

# DIVERSITY, EQUITY, INCLUSION, ACCESS, AND BELONGING (DEIAB) REPORT

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Our Unstoppable Power: An Inclusive excellence journey where all Chargers are empowered to create a community where everyone feels welcomed, safe and valued.



University of  
New Haven

2023-24



## OUR PURPOSE

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The University of New Haven is committed to fostering a diverse, antiracist, inclusive, and welcoming environment where members of the Charger community of all backgrounds and identities can thrive together. We believe equity, inclusion and social justice are fundamental to inclusive excellence. We benefit from the academic, social, and cultural developments that arise from a diverse campus that is committed to equity, inclusion, belonging, and accountability.

We have a responsibility as a community and as individuals to address the policies and practices that lead to inequities across our university. We are dedicated to building a community that educates, transforms, and supports the wellbeing of all its members. By confronting and healing racial tensions and encouraging ongoing dialogue, engagement, and education, we strive to critically examine and thoughtfully respond to the changing realities of our community. We aim to incorporate intersectionality, increase representation, build capacity, and work in solidarity toward unifying love.

### A MESSAGE FROM THE PRESIDENT

Fostering a diverse and welcoming community in which all Chargers experience a true sense of belonging is deeply personal to me and is a key pillar of the University of New Haven. Our commitment to inclusive excellence powers passions, transforms lives, and creates a more just and better tomorrow – economically, socially, and culturally – for us all.

I would like to thank Barbara J. Lawrence for her leadership as our vice president of institutional equity and diversity, as well as the IDEA Council, the Myatt Center, the academic DEIAB committees, and the multicultural recognized student organizations for their dedication to fostering an environment that enables each of us to excel.

I truly believe that our community reflects the world we live in and the world we want to live in. I am committed to and supportive of advancing the impactful and data-driven DEIAB work that is taking place across the University.

Ultimately, we each have a responsibility to model language and actions that exemplify a sense of shared respect and mutual understanding. I commend each of you for your efforts in cultivating a campus environment that we are proud of and that generates a great sense of pride across our Charger community.

**Jens Frederiksen, Ph.D.**



## A MESSAGE FROM THE VICE PRESIDENT FOR INSTITUTIONAL EQUITY AND DIVERSITY

In advancing our University-wide commitment to diversity, equity and inclusion, access and belonging, much has taken place since our last year-end DEIAB report was shared.

- Jens Frederiksen, Ph.D., was named the 7th President of the University of New Haven in March, 2024
- The Myatt Center for Diversity and Inclusion welcomed Sam Ortiz as director and Jade Roman and Kenneth Notarino-Jeffrey as assistant directors.
- Our first-generation, women, and international graduate student populations saw exponential increases
- Diversity efforts have expanded, including the launch of a DEIAB campus community dialogue, on-campus lectures featuring authors, and a new DEIAB Guide in the Peterson Library for students, staff and faculty.

I am happy to share the 2023-2024 DEIAB Report This report includes an update on the ongoing collaborations between academic and co-curricular programs and initiatives as well as data, that captures the positive impact our work surrounding diversity, equity, inclusion, access, and belonging is making across the University community.

As you read the report, I hope you will see evidence of our continued growth, particularly in the diversity of our student body. While we have more work to do as we strive for a more diverse faculty, administration, and staff, we are confident that we are on the right path to creating a more diverse campus that is welcoming to all.

I'm grateful to the Charger family that welcomed me last August to my role to as vice president for institutional equity and diversity and chief diversity officer. It is clear this community is willing to create a university culture that celebrates growth, adaptability, and resilience while striving to create a more just society.

A special thank you to Ophelie Rowe-Allen, vice president for student affairs and dean of students, who gracefully welcomed me and continues to support my work in leading the University's diversity, equity, inclusion, access and belonging work.

I look forward to continuing to collaborate with many of you to advance our DEIAB initiatives.

**Barbara J. Lawrence, J.D., M.P.A.**

# A YEAR OF ACCOMPLISHMENT

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This report highlights our work as a community throughout the 2023-24 academic year, describing the work of the various stakeholders on our campus. In 2023-24, we continued our work in collaboration with the incoming vice president for institutional equity and diversity.

## MAKING AN IMPACT THROUGH COLLECTIVE ACTION

The University of New Haven continues to foster and cultivate inclusion inside and outside of the classroom. This year, we have made many strides in ensuring that as a Charger community we continue to increase our consciousness related to inclusion, equity, and access. Below are the programs and events we have been involved in this year.

### ACADEMIC AFFAIRS DIVISION

The Academic Affairs Division has continued to increase the focus on DEIAB in the Provost's Office and across the five academic colleges and schools. Below are some brief highlights. A full report can be found [here](#).

### DEIAB ACADEMIC COURSES

To increase the focus of DEIAB, each of our academic colleges and schools created what we call the "UNCommon Course" for students to focus on and understand DEIAB with their first year as Chargers.

- School of Health Sciences: "Transformational Change in Healthcare" certificate designed to increase intentionality of DEIAB and development of a DEI-focused minor. HLTH 141: Pandemics and Public Health is a new class part of CC5.1 that covers DEIAB in healthcare.
- College of Arts and Sciences: UNIV 1141 "Diversity and Social Justice," update to Race and Ethnic Studies minor, development of Gender and Sexuality Studies minor, exploring interdisciplinary programs that include a social justice focus.
- Pompea College of Business: DEIAB content in BUSA 1000: Introduction to Business and Entrepreneurship course.
- Tagliatela College of Engineering: DEIAB content is embedded in the "Living in the Cyber World" and "Entrepreneurial Concepts" courses.
- Henry C. Lee College has supported the efforts of expanding the students reached by the UNIV1125 the "UNCommon Course." The Trait, Value, Behavior model, which is at the center of The UNCommon Course (UNIV1125), has now reached over one third of the undergrad population.

## FACULTY WORKSHOPS & TRAINING

The Center for Teaching Excellence is an innovative and supportive destination for all faculty. Follow link to find all the [Faculty Workshops & Training the Center](#) held this year.

## FACULTY DEVELOPMENT DAY

The Provost's Office is looking forward to seeing you again at this year's Faculty Development Day in August. Here are some of the DEIAB training topics featured last year. For more information regarding the DEIAB work done in Academic Affairs, please access the [Full Report](#).

- Embracing Differences: DEI and the Practice of Cultural Humility
- Who's Next - Our Morals or Our Fears?
- Cultural Humility Story Circles Panel

## 2024 MARTIN LUTHER KING JR. CELEBRATION

EmPOWERing Democracy: Embodying Rev. Dr. Martin Luther King's Vision. Various members of the community participated in the MLK Weeklong Celebration. The culminating event included a panel discussion and recognition of Chargers who embody the ideals of Dr. King. Read a full recap of the event [here](#).



# DIVISION OF STUDENT AFFAIRS

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The Division of Student Affairs is dedicated to providing a holistic educational experience that enables all Chargers to be actively involved in our Charger community and in University-wide DEIAB initiatives.

## CULTURAL HERITAGE MONTH CELEBRATIONS

The Myatt Center recognizes various cultural identities during heritage months. Here is the list of the identities that were celebrated.

- Black History Month/ Black Lives Matter flag raising: Black Student Union
- Women's History Month
- Asian American & Pacific Islander Heritage Month
- LGBTQIA+ Pride Month
- Native American History Month & Indigenous People's Day Proclamation & Celebration
- Hispanic Heritage Month
- Celebration of Excellence
- Lavender Graduation

## BLACK AND LATINA ALUMNI WEEKEND (BLAW)

Alumni returned to campus for BLAW. There were various events sponsored by the multicultural recognized student organizations from April 17 to April 24.

## BLACK STUDENT UNION 50TH ANNIVERSARY

In 2023, the Black Student Union celebrated its 50th Anniversary at the annual Sankofa Ball during the Black Latina and Alumni Weekend. More than 300 faculty, staff, students, and alumni attended this celebration. Read a full recap of the event [here](#).

## INTERNATIONAL STUDENT ENGAGEMENT

The Office of Graduate and International Student Life has been doing remarkable work in increasing international student engagement across campus. For the past several years, the number of international students in our community has grown exponentially. We have been celebrating various cultural, religious, and social traditions.

## INTERNATIONAL FESTIVAL (IFEST)

The international Festival has been in existence for 44 years at the University of New Haven. The campus community is invited each year to learn more about various countries from around the world through traditional foods, dress, dance, song, poetry, and culture. Read a full recap of the event [here](#).

## COURAGEOUS CONVERSATIONS

The Courageous Conversation Series has become a staple within the University community to continue to educate each other on the various topics related to DEIAB. This year, we increased our offerings to better educate the community. The Courageous Conversations can be found on the myCharger DEIAB page.





## BIAS RESPONSE AND REPORTING INFORMATION

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The statistics below include complaints of discriminatory or bias-motivated misconduct brought forward during the 2021-2022 and 2022-2023 academic years. Complaints of bias-motivated or discriminatory misconduct were sorted into broad categories based on the reporter’s allegations.

These reports were categorized into race, ethnicity and/or national origin, sex or gender identity, sexual orientation, ability/disability, religion, etc. Most of the reports were submitted by students.

Academic Year	Bias-Motivated or Discriminatory Behavior
2021-2022	38 Bias-Motivated /Discriminatory Report
2022-2023	31 Bias Motivated/Discriminatory Behavior

The statistics include all reports that indicated an alleged bias-motivation or discriminatory behavior, regardless of the investigation outcome or whether the allegation of bias was substantiated.

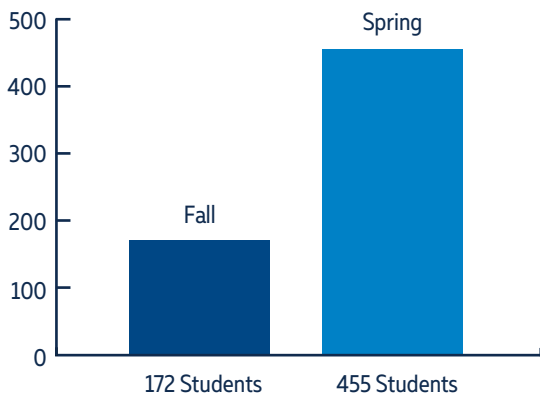
These statistics may vary from what is published in the annual Clery Security and Fire Safety Report, as it includes only those reports that the University received notice of and which engaged in the disciplinary process. Clery reportable crimes may also include aggregate data provided by confidential resources, such as Health Services, Counseling and Psychological Services, and the Milford Rape Crisis Center College Advocate.



## CAMPUS PANTRY AND CAREER CLOSET

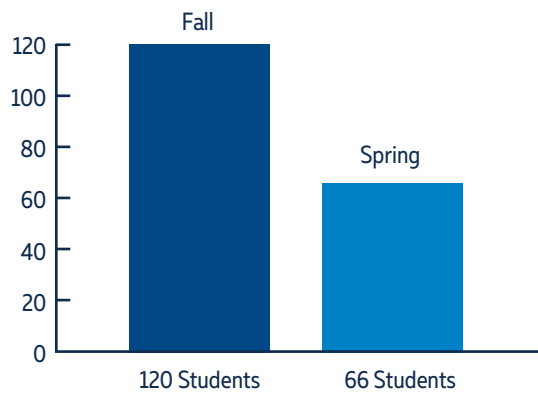
A food and nutrition survey was conducted to assess food insecurity, eating disorders, and awareness on campus of the Campus Pantry and Career Closet. The survey was completed as part of a partnership with Drs. Alvin Tran, Yanice Méndez-Fernández, Anisa Ramcharitar-Bourne and the Dean of Students Office. More than 1,500 responses were collected. The results of the survey will be shared with the University community in September.

### CAMPUS PANTRY USAGE



\*Number of students who used the pantry during the 2023 fall and spring semester.

### CAREER CLOSET USAGE



\*Number of students who used the closet during the 2023 fall and spring semester.

## CLASSROOM TO CAREER READINESS

The Career Development Center has been hard at work preparing students for internships and employment.

**Interstride:** A new software to assist international students and alumni find job opportunities, immigration support, and community will be launched in the Fall semester.

## COLLABORATION WITH LOCAL NONPROFITS & CORPORATE PHILANTHROPY

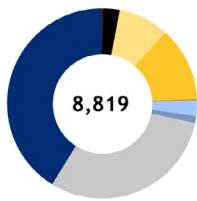
The Helping Hands Initiative, in partnership with Wells Fargo Bank, helps students to explore nonprofit leadership roles. Sixteen selected Helping Hands Scholars- 2023 (8 Domestic & 8 International).



# DEIAB- DIVERSITY SCORECARD

## Current Term Race/Ethnicity by Category

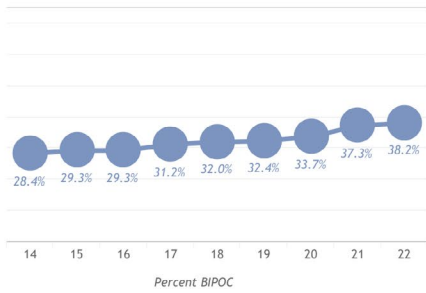
Select Group:  
Students



- Race/Ethnic Category
- Am Indian/Alaska Nat
  - Asian
  - Black/Afr Am
  - Hispanic
  - Nat Haw/Pac Island
  - Race/Eth Unknown
  - Two/More Races
  - US Non-Resident
  - White

## Percent BIPOC Headcount - Students

Which Measure?  
Percent BIPOC

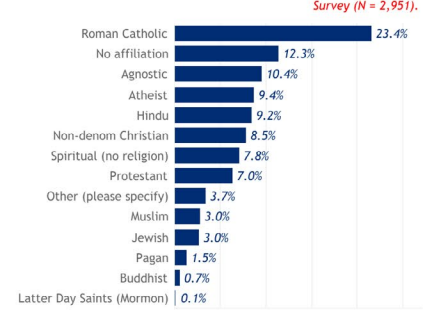


## Year-Over-Year Change - Percent BIPOC Students



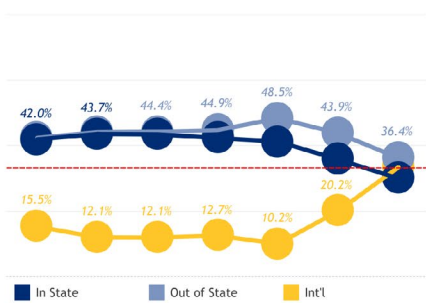
## STUDENT Enrollment By Demographics\*

Student Demographic Trait: Religious Affiliation  
\* Student data self-reported from the 2021 and 2023 Campus Climate Survey (N = 2,951).



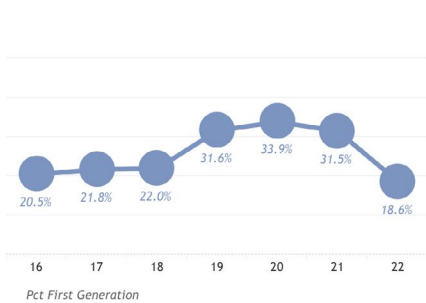
## STUDENT Enrollment by Geographic Region

Filter by Academic Level:  
All



## STUDENT Enrollment By First Generation Status

Filter by Academic Level(s): All  
Filter by BIPOC Students: All





# CREATING A SAFE, AFFIRMING, AND KNOWLEDGEABLE COMMUNITY

Read about our campus climate, learn the language, history, sensitivity, and better ways to communicate.

## CAMPUS CLIMATE SURVEY

Read about the campus climate survey [here](#).

- Student Responses: 1421 responses
- Employee Responses: 564 responses
- School Demographics
  - Students identifying as non-binary: 4.68%
  - Employees identifying with disability: 13.43%
  - Student identifying with a disability: 23%
- Learning disability
  - Students: 32.9%
  - Employees: 21.54%
- Physical
  - Students: 50%
  - Employees: 40%

## ACCESSIBILITY & LANGUAGE

Language usage is a powerful way to demonstrate professional values and, in our specific case, our beliefs about disability.

There are two prevalent ways that we identify with disability in language: person-first and identity-first. Both options have implications for how we think about disability.

Person-first language distances the person from the disability, ostensibly to separate the person from the negative connotations and stigma with which we have all been socialized.

Identity-first language challenges negative connotations by claiming disability directly. Identity-first language references the variety that exists in how our bodies and brains work with a myriad of conditions that exist, and the role of inaccessible or oppressive systems, structures, or environments in making someone disabled. For more information, visit [AHEAD](#) Statement on Language.



## ACCESSIBILITY EVENTS POLICY

The University of New Haven is required under federal and state disability laws to ensure sponsored events and externally sponsored events occurring on campus are meaningfully accessible to individuals with disabilities.

**Event:** a planned, organized public or social activity or program sponsored by the University of New Haven open to the University community and/or the public. Events include, but are not limited to, conferences, seminars, forums, colloquiums, receptions, athletic events, athletic camps, youth programs, gallery exhibits, theatre, and music performances, and graduation ceremonies.

For full policy, see [Event Accessibility and Reasonable Accommodation Policy](#)

For the checklist, see [Accessible Event Checklist Accessibility Events Policy](#)

## UNDERSTANDING PRONOUNS

What's a pronoun, why they matter, and what to do if you make a mistake. As we look forward to a new semester and new academic year, let us make a conscious effort to understand how important using one's pronoun is to them. You can learn more about the use of pronouns by visiting the DEIAB page on myCharger.

## SPIRITUAL LIFE AND CAMPUS MINISTRY

The Spiritual and Meditation Center is located at 15 Ruden Street. It is open from 7:00am to 10:00pm daily for all students. No reservation is needed. Check out the [Spiritual Resource Guide](#) to find information about off-campus worship opportunities and to see the [2024 Religious Observance calendar](#).

## PROMOTING STORIES OF IMPACT

[University Community Unites to Fight Injustice - University of New Haven](#)

[University Honors 'Phenomenal Women' of Charger Nation - University of New Haven](#)

[University Community Connected by a Culture of Kindness - University of New Haven](#)

[University's JEDI Student Ambassadors Are Leaders and Advocates for Support and Inclusion - University of New Haven](#)

['I Was Happy to See Everyone Enjoying the Lunar New Year Celebration' - University of New Haven](#)

## MENSTRUAL HYGIENE INITIATIVE LAUNCHED

The University of New Haven provides free menstrual products in various restrooms across campus.