



# Aulbani J. Beauregard Center for Equity, Justice, and Freedom

## 2022 - 2023 Annual Report

Greetings Wildcats –

I write this note for our first ever external annual report as I approach my one-year anniversary at the University of New Hampshire.

As I stepped into my role, the need to assess the current state of the department and to reengage stakeholders was clear and immediate. Thus, we undertook significant organization development efforts by engaging our stakeholders in a needs and opportunities assessment and conducting an internal department review and a national benchmarking assessment. These efforts to assess the current state of the Beauregard Center helped us develop a scope of work, develop an evidence-based and data-informed operational framework, and identify strategic priorities for improvement and advancement.

This report highlights our strategic priorities and the progress we have made towards accomplishing them during the 2022-2023 academic year. I hope this report evidences our commitment to honoring your engagement with our organization development efforts and addressing your feedback in tangible ways. This report celebrates our collaboration and will hopefully inspire continued collaboration to sustain progress and build upon it.

The progress we have made has not been without challenges. I am grateful to my team, members of our senior leadership, and our stakeholders for their engagement and support. I remain hopeful and enthusiastic despite the challenges. I am determined to ensure that the progress at the Beauregard Center continues and look forward to the work we will do to support student success at UNH.

With Gratitude -

**Yashwant Prakash Vyas**, MPA (he, him, his)  
Director, Aulbani J. Beauregard Center  
for Equity, Justice, and Freedom



### Our Scope of Work

The Beauregard Center is an intersectional student center and a welcoming space for all students. We partner with students from historically excluded and underserved backgrounds and ally students to empower their social and academic growth. We facilitate our student success efforts through our student support and development, retention and success, education and development, programming and engagement, and community engagement function areas. In doing so, we prepare students for a diverse, multicultural, and globalized world.

# Strategic Goals and Progress Updates

## Strategic Goal 1

### Asses the Current State of the Department

A needs and opportunities assessment, internal department review, and national benchmarking assessment were conducted to assess the current state of the department. These organization development efforts helped:

- Address the immediate need to re-engage all stakeholders.
- Develop our scope of work and an evidence-based and data-informed operational framework.
- Develop a 2-year strategic plan [consisting of strategic goals 2 to 7] to create and advance a vision with a clear strategy for success for the Center.

## Strategic Goal 2

### Address Staff Retention Issues

- Inequities in division of labour and compensation, ambiguous job descriptions and responsibilities, and lack of strategic direction and accountability emerged as major factors for high staff turnover.
- Structural changes were identified and facilitated within the department to address mission critical needs and accurately reflect work performed by staff. A new department structure was developed in collaboration with colleagues in HR, which required creating new staff positions through realigning and updating staff responsibilities and reclassification of existing positions. The following positions were developed through this process:

**Assistant Director, Programming and Engagement**  
[Funded]

**Assistant Director, Education and Outreach**  
[Identifying Funding]

**LGBTQIA+ Initiatives and Support Specialist**  
[Identifying Funding]



**Jill Mundung**

Class of 2024

The Beauregard Center has been a cornerstone of my time at UNH. As the executive director of the Diversity Support Coalition, the Center has become an integral part of the support system we provide to our member organizations--providing a space for all of us to collaborate, be in community, learn, and so much more.

## Strategic Goal 3

### Understand Student Needs to Foster Student Success Through Intentional Support and Engagement Initiatives

Engaged students, specifically from historically excluded and underserved backgrounds, to understand their concerns and needs. A few highlights include:

- The Beauregard Center houses and supports the Diversity Support Coalition (DSC), an umbrella student organization with seven member organizations: Black Student Union, United Asian Coalition, Middle Eastern Cultural Association, MOSIACO, Hillel, Alliance, and Native American Cultural Association. DSC expressed a need for structural support and guidance from the university. In response to this feedback, the Beauregard Center Director stepped into the inaugural role of primary advisor to the DSC and its member organizations to offer structured advising, mentoring, and support. This has resulted in effective operations of the DSC including regular council meetings, coordinated programming, timely leadership transition, budget increase, and maintenance of DSC office space.
- The Beauregard Center coordinated two meetings with Diversity Support Coalition (DSC) Student Leaders and President Dean during the Fall 2022. These meetings allowed DSC student leaders an opportunity to collect feedback from their memberships and share with President Dean, and other senior administrators, as well as foster a collaborative space between students and senior leadership. Student feedback from these meetings was compiled and distributed across campus so various departments on campus could take appropriate actions to address feedback relevant to their department. The Beauregard Center coordinated follow-up meeting for senior leadership to share progress updates and students to share additional feedback.
- Reviewed student feedback relevant to the Beauregard Center and addressed it through developing and facilitating strategic priorities 4 and 6.





## Strategic Goal 4

### Address Facility Issues and Improve Center's Physical Space

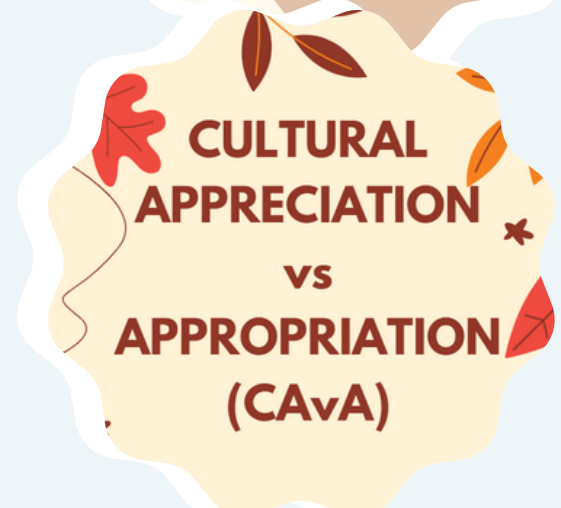
- The Aulbani J. Beauregard Center for Equity, Justice, and Freedom, formerly known as Office of Multicultural Student Affairs (OMSA), was moved to the first floor of the Memorial Union Building from the third floor in January 2020. While the Center received new space, the existing furniture was worn out, stained, and/or was not body inclusive.
- The physical Center space was repeatedly identified as a strength in the needs and opportunities assessment as well as student feedback. The Center layout as well as the furniture and IT equipment were updated in response to student feedback and for effective and efficient use of space. These updates to the physical space have increased student presence and engagement in the Center.

## Strategic Goal 5

### Improve Operational Effectiveness and Efficiency

Effectiveness and efficiency of everyday operations was improved by streamlining existing processes and practices as well as addressing lack of processes where applicable. Select few highlights include:

- Transferring all Center processes and record keeping to a single university sponsored platform.
- Aligning the Center around consistent branding and marketing strategy that included creating Center logos consist with UNH branding and ensuring that the marketing materials were accessible including adding an accessibility statement wherever possible.
- Updating job responsibilities for front desk student employees including recording foot traffic to assess Center space usage.
- Collaborated with University General Counsel and Civil Rights and Equity Office to designate Center professional staff as Confidential Resource Advisor (CRA) for disclosures of sexual misconduct.



# Strategic Goal 6



## Elevate Existing, Develop New, and Sunset Ineffective and Non-Mission/Scope Related Initiatives to Address Student Needs

Identified areas of improvement and service gaps through evaluating the current portfolio of initiatives. This aided the process of identifying and providing core services the Center is charged with as well as identifying and sunsetting initiatives that were duplicated, ineffective, or did not align with the Center’s mission and scope of work.



### Elevation of Existing Initiatives:

- Annual graduation celebration was reimagined to create the Celebration of Achievement and Excellence initiative by establishing first-generation college graduate recognition and lavender graduation and redesigning the Kente Cloth stole to include Adhinkra Symbols. The overhaul included creating student speaker roles on behalf of each recognition, instead of the historic approach of having faculty or staff speakers, and Diversity Support Coalition Student Leader recognition.
- Elevated the Culture Appropriation versus Culture Appreciation initiative through development of educational resources and interactive discussion activities.
- Revamped the Audre Lorde Summit curriculum to offer a tailored and unique learning and development opportunity with specific learning outcomes, assessment plans, leadership moments with UNH administrators, and to issue completion certificates. Collaborated with New Student Programs and Office of International Students and Scholars to offer welcome at new student orientations.



**Tinotenda Duche**

Class of 2024

Stepping into the Beauregard Center, one immediately senses the embrace of warmth and inclusivity, and I can wholeheartedly say that I’ve found my community and a sense of belonging during my time here.



**First Generation College Graduate Medallion**



**Lavender Stole**



**Kente Cloth**



## New Initiatives:

- Developed and facilitated bias management and fostering inclusive spaces training for orientation leaders.
- Established and organized the Native American Heritage Month Celebration.
- Collaborated with University Advising Center to offer informational sessions about the Beauregard Center in Undeclared Advising Seminar for 1st semester students.
- Facilitated student engagement with the National Conference on Race and Ethnicity (NCORE) in Higher Education. This resulted in UNH student selection for the NCORE Student Scholars Program.
- Participated in the university-wide first-generation college student celebration by implementing programming to engage first-generation college students i.e. First Gen Fest.
- Established ThirsTEA Thursdays - a biweekly student center event focused on general well being and building community.

## Sunset Initiatives:

- Syllabus Review [Outside of Scope]
- Faculty and Staff Workshops [Outside of Scope]
- Real Talk Series [Lack of Interest and Engagement]
- Textbook Program [Duplicated Service - provided by Division of Diversity, Equity and Inclusion]



**Student Scholars Program**

## Strategic Goal 7

### Expand Financial Resources to Implement the Strategic Plan and Sustain Center Operations

- Participated in the annual university-wide fundraising campaign [603 Challenge] for the first time by engaging with donors, UNH Alumni Association, and UNH Advancement Office and raised over \$1K.
- Physical space updates were done through one-time donor support directed from the Office of the President.
- Secured \$130K over 5 years in donor funds for programming and engagement initiatives. We are continuing to pursue fundraising efforts to sustain and build upon this progress.

Work towards building a Beloved Community at the annual  
**MLK DAY OF SERVICE**  
and Food Drive for Cats Cupboard



# Collaborations and Committee Work

We addressed the immediate need to build collaborative partnerships with academic colleges and units within academic affairs by engaging them in our organization development efforts and through our programming initiatives. We expanded our cross campus collaborations through several campus wide student engagement and education initiatives. Below are few highlights from our cross-campus collaboration efforts:

## 2022 National Coming Out Week

Coordinated by the Beaugard Center in collaboration with Alliance, Trans UNH, Civil Rights & Equity Office, Health & Wellness, Women's and Gender Studies, NH Listens, Memorial Union and Student Activities, Office of Community Equity and Diversity, SHARPP.

Coordinated by the Beaugard Center in collaboration with the Diversity Support Coalition, College of Liberal Arts, Paul College of Business and Economics, and College of Life Sciences and Agriculture.

## 2022 Native American Heritage Month

## 2022 Gender Identity Awareness Week

Coordinated by the Beaugard Center in collaboration with Trans UNH, Alliance, Diversity Support Coalition, NH Listens, Sexual Harassment and Rape Prevention Program, Psychological and Counseling Services, Dimond Library, and Health and Wellness.

Coordinated by the Beaugard Center and Civic and Community Engagement in collaboration with Residential Life, Fraternity and Sorority Life, Student Government Association, University Commission on Community, Equity, and Diversity, College of Liberal Arts, Peter T. Paul College of Business and Economics, NH Listens, Office of Community, Equity and Diversity.

## 2023 MLK Day of Service and Food Drive for Cats Cupboard

## 2023 Gaypril - Campus Pride Celebration

Coordinated by the Beaugard Center in collaboration with UNH Alliance, Trans UNH, The Bill Kidder Fund, Office of Community, Equity, and Diversity, Global 14 Education, Health and Wellness, SHARPP, Diversity Support Coalition, Alumni Affairs, Peter T. Paul College of Business and Economics, NH Listens, UNH Graduate Student NonBinary Support Group.

**Beaugard Center team served on various campus committees including:**

- (1) Inclusion Council,
- (2) University Commission on Community, Equity, and Diversity,
- (3) Student Life Diversity Committee,
- (4) Campus-Wide Programming Committee,
- (5) Student Life Professional Development Committee,
- (6) Bias Assessment and Response Team,
- (7) mWS and Advising Action Team,
- (8) Supportive Campus Recovery Committee.

# Ongoing Initiatives and Impact

## Safe Zones Program

The Beaugard Center engaged 1,231 students, faculty, and staff over the academic year through our Safe Zones workshops. Safe Zones is an educational program to raise awareness of lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, aromantic, pansexual and other (LGBTQIA+) issues and contribute to a campus climate of inclusion at UNH.



**Jayda Vazquez**

Class of 2024

I am eternally thankful for the community and support that has allowed me to make such lovely connections while not only visiting the Beaugard Center, but being a general member in many Diversity Support Coalition and cousin organizations.

## Donor Acknowledgement

Special thanks to **Edward Federman '74** and **Diane Federman '75** and **603 Challenge donors** for their support of the Aulbani J. Beaugard Center for Equity, Justice, and Freedom



**Caleb Marrero**

Class of 2025

I will forever be grateful for the support system the Beaugard Center provides as everyone in the community is here to help others grow and thrive both academically and socially.

Hours: **Monday to Friday 8 am to 5 pm**

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