

## An Update from the Office of Human Relations Programs: Spring 2008

Established in 1971, the Office of Human Relations Programs (OHRP) is the equity, compliance and diversity education arm of the Office of the President at the University of Maryland, College Park. OHRP investigates complaints of discrimination and harassment under the Human Relations Code, conducts Sexual Harassment Prevention Program training, and provides proactive diversity education for students, staff, and faculty on the broad array of issues related to multiculturalism.

### New and Noteworthy:

The Office of Human Relations Programs' signature *Words of Engagement Intergroup Dialogue Program* was featured recently in the Chronicle of Higher Education on July 16, 2008. The dialogue program was mentioned as a part of the Multi-University Intergroup Dialogue research project headed by Dr. Patricia Gurin at the University of Michigan, Ann Arbor. To read the article, please visit the following website: <http://chronicle.com/daily/2008/07/3829n.htm>



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### Equity and Compliance

- Complaints and inquiries regarding fair treatment have been steady. This semester there have been **23 intakes and two formal jurisdiction determinations** under the Human Relations Code.
- Sexual Harassment Prevention workshops reached an estimated **350 people**.
- The Peer Mediation Program, working with the campus' Conflict Resolver Network under a MACRO grant, sponsored a full day training program for **approximately 100 Prince Georges County high school students** along with an in-service training for the Peer Mediation teachers from ten regional high schools and their supervisors.
- In collaboration with the President's Commission on Ethnic Minority Issues and the Office of the Provost, **three OHRP staff** initiated and participated in the collection and analysis of data for the Report on Faculty of Color Issues and Concerns.
- OHRP is considering a program that would use **music in managing (or preventing) serious conflict**. The program utilizes musicians in diverse ethnic and regional musical traditions to provoke thinking about collaborating while simultaneously maintaining personal integrity.

### Diversity Education

- *Words of Engagement Intergroup Dialogue Program* conducted five dialogues **servicing 60 students every week for eight weeks**. In addition, the WEIDP Facilitator Training prepared **12 people to facilitate** dialogue.
- Co-sponsored and presented at the Multi-University Summer Institute held at the University of Michigan. The Institute explored the uses of dialogic pedagogy for education about social diversity and social justice. **Over 100 people from 35 higher education institutions attended**.
- Diversity Training and Consultation Service conducted 13 trainings reaching approximately **175 students and 80 staff**. Two of these trainings were multi-day endeavors with the UM Department of Public Safety.
- In collaboration with the Office of Multicultural Involvement and Community Advocacy (MICA), OHRP staff co-taught EDCP 418C: Latino Leadership.
- Staff Dialogues: Sister Circle met monthly to empower women of color. Approximately **15-20 attend each month**. Brother Circle was established in June 2008 as a complement. The first meeting had **30 men attend**.
- Two appreciation events for Non-Exempt staff were held reaching approximately **500 participants**.