60 COUNTRIES REPRESENTED

44 STATES REPRESENTED

ANGOLA  AUSTRALIA  BAHAMAS  BANGLADESH  BARBADOS  BRAZIL  BURUNDI  CANADA  CHINA  COLOMBIA  ECUADOR  EGYPT  EL SALVADOR  FRANCE  GERMANY  GHANA  GREECE  HUNGARY  ICELAND  INDIA  IRAN  IRAQ  ISRAEL  ITALY  JAMAICA  JORDAN  KENYA  KUWAIT  LAOS  LEBANON  MALAYSIA  MAURITIUS  MEXICO  MONGOLIA  MOROCCO  NEPAL  NIGERIA  NORWAY  PAKISTAN  PHILIPPINES  ROMANIA  RUSSIA  RWANDA  SAUDI ARABIA  SERBIA  SOUTH AFRICA  SOUTH KOREA  SPAIN  SRI LANKA  ST. VINCENT & GRENADINES  SUDAN  SYRIA  TAIWAN  THAILAND  TURKEY  UKRAINE  UNITED KINGDOM  U.S.A.  VENEZUELA  VIETNAM

* Excludes Washington, D.C. and Puerto Rico

MAP INCLUDES DOCTORAL, MASTER'S AND CERTIFICATE STUDENTS
Introduction

The UNH Graduate School has longstanding initiatives geared toward the retention and recruitment of underrepresented students. These efforts have been productive, with the percentage of underrepresented graduate students more than doubling over the past decade (2.9% in 2008 versus 7.2 in 2018).
Policies

• Preferred name
• Non-discrimination with gender identity and expression
• Non binary gender category on graduate application
• Gender neutral bathroom map
Funding

- **Graduate Fellowships**
  - Simultaneously address diverse students + critical areas of engagement by funding student fellows in key areas of broad societal concern. Diverse students have priority in fellowship selection.
  - These fellows support existing UNH initiatives in these areas by performing research, assessment, and other functions that leverage their graduate abilities and interests; creates networking, funding, and professional development opportunities for these students.

Simone Chapman, a master’s student and graduate assistant in the UNH Graduate School
Collaboration – UNH Programs

- Provide financial and other forms of support to numerous diversity-focused offices and groups across campus, including:
  - UNH Advance
  - UNH McNair Scholars program
  - UNH Chapter of the National Society of Black Engineers
  - Northeast Passage
  - Association for Women in Science
  - Stonewall Grads
  - oSTEM
  - Veteran’s Office (vocational rehab bridge)
• Dean’s Lunches
  – The Graduate School applies a focus on creating a consistent and frequent presence with diverse students, faculty, and staff. These are achieved through targeted relationship-building activities throughout the year, including in the form of the “Dean’s Lunches/Dinners” series in which the Graduate School deans meet with diverse students and other members of the multicultural community on and off-campus for meals and individual meetings.
  – These have resulted in forming numerous robust relationships with diverse communities across campus.
Programming

Provide particular effort toward gaining participation of first-generation and underrepresented students in existing campus-wide efforts.

Examples:
- First Thursdays
- Utilizing Graduate Student Space
- Professional development, e.g., Three-Minute Thesis Competition
Co-sponsorships

LGBT Pancake breakfast
New England Black History Conference
Rev. Dr. Martin Luther King Events
Training for Students

- Green Zone
- QPR
- Safe Zones
- Social Justice

Trainings
Collaboration – External Institutions

- Provide financial and other forms of support to numerous diversity and underrepresented-focused organizations beyond campus, including:
  - Institute for Recruitment of Teachers (IRT)
  - Northeast Alliance of Graduate Education and the Professoriate (NEAGEP)
The Graduate School is in the process of assuming leadership of the Northeast Alliance for Graduate Education and the Professoriate (NEAGEP), a consortium composed of fifteen universities and colleges, including five minority-serving institutions.

The goal of NEAGEP is to increase the recruitment and retention of underrepresented U.S. graduate students, via the inter-alliance collaborations as described below. These initiatives will underpin much of the Graduate School’s overall diversity efforts.
NEAGEP-Based Retention Activities

• Professional Development and Other Support:
  • Leverage and build upon existing activities at member institutions to offer professional development workshops and seminars for students, faculty and staff, e.g., “How to survive your first year as a Ph.D. student”, “How to develop your proposal” and “How to mentor underrepresented students”.

• Data and Assessment
  • Utilize aggregated NEAGEP institution data to conduct studies on an array of issues impacting admissions, enrollments, retention and outcomes. This will Address fundamental gaps in the research arena and literature concerning diversity in the STEM PhD populations, e.g., use of GRE
<table>
<thead>
<tr>
<th>PARTNER INSTITUTIONS</th>
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<tbody>
<tr>
<td>Alliance Institutions work actively with five minority-serving Partner Institutions to increase the number of underrepresented minority students who receive doctoral degrees in STEM disciplines. Partner Institutions are:</td>
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<table>
<thead>
<tr>
<th>Bennett College, NC</th>
<th>Medgar Evers College, CUNY, NY</th>
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<tr>
<td>Jackson State University, MS</td>
<td>University of Puerto Rico, Mayaguez, PR</td>
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<tr>
<td>Lincoln University, PA</td>
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Social Media Resources

#500Scientist  
#AAUW  
bisci  
#BlackandSTEM  
#BlackEngineer  
#BlackinSTEM  
#BlackSTEMLikeME  
#BlackWomenInSTEM  
#DisabledSTEM  

#DiversityInSTEM  
#femmesinSTEM  
#firstgen  
girlslkeus  
#HistSTM  
#ImmigrantsinSTEM  
#LatinasInSTEM  
#LatinxInSTEM  
#LGBTinEng  
#LGBTQinSTEM  
#LGBTSTEM  
#LGBTSTEMDay  
#MarginSci  

#McnairScholar  
#MinoritiesInSTEM  
#NABA  
#NativeinSTEM  
#NativeScience  
#NSBE  
oSTEM  
#QueerinSTEM  
#QueerAndStem  
#Societyofwomenengineers  
#STEM  
#STEMDiversity  
#STEMOutreach  

#STEMPride  
#ThinkBigDiversity  
#TransAndSTEM  
#TransInSTEM  
#UndocuSTEM  
#WOCinSTEM  
#Womeninbusiness  
#Womeninengineering  
#WomenInMedicine  
#WomenInScience  
#WomenInSTEM  
#STEMwomen  
#WomenInTech  
#WomenWhoCode