	0.1%	0.0%	0.2%	0.4%	0.2%	0.2%
Asian	1.4%	1.5%	2.4%	1.1%	1.5%	1.0%	1.5%
New First Time	1.1%	1.1%	2.2%	1.0%	1.4%	0.9%	1.3%
Transfer	0.2%	0.4%	0.2%	0.1%	0.2%	0.1%	0.2%
Black or African American	2.4%	3.0%	3.3%	3.8%	2.7%	1.2%	2.8%
New First Time	2.0%	2.8%	2.8%	3.4%	2.5%	0.9%	2.4%
Transfer	0.5%	0.2%	0.5%	0.4%	0.2%	0.3%	0.3%
Hispanic or Latino	5.0%	6.5%	4.9%	6.0%	5.2%	6.4%	5.7%
New First Time	4.3%	5.4%	4.3%	5.2%	4.4%	5.6%	4.8%
Transfer	0.7%	1.1%	0.6%	0.8%	0.8%	0.9%	0.8%
Native Hawaiian or Other Pacific Islander	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%
New First Time	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Transfer	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%
Non-Hispanic 2 or more races	2.6%	2.6%	4.3%	3.3%	3.2%	3.0%	3.1%
New First Time	1.9%	2.4%	3.6%	2.8%	2.7%	2.5%	2.6%
Transfer	0.7%	0.2%	0.7%	0.5%	0.5%	0.5%	0.5%
Non-Resident Alien	1.3%	1.1%	1.5%	1.4%	1.4%	1.9%	1.4%
New First Time	1.1%	0.5%	1.2%	1.1%	0.9%	1.3%	1.0%
Transfer	0.2%	0.5%	0.3%	0.3%	0.5%	0.6%	0.4%
Unknown	5.7%	4.9%	6.5%	13.1%	2.3%	3.6%	6.1%
New First Time	4.9%	4.4%	5.7%	12.7%	1.6%	3.2%	5.5%
Transfer	0.8%	0.5%	0.7%	0.4%	0.6%	0.4%	0.6%
White	81.1%	80.4%	77.0%	71.0%	83.3%	82.8%	79.1%
New First Time	68.9%	68.7%	66.3%	61.4%	70.5%	70.2%	67.6%
Transfer	12.2%	11.7%	10.7%	9.6%	12.8%	12.6%	11.6%
Grand Total	100%	100%	100%	100%	100%	100%	100%

- Fall 2023 projections based upon current enrolled students: 24% (see chart below created on Monday, August 7th, 2023).

UG IPEDS for Fall 2023

Metric	Applications	Accepted	Accepted %	Enrolled	Enrolled %
UG IPEDS					
American Indian or Alaska Native	33	27	81.8%	2	7.4%
Asian	185	173	93.5%	18	10.4%
Black or African American	711	526	74%	34	6.5%
Decline	10	8	80%	2	25%
Hispanic of any race	841	745	88.6%	92	12.3%
Native Hawaiian or Other Pacific Isla...	6	5	83.3%		%
Nonresident Alien	325	169	52%	14	8.3%
Race/Ethnicity Unknown	96	87	90.6%	18	20.7%
Two or more races	994	944	95%	155	16.4%
White	4761	4434	93.1%	885	20%
Total	7962	7118	89.4%	1220	17.1%

UG IPEDS Visualization for Fall 2023



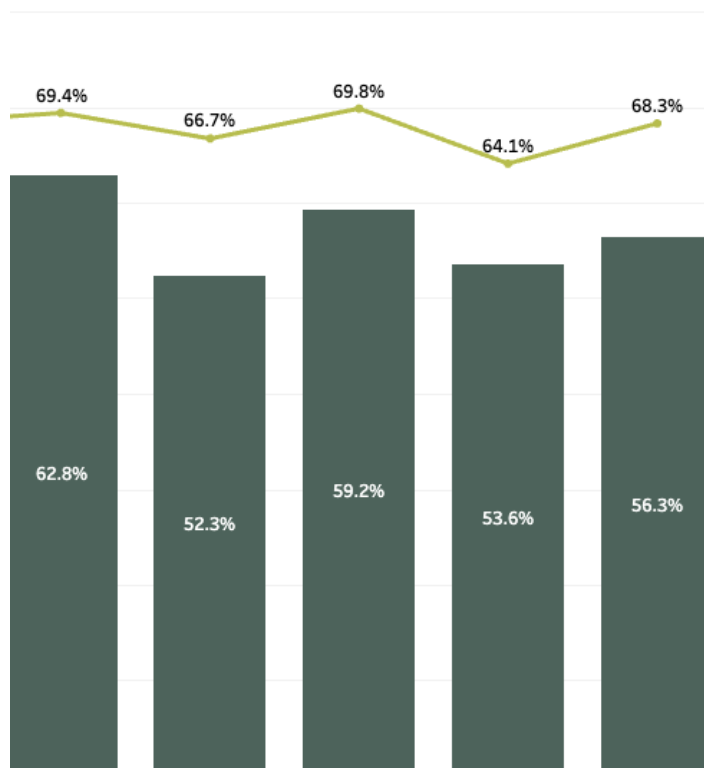
IDEA Student Retention Updates

Retention Initiatives from Fiscal Year 2023:

- Social Justice Leadership program: This program fosters leadership development for undergraduate students each semester. This program has been highly successful as a high impact practice. Our Fall 2022 semester GPAs were 3.52 and Spring 2023 semester GPAs were 3.11.
- Diversity Scholars program: This program was launched as a new initiative to help improve persistence. 18 students participated in the program during Fall 2022. 15 students persisted to Spring 2023.

From Fall 2017-Fall 2021 entering cohorts of new, first-time students, DEI retention has had variations both up and down as reflected below:

- Fall 2017: 62.8%
- Fall 2018: 52.3%
- Fall 2019: 59.2%
- Fall 2020: 53.6%
- Fall 2021: 56.3%



IDEA Campus Engagement Updates



Our 2022 Multicultural Fair student presenters

The IDEA Center sponsored or co-sponsored 45 different events with more than 820 attendees between March 2022-May 2023.

Events Included:

- Acknowledging the Land with Dr. Cori Bazemore-James
- Empower Hours led by our social justice leaders
- Graduation Celebration
- Impacts of Experienced Racial Discrimination and Media Discrimination among Asians/Asian Americans
- International Day of Persons with Disabilities TWP project showcase
- Insightful Expressions in partnership with Lamson Library
- It Has to Be Half with Professor Kelsie Eckert
- It's Not Free Speech in partnership with AAUP and the CoLab
- Listening Sessions
- Love & Resistance with NH Panther (Plymouth Area Network to Help End Racism)
- The Power of Student Activism with Ronelle Tshiela
- Movie Nights in partnership with Student Life
- Multicultural Fair
- National Coming Out Day celebration
- Walk of the Immigrants with Saul Flores
- Women's Herstory Month with Angie Miller

Note: These numbers do not include any DEI focused student clubs/organizations such as ASU, Best Buddies, BSU, Latine, Multicultural Club, or Pride.

Brave Space

Three separate cohorts of Brave Space were offered in Summer 2022, Fall 2022, and Spring 2023. Brave Space is a weekly 1-hour program for faculty and staff to discuss topics related to inclusion, diversity, equity, and access. This past year, the focus was on “From Equity Talk to Equity Walk.”

- 58 faculty and staff participated in a Brave Space cohort this year.
- 46 faculty and staff successfully completed a Brave Space cohort with many of them developing their own equity action plans as a result.

Council on Diversity, Equity, and Social Justice

We had 17 campus community members participate in our Council over the past academic year.

The members included:

- Alberto Ramos, chief diversity officer, chair of the Council
- Metasebia Woldemariam, professor, vice-chair of the Council
- Alison Buchholz, associate professor
- Amber Mateer, associate director of Student Life operations
- Bryan Mascio, teaching faculty
- Erin Sweeney, teaching faculty
- Filiz Ruhm, professor
- Genesis Uribe, undergraduate student
- Janette Wiggett, managing director for student affairs
- Lindsay Page, director of Campus Accessibility Services
- Meghan Doherty, director of the Museum of the White Mountains
- Matthew Wallace, interim director of Admissions
- Paige Paradise, graduate student
- Pamela Chiang, associate professor
- Robin DeRosa, director of learning and libraries
- Ryan Battaglia, assistant director of admissions
- Wilson Garcia, senior teaching faculty

Diversity Education Program



- Number of Diversity Education Sessions for campus: 34
- Number of attendees: 788
- Number of Diversity Education Sessions for outside organizations: 3
- Number of attendees: 180
- Income generated from outside sessions: \$2425.00.

Campus areas served:

- Admissions
- Art Education
- Ascent
- Business
- Counselor Education
- Clinical Mental Health Counseling
- Elementary Education and Youth Development
- Exploring Solar Eclipse Team
- Justice & Security
- Health and Human Performance
- Honors Program
- Lamson Academic Unit
- New Student Experience
- Psychology
- Residential Life and Dining Services
- School Psychology
- Social Work
- Student Nurse Association
- TRIO
- Women's Leadership Summit

Community-based organizations served:

- Gilford School District
- Lakes Region Curriculum, Instruction, and Assessment Group
- Plymouth Rotary Club

Feedback from Diversity Education Program Participants

- “We booked a session for our entire library faculty and staff on implicit bias with the Center for Diversity, Equity, and Social Justice. It received unanimous praise from attendees, who felt like content was practical and enlightening, and we will be able to put much of what we learned into practice. Alberto not only set a tone of honesty and kindness, but also welcomed our library to the table as partners with him in making our campus a more inclusive and equitable place to live and learn. We see our first workshop as just the beginning of our efforts to learn from and collaborate with our new Center.”
-Dr. Robin DeRosa, Director of Learning & Libraries
- “After participating in a racial healing circle that was facilitated by the Center for DESJ, the students in my class and I spent time debriefing about the experience. The responses were overwhelmingly positive as seen in this student example. “..... it was very important to have an honest conversation about our feelings and it was nice to do it in a non-judgmental space”. Given the students' responses, I plan to provide this opportunity to the students in my future courses.”
-Dr. Alison Buchholz, Associate Professor, Elementary Education and Youth Development
- “From a pedagogical perspective, the sessions are a smart way to avoid canceling classes while providing students with an activity that complements their course curriculum, especially for courses with a Diversity Component. It also highlights the importance we place on DEI as a community.”
-Dr. Wilson Garcia, Senior Teaching Faculty, Justice & Security
- “The Implicit Bias training that Alberto and Paige gave the students in my Exploring Solar Eclipses course helped the students realize how many common behaviors that we have or see from others can be offensive in subtle ways. The informed students will now be able to actively evaluate their behaviors when interacting with people of a different community and culture when they travel to New Mexico this fall.”
-Dr. Eric Kelsey, Research Associate Professor, Exploration & Discovery

- “I thought the session went very well and was beneficial to my students. It was clear that Paige and Alberto were knowledgeable about the subject matter. They were both very professional at all times and created a safe environment for open and honest discussion in the classroom. My advice would be that the session be given more time to fully get into it deeper and have more time to processing and student engagement. The session started late, which was my fault as the Instructor, so instead of 75 minutes there was only about 60 minutes and much of that time was setting the norms for the day and introductory material, rather than the content of the session. I would recommend this session be a minimum of 75 min in the future, I think 90 would be even better!”

-Dr. Timothy Losee, Assistant Professor, Health & Human Enrichment

- “My engagement with Alberto and the Diversity, Equity, and Social Justice team enriches my teaching and scholarship by providing opportunities for me to deepen my understanding of timely diversity and equity issues. I had the good fortune to attend several workshops this academic year, and it's so much more than the exposure to the content, it's the coming together to address hard topics. It makes me change the way I think and helps me be a more inclusive learner/teacher, mentor, and colleague in my current and future work at PSU.”

- Dr. Suzanne Gaulocher, Associate Professor, Health & Human Enrichment

Looking Ahead

- In July 2023, we hired our first Coordinator of Inclusion, Diversity, Equity, and Access, Paige Paradise. Paige will focus on student programming and administrative support for the IDEA Center.
- In July 2023 we attended the Institute on Teaching & Learning for Campus-wide Interfaith Excellence and received a grant for \$3,000 to implement interfaith work across campus during the next academic year.
- During the Fall 2023 semester, the IDEA Council will be working to develop a 3-year Strategic Plan for the IDEA Center incorporating the goals and objectives mentioned below and incorporating feedback from the Fall 2022 Diversity and Equity Campus Climate Survey.
- In August 2023, the IDEA Center welcomed a new cohort of 25 Diversity Scholars into a 4-year scholarship program.
- We will be launching The Equity Project in Fall 2023 to focus on improving retention, persistence, and 6-year graduation rates for underserved students.

Our Objectives

Objective 1: 15% Increase in enrollments of underrepresented minority students by Fall 2025 compared with Fall 2022.

Objective 2: 5% Improvement in retention of underrepresented minority students by Fall 2025 compared with Fall 2022.

Objective 3: 3% Improvement in persistence of underrepresented minority students by Fall 2025 compared with Fall 2022.

Objective 4: 6% Improvement in graduation rates of underrepresented minority students by Spring 2028 compared with Spring 2022.

Objective 5: Improvement in diversity, equity, and inclusion campus climate.

For more information about this report and any information contained in this report, please contact the PSU IDEA Center directly.

Contact Us

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